

# International Associations of Machinists and Aerospace Workers



# 873 NEWS

"Justice on the job and service to the community"

LODGE NO. 873  
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### Website

[http://homesite.powerweb.net/  
local873/](http://homesite.powerweb.net/local873/)

Facebook :

"Horicon Machinists"

### LOCAL LODGE 873 EXECUTIVE BOARD

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Paul Rabe

#### EDITORS

Marla Ryan, Nikki Schlagel



August 2014

September 1<sup>st</sup> | Noon-5:30 pm

Madison Labor Temple • 1602 S Park Street

# LaborFest '14

## Special Labor Day Collection!



Help Our VERY Youngest Children Get a  
Great Start in Life and Prepare for School by  
Making Sure Parents in Dane County Have  
Books for Their Infants and Toddlers

Donated items are always needed but we, the Community Services Committee of the South Central Federation of Labor, would like to make a special effort this Labor Day.

On **Monday, September 1<sup>st</sup> - which is Labor Day** - we will be doing this collection as a part of LaborFest '14 at the Madison Labor Temple. We hope all Union members and Locals in the area as well as LaborFest '14 attendees will participate. Please contact the AFL-CIO Community Services Liaison at [labor@uwdc.org](mailto:labor@uwdc.org) or 608-246-4355 if you need additional information or want to host a special drive at your work location.

## Face Painting Bounce House Balloons

12:30 PM—Chris Plata & Extra Hot

2:15 PM—Solidarity Roll Call

3:00 PM—V05

1 and 3 PM—Magic Shows

# President's Report

Dear Sisters and Brothers,

I hope everyone who had off for our annual summer shutdown enjoyed their vacation and time away from work. There were some members who have voiced their unhappiness with not being able to work through shutdown to save their vacation. In past years the opportunity to work was normally there for those who wanted to work. While I don't like it, I do not see that opportunity being there in future years like it was in the past. There are a few reasons for this, 1. As the company continues to hire new members, there will be more and more members without vacation to cover shutdown, so they will be required to work first. 2. The company has changed its strategy for shutdown as you've noticed. So for the foreseeable future, I think shutdowns will probably be run like this.

I've been noticing a trend lately that usually makes things much harder to get issues resolved for members and needs to stop. Some members deem it necessary to go to the factory manager with their complaints, and this is not only unnecessary but it can create bigger obstacles for us to overcome to get the issue resolved to your satisfaction. Although I appreciate that Mr. Johnson has an "open door" policy, when complaints are aired to him about things that should be handled by your steward or supervisor, at the dept. level, it sometimes makes things a lot harder for your Union Rep.'s to get resolution. I understand that we all want things to get done right, and in a timely manner, and sometimes we act while upset, and perhaps you think if you go right to the top it'll get done faster. But that is not always the case, so let me caution you that sometimes choosing that route can come back to make things a lot harder to resolve and have some results that none of us want. So I'm asking you to follow your chain of command. If you have an issue, go to your Steward, your Steward will attempt to resolve it through your Supervisor, and if they need help, the Steward will contact your Shop Committee. If you feel your Steward isn't acting on your issue, discuss that with them. If you feel you still aren't getting resolution, talk to a Shop Committeeman. The reason I'm asking you to do this is that there have been some members who have not followed the chain of command and have not gotten the results they thought they would've by going to the top, in fact, they made their issue worse. So please follow the chain of command.

Work has finally begun on the Lake St. bridge! From what I've been told it is still scheduled to be completed by November, cross your fingers there are no major delays.

The Annual Ride for Guides was held on July 26<sup>th</sup>. Our IAM Union Hall was used to host the half way stopping point and provide lunch for the riders. I'd like to thank Dave "Muffs" Berezinski, his daughter Lisa, and Local 2054 President Sharon Becker for cooking the lunch for them.

I've been kicking around the idea of asking members to contribute to the newsletter. Looking through some past newsletters, it appears we used to do this on occasion. Personally, I'd like it if members contributed. So if you have a topic that you'd like to inform the rest of the membership about, please feel free to write up an article and send it to our editors (Marla Ryan or Nicole Schlagel) or myself. Appropriate articles would include things like pro-labor issues, letters to your lawmakers you've written that are pro-labor, concerns about issues in the shop that are important and need attention, positive things you or your team has accomplished, etc. We will not print anything we deem inappropriate, so keep it clean.

If you start putting some money away this week, you'll have the following by contract time:

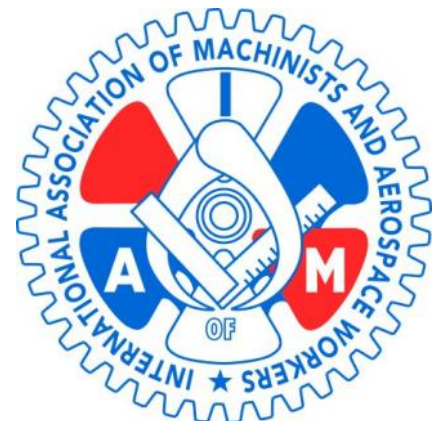
\$10 per week	\$1,150 in savings
\$25 per week	\$2,875 in savings
\$50 per week	\$5,750 in savings
\$75 per week	\$8,625 in savings

Just so everyone knows, we are still continuing to push for Apprenticeships heavily and hopefully we will be able to make some progress soon.

The District 10 Annual Golf Outing and Texas Hold'em tourney will be held at the Camelot Golf Club in Lomira on August 10<sup>th</sup>. If you'd like more info on either event, please let me know and I hope to see you there!

Enjoy your Union won Labor Day!

In Solidarity,  
Brian Brath



# Shop Committee Report

## Payroll

As one of the first steps in the EWLR (Enterprise Wage Labor Reporting) transition, the processing of payroll will move to Wage Payroll Shared Services effective August 18<sup>th</sup>. This means that DTR's processed on or after August 11<sup>th</sup> will be handled by Wage Payroll Shared Services. If wage employees have questions regarding their pay, hours, rates, etc., they should express these concerns to their supervisor.

## Retirement Program

All members signed up for ESPP or SRI retirement will complete the 2014 contractual year openings. No additional spots will be available until 1Oct14. There has been an agreement between the Union and Company to allow up to 30 spots for SRI or ESPP as long as they are retired between the window of October 1 and January 31. This applies to the 2014-2015 and the 2015-2016 contract year. The previous agreement only allowed 15 spots. As of today there are 17 members signed up to retire for the 2014-2015 contract year. Remember that seniority only counts if you're leaving the same day as another member otherwise it goes by the first one out. There are several members asking what the requirements for retirement are.

## Normal retirement

A member who has attained age 65.

## Early Retirement

- Attained age 60 but not yet 65 and who at that time has at least 10 years of service credit
  - Has attained age 55 but not 60 and whose combined years of age and service credit shall total at least 85
- Has 30 or more years of service credit

## Grievances

Current grievance log includes:

- Step A - 0
- Step B - 2
- Step C - 0
- Step D - 0 (Arbitration)
- Benefit Appeals - 0

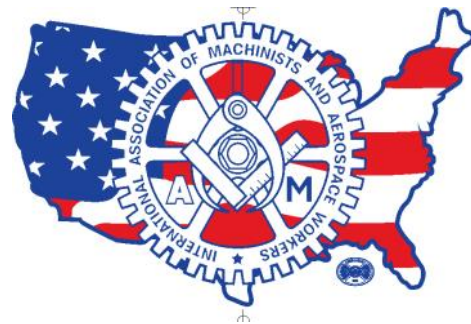
## Hiring

Applications for core hiring are no longer being accepted except in the skilled trade's positions. There were around 400 members to be considered counting the new applicants and the members already on the list to be hired. The majority of Interviews were scheduled during shutdown and will continue several weeks later. The Company plans on hiring 23 new employees around the October/September time frame. Good Luck to all who applied.

## Employment Levels as of July 14, 2014

304	Hourly
506	Incentive
810	Total Members Working
245	Supplemental Members Working
565	Core Members Working
24	Members on Leave / LTD

In Solidarity,  
Jeremy L. Terlisner  
Shop Committee Chairman



## Health Care Reference Guide

Medical – United Health Care – 1-888-JDEERE1  
[www.myuhc.com](http://www.myuhc.com) – Alliance and UHC providers  
Vision – UnitedHealthcare Vision - plan providers  
[www.myuhcvision.com](http://www.myuhcvision.com) – 1-800-638-3120  
Hearing – HAMS Network – plan providers  
call United Health Care – 1-888-JDEERE1  
Mental Health/Substance Abuse – 1-888-533-7311  
[www.liveandworkwell.com](http://www.liveandworkwell.com) – same log-in as  
[myuhc.com](http://myuhc.com) – pre-approval required  
Fidelity HSA – 1-888-377-0323  
Fidelity Investments—1-800-835-5095  
Fidelity Reimbursement – 1-800-544-3716  
Delta Dental – 1-800-236-3712 – plan providers  
[www.deltadentalwi.com](http://www.deltadentalwi.com)  
Deere Direct – 1-888-432-3373

## **Climbing Mt. Everest & Retirement**

**By: Brian Goode – Union Financial, Inc.**

Did you know that about 50% of the people that die climbing Mt. Everest don't die climbing up the tallest mountain in the world, but coming down the mountain? They prepared and worked hard to get to the top of Mt. Everest, but yet may not know the hardest part is yet to come, survive coming down.

This can be correlated to retirement. Most people feel that making it to the golden age of retirement, and building a nest egg of money, having social security and maybe a pension is the top of the mountain and the end goal.

Pre-paring for retirement is great, but let's think of that climb down. Let's think about not running out of money before running out of life! Most people think that by having the above mentioned things that their job is done. You have heard of having a retirement plan (A plan to build up the mountain), but have you heard of a retirement income plan (A plan on how to spend the money)?

A retirement income plan is a plan you follow to ensure you have enough money for your retirement years. Retirement may last some of you 30+ years. You have to plan for inflation, medical, living expenses, travel, hopes and dreams. One of the biggest mistakes retiree's make is that they don't even know what their monthly budget is and how that may look into the future.

A person that has a retirement plan at work and is 59 ½ or older should start to put together a plan on what and how they want that money to do for them in retirement. I teach and practice a simple plan called buckets. You now may have one bucket of money ( 401K) hopefully growing and correctly diversified. When you get over 59 ½ in age you could consider making one bucket into two or maybe three different IRA buckets with each having its own strategy.

Building a retirement income plan takes some time and effort. It is not one size fits all plan. If your buddy down the line has a plan it does not mean you should do the same thing. Everybody is different, and has different circumstances. Whatever your case is don't just drift towards retirement without a plan, or otherwise you may end up falling down the mountain.

**Contributed by: Brian Goode, Financial Advisor with Union Financial, Inc. Brian is a dues paying union member of IAM Local Lodge 66. Brian is available for a no cost retirement / financial consultation for all Lodge 873 members. Call Him with any questions or appointment needs at 262-835-9111 or email: goode.brian@princor.com**

### TCP CORNER – Bob Mallon Union TCP REP.

Brothers and Sisters,

How has TCP been going so far in 2014? The TCP community has been dealing with many issues so far in 2014 and we are only slightly over the halfway mark, including but not limited to, D850 has left the factory and their retention bonus, and TCP reserve fund is scheduled to be paid on week ending 01 Aug 14. D046 is greatly reduced and I hear is leaving the factory sometime in the near future, D704 pay-plan was created, and added to department 700, one TCP dispute still open from 2013, and 23 disputes handed in so far.

I now have a weekly reoccurring meeting with Joe Van Fossen to review open TCP disputes, we have been using this time to go down to the shop floor and discuss the issues with the Department Union Steward, and the members who have signed the dispute. Currently Joe has made a few offers to settle some of the disputes and we are waiting on the teams to either accept the offers or push the disputes to step 2 of the TCP dispute process.

I have received several phone calls from members that are upset about how many times dispute information meetings, dispute hearings, or base reviews are being canceled. I share in your frustration, but due to extremely full calendars, and people taking vacation, or WI's the TCP department has had to shift things around quite a bit in the last few months.

So what is next, EWLR has been delayed at least a month due to a bunch of unexpected failures integrating that system with our current system. Joe continues to work on getting that system up and running, as well as all of his other duties so this should make for some very busy months. What does EWLR mean to you? The legacy system is no longer supported and will fail sometime in the future, to avoid this we are going to EWLR. The Union has expressed concern to the company that this change will require training for all members on the shop floor. EWLR is only the input side of TCP, all output will be reported in SAP which I am sure will mean more training for members on the shop floor, as well as training on how the two work together so stay tuned for more information.

I have still not received an update on the current tracking of the hourly BAA from the company.

Yours in Solidarity, Bob Mallon

# Safety Report

Hours Worked Without a Lost Time Injury thru 27 July 2014  
3,205,175.01 - **LAST LOST TIME INJURY \*22May13\***



29 Total OSHAs - there was **(1)** OSHA Recordable Accidents recorded for the given week. Our YTD OSHA Incident Rate is **2.77** Incident Rate Goal is <1.00.

38 Total First Aids - the First Aid Cases totaled **(2)** for the week making our YTD First Aid Incident Rate **4.29** (Incident Rate Goal is <5.25).

The YTD Combined Injury Incident Rate for the week is **7.06** (Combined Incident Rate Goal is **<6.25**). (OSHA Recordable Incident Rate plus the First Aid incident rate.)

Members of the Joint Union Safety Committee:



Brian Higgins—350



Doug Flouro—081



Justin Johll—T03



Steve Gross—T03



Nick Schicker—078

**Thank you, Brian Higgins**

# Financial Officers Hours For August 2014

Wed. Aug. 06 - 11:00am to 5:00pm  
Thur. Aug. 07 - 11:00am to 9:00pm  
Fri. Aug. 08 - 11:00am to 5:00pm  
Wed. Aug. 13 - 11:00am to 5:00pm  
Fri. Aug. 15 - 11:00am to 5:00pm  
Wed. Aug. 20 - 11:00am to 5:00pm  
Fri. Aug. 22 - 11:00am to 5:00pm  
Wed. Aug. 27 - 11:00am to 5:00pm  
Fri. Aug. 29 - Vacation will be celebrating Our 39<sup>th</sup> Anniversary.

I will also be in during the week other than Fridays. Those times vary from day to day.

### New Hires or Rehires!!!

Those hired in May you need to get them paid as soon as possible. Those hired in June have till July to pay them. I have sent letters to those that have fees owed that are behind. Remember you have 30 days to pay them.

### New Shirts!!!

The larger sizes with new design are in. I also got some red colored T-shirts in sizes L, XL, 2XL. Stop in if you signed up on my list to pick your shirts that you ordered.

I hope everyone had a great shutdown and are all energized and ready to work. Remember to vote on Tuesday, August 12<sup>th</sup> for the primaries. Remember we want elected officials that are for the working class not big corporations. Make them aware that we do matter when they get elected to office.

A reminder that if you change address, phone number or get married and change your name, let me know because John Deere does not let me know. You can call 920-485-2631 ext. 23. The reason I need current addresses is if you want your dues refund in a timely manner I need to know if you have moved.

David Berezinski/Secretary/Treasurer

## UNION MEETING

The monthly meeting for August will be held on Thursday, **August 7, 2014**. The meeting will start at 12:00 noon for the night shift. The meeting for the day shift will begin at 3:30 PM. Lunch and refreshments will be served after the meeting.

Kim Lenhardt's name was drawn at the July meeting. Her name was not in the register. This month's drawing is worth \$360.00. Plan now to attend. Remember it does not cost to attend the monthly meeting. It Pays!!!

## 2014 Scholarship Winners

For the 2014 school year IAM Local Lodge 873 Awarded 7 \$1000 scholarships.

The winners were: Sawyer Schmidt, Brett Ferstl, Logan Weston, Elizabeth Gartland, Lexis Zitlow, Adelheid Elgersma, and Adam Vinz .



## National Cholesterol Awareness Month

Cholesterol is a fat-like substance that your body makes. Your body makes all the cholesterol that you need.

Eating certain foods that are high in saturated fat, like...

- Fatty cuts of red meat
- Fried foods
- Whole milk products

A close-up photograph of a nutrition label from a food product. The label is tilted and shows the following information:

Amount/Serving	% DV*
Total Fat 16g	25%
Sat Fat 2.5g	12%
Trans Fat 0g	
Cholest 0mg	

High cholesterol doesn't really have any symptoms, so it's a good idea to have your levels checked by your doctor. This test can also help your doctor figure out if you are at risk for a heart attack or stroke. You can keep your levels in check by eating...

- Fresh fruits and veggies
- Whole grains
- Lean cuts of meat

Try and get at least 1 hour or more of physical activity each day. Don't smoke or try to quit. Stay at a healthy weight too.

# Celebrate Labor Day - Sept 1!

# Shop Committee Floor Support Newsletter

## **101 / Swan Road Test Site – Doug Wood**

Welcome back to everyone returning from vacation. As with most factory shutdowns there has been a lot of maintenance activity going on over the last couple weeks.

Some of the 101 shutdown projects were:

- Completed re-control of 5922: Demolition and complete re-control of the press removing the old relay logic and going to an Automation Control PLC.
- Scrap Tunnel: Completed demolition of old conveyor and installation of new shuffle drive conveyor system.
- 4815: Completed installation of intermediate gears.
- Concrete work: Repair of damaged concrete inside and outside of plant.
- Department 36: Removal and packaging of weld fixtures for weldments that supported department 850.
- Got started on repurposing the weld cell that formerly supported department 850.

I visited SRTS last week Wednesday to check on activity at the only field test site still staffed by Horicon wage Union members. Everyone was busy with the day to day activities of a field test site while attempting to make adjustments for the new site supervisor. Welcome aboard Mr. Coykendall. I spoke to Danny a few weeks ago and he seemed very positive and optimistic about his new assignment. I sincerely hope that his outlook for the future of the SRTS continues and becomes contagious.

On yet another positive note, the construction of the new shop at the test site is on schedule and coming along nicely.

On 07/24/14 we took delivery of a 332D Skid Steer at the test site. This thing is nice. It is equipped with air conditioning, heat, and radio. As I understand it, this deal has been in the works for over a year, very low hours, excellent condition, valued at around eighty grand and we received this vehicle from a sister factory for “ZERO” cost. The vehicle has a prototype engine so it is essentially un-saleable to the public. My hat’s off to everyone involved in this effort and efforts like this corporate wide. We will be using this vehicle to maintain the integrity of our testing areas and over all general maintenance of the property. Let us all hope that the recent investment of capital and equipment pertaining to our Swan Road Test Site is an indication that our employer is committed to working with us and will continue to operate this test facility as part of the JDHW and it will always be staffed with IAM LL 873 members as it is today for many years to come.

EWLR (Employee Wage Labor Reporting) and the re-introduction of some form of apprenticeship training to fill Skilled Trades positions continue to be focused topics of discussion between Shop Committee and Labor Relations. If you have any ideas, suggestions, questions, concerns or you feel that you just need to get something off your chest regarding these topics or any topic, put it together in an email or put it down on a piece of paper and get it to one of your Shop Committeemen. We will discuss as a group and relay to Labor Relations.

They started really getting serious about the demolition of the Lake Street Bridge over the Rock River last week Tuesday. I would suspect that Bob Carpenter being the crafty entrepreneur that he is will soon have some “Demolition Specials” on the menu at The Rock.

Think SAFETY, SAFETY, and SAFETY.....

In Solidarity, Doug Wood

## **UV – Bryan Trotter**

I would like to thank the members for sending me to the Leadership 1 training in Maryland July 5 – 11<sup>th</sup> 2014. The experience was very informative and my opinion is that every member should attend.

The classes not only taught about the basics of the union but also the small things that are taken for granted on a daily basis such as job security, job rights and benefits. There was education on human rights and politics as well as history related to the union.

The right to work (for less) subject was discussed in regards to the negative effects it would have should it be implemented. One way to estimate the results is to compare it to if there was a right to pay taxes law. Who would pay the taxes? What would then happen to the funds that are generated from the taxes that are collected such as the schools, police departments and even the care of our roadways. I feel the ramifications of a right to work (for less) state could be endless.

## **RLE – Mark Miller**

Shut down is behind us. I am transitioning over to spend more time with the RLE lines. I look forward to meeting some members who are working in those areas.

I will be in the factory on Monday, Tuesday and Wednesday mornings. I will also be available for department 60, Maintenance and B00.

Doug Wood (101 Rep)  
Bryan Trotter (UV Rep)  
Mark Miller (RLE Rep)

# District 10—Summer Fun!



## 49<sup>th</sup> ANNUAL GOLF OUTING

DISTRICT NO. 10, IAMAW  
Sunday, August 10, 2014  
The Golf Club at Camelot,  
W192 Highway 67, Lomira, WI



**We invite all Machinists members and their families and guests to participate in the 49<sup>th</sup> Annual District No. 10 Golf Outing!**

"4 Person Scramble"

Hole PRIZES for Longest Drive, Longest Putt, Closest to Pin, etc.

**8:30 A.M. Shotgun Start for all Participants**

**Entry Fee: \$80.00 per person.**

**Price includes: green fees, driving range, golf cart, sandwich at the turn, beer, soda and water, door prizes, event hole prizes and lunch following golf.**



## TEXAS HOLD'EM TOURNAMENT

**No Limit**



**SUNDAY AUGUST 10, 2014**



**Following the District NO. 10 Annual Golf Outing**



**\$40.00 Entry Fee**

\$10.00 Donation  
to Guide Dogs of  
America

\$30.00 towards  
cash payout

**Registration Opens  
at 1:30 PM**

**Registration Closes  
at 2:30 PM**

**Tourney Starts  
at 3:00 PM Sharp**

**Final Table  
6:00 PM**



**Open to all Union  
Members and Guests**

\$25 Bounty on all Business Reps

Free Beer and Soda

Limited to 100 Players

1,000 Chips to Start



**The Golf Club at Camelot  
W192 Highway 67  
Lomira, WI**