



International Association of Machinists and Aerospace Workers
District Lodge 66
1307 Market Street
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Union Herald Article from the desk of:

Martin Gaul, DBR

Right to Work Update:

With new Bridge Agreements being negotiated at Fort McCoy, we are among the first in the State to deal with the changes required by Wisconsin Right to Work, brought to us courtesy of our esteemed Governor.

A Bridge Agreement is a contract in the Service Contract arena negotiated when a Company or Contractor that is party to a Collective Bargaining agreement changes, which includes our SCA agreements at Fort McCoy and Camp Douglas. When this happens, it constitutes a change that requires inclusion of the modifications dictated by the new RTW law. Many hours of work were required to ascertain the correct language and procedures necessary. This is not a surprise given that decades of Labor Law were overturned by a simplistic piece of legislation rammed through our legislature in a matter of days, but I digress. The outcome of this work was contract language that captures the law's requirements while affording us as much protection as allowed, with most of those protections and guidelines established under Federal Law which the State's Legislation cannot supersede.

I have also been working with our work site committees as to the law's effect. I believe I have covered this with all of our committee boards but all stewards should note and understand the following, which captures our interpretation of the law's consequences and intent:

Memorandums, Addendums, and Letters of Understanding

A Memorandum, Addendum, or Letter of Understanding that creates or allows a situation or condition that does not exist under current contract language may

constitute a modification that requires implementation of the strictures of the Wisconsin RTW law.

A Memorandum, Addendum, or Letter of Understanding that defines a situation or condition that is allowed under current contract language should not require inclusion of the RTW requirements.

I am fully aware that this issue as defined may cause some hardship for our members as I have already participated in lively discussions along those lines. That being said it is important to remember that we did not draft nor participate in the drafting of this law; it was written by monied outside interests whose only goal was to have it become law regardless of the implications. It is imperative to remember that in interpretation, we have no choice but to always error on the side of caution. Our employers may question our interpretation of the law's requirements; I choose to believe that those questions are well meaning. However the bottom line is that misinterpretation causes hardship only for our Union...only for us. We have everything to lose and nothing to gain by a mistake...we will not make that mistake.

When working with our employers keep this in mind. NOTHING can be drafted or signed without the approval of the District if there is any question as to the impact on our current Collective Bargaining Agreements.

Worker Memorial Day

On April 28th, we paused to remember workers who have died while on the job, died from work related injury or illness, or those who lost their lives to workplace violence. As they have for many years, the Western WI AFL-CIO planned the ceremony at Green Island Park in La Crosse, to honor those who have made the ultimate sacrifice.

Speakers at the event included La Crosse Mayor Tim Kabat, John Medinger speaking on behalf of Senator Tammy Baldwin, and State Representatives Steve Doyle and Jill Billings. A proclamation commemorating the day was read by La Crosse 12th District Councilman Francis Formanek. As DBR of District Lodge 66, I was again able to participate in our long standing tradition of reading the poem written for this year's ceremony by retiree Mike Baird from Local Lodge 21, Trane Company. Colors were presented by La Crosse Firefighters IAFF 127 and a ceremonial salute was provided by American Legion Post 52.

We had approximately 35 people attend the ceremony and enjoy a light lunch on a beautiful spring day. Thanks again to the Western Wisconsin AFL-CIO for orchestrating and President Bill Brockmiller for hosting the event. Mike did an excellent job capturing the spirit of the day with the following poem...

Come and Go

**People come and people go; Some you love and some you know.
The ones who were part of life; Be it husband, son, daughter or wife.**

**We miss those we love; Those with God above.
Those who gave their all that day; Who left us sad and went away.**

**We pray they are free of pain; Knowing they are loved until we meet again.
To honor them in this way; They will be with us every day.**

**By Mike Baird
Lodge 21 (retired)**

Local Lodge 1115 Bridge Agreements Finalized

We had a Company change at Fort McCoy with the exit of Inuit Services Inc. from both our Transportation Motor Pool (TMP) and our Linen Support/Central Vehicle Contracts. Two new Companies have entered the picture with Accent Controls, Inc. taking over the TMP contract and AECOM Government Services, Inc. taking over the Linen Contract after reaching agreement with us on new Bridge Agreements for the CBAs which were negotiated in 2014. I had very positive discussions with the management groups of both Companies and I would like to welcome them to Fort McCoy and District Lodge 66. I also thank TMP Chief Stewart Alice Kester for her help in working towards these new agreements. To all of the members of both groups, I know that change is always difficult but as we all know change is a fact of life when you are dealing with the SCA world. Thanks for your patience.

District Lodge 66

Your District Lodge Delegates came together for our regular monthly meeting on Monday April 20th to once again do the work of the District on your behalf. Along with the normal business of the Lodge, the Delegates continued to discuss and work toward bringing DBR appointee Neil Kamrowski into the District for on-going training and orientation. Neil has been coming into the office on a weekly basis, investing his own time to work with me to learn the many facets of the job. Neil will be representing the District during the Legislative Conference held in Washington DC in May. He is attending the regular Local Lodge meetings this month to begin introducing himself to our members. Neil will begin his training full time on June 6 when he departs for staff level classes at the Winpisinger Center in Placid Harbor returning only to leave again 2 days later for the IAM Industrial Conference in Chicago IL, where he will begin to more formally work in his role as DBR with the other representatives from the Midwest Territory. He will work the final two weeks of June in the office, officially assuming the position as your Directing Business Representative on July 1. Grand Lodge Representative Rick Mickschl, past DBR of District 66, has been assigned by the territory at my request to provide Neil with further assistance and training during the first two

weeks of July. Inasmuch as one can be, Neil will come to our District as the most fully trained new representative we have had to date, which will serve us well as Neil steps forward to meet the challenges he will face. As Neil takes his place he will work with your local committees to meet as many of you as he can and looks forward to meeting our employer partners as well.

As a last minute reminder, please remember this year's "Take Kids Fishing Day" event to be held on Sunday June 7th from 9 to 11:30 a.m. at Pettibone Lagoon. This event is again being hosted by the Western Wisconsin AFL-CIO and Union Sportsmen's Alliance, supported by the City of La Crosse Parks and Recreation Department. To register your child, contact the Park and Rec. Department at 608-789-7533. Donations and volunteers are needed and always welcome. Telephone Bill Brockmiller at 608-386-0753 for details.

As we are reminded by the faces of those that have suffered loss, some who honored us with their presence at Workers Memorial Day, remember that time is our most precious possession. Never forget those for whom time has run out, and as Spring takes full bloom, with hints of Summer in the air ...appreciate that you can once again bear witness to nature's change. Until next month...