

# 873 NEWS

"Justice on the job and service to the community"

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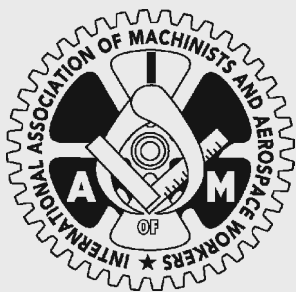
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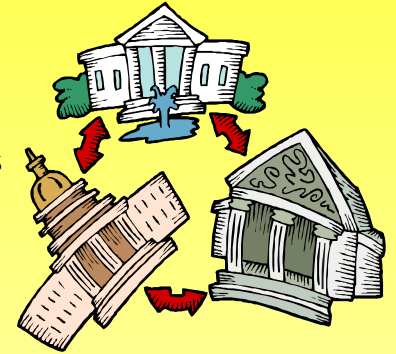
**EDITORS**  
Marla Ryan, Amber Cundy



**August 2011**

## Legislative Update

With the recall elections drawing near, the AFL-CIO has started a mail program to educate union members on where the candidates in the 8 Senate Districts stand on important issues to working families. As Stephanie Bloomingdale, Secretary-Treasurer of the AFL-CIO, explains, "It is clear that the Walker 6 want to destroy the union movement. Unions bring balance to our economy by providing a check on corporate greed and help to secure a strong middle class". On Aug. 9<sup>th</sup> we have the power to stop Scott Walker and the Walker 6' attacks on working families. This week mailings will be hitting doors in all of the 8 Senate Districts. At this time we are not recalling in our district, but, we need to support our members in those districts by continuing to support the canvassing, phone calls, and leafleting. The closest effort to us is in Fond du Lac. Randy Hopper is being recalled in that Senate District. He voted for Walkers attack on Unions and Collective Bargaining. As far as recalls in the future in our Senate District, there is no word as of yet. There is a coalition meeting in 2 weeks, where there will be discussion on the results of the impending recalls, and talk about the redistricting that has been done that may affect decisions. I will keep the membership informed.



Yolanda Pillsbury  
Legislative Co. Chair.

## UNION MEETING

The monthly meeting for August will be held on Thursday, August 11, 2011. 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.

## MEMBERSHIP DRAWING

Greg Tower's name was drawn at the July meeting. His 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!!!

# President's Report

Dear Brothers and Sisters,

**100<sup>th</sup> anniversary celebration**- Invitations were sent out and I've received calls from a number of people about not being sent an invitation. If you know anyone who hasn't received an invitation but should have and would like to attend, let me know so I can inform the co. to send them an invitation. Eligible to attend include retirees, current employees, and those who have worked here within the past year and are now laid off.

**Update on the new WI 2011-2013 budget.** I've received a letter from the WI State AFL-CIO that summarizes some of the major losses to the quality of life for WI working class families with the signing of the budget from Gov. Walker. Copies are available. Some of the losses to workers include the following:

- **Loss of Freedom to Bargain**- approx. 175,000 public employees lost their freedom to collectively bargain for wages, benefits and working conditions.
- **1 week waiting period for Unemployment** – effective Jan. 1, 2012 there will be a one week waiting period per year before an unemployed worker can collect benefits. It is estimated that workers will lose between \$41 and \$56 million in benefits, depending on the unemployment rate.
- **Child Labor laws were weakened** – minors can be forced to work longer hours each day and more days per week.
- **Loss of Opportunity for “Clean Energy” Jobs**- The Green to Gold fund which provided low cost loans to companies to retool and expand production related to clean energy was eliminated. The Office of Energy Independence was eliminated too.
- **Apprenticeship opportunities limited**- Gov. Walker suspend Executive Order #108 as of March. This order encouraged the employment of apprentices on construction projects for State projects. This was a way to provide for younger workers to learn the skills needed for construction trades.
- **Loss of Victims' Rights** – 1) Nursing homes and health care facilities can deny you reports about the neglect and abuse of patients and residents so documents cannot be used in court against them. 2) Punitive damages that a jury can award for gross negligence by corporations are capped at one of the lowest amounts in the country. 3) Corporations are not liable for products that cause injury if the co. followed current regs. in development and production, even if the co. knows of a serious problem. These limits will protect corporate wrongdoers and deny access to justice for workers and other victims.
- **Re-opened the “Las Vegas” loophole**- (which prevented co.'s from hiding profits in subsidiaries in states with no corporate tax, like Nevada). This loophole was partially reopened to all for co.'s to use pre-2009 losses

to offset profits for 20 years. Taxpayer cost is est. at \$46.4 million for 2011-2013 alone.

- **Manufacturers and Agribusiness Income Tax Phased Out** – a new “production activities credit” will essentially wipe out the corporate income tax on manufacturing and agribusiness when fully phased in. Taxpayer cost: \$359.7 million from 2012-2017 and \$128 million each year after that.
- **Earned Income Tax Credit**- cut by \$55.6 million, increases taxes on 145,000 low wage workers with children. Ronald Reagan even heralded the Earned Income Credit as "the best anti-poverty, the best pro-family, the best job creation measure to come out of Congress."
- **Homestead Tax Credit** – Taxes will be increased on close to 247,000 low income homeowners and renters as this credit will be reduced by \$13.6 million.
- **Cut in Aid for Public Schools** – Nearly \$800 million in state aid was slashed from the budget, the most ever. Cuts to schools will strip K-12 education of \$1.6 billion over the next 2 years.
- **Increased Funds for Private Schools** – Increased funding (more than \$20 million) for private school voucher program. Taxpayers pay \$6,442 per voucher for a child to attend a private school. This is part of national movement to slowly dismantle the public education system.
- **Cuts for Technical Colleges** – \$71.6 million
- **Cuts for the University of WI** - \$250 million and tuition increases of 5.5% for next 2 yrs
- **Cuts to Medicaid, BadgerCare, Family Care, and Women's Health Care** – Approx. 804,000 people will be affected through cuts to these programs of \$467 million.

For more information go to:

<http://wisafclcio.typepad.com/Losses.pdf>

Despite the hundreds of thousands of people who showed up to protest this budget, our reps. passed it anyway. Good thing the recall elections are coming on August 9<sup>th</sup>! Your vote really does matter, so if you are in one of the districts with elections (Ripon, Baraboo, Fond du Lac, Waupun areas), make sure you exercise your right to vote! The eyes of the working world are still watching Wisconsin!



PHOTO SHOT DURING RECENT GENERAL STRIKE in London. The whole world is STILL watching.

# Shop Committee Report

## Steward Training

Overtime Training with the Union Stewards took place on July 11<sup>th</sup> and 12<sup>th</sup>. A large portion of the Overtime Manual was covered, this included how to identify end of month, BQ violations and the proper process for handling the charging of overtime. The Shop Committee also reviewed several end of month and BQ violations, how they were identified, and the proper process for payment of the violations.

Additionally, on July 21<sup>st</sup>, all stewards and supervision were required to attend “Workplace Violence” and “As Simple As Respect” training.

## Grievances

Current grievance log includes:

- Step A - 0
- Step B - 2
- Step C - 3
- Step D - 1 (Arbitration)

## Employment Levels as of July 24th

386	Hourly
638	Incentive
1024	Total Members Working
380	Supplemental Working
644	Core Working
21	Core on Leave / LTD

## Retirement Program Update

15 members have submitted ESPP or SRI retirement papers to Deere Direct as of Aug 1st. Only 15 members are eligible for the combination of these benefits in each contract year (Oct 1 – Sep 30) for the life of the CBA. Spots are honored by date of retirement and then seniority.

## Manager Labor Relations

Last month I noted Jim Rottinghaus had accepted a new position at the Des Moines facility. Brian Pulford will be replacing Jim’s labor relations role including workforce planning, contract administration, fostering CI and administering TCP. The Shop Committee looks forward to working with Brian in the future. Please welcome him to Horicon.

## 3-Day Quits

Members need to understand that 3-Day Quit language is still found within the contract and has not

been overridden by our attendance policy. Page 37 of the CBA, Section 20. Loss of Seniority. (A.) An employee shall lose his seniority and employment will be broken for the following reasons: (3.) When an employee remains away from work for three consecutive working days without a reason satisfactory to the Company.

The company typically deems a satisfactory reason as a medical excuse. The attendance policy allows grouping of consecutive absences for the same medical condition if a medical professional is seen within the first 2 working days. In either case, avoid 3 consecutive absences from work without a medical excuse or reason that the company deems satisfactory.

## Health Care Contact Info

Members still call from time to time for health care related contact information. The Shop Committee has enclosed the following referenced guide for you to clip and save.

### Health Care Reference Guide

#### Medical

United Health Care – 1-888-JDEERE1  
www.myuhc.com – Alliance and UHC providers

#### Vision

UnitedHealthcare Vision - plan providers  
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 – same log-in as myuhc.com – pre-approval required

#### Fidelity HSA – 1-888-377-0323

#### Fidelity Reimbursement

1-800-544-3716

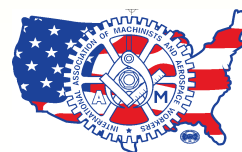
#### Delta Dental

1-800-236-3712 – plan providers  
www.deltadentalwi.com

Deere Direct – 1-888-432-3373

In Solidarity,

*Joseph E. Terlisner*  
Shop Committee Chairman



# Safety Report

Fellow Union Members—[Shutdown Safety Performance](#)

Near Misses 0

First Aids - 2

OSHA - 0

[Congratulations on working OSHA free the first week of shutdown.](#)

For those of you that are reading this Newsletter upon your return from shutdown. I hope you all had a Safe and enjoyable vacation.

## Worker Killed In Fall At VA Plant

July 26, 2011

HARRISONBURG, Va. (AP) — Authorities are investigating the death of a worker who fell from a lift at a Walker Manufacturing plant in Harrisonburg.

Harrisonburg Fire Department battalion chief Jeff Morris says the accident was reported at 2:42 p.m. Monday. Morris tells the Daily News-Record that the man fell from an 8-foot lift. He died at Rockingham Memorial Hospital. The victim was in his 50s. His named hasn't been released.

Harrisonburg police and the federal Occupational Safety and Health Administration are investigating the accident.

## Heat Contributes To Death Of Ind. Manufacturing Worker

July 26, 2011

COLUMBUS, Ind. (AP) — A coroner says a southern Indiana man who collapsed while working at a foundry died of a heart attack complicated by extreme heat. Authorities say 50-year-old Charles Hulse of North Vernon collapsed while at his work station at CE Systems Inc. in Columbus.

Bartholomew County Chief Deputy Coroner Larry Fisher says Hulse was on medication for hypertension and high cholesterol. He had started feeling overwhelmed by the heat on Thursday but had taken a break in a cool room before returning to work.

The Republic reports the death was ruled from natural causes. Temperatures reached the mid-90s that day, with a heat index of about 115 degrees. The Indiana Department of Labor is investigating the circumstances of the death at the foundry that makes iron castings for heavy equipment manufacturers.

Hours Worked Without a Lost Time Injury thru **24Jul11 – 7,702,560.96** LAST LOST TIME INJURY \*05Aug08\*

There were **(0)** OSHA Recordable Accidents recorded for the given week. Our YTD OSHA Incident Rate is **1.06** Incident Rate Goal is <1.00.

The First Aid Cases totaled **(0)** for the week making our YTD First Aid Incident Rate of **6.97** (Incident Rate Goal is <5.85).

The YTD Combined Injury Incident Rate for the week is **8.03** (Combined Incident Rate Goal is **<7.00**). (OSHA Recordable Incident Rate plus the First Aid incident rate.)

# Financial Officers Hours For August 2011

Fri. Aug. 05 – 11:00am to 5:00pm

Thurs. Aug. 11 - 11:00am to 9:00pm

Fri. Aug. 12 – 11:00am to 5:00pm

Fri. Aug. 19 - 11:00am to 5:00pm

Fri. Aug. 26 – 11:00am to 5:00pm

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

## New Hires:

**A reminder those supplemental who have not paid there initiation fee or reinstatement fee for July need to get it paid now. There are several who have been hired on July 11<sup>th</sup> have until August 12, 2011.**

**Hope everyone enjoyed the two week shutdown and got your body recharged. Remember to get a withdrawal card when John Deere tells you are done for the season. You have sixty days to get one otherwise you become lapsed and it will cost you \$120.00 for your reinstatement fee on returning back to John Deere.**

**We will be having a meal after the August union meetings. See you there.**

**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.**

**David Berezinski/Secretary/  
Treasurer**



## Is Investing Worth The Risk?

### Should I participate in the 401K plan or set up an IRA?

*(Contributed by Brian Goode of the Union Alliance Financial Team. Brian can help IAM 873 union members plan for their retirement. Brian can meet you at the union hall or your home for a confidential no cost & no obligation planning session. Brian is an IAM union member, and can be reached at 262-930-5059 or email goode.brian@princor.com. )*

How many times have you asked yourself that question? Many of the decisions you make – changing jobs, moving to a new home, buying a car – involve risks.

Just like those decisions, the decision to invest also involves risk, including the possible loss of money. However, making an informed decision to assume some risk also creates the opportunity for increased rewards. The higher the risk, the higher the potential for reward. The lower the risk, the lower the potential for reward.

What investments are right for you depends on your:

\* *Retirement goals* – You'll need 75% or more of your pre-retirement income to maintain your lifestyle when you retire. Your pension and Social Security most likely will not cover that.

\* *Time horizon* – If you've gotten 10 or more years until retirement, you may want to take more risk since You'll have the benefit of time on your side. **The key is starting early.**

#### Why diversify?

By now, you've probably read or seen on television news about how some retirement plan participants lost most or all of their portfolios.

So how did these hard working, retirement-conscious people lose their entire nest egg in the blink of an eye? The answer is simple. They didn't diversify.

The participants who lost everything invested 100% or a majority of their retirement assets in one Investment option or a single investment like company stock. In other words, they put all of their eggs in one basket. Therefore, when the investment fell in value, so did their entire retirement account. However, if these employees had diversified their investments (if permitted by their plan,) the impact on their retirement savings would not have been so significant, and so devastating.

#### So, what exactly is diversification?

Diversification, or investing in a variety of different asset classes (stocks, bonds, etc.), helps to spread risk and helps you to avoid putting all of your eggs in one basket. Experts agree that a balance of different asset classes is the best route to meet your retirement goals. Studies show that over 90% of the total return variation of your portfolio is determined by your asset allocation decisions.

**See the example of what's the difference of being in a 401k and not. It's never too late to get a jump on retirement savings.**

### 401k: The real cost of saving

Non-Contributor		Contributor	
\$1,923.08	Bi-Weekly Pay	1,923.08	Bi-Weekly Pay
\$ 0.00	0% Contribution	\$ 115.38	6% Contribution
\$1,923.08	Before Taxes	\$ 1,807.70	Before Taxes
-384.62	Taxes*	- 361.54	Taxes*
\$1,538.45	Take Home Pay	\$ 1,446.16	Take Home Pay
		\$ <92.29>	Difference
<b>Retirement ACCOUNT</b>		<b>Retirement ACCOUNT</b>	
\$ 0.00	Contribution	\$ 115.38	Contribution
\$ 0.00	Company Match	\$ 57.69	Match
\$ 0.00	Bi-weekly Total	\$ 173.07	Bi-Weekly Total

*Illustration based on \$50,000 annual salary*

*\* Taxes paid are based on an employee in the 20% tax bracket.*

## Union Picnic a Great Success!!

On June 25<sup>th</sup> the Dodge Chapter of the South Central Federation of Labor held its 2<sup>nd</sup> annual all Union Picnic. The picnic was a fun event for members and their families, from the Dodge and Jefferson Co. areas. We also used this opportunity to raise money for the 8-9 local food pantries in our area.

The picnic and fundraising was a great success thanks to the many local businesses that made monetary donations and prizes for this very worthy cause. There was approximately \$3000.00. raised. During this economic recession many co-workers and neighbors will benefit from this fundraiser, thanks again to our members and local businesses.

Thank-you all to LL873 for all the help.

Yolanda Pillsbury

