



International Association of Machinists and Aerospace Workers
District Lodge 66
1307 Market Street
La Crosse, WI 54601

Union Herald Article from the desk of:

Martin Gaul, DBR

Welcome to February...spring is just around the corner sayeth the groundhog. I hope that the prediction is at least close, because I for one do not care for winter as much as I used to.

As our members are aware, nominations for District 66 Directing Business Representative were held at the Local Lodge monthly meetings in January. Results from the Local Lodges were affirmed by District Lodge Delegates and as such it has been determined you are stuck with me for the foreseeable future. I want everyone to know I appreciate your support.

When I was offered this job some months back, I was one of four candidates who applied. All of the individuals were certainly willing and able to serve as Business Representative. We all brought different outlooks and experiences to the table. All of us had different skill sets, strengths and weaknesses that made the selection process difficult. But there is one thing we all brought to the table...none of us are young men anymore. So now the members of this District have a challenge in front of them, that being to decide who is next. My new term begins April 1, 2013. From that point we have less than 48 months to begin the process of developing those who may be interested in moving to this level of involvement on behalf of our people. This may seem a long way off, but in reality that is not the case. With myself as an example, there is a great deal of training and experience I could have availed myself of had I planned on running to be the Business Representative. This opportunity presented itself quite unexpectedly with the elevation of SR Rick Mickschl to his post with the Midwest Territory; more unexpected was my desire to do the job at this stage of my life. Had I known I

would be doing this, or desiring to do this, I certainly could have been better prepared. Everyone in the District probably knows someone whom they believe would be a good candidate for the job, or maybe you feel it would be of interest to you. If so, now is the time to start laying the groundwork. There are educational opportunities available to all through active involvement within your own local. Being an officer in your local is a good place to begin developing a leadership role that will serve you later. Active committee involvement in your Local and District will provide you with a view of the workings of your Union at all levels. One thing I have seen over the past few months is that we have many women and men in our District who are certainly capable of performing the job of Business Representative. Is it you or someone you know? Start to think about that; talk it over with your fellow members. If you think it may be you, talk it over with your family. Trust me; they have to be on board if you want to succeed.

Being that the year has just begun, make a New Year's resolution to make it a better one. Start with your physical health because it is the basis from which all else springs. Lose a little weight if you need to. Still smoking? If you want to quit, give us a call at the District office. If we can get a group of people interested, we are considering putting on a session to help. This would be limited to members and spouses, and if we have a enough interest we will have to determine the best size for the group.

On the fiscal side, I know a number of our employers in District 66 offer 401k plans to their employees. I also know that a great many of our members do not take advantage of this program. Do yourself a favor by participating in your plan, particularly if you have a company match. Contributing to the level to collect the employer's contribution is the minimum you should consider. This is a benefit you have earned; why leave money on the table?

Time is running short to apply for the 2013 District Lodge 66 Scholarship Program. Listed below are the criteria for applying for this program. It is open to all High School Seniors that are children of any IAMAW Lodge that is affiliated with District Lodge No. 66. This includes Lodges 21, 1030, 1115, 1771 and 2191. Listed below are the criteria for the Scholarship Selection:

1. Two (2) \$750 scholarships annually.
2. One for a female student and one for a male student. If we do not have one of each, then it will be given to two female or male students. Only seniors in High School that are the children of Machinist Union members and those that are seeking post high school education are eligible.
3. An essay must be written and must be based on how Unions have been important to your family and your community to be considered for the

Scholarship. Information should be gathered from your parents or relatives and the struggles they may have faced in their jobs. The essays must be at least 500 words in length. Please note: Essays copied directly from Labor History Books, encyclopedias, etc., or essays where the material is mostly plagiarized will NOT BE ACCEPTED.

4. Essays should be sent to: District Lodge 66, Attn: Carla Easterday, 1307 Market Street, La Crosse, WI 54601. The secretary will code the applicants and separate according to gender. After coding is complete, the Scholarship Committee will review the essays.
5. After a review of the competency of each essay, a selection process will follow and the winner will be the essay that best meets the requirements stated above.
6. The scholarship must be used beginning in the year of the award and in consecutive semesters. The first half of the scholarship will be paid directly to the school in the first semester and the second half will also be paid directly to the school in the next consecutive semester. Selections of essay winners will take place no later than the April Meeting of the District Lodge. The essays must be in at the District Lodge 66 office by Friday, March 1, 2013. Scholarships not used in consecutive semesters beginning in the year of the award will be forfeited.

The Selection Committee will be delegates that hold 3-year terms in the District Lodge. I urge all Union parents, affiliated with District Lodge 66, with high school seniors in their family, to encourage their daughter or son to enter this contest for consideration of a scholarship. Winning essays will be published in the Union Herald. **ESSAYS MUST BE TURNED IN TO THE DISTRICT LODGE NO. 66 OFFICE BY: FRIDAY, March 1, 2013.**

I have included the following information from iMAIL, which is available to all at www.goiam.org

Legislation Introduced (Again) to Secure Equal Pay for Women

U.S. Congresswoman Rosa DeLauro (D-CT) and Senator Barbara A. Mikulski (D-MD) have reintroduced the Paycheck Fairness Act, legislation to help close the wage gap between women and men working the same jobs. Women make just 77 cents for every dollar made by a man for equal work, costing women and their families \$434,000 over their careers.

In his second inaugural address, President Obama, who signed the Lilly Ledbetter Fair Pay Act in 2009, called for equal pay for equal work once and for all. If passed, the Paycheck Fairness Act achieves that goal by closing the loopholes that allow pay discrimination to occur in the first place.

“Equal pay is not just a problem for women, but for families, who are trying to pay their bills, trying to get ahead, trying to achieve the American Dream, and are getting a smaller paycheck than they have earned for their hard work,” said DeLauro, who has introduced the Paycheck Fairness Act for each of the past eight congresses. “The Paycheck Fairness Act will help the Equal Pay Act fulfill its intended objective, offer real protections to ensure equal pay for equal work, and see that women are paid the same as the other half of our nation’s workforce for the same job.”

“Lower pay for equal work is an injustice that has gone on for too long,” said Diane Babineaux, Chief of Staff to the IAM International President. “As President Obama declared, ‘It is time to act,’ and equal pay for equal work is an issue we must act on now.”

IAM members and activists can help pass the Paycheck Fairness Act by calling their Senators and Representative. Use the Capitol switchboard number, (202) 224-3121. The Senate legislation currently has 22 cosponsors while the House bill has 130.