



International Association of Machinists and Aerospace Workers
District Lodge 66
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Union Herald Article from the desk of:

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Right to Work in Wisconsin: UPDATE

In last month's edition of the Union Herald I addressed the Right to Work Legislation that is now law in the State of Wisconsin. I have been asked by many members what this means for the immediate future.

What Right to Work in Wisconsin means to us is that the Union Security Clause will no longer be part of our Collective Bargaining Agreements. The law basically prohibits any requirement that an employee either belong to or not belong to a Union as a condition of employment where a collective bargaining agreement exists.

The most important thing to realize at this stage is that this law has no implication on any existing agreement until such time as that agreement is to be negotiated. The law specifically states in Section 13 (1) "This act first applies to a collective bargaining agreement containing provisions inconsistent with this act upon the *renewal*, *modification*, or *extension* of the agreement occurring on or after the effective date of this subsection" (emphasis added). Until such time as an agreement is first entered into after the law went into effect, nothing has changed. If your contract includes the Union Security clause, membership of existing and new members is required as before. At the expiration of your agreement or when it is subject to renewal, modification, or extension, it will be required to conform to the law.

The IAMAW will work to insure that we have the correct language to negotiate into our agreements at that time to provide us with all protections afforded us by the legal requirements of the law in the State of Wisconsin. Further as has been discussed with the District Lodge Delegates representing each of our Local Lodges, we will look to the Territory offices to provide us with training sessions in the coming months in order for us to effectively deal with this issue.

DISTRICT LODGE 66 SCHOLARSHIP AWARD

Each year District Lodge 66 donates up to two Scholarship Awards to a son and a daughter of a Machinists Union member. District Lodge 66 is pleased to announce the winner for this year. The recipient is Kylie Bluske, daughter of Ken and Kay Bluske. Ken is a member of Local Lodge 1115 employed at Crown Cork and Seal in La Crosse. Kylie is a senior attending Westby High School. Everyone at District Lodge 66 and all of our membership congratulates Kylie and wishes her the best of luck in her future endeavors. The winning essay follows.

How Unions Have Affected My Life by Kylie Bluske

Unions have shaped every American whether directly or indirectly. One person could not have done this alone but with the help of many. They have expressed their solidarity as one voice. My life would be different along with many other families without the numerous people who persevered to establish unions. They fought for a voice to obtain reasonable working hours, safe working conditions and better wages and benefits. IAM, the International Association of Machinists and Aerospace workers, insures paid sick leave, increased and equal wages, a safe workplace and paid hospital, medical, dental and eye care benefits.

My father is employed at Crown Beverage and Packaging in La Crosse WI for almost eighteen years. He is an active member of the International Association of Machinists and Aerospace Workers Union, District Lodge 66 and Local 1115. Throughout the years he has seen a lot of changes in the company that have affected his work place. He didn't realize how much of an influence a union could have before being a part of one. In the 1972 legislation, the law changed to provide automatic annual COLA, which is the cost-of-living adjustment, based on the annual increase in consumer prices. When my father was out for ten weeks of work for foot surgery, he received paid medical leave which was a part of a union negotiated contract. These benefits were new to him when he became employed at Crown Beverage and Packaging and have aided our family greatly.

Along with my father, my mother is also union strong. She is a teacher at Westby Area Schools and a part of the National Education Association, Coulee Region United Educators and her local association. My mother had similar benefits as my father until Act 10 was passed. With the passing of Act 10, schools are expected to do more with less. Wages have been decreased, benefits are valuable, school budgets are cut, and workloads are more. These all were earned through the work of unions. If Wisconsin becomes a "Right to Work" state, private union members will possibly face the same.

Being an active union member was a part of my family before I was even born. My grandfather worked for Trane for 32 years. When his union could not agree with management on working conditions, he went on strike along with many other workers hoping for a better future. It was hard for his family while on strike because he wasn't bringing home a paycheck. There were multiple times striking was necessary to reach a

contract agreement. Sometimes the strike would last months. The strike was a big sacrifice but made the lives of my family and others better in the end.

I am enrolled at the University of Wisconsin Eau Claire for the fall of 2015. I will be pursuing a career in the medical field. Healthcare careers are continually growing and many of the workers belong to unions. This is encouraging me to be a part of a union to defend the wages, benefits, and retirement plans for my future. My goal is to work with children and continue living in the Tri-State area. Unions have created a strong foundation in our country and plan to continue the tradition of being an active union member if possible, to provide security for my family.

NLRB Approves Election for Machinists at Boeing

The National Labor Relations Board (NLRB) approved an agreement between the IAM and the Boeing Company that establishes the date, time, duration and eligible voters for a union representation election among more than 3,000 workers at Boeing's 787 production facility in North Charleston, SC.

According to the agreement, which was facilitated by the NLRB and is known as a stipulated election agreement, the one-day election is scheduled to take place on Wednesday, April 22, 2015 at five separate locations on Boeing's North Charleston campus.

"This is an important step on the road to a collective bargaining agreement for workers at Boeing South Carolina," said IAM lead organizer Mike Evans. "This is a chance for Boeing workers and their families to substantially improve their careers and communities. The law provides for a free and fair election without intimidation or harassment and we intend to ensure it is conducted accordingly."

For more information, visit www.boeingworkers.com.

The IAM is the U.S.'s largest aerospace union, representing approximately 90,000 workers at Lockheed Martin, General Electric, United Technologies and others. The IAM also represents more than 35,000 Boeing employees at 24 locations nationwide.

Cervantes, Conigliaro to Assume New Leadership Roles

IAM International President Tom Buffenbarger announced at the MNPL Planning Committee meeting in Houston, TX that General Vice President Dora Cervantes will be the new IAM General Secretary-Treasurer following the retirement of General Secretary-Treasurer (GST) Robert Roach, Jr. District 15 President and Directing Business Representative James Conigliaro will fill the post of General Vice President now held by Cervantes.

“We now have in place a great leadership team able to take on the many challenges of maintaining our position as one of the strongest and most financially sound unions in North America,” said IAM International President Tom Buffenbarger. “We are proud to serve with both Sister Cervantes and Brother Conigliaro as we position our union to build a strong future for our members and working families everywhere.”

Cervantes has served as General Vice President in the GST Department since July 2013. She is the first Hispanic woman to serve on the Executive Council and will be the first female General Secretary-Treasurer in IAM history. Cervantes initiated into Local 2198 in Houston in 1989 as a Reservations Agent for Southwest Airlines. She held many positions in her Local, District 142 and on staff in the Transportation Department before GST Roach selected her to serve as Assistant Secretary to the GST in 2012.

Conigliaro has been the President and Directing Business Representative of District 15 since 2003. District 15 is one of the IAM’s largest Districts with members in diverse industries including a large presence in the automotive and trucking industries. Conigliaro joined Local 447, one of District 15’s largest and most active Locals, in 1977 as a maintenance mechanic for United Parcel Service. He held numerous positions in his Local and District and was elected District 15 Assistant Directing Business Representative in 1993.

IAM NATIONAL PENSION FUND INFO:

If you are a member of the IAM National Pension fund you can and should visit the pension plan website. You can model pension benefits, update beneficiaries, and check your contribution hours at any time. If you are ready to retire, **YOU CAN FILL OUT YOUR OWN REQUEST FOR A PENSION APPLICATION.** The website was recently redesigned to allow easy access by participants to all of your plan information. Visit **www.iamnpf.org**.

District Lodge 66: The Way Forward

The Delegates of District Lodge 66 came together for a very important meeting on Monday March 16. Along with the normal business of the Lodge your delegates approved donations to the Rides for Guides fund raiser to be held this summer in support of Guide Dogs of America and the La Crosse Fire Department Fire Pup Program. We

approved funds to continue our support of the Wisconsin Alliance for Retired Americans where we are ably represented by Local Lodge 1115 member Terry Stuart, retiree from Crown Cork and Seal in La Crosse. In addition we made a contribution to the IAM Disaster Relief Fund through which we assist members in times of need. And as promised last month...your update on the discussions held about our future.

First I want to assure everyone that our District is secure for the foreseeable future. In meetings held in February at the Midwest Territory offices, we had the opportunity to review our options going forward given the new anti-labor environment in Wisconsin. Discussions took place between **General Vice President Phil Gruber, Chief of Staff Rod Hoffman, Grand Lodge Representative Rick Mickschl** and yours truly to determine the best path forward for our District. Thanks to the foresight of our District Lodge delegates, actions taken 3 years ago prepared us for that day's conversation.

In 2012, we identified the need to increase participation at the Local Lodge level to enable us to develop our future leaders and officers. We made important changes in the District that improved our finances while strengthening our commitment to member education.

In addition, we began to prepare our next generation of leadership for the District Office. With the guidance of our District Executive Board and the approval of your Delegates, the decision was made to fund education at staff level, normally reserved only for Business Representatives and above, for those members who would step forward as possible candidates to serve as your next Directing Business Representative. This could not have happened without the approval of the Midwest Territory. **Chief of Staff Rod Hoffman** was instrumental in this effort, going to bat for this District by working to insure we were able to find spots in the staff training programs to enable our members to participate in these educational opportunities. Together with **General Vice President Phil Gruber**, who is responsible for ultimate approval, we were afforded the opportunity to "build a bench" of suitable candidates to serve as the next DBR. Without their cooperation and the foresight of your District Lodge Officers and Delegates, we would not have been ready to face the future while meeting the challenge presented to us by Governor Walker's blatant assault on Unions in Wisconsin.

We conducted a study in the District office to determine the impact of the RTW legislation, using a number of scenarios and time frames. **Grand Lodge Representative Rick Mickschl** was assigned by the Territory to assist as required. GLR Mickschl ultimately built a presentation that served as the basis of the discussions to determine our path forward. Rick did a terrific job making certain that all options were presented while ultimately weighing heavily in support of this District. We owe Rick a debt of gratitude for his effort.

So now we will move forward with new determination, with new vision, a new plan, and with new leadership, for that time has come. As such I am retiring as your Representative effective June 30, 2015.

Local Lodge 1030 President Neil Kamrowski has been offered and accepted appointment to the position of Directing Business Representative beginning July 1, 2015. Neil is one of the individuals who identified as among those seeking the opportunity to move into this position back in 2012. Through that time, he has attended every staff level class that was made available to him, along with political seminars and organizing opportunities on behalf of the District. With the cooperation of the Territory office after his appointment was assured, Neil has also been able to represent the District in various meetings and conferences in my place. He has the drive and enthusiasm to take us to the next level, fully aware of the challenges we face and ready to meet them head on. Neil has my full support in his new position and that of the District Lodge Delegates as expressed at our March meeting. I want to thank Neil for his commitment, along with Brad King, Dean Rink, and Ernie Domnie who had the ambition to step forward and the courage to step aside when they determined it was in the best interests of the District and their families to do so.

So there you have it. As I put forth last month, spring is just around the corner and with it comes the promise of new beginnings, new life...for this District and for yours truly. Until next month.