

# Badger Lodge News



Newsletter for United Lodge 66, Machinists Union, AFL-CIO  
Chartered: November 30, 1895

Vol. 10 No. 12

[www.unitedlodge66.org](http://www.unitedlodge66.org)

December 2007

## United Lodge 66 Business Meeting

December 14, 2007

7:00 PM

2609 W. Oklahoma Avenue  
Milwaukee, WI 53215  
414-671-3800

*All Lodge Members are  
Encouraged to attend.*

- **DAYTIME OFFICE HOURS** are Tuesday thru Friday, **8AM to 4:30PM**. Business can be done at the Business or Education Night Meetings or by mail. (**Office is closed 12/24 thru 1/2**)
- **CHECK** the answering machine for hours, 414-671-3800.
- **Christmas Celebration** is December 15, 2007
- The deadline for articles to January edition of the "Badger Lodge News", is December 17.
- Patricia Elizondo's direct line is: **414-671-6980**

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For the welfare of our children, it makes sense to look for some quality and not the lowest price. Politicians passed the trade laws causing our issues.



## THERE OUGHT TO BE A LAW

*(Wait there is!)*

*Submitted by Bunny Browning*

Equal pay has been the law since 1963. But today, nearly 45 years later, women are still paid less than men. In Wisconsin working women are even farther behind. Wisconsin's working women earned 75.8 percent as much per hour as men, while nationwide women earned only 77.6 percent as much per hour as men. I was dumbfounded! In 2007 this nation still hasn't figured it out we still hold tight to our prejudices. I think because I am from an organized workplace I haven't had to deal with this issue I am treated fairly and valued for the work I do. Reading through the resolutions being presented to the delegates I was intrigued by The Fair Pay Restoration Act (also named the Ledbetter act). I went online when I got home and did a little research on Lilly I would like to share her story with membership this should remind us that although we are extremely fortunate to have our union the battle is far from over.

### Lilly Ledbetter

A lesson in Discrimination

In 1979, Lilly Ledbetter began working at Goodyear Tire and Rubber Company. In March 1998, after years of merit-based pay decisions, Ledbetter inquired into possible pay discrimination by Goodyear. In July 1998, she filed formal charges with the EEOC, and after retiring in November 1998, Ledbetter sued, claiming pay discrimination under Title VII of the Civil Rights Act of 1964 and the Equal Pay Act of 1963.

While the District Court found in favor of Goodyear on the Equal Pay Act claim, the court allowed the Title VII and other claims to proceed to trial. Ledbetter claimed that she had been evaluated unfairly because of her gender and therefore had been paid significantly less than her male colleagues. A jury found in favor of Ledbetter and awarded back pay and damages.

The United States Court of Appeals for the Eleventh Circuit reversed the lower court's decision, stating that Ledbetter could only sue for allegations regarding pay decisions that occurred less than 180 days before her beginning the EEOC process in March 1998, and not those decisions that merely affected pay within the 180-day period. Ledbetter appealed to the Supreme Court. Justice Alito delivered the ruling of the Court, which held that according to Title VII and prior case law the respondent must have acted with discriminatory intent within the 180-day charging period that the Court claimed expired prior to the filing of Ledbetter's EEOC complaint. Furthermore, the Court stated that issuing the checks or denying her a raise in 1998 were not discriminatory by intent. The Supreme Court ignored precedent and the realities of workplace pay discrimination by severely reducing an employee's ability to challenge discriminatory practices.

*(continued on page 4)*

*"The Power of OUR Union is Directly Related to Y O U R Level of Activism in OUR Union."*

## 2008 Scholarship Competition

This scholarship is from our International and open to Machinists Union members and their children. It is made possible by donations from Machinists Union Lodges.

The scholarship makes possible the attainment of a Bachelor's degree or a two year vocational/technical certification.

Awards to members are \$2000 per academic year and awards to children of members are \$1,000 per academic year.

The applicant must be a Machinists Union member or the son, daughter, stepchild or legally adopted child of a Machinists Union member.

The closing date of the competition is February 22, 2008.

**Complete rules and the application request can be obtained from United Lodge 66 or by writing to:  
IAM Scholarship Program  
9000 Machinists Place  
Room 117  
Upper Marlboro, MD 20772**



## Wisconsin Labor History Society Essay Contest



This contest is open to all high school students in the grades 9 - 12. In about 750 words write an essay on the following theme: **“Unions have been important to my family and my community because . . .”** Information can be collected from family, friends, neighbors as well as using other resources as the library and the internet.

### Judging by:

Prof. Harvey Kay  
Center for history and Social Change  
University of Wisconsin-Green Bay  
Green Bay, WI 54311

### Cash Prizes:

\$500 - 1st Place  
\$300 - 2nd Place  
\$200 - 3rd Place  
\$100 - Honorable Mention (up to 5 awarded)

Submissions must be postmarked by February 15, 2008 or before. Essays must be typed, double-spaced, on white paper and two copies must be submitted.

All shops should have been posted but we can send the flyers to anyone by calling United Lodge 66 at 414-671-3800 or [smjzer6471@sbcglobal.net](mailto:smjzer6471@sbcglobal.net).

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## Flight Safety Services Corporation

We would like to welcome these newest Machinists Union members to Lodge 66 and to the Machinists Union. District 10 did organize this shop and assign the members to us.

Next month we hope to have more information on this group and what they do.

Again welcome and we challenge all to get involved by attending our meetings and take advantage of any of the Machinists Union education opportunities.

*dwc*

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## Activities for You and Family

- **William W. Winpisinger Education and Technology Center** is open to all members. The complete schedule of classes was sent to all committee persons and **we will send it to any member**. The Lodge does pick up your lost time. The air fare and accommodations is from our International. Take advantage of this educational opportunity and make our Union even better. To learn more about our center visit: <http://winpisinger.iamaw.org/> and then talk to us.
- **Steward Training**, see page three of this newsletter for more information.
- **December 15, 2007 is our Christmas Party** with something for our children from 11:00AM to 2:00PM and then in the evening for adults.
- **International Human Rights Day** is on **December 10, 2007 at 3:00PM** with a rally in the rotunda of Milwaukee's City Hall.

## Steward Training

The University of Wisconsin-Extension, School for Workers will be hold a five week class on Wednesday Evenings from **5:30PM to 8:30PM, running from February 6, 2008 to March 5, 2008.**

There is a registration fee of \$49.05 but any United Lodge 66 completing the class and submitting the certificate and payment receipt to the office will be reimbursed. The location will be at 9620 W. Greenfield Avenue, West Allis at the offices of the Wisconsin Federation of Nurses and Health Professionals.

This class will cover the duties, rights and responsibilities of stewards as well as the techniques for investigating grievances and presenting them to management.

Your shop should be posted. The Lodge can provide you will the registration form. Call us at 414-671-3800. More information can be obtained by calling the school at 608-262-2112 or [schoolforworkers@uwex.edu](mailto:schoolforworkers@uwex.edu).

**STEP UP TO THE PLATE . . . ANY MEMBER CAN ATTEND NOT JUST COMMITTEEPERSONS**

## Specialized Training for Women in 2008

The Machinists Union Women's Department specialized training to be held at the William W. Winpisinger Education and Technology Center will be: (a) July 27 to August 1; (b) November 16 to 22.

The training will offer sisters the opportunity to come together in a learning environment. Classroom instruction as well as networking and sharing stories help our sisters develop skills to mentor and motivate their fellow sisters upon returning home.

Talk to your Lodge Education Committee.

## United Lodge 66 Bylaws 101

*(For your benefit and throughout the new year we will have excerpts of your Bylaws as issues arise)*

### Article VI

Section 1: In order to qualify for nomination as Committeeperson, a member must have been in good standing with this Lodge for one year prior to nomination. The exception being in the case of newly organized shops.

Section 5: Shop Chairperson/s shall preside at all shop meetings unless a meeting Chairperson has been elected. Business Representatives shall not preside over shop meetings; he shall act in an advisory capacity only.

## Collective Bargaining Class

*University of Wisconsin-Extension, School for Workers*

Congratulations to Victor Weirich, Shop Chair at Dings Manufacturing and Tim Schwartz, Shop Chair at Lakeside Manufacturing for successfully completing the five week class.

*dwc*

## Steward Training Class

*Held at Lodge 1377 in Waukesha*

Congratulations to Alex Varga from Badger Meter for completing the class taught by Ed Manhart, our Midwest Educator.

*dwc*

## Shop Chairs, Remember Your Shop Meetings To The Membership

Shop Committees should be planning their 2008 meetings for their shops to allow the membership a time to speak out.

**Shop Committees can get together and discuss issues. The Hall is available** and simply needs a little advance planning and a phone call for a date and time. Service, communications and involvement is what **we are responsible for to the membership.**

**Call 414-671-3800 for a date.**

*dwc*

### A Standing Offer

*from your Executive Board*

*We are willing to attend your shop meeting and inform our membership what is happening in Lodge 66. It only needs for you to ask and we will be there.*

## Initiation Fee

The initiation fee is the same monetary amount of dues at a respective shop. This fee is applied for the date on which a shop's Union Security clause starts.

The monetary amount was changed from the old fixed amount by a bylaws change in 2001.

For those merged shops whatever amount you were use to pay **does not apply.**

*dwc*



## Use Your Buying Power!

- <https://unionshop.aflcio.org/index.cfm> plenty of good items and not only at Christmas or [https://unionshop.aflcio.org/For Union Kids C23.cfm?Link ID=7&?UserID=135113&jsessionid=e030538551196117539727](https://unionshop.aflcio.org/For_Union_Kids_C23.cfm?Link_ID=7&?UserID=135113&jsessionid=e030538551196117539727)
- Our Machinists Union store at: <http://www.iamstore.org/iam/welcome.asp>
- **Nestle candy** is represented by Machinists Union members in Burlington, Wisconsin but read the label.
- **Miller Beer** is made right here in Milwaukee and Machinists Union members keep the production going.
- The Machinists Union members support the production of engines made by **Chrysler in Kenosha**.
- **Ocean Spray juices** are made by Machinists Union members in Kenosha.
- **Union Made in America** is a Machinists Union represented shop and all their clothing apparel (and more) is all Union Made and all their work done by Union members. Call them. It is only a short drive. N35 W21100 Capitol Drive, Suite 2, Pewaukee (this is the old Capitol Drive on the hill) 262-373-0777. [www.umaspécialties.com](http://www.umaspécialties.com)
- **Buy Local Campaign in Milwaukee** will be the weekend of December 8 and 9, 2007. This is in support of locally owned business's. This is a new group and visit their website at [www.ourmilwaukee.net](http://www.ourmilwaukee.net).
- **FOOD** the holiday season should be purchased at **UFWC (United Food and Commercial Workers)** represented stores include: Outpost Natural Foods, Pick-n-Save, Sentry.
- Here is a great website to get Buy American Toys ideas. Most board games and puzzles are made in America. <http://www.howtobuyamerican.com>

*We most likely have missed products produced by Machinists Union members in Wisconsin and if we have done so let us know. The communications need to be received. Thanks for your consideration.*

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(continued from page 1)

The Ledbetter decision reverses decades of precedent in wage discrimination under Title VII of The Civil Rights Act.

The House of Representatives passed the Ledbetter Fair Pay Act to remedy this ruling on July 31st of 2007. The legislation eliminates unreasonable time limits and allows victims of pay discrimination to seek back pay and damages. The Senate companion measure **Fair Pay Restoration Act** (S.1843) is now pending.

### Status in the 110th Congress

On June 22, 2007, House Education and Labor Chairman George Miller (D-7th CA) introduced the Lilly Ledbetter Fair Pay Act of 2007 in the House as H.R. 2831. It was considered on the House floor on July 30, and passed the following day by a vote of 225-199.

On July 20, Senate Health, Education, Labor, and Pensions (HELP) Chairman Edward Kennedy (D-MA), along with Republican Senators Olympia Snowe (ME) and Arlen Specter (PA) introduced the Lilly Ledbetter Fair Pay Act in the Senate as the Fair Pay Restoration Act (S. 1843). The bill currently has 25 cosponsors (including Senators Snowe and Specter) and awaits consideration by the Senate HELP Committee.

President Bush has threatened to veto this legislation if it passes. **On Friday October 12, 2007 CLUW Convention Delegates passed a Resolution in support of The Fair Pay Restoration Act (Ledbetter Fair Pay Act).**

*(editors note: CLUW is the Coalition of Labor Union Women. A constituency group within the AFL-CIO to promote women activists. Contact Sister Patricia Elizondo if you want to become part of the Lodge's Women Committee)*



**[Nominate your choice for the greediest and grouchiest corporate Grinch who has inflicted the most harm on working families in this year's Jobs with Justice Grinch of the Year Contest.](http://blog.aflcio.org/2007/11/27/vote-this-week-for-grinch-of-the-year/)**

<http://blog.aflcio.org/2007/11/27/vote-this-week-for-grinch-of-the-year/>



# Season's Savings



Special union **discounts** make your holiday shopping a joy.

During the holiday season and all through the year...you can save on great gifts and take advantage of exciting offers **available only to union members**. Here are some of the ways your union membership can help you delight everyone on your list—while getting the **BEST VALUE** for every gift dollar you spend!

### Computer and Internet Deals

- Save up to 12% on **Dell computers**—laptops, desktops, printers and more.
- Use **Union Plus Voice** with your broadband connection and save 85% on your phone bill.
- Get high-speed dial-up **Internet service** that's 5 times faster than 56K for only \$14.95 a month.

### Clothing Discounts

- Get up to **10% off** quality, comfortable union-made apparel.
- Wide selection for **all ages and sizes**—everything from golf shirts, henleys, sweats and jeans to dresses, oxford shirts and pants to kids' tees and sneakers.
- You also can order **gift certificates** for your friends.



### Entertainment Specials

- Save up to 40% on **movie tickets**.
- Find bargain prices and great selections at **Powell's Book Store**, the largest unionized Internet bookseller.
- Get discount **DVD rentals** at Blockbuster.
- Save on **Broadway shows** and **sporting events** in selected cities.



### Flower Discounts

- Get **20% discount** on every order.
- Find a wide selection of beautiful **flower arrangements**, green and blooming **plants**, fresh table **centerpieces** and fragrant **seasonal wreaths**.
- Enjoy **same-day flower delivery** service (if ordered before noon in recipient's time zone).
- Call **1-888-667-7779** to place your order today.



### AT&T Wireless Saving

- Take an additional **10% off** the regular rate of any individual or family **calling plan** purchased at an **AT&T Wireless** store and also receive a \$50 in-store credit when signing up for service\*.



For more information about **benefits**, and **savings** available to you visit

[www.UnionPlus.org/Gifts](http://www.UnionPlus.org/Gifts)

WEB 07

## Seniors Corner

Stay involved after your work life by joining these organizations.

**Join the Wisconsin ARA Chapter**  
6333 W. Bluemound Road,  
Milwaukee, WI 53213  
414-771-9511  
dues are \$10/year  
<http://www.wisconsinara.org>

**Alliance for Retired Americans**  
888-16th Street, NW Suite 520  
Washington, DC 20006  
202-974-8222 or 888-373-6497  
Fax 202-974-8256  
[www.retiredamericans.org](http://www.retiredamericans.org)

## International Human Rights Day?

On December 10, 1948 the United Nation did ratify the declaration establishing the right of people in every nation to come together into Unions and bargain contracts.

The United States did recognize these rights in the National Labor Relations Act of 1935 but since then the neo-con activists judges have corrupted this law so much that the act allows corporations to intimidate and fire workers at will. **We need to change the direction.**

## MNPL

On line recipients of the Lodge newsletter go to above link, <http://goiam.org/mnpl.cfm>, and pro-

tect your future. Become a sponsoring member to support elected representatives who will work in your best economic interest.



## Union Pride

Machinist Union T-shirts and caps are available at the United Lodge 66 office.

All shirts have a pocket and over the pocket is "**Lodge 66**". The T-shirts come in blue or gray.

- \$10.00 for medium
- \$10.00 for large
- \$10.00 for X-large
- \$11.50 for XX-large
- \$11.50 for XXX-large
- \$3.50 for mesh cap
- \$11.00 for Denim/Black/Blue cap
- \$11.00 for Khaki cap
- \$12.00 for **Camouflage** cap
- \$4.25 Acrylic Mug, A Woman's Place Is In Her Union
- \$.10 IAM Logo Temporary Tattoo's

There are two types of shirts: (1) with '**Fighting Machinist**' on the back or (2) with a plain back.

**The Union Office will be CLOSED**  
**From December 24 and not opening until January 2, 2008. No messages will be returned until this date.**  
**Thanks for you cooperation and understanding.**

## YOUR Email

Get it done by getting your email to United Lodge 66. You can pick and choose from the events, you be informed, and you can pass on the activities to your friends at work.

**Email: smjzer6471@sbcglobal.net**  
Some activities in our Labor Community, may be in our newsletter, but events happen too fast. **The only way is to visit the "Lodge 66 News" Page or better to be on the Lodge 66 Activists Email List.**

The choice is yours!  
*In Solidarity,*

## Directory for District 10 Office,

1650 S. 38th Street, Milwaukee, 53215; dial **414-643-4334**, then extension for your Business Agent:

Bill Christianson	24
Mike Hornby	13
Russ Krings	19
Don Griffin	20
Ben Elizondo	23
Patrick O'Connor	17
Scott Parr	18
Keith Smith	16

## HIRE CENTER

Help In Re-Employment  
816 W. National Avenue, 2nd Floor  
Milwaukee, WI 414-385-6920  
*'Dislocated Worker Program'*

## Officers, LL66 Machinists Union

President . . . . . Patricia Elizondo  
Vice President . . . . . Bob Paar  
Recording Secretary . . . . .  
Mike Pietrzykowski  
Secretary Treasurer. . . Doug Curler  
Conductor Sentinel . . .  
Bunny Browning  
Trustees:  
Dave Spengler, Darrell Rasch,  
Dave Russell

Communicator . . . . . James Cobb  
Educator . . . . . Patricia Elizondo  
Editor . . . . . Doug Curler  
Notary Public . . . . . Doug Curler  
The views and opinions expressed by various writers in this publication are their own and not necessarily those of the Editor, Executive Board or the LL66 membership. The Editor reserves the right to publish, edit, or exclude publication of any article submitted to "*Badger Lodge News*". Any member may contribute articles for publication; send to United Lodge 66, 2611 W. Oklahoma Avenue, Milwaukee, WI 53215-4438.

Phone and fax is 414-671-3800 or smjzer6471@sbcglobal.net  
**http://www.unitedlodge66.org**  
dwc/iamaill66, afl-cio

## Daytime Office Hours

are Tuesday thru Friday,  
8AM to 4:30PM  
or Business can be done by mail;  
or dropped in the mail slot; or the night of a Lodge or Education Evening Meeting.

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2611 W. Oklahoma Avenue  
Milwaukee, WI 53215-4438  
414-671-3800

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**01.20.09**  
**THE MOST IMPORTANT DATE?**