

873 NEWS

"Justice on the job and service to the community"

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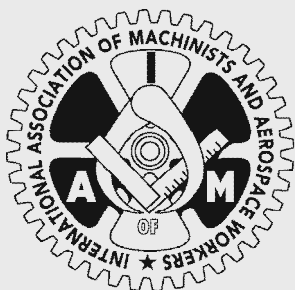
www.powerweb.net/local873

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**LOCAL LODGE 873
EXECUTIVE BOARD**

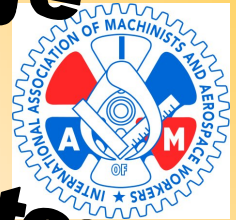
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VICE-PRESIDENT
Theresa Wagner
RECORDING SECRETARY
Marla Ryan
**FIN. SECRETARY/
TREASURER**
David Berezinski
CONDUCTOR/SENTINEL
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Yolanda Pillsbury
Ernie Scott

EDITORS
Marla Ryan, Amber Cundy



November 2012

A Special Message from your LL873 Legislative Committee



Early voting is now open in Wisconsin. Vote early to avoid long lines. Consider these points while making your decision to vote for a more balanced government.

The President that you elect will appoint five members to the National Labor Relations Board. The Senate will confirm these appointments. Recent history tells us Republican led administrations express a marked hostility toward workers and their unions. The NLRB was set up to ensure workers rights to organize; elect their own union representatives and collectively bargain. Do you want pro-business appointees "protecting" your rights on the job? Republicans block pro labor appointments while taking stands against worker rights, minimum wage, Social Security, Medicare, affirmative action, and prevailing wages.

Remember what happened right here in Wisconsin, when a Republican Governor, a Republican majority Senate and a Republican majority State Assembly stripped away decades of worker rights for state workers? Are those workers better off now? No!

A Republican majority will push forward with "Right to Work for less" legislation, further stripping rights away from us, the workers. They did it to our state workers; they'll be coming after us next.

The President you elect in this next term will also appoint at least two judges to the Supreme Court. If you elect a Republican President, this will continue to give the highest court in the land the overpowering will, to shape their own laws founded in the extreme right wing agenda. An imbalance in the Supreme Court allowed the ruling of Citizens United. This ruling also gave legal rights to powerful corporations to be treated as citizens. This allows them the legal right to pour millions of dollars into the pockets of your politicians, drowning out your voice and screaming the corporate agenda.

Vote Pro-Worker Tuesday Nov. 6th!

Vote Obama, vote Baldwin, vote Grigg!

President's Report

Dear Brothers and Sisters,

It seems fall has arrived, and with that, hunting season! A lot of us look forward to this time of the year with excitement and can't wait to get out in the woods. According to some stats, Wisconsin ranks 3rd in the number of registered deer hunters in the US, but 1st in total deer brought in, so we must be good at it too. We spend a lot of time and money preparing for hunting, but we don't always keep our safety on our mind. We rarely think about getting hurt while going hunting, that's not why we go. But that's also why I'm bringing it up; we need to make sure we are able to return to our regular lives after the hunt. We've already had members who have been injured while out hunting this month, so please be safe and good luck!

On October 23, the company held a training day for all team leads and union stewards. They brought in a motivational guest speaker, Ret. Col. Mark Johnson, had several classes people could attend and also had a question and answer session with factory management afterwards. Mark was a good speaker and I thought it was great hearing him speak. From the feedback I've heard, the training day was a success, everyone seemed to get something out of it and hopefully we all took something back that we can use to make our teams more successful!

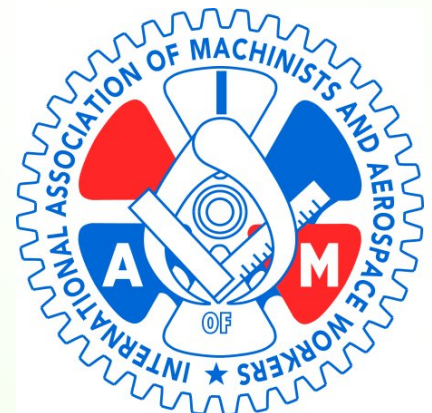
I know many of us are on Facebook, I usually use it only for political posts/discussions, some entertaining games, talking with distant family etc., but occasionally I see posts that are sometimes concerning when people are voicing their opinions about things that have happened at work. (Not from our members of course, but other companies). So I wanted to let everyone know that some companies watch what their employees post and some have terminated their employees for what they said on their page. On October 1, the NLRB decided its second Facebook case concluding that the employer lawfully terminated an employee based upon his Facebook postings. The Board determined that the employees' postings were not an attempt to engage in concerted activity related to wages, hours or conditions of employment, which it has determined are protected rights. He posted a picture titled "Oops" of a car ending up in a pond from the dealership (he was a salesperson there). The Board found that there was no intent to improve working conditions or

other terms of employment, so please be careful of what you post on the web. If someone gets you into a discussion that upsets you, wait a day before responding. If you have to think about whether or not to post something, side with caution and hold off on posting it, especially if it pertains to our place of employment.

And last but certainly not least, we are drawing close to another election. I know some of us are ready for the election to be over so we can watch regular boring commercials, but we are about to make a choice as to which path we want the country to be on for the next few years. We have one side that wants to take the path of making things better for the workers, and one side that wants to make things better for the wealthy. The choice is that simple. Our membership at the union meeting has voted to endorse Pres. **Barack Obama for President**, **Tammy Baldwin for Senate** (she was the only elected official that walked the picket line with us at Manitowoc Crane when they were on strike), and **Jim Grigg for State Assembly**. The reasoning behind this is that these candidates will do more for us, the working class, by continuing to fight to create good jobs here in America, make every attempt to keep Social Security intact without ending Medicare as we know it, and protect our rights to bargain for our contract. We must support candidates that will work for us, the working class, if we are to make things better for our families and our communities. If you have never voted before, or don't know where to go vote and need information, call me! I will find out where you need to go to cast your ballot and help you get your voice heard. If you don't think you can make it to the polls on Tuesday Nov. 6 or would rather avoid the lines, absentee voting is open now until the election.

When you enter that polling booth or vote absentee, please ask yourself: "Which candidate will look out for the working class?" Then vote.

In Solidarity,
Brian Brath



Shop Committee Report

The Shop Committee hopes everyone has a safe and enjoyable Thanksgiving Holiday. We hope you each rejoice in the company of your family, friends and loved ones while enjoying turkey and pumpkin pies with them. For those taking to the woods, please think about safety while out hunting in the field.

Retirement Program

As of today there are currently 25 members who have submitted ESPP or SRI retirement papers to Deere Direct for the 2013 fiscal year. This has filled up all the current available positions. Any additional signups would bump members with the requirement that they still retire by 31Dec12. No additional spots will be available until 1Oct13.

Employment Levels as of October 21st, 2012

340	Hourly
601	Incentive
941	Total Members Working
330	Supplemental Members Working
611	Core Members Working
23	Members on Leave / LTD

Grievances

Current grievance log includes:

- Step A - 1
- Step B - 3
- Step C - 5
- Step D - 1 (Arbitration)
- Benefit Appeal - 2
- Total Grievances for Year: 71

TCP Manager / LR Administrator

Please be aware that there have been changes in the TCP Manager and LR Administrator positions. Brian Van Engelenhoven has moved from TCP Manager of Horicon to LR Administrator at TCAO Waterloo. Joe Van Fossen has moved from LR Administrator to the TCP Manager position here at Horicon, now in charge of TCP and CI activities. New to the factory, Mark Czerwinski will now take the role of LR Administrator in Horicon. We wish both Brian and Joe success in their new positions. Joe will still have an intricate part working with the Shop Committee. We also look forward to working with Mark in the near future.

Health Care Open Enrollment

Just a reminder, open enrollment for health care elections will be taking place soon. Enrollment packages should be in the mail around the 30th of October. Please watch for the packages and submit the proper forms if you are electing to change your health care coverage.

Horicon Visits

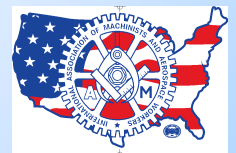
The Shop Committee visited with Tim Merrett, Vice President Ag & Turf Global Platform, on October 11th. We had the opportunity to discuss various topics including Utility Vehicle sales, future UV projects, productivity, safety and overall Horicon state of the business.

James M. Field, President, Ag & Turf Division Harvesting & Turf, Regions 3 & 4, is scheduled to visit Horicon some time during the week of November 5th. Jim has met with the Shop Committee on prior occasions and we hope to have the opportunity to discuss business issues with him again.

Unemployment Waiting Week

Reminder, if serving the UE waiting week, fill out the UE form in HR as well as save your "no payment notification" from UE. The company may need to adjust SUB payments if you did not receive the maximum benefit.

In Solidarity,
Joseph E. Terlisner
Shop Committee Chairman



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

Women's Committee Report
Hello my Union brother and sisters. I would like to thank everyone who participated in The Habitat For Humanity build Oct 6th. This day was scheduled for all John Deere Employees and Horicon High School Students. Anyone can build at any time. Companies, families and businesses



can reserve a day to help out. The CEO from Quad Graphics was scheduled to come and help build but he was called away for business out of town. We've heard he's very involved in helping Habitat for Humanity. Some of you had questioned why we volunteered in West Bend. We do have fellow members that reside in Washington County, Dodge County's chapter was closed. We did find out while building that the Dodge County Chapter will be refunded by Washington County. Any other questions or how the program works please ask.

Nov 17th from 9-4pm is the Women's Committee Holiday Open House. We have all worked so hard putting this fundraiser together and are very proud of our work. We are raising money for the Wisconsin Search and Rescue Dog-Maggie from Dodge County. Maggie will be doing demonstrations from 11-1. Meet and greet her as well. We have 32 vendors coming, jewelry, soap, wood crafts, pottery, metal sculpting, toys, food, massage, purses, clothes, hand made baby hats-which were featured in Parenting magazine. If you love sparkles and especially on your shoes the lady who does that will be there as well. From infant to adult she can glitter them up. I'm unable to name them all so come to the union hall and see for yourself.

We will also have Chippys Kettle Corn, Horicon Phoenix Group, Christmas Trees and Pie pumpkins Outside. Santa will also be making his appearance-The real deal, no pulling off this beard.

Mt. Olympus 2013 tickets, Kalahari stay, Buck tickets, 6ft gumball machine with 250 balls, toddler sandbox with attached picnic table, Autographed packer football, hunting jacket, plus 32 vendor raffle items. Too many more to mention.

Please stop in support our Fund raiser. Hope to see there.

In Solidarity

Nikki Terlisner, IAM Local 873 Women's Committee Chair

UNION MEETING

The monthly meeting for November will be held on Thursday, November 1, 2012. 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

William McGonagle's name was drawn at the October meeting. His name was not in the register. This month's drawing is worth \$180.00.

Plan now to attend. Remember it does not cost to attend the monthly meeting. It Pays!!!

Financial Officers Hours For November 2012

Wed. Oct. 31 -	11:00am to 5:00pm
Thurs. Nov. 01 -	11:00am to 9:00pm
Fri. Nov. 02 -	11:00am to 5:00pm
Wed. Nov. 07 -	11:00am to 5:00pm
Fri. Nov. 09 -	11:00am to 5:00pm
Wed. Nov. 14 -	11:00am to 5:00pm
Fri. Nov. 16 -	11:00am to 5:00pm
Wed. Nov. 21 -	11:00am to 5:00pm
Wed. Nov. 28 -	11:00am to 5:00pm
Fri. Nov. 30 -	11:00am to 5:00pm

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

Union Made Xmas Gifts?

Sweatshirts \$20.00, Mugs \$9.00

T-shirts \$10.00, Playing Cards \$2.10

Blue Jackets \$20.00, Brimmed Hats \$9.00

Beanie Hats \$9.00, Golf Towels \$6.00

Mouse Pads \$3.00

New Hires or Rehires

Those of you that have started here and have not paid your initiation fee or reinstatement fee, you have 30 days from date of hire to pay them.

Unemployment Stamp or Withdrawal Card?

With lay-offs and shut downs what should I get? I hope this helps you out. If you are going to be off for a long extended period of time, more than 5 months, then get the withdrawal card. If less than that, then the unemployment stamp should be your choice. You can still come to the union meetings. Now if you are on Workmen's comp or weekly indemnity and off for more than half the month, you will only owe for an unemployment stamp. If union dues were taken off already for the month, I would subtract \$2.00 for every month you are off for more than half the month then the balance would be refunded to you when you came back to work.

I want to wish everyone a Happy Thanksgiving coming up this month. Good luck to you hunters, get that 30 point buck!!!!

Remember to Vote on November 6, 2012.

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

Safety Report

Doug Flouro

Brothers and Sisters. It is getting time to prepare for winter. Get the snow blower out. Check it to make sure it is ready to go.

Maybe buy a new snow shovel. Get your vehicle ready for the winter.



Winter Driving - Emergency Car Kit

Winter travel can be tough on car and driver, to prepare:

- Check your tires and make sure your chains fit before the first winter storm and check tire pressure during cold weather. Remember, tire shops and mechanics are busiest just before and during winter storms.
- Get a vehicle winter maintenance check-up. Don't wait to check your battery, belts, hoses, radiator, lights, brakes, heater/defroster and wipers.
- Keep your fuel tank full — don't let it fall below half a tank on winter trips.

Program your radio for traffic reports and emergency messages (for WSDOT radio: 530 and 1610 AM).

What to carry on winter trips:

- Keep a basic winter survival kit in your vehicle: flashlight, batteries, blanket, snacks, water, gloves, boots, first-aid kit.

Load your car with winter travel gear: tire chains, ice scraper/snowbrush, jumper cables, road flares.

See more winter preparedness tips at

www.takewinterbystorm.org.

If you find yourself stranded, be safe, stay in your car, put on your flashers, call for help and wait until it arrives.

Also deer hunting is right around the corner. So check your hunting equipment to make sure it is safe and working properly.

Hours Worked Without a Lost Time Injury thru 21 October 2012 - 11,066,589.00 LAST LOST TIME INJURY
05Aug08

There were (2) OSHA Recordable Accidents recorded for the given week. Our YTD OSHA Incident Rate is 1.62 Incident Rate Goal is <1.00).

The First Aid Cases totaled (0) for the week making our YTD First Aid Incident Rate 4.48 (Incident Rate Goal is <5.85).

The YTD Combined Injury Incident Rate for the week is 6.10 (Combined Incident Rate Goal is <7.00). (OSHA Recordable Incident Rate plus the First Aid incident rate.)

TCP CORNER – Bob Mallon Union TCP REP.

Brothers and Sisters,

Let's take a look back at the month of October for TCP. We are currently at 18 TCP disputes for 2012. In the next few weeks we should have all if the step 2 answers provided to the Teams which will cover all the disputes except for 2012-16, 2012-17 and 2012-18. On Friday the 19th of October we (The Shop Committee and I) met with the company and heard TCP disputes 2012-16 and 2012-17 in step C of the grievance procedure, as we could not come to an acceptable joint answer in step 2 of the TCP dispute process. I am hoping to hear an answer back on them in the next few weeks, but although they entered the process as disputes they are now owned by the shop committee as grievances. 2012-18 is still waiting for a step 1 answer from the company.

The last month has been very busy discussing the ramp up plans for the new model year from D850, and we also have scheduled meetings for the start ups of D470 and D950 to get them up and running. The first few weeks of D700 alternate pay plan has gone pretty well, and they have started their next progression as of 22/Oct/12 which seems to be going ok, but there is still work to be done.

Joe Van Fossen (the new manager of TCP) has started spending more hours working in the area but still has a bit of a learning curve in front of him. Brian van Engelenhoven (the old manager of TCP) has been helping with Joe's training and finishing up some loose ends. He is still scheduling Horicon office hours Mondays and Fridays, and working in Waterloo Tuesday, Wednesday and Thursday.

Finally the hourly BAA looks as if it will finish above the 124% range for a 2.5% payout for those employees that are eligible. The final TCP team percent is not yet available as this newsletter went to print. This will be paid out as soon as practical no later than the third pay period in December. The hourly BAA language can be found on pages 177 and 178 of the current labor agreement.

NOMINATIONS & ELECTION

Nominations for President (1), Vice President (1), Recording Secretary (1), Financial Secretary/Treasurer (1), Conductor/Sentinel (1), Executive Board (3), Trustee (3), Auditor (3), Shop Committee (2), South Central Federation of Labor Delegates (6), Safety Representative (1), District 10 Delegates (6). The number behind the office is the number to be elected.

In accordance with the Bylaws of Local Lodge 873, Article II Section 2A "Any member who does not attend fifty percent (50%) of the regular lodge meetings during the 12-month period ending the date of the close of nominations shall not be eligible for any office of the local lodge or election as a Steward, Committeeman, or Delegate".

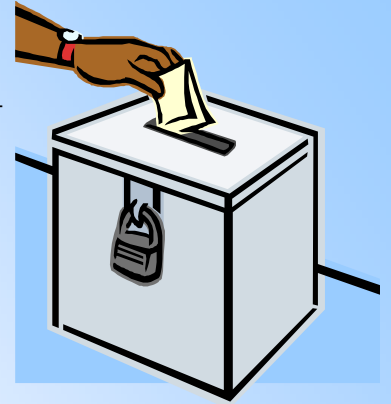
NOMINATIONS

Those members wishing to run for an office may contact a member of the nominating committee prior to November 1, 2012 to have their name placed in nomination. Members of the nominating committee are Amber Cundy, Doug Flouro, Tim Shookman, Jim Checolinski, Ernie Scott, President Brath or Recording Sec'y. Marla Ryan. Nominations will also be accepted from the floor during the November 1, 2012 Union meetings.

If nominated from the floor, the person nominated must be present.

ELECTION

All eligible members nominated will have their name placed on the December 6, 2012 Election Ballot. Polls will be open from 6:00 a.m. until 5:00 p.m. December 6, 2012.



What Is a Roth IRA?

Contributed by Brian Goode from Union Financial, Inc. Brian is a unionized financial rep available for all Local Lodge 873 members for a no cost financial / retirement planning meeting. You can reach him for any questions or an appointment at the union hall on his cell# 262-930-5059 or email: goode.brian@princor.com

Roth IRAs are tax-favored financial vehicles that enable investors to save money for retirement. They differ from traditional IRAs in that taxpayers cannot deduct contributions made to a Roth. However, qualified Roth IRA distributions in retirement are free of federal income tax and aren't included in a taxpayer's gross income. That can be advantageous, especially if the account owner is in a higher tax bracket in retirement or taxes are higher in the future.

A Roth IRA is subject to the same contribution limits as a traditional IRA (\$5,000 in 2012). (The maximum *combined* annual contribution an individual can make to traditional and Roth IRAs is \$5,000 in 2012.) Special "catch-up" contributions enable those nearing retirement (age 50 and older) to save at an accelerated rate by contributing \$1,000 more than the regular annual limits.

Another way in which Roth IRAs can be advantageous is that investors can contribute to a Roth after age 70½ as long as they have earned income, and they don't have to begin taking mandatory distributions due to age, as they do with traditional IRAs; however, beneficiaries of Roth IRAs must take mandatory distributions.

Roth IRA withdrawals of contributions (not earnings) can be made at any time and for any reason; they are tax-free and not subject to the 10% federal income tax penalty for early withdrawals. In order to make a qualified tax-free and penalty free distribution of earnings, the account must meet the five-year holding requirement and you must be age 59½ or older. Otherwise, these withdrawals are subject to the 10 percent federal income tax penalty with certain exceptions which include death, disability, medical expenses in excess of 7.5 percent of adjusted gross income, higher education expenses, and to purchase a first home (up to a \$10,000 lifetime cap).* However, these withdrawals would be subject to ordinary income tax.

Keep in mind that even though qualified Roth IRA distributions are free of federal income tax, they may be subject to state and/or local income taxes. Eligibility to contribute to a Roth IRA phases out for taxpayers with higher incomes.

If you're looking for a retirement savings vehicle with some distinct tax advantages, the Roth IRA could be appropriate for you.

* The threshold for the deducting unreimbursed qualified medical expenses will rise to 10% of adjusted gross income (AGI) in 2013. Individuals age 65 and older can continue to claim expenses that surpass 7.5% of AGI through 2016.

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