# **Badger Lodge News**



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



Vol. 18 No. 9 www.unitedlodge66.org & www.youtube.com/badgerlodge September 2016

# **United Lodge 66 Business Meeting**

**September 13, 2016** 

7:00 PM

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

ALL Lodge Members are Encouraged to attend.

- DAYTIME OFFICE HOURS -Tuesday thru Friday, 8AM to 4:30PM.
- The deadline for articles for the October 2016 edition of the "Badger Lodge News", is September 19.
- Contract Issues MUST be settled by your Business Agent at District 10. See last page.

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dwc/iamawll66, afl-cio

# facebook.

https://www.facebook.com/United-Lodge-66-793718930726922/

## **Wisconsin State AFL-CIO Convention**

August 29 & 30, 2016 by doug curler

I would like to thank the Lodge for allowing me to attend this convention as a delegate. There were 206 delegates from many Unions representing every area of our state. To make my report easy I will list the speakers and the videos I did on each person.

The most dynamic was Representative Tim Ryan from Ohio. If you look at one video this is the one to watch.

Laura Dresser from cows always does a thorough job on The State of Working Wisconsin. While it may always be easier to listen to some 30 second political commercial, she gives the facts and certainly something for each citizen to think about.

Anita Johnson from Citizen Action of Wisconsin talked about the state of Voters Rights, or the lack of because of our reactionary state governmental leaders. There is no documented voter fraud only that of restricting free voting.

#### Wisconsin AFL-CIO Convention 2016 Videos

- Opening Wisconsin AFL-CIO Convention <a href="https://www.youtube.com/xdiVht0Dh5M">https://www.youtube.com/xdiVht0Dh5M</a>
- 13th Congressional District Tim Ryan at 2016 Wisconsin AFL-CIO Convention <a href="https://www.youtube.com/hY4152W9yVE">https://www.youtube.com/hY4152W9yVE</a>
- Stephanie Bloomingdale, Secretary Treasurer of Wisconsin AFL-CIO gives her presentation.

https://www.youtube.com/SA6IIBHo1lw

• Laura Dresser, PHD, Center on Wisconsin Strategy, gives a presentation on the

State of Working Wisconsin. Want some facts? Then visit www.cows.org, had to deny.

https:// www.youtube.com/ cYcDVOsfDj0

# US Republicans Have Been The Ruling Majority In The:

- House
- Senate
- State Governors
- State Legislative Chambers
- SCOTUS (Before Antonin Scalia passed)

The Overwhelming Majority Of Americans Believe The USA Is On The Wrong Path.

continued on page 2

- State Senator Jennifer Shilling spoke on the state of Wisconsin and our time to take back the state Senate <a href="https://www.youtube.com/UOq-w-8Hpow">https://www.youtube.com/UOq-w-8Hpow</a>
- Russ Feingold spoke on his contest to become our US Senator. https://www.voutube.com/hnGk4gOtWak

nttps://www.youtube.com/nnox+gotwax

- Phil Neuenfeldt, President of Wisconsin State AFL-CIO, addressed the convention. https://www.youtube.com/6twnZsSqpZ0
- National AFL-CIO Secretary Treasurer Liz Shuler spoke to the convention <a href="https://www.youtube.com/z8ei6ABffOo">https://www.youtube.com/z8ei6ABffOo</a>
- 2nd Congressional Representative Mark Pocan spoke to the convention. https://youtu.be/YXvdK8qihxO
- Anita Johnson, Citizen Action of Wisconsin, spoke at the WisAFL-CIO Convention on August 29, 2016. She spoke on the status of Voter ID, Voter Suppression, and be prepared for any changes because of court ordered.

#### https://youtu.be/8lL5otRDaew

• David Newby, President Wisconsin Fair Trade Coalition, spoke on trade and the Trans Pacific Partnership.

#### https://voutu.be/virFF2-ecpU

 Dean Baker from the Center for Economic Policy and Research, Washington, DC spoke on trade and the Trans Pacific Partnership.

#### https://youtu.be/m4ygUfcL0uo

• Ricardo Acuna, from Parkland Institute in Alberta, Canada spoke on 'Lessons in Solidarity Across Borders.'

#### https://youtu.be/Rje\_R1epVMo

 Wrap Up by Phil Neuenfeldt, President Wisconsin State AFL-CIO, charged up the group in a final wrap up for two days of dynamic speakers with the thought that times may seem bad but we are in control and can and will change it for the betterment of working families. Then came a few verses of Solidarity Forever.

https://youtu.be/fwsNCfxQFmc

#### Wisconsin Fair Trade Coalition

http://www.citizenstrade.org/ctc/about-ctc/ctcmember-organizations-state-coalitions/ wisconsin-fair-trade-coalition/

#### http://www.wisconsinunity.org/

More information on the 2016 Wisconsin AFL-CIO Convention

87,000

Wisconsin's missing jobs.

Over the course of the recovery, Wisconsin lagged behind the national job growth (7 vs 10% growth). The difference? When Wisconsin could have expected three jobs, it added just two. Wisconsin would have 87,000 more jobs today if the state had grown at the national rate.

The average annual raise of the median worker. Taking inflation into account, the median wage grew by just 40¢ over 36 years. Up from \$16.72 in 1979 to \$17.12 per hour in 2015 (Wages in 2015\$s) That's an annual hourly increase





of less than \$0.02 each year. Less than \$0.02/hour

 $2.9\% \longleftrightarrow 7.7\%$ 

Spread of county level unemployment in Wisconsin from the lowest (Dane) to the highest (Menominee).

#### Wage Inequality



81¢

For every dollar a man makes, a woman earns 81 cents. (All data WI, 2015\$)



**72¢**Black workers



**73¢** Hispanic workers For Black and Hispanic workers, the disparity is even larger. For every dollar a white worker earns, a black worker earns 72 cents and a Hispanic worker earns 73 cents and. (All data Wl, 2015\$).

**3**RD **WORST...**Wisconsin's rank for the disparity in black and white unemployment rates. In 2015 black workers are 2.9 times more likely to be unemployed than white workers.

# \$10 per hour

The pay-off to a higher education (four year college degree or more), relative to earnings for HS graduates (WI, 2015\$).



2007

The last time Wisconsin's unemployment, long-term unemployment, and involuntary part-time employment were at today's levels. The long slow recovery is finally evident in these key indicators of labor market health.

BUILDING THE HIGH ROAD

View full report at www.cows.org/soww.

Mortarboard attribution: By OOfalkonOO (Own work) [CC BY-SA

## Weingarten Rules

Workers have an important right to on-the-spot representation in any situation involving actual or potential disciplinary action. It's something every steward and every Union member should know.

A Union member is asked to report to the boss's office. The boss fires off a question. The Union member asks: "Could this meeting lead to discipline?" The boss says, "Maybe." The member responds, "I want to see my steward before I answer!" Legal? Yes! All Union members can — and should — make this request if they're being questioned by management about anything that could lead to disciplinary action. Bosses have no right to refuse.

#### The Weingarten Case

Why? Because of a 1975 case in which the U.S. Supreme Court ruled that all workers have the right to Union representation when a supervisor or boss asks for information that could be used as the basis for discipline. This decision gave workers and Unions specific rights called Weingarten Rights (from the name of the case). All Union members in your workplace should know about them.

(Public employees are not covered by Weingarten Rights under the National Labor Relations Act but are covered by similar state and/or federal regulations. Public employees should investigate how protections are provided in your state — they may well be identical to Weingarten.)

A vital part of your job is to keep management from intimidating workers — especially when a boss is trying to get a member to admit to wrongdoing. Weingarten Rights won't help if workers don't know about them, because the boss doesn't have to tell them. If they answer the questions, they've given up their right to representation.

#### From Conversations Closed Doors

Stewards should make sure members understand that if any discussion with management — from a closed-door meeting to a conversation with a supervisor on the job — could lead to the possibility of discipline, they should ask immediately for a Union steward or local officer. The request can be made at any point.

Ideally, a member should say something like: "If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I request that my steward (or a union officer) be present. Without representation, I choose not to answer any questions. This is my legal right."

Anything close to this statement will do. Any further attempt by a boss to ask questions is illegal until a standard private If management desires approach for union approach.

tions is illegal until a steward arrives. If management denies a request for union representation, this is an unfair labor practice — and the member may refuse to answer any questions.

#### Don't Wait To Act!

You can take your own action if you see a worker is in a meeting or conversation with management where they are in danger of being disciplined. You don't have to wait for the worker to ask — you should make sure you're part of that meeting yourself.

When you arrive, check to see what the issue is about. Then meet privately with the member for a couple of minutes. Talk with them about questions that may be asked. Advise them to be careful — that anything they say could be used against them. Warn them not to volunteer any extra information, to keep answers short, and to stay calm. Remind them they're not alone: the Union is there to support them!

#### What Stewards Can Do

During the meeting, you should take notes on what was said and who said it. Not only will this help you keep your facts straight, but it could make the boss nervous if he or she doesn't have much of a case.

#### As a steward, your power includes:

- Stopping the boss from harassing or abusing the worker:
- Asking the supervisor to clarify any questions the member may not understand;
- Advising the worker how to answer questions;
- Providing the boss with additional information when the questions have ended.
- Requesting a recess during the meeting if you need more time to talk privately with the member.
- Requesting that the meeting continue another time if information is presented that requires additional investigation or preparation.

#### What You Can't Do

You cannot negotiate over the subject of the meeting. And you do not have the right to tell workers not to answer a question or to give untrue answers. Refusal to answer questions can be a reason for discipline.

If a worker's steward is not available, another steward or union officer can be asked to attend. Workers also have the right to ask for a particular union representative, if both are equally available.

# Weingarten Rights

If this discussion could in any way lead to my being disciplined or terminated or have any effect on my personal working conditions, I respectfully request that my Union Steward, representative or officer be present at this meeting.

Without Union representation, I choose not to participate in this discussion.

Cut out and have at work at all times

#### **Notes from the Educator**

by Patricia Elizondo

#### Apathy . . . A P A T H Y!

The Oxford dictionary defines apathy as: lack of interest or feeling; indifference. Although it's difficult for me to admit, this summer I was "bitten" by the apathy bug. I did not fulfill all of my responsibilities as an elected delegate to the Milwaukee County Labor Council, IAMAW District 10, my appointed position as the Educator and as a member of United Lodge 66.

It was very easy for me to make the decision not to attend meetings I am obligated to attend because it was summer vacation time. The majority of members don't

show for meetings during the summer months, or any other time of year for that matter, so why should I? Education night meetings are canceled during the summer months due to a lack of interest from members. Why should I feel guilty if I miss a few meetings during June, July and August? Do our members care that I'm absent from meetings I have been elected to attend? Why would they care? They don't care about all the meetings I do attend throughout the rest of the year. After all, I have a life too.

What a lousy attitude to have! Yet, that's the same attitude many of our members seem to have. It's extremely disheartening to try to promote the importance of Union involvement, organizing and meeting attendance when the very members I have been elected to represent don't give a damn. Oh, I know you're there when you have a complaint or feel you have been treated unfairly, but where are you when your Lodge needs your support and attendance at Union meetings, rallies and political events? The members that are regularly active and attend meetings cannot even begin to pick up the slack of those of us that don't care.

As the Educator of Lodge 66, I can attest to the fact that our Education Committee puts a lot of work into organizing informa-



tive sessions for our members. We promote our Education Night meetings to other Unions and the general public. We ask our members for suggestions as to what they would like us to present at our monthly meetings. After months of no interest or response, we all ask ourselves "why are we doing this?" I'll tell you why and I'll tell you why I have been cured of the apathy bug. We do it for the members that do come to meetings. We do it because if all we do is get one member to learn from us, we have accomplished something. I do it because I love the labor movement and my Union.

Editor's note:

Patricia is actually a past Educator and this article was written in 2007. As I

found this piece - APATHY - is not only

an issue within the Union movement but

every where and every organization, even

in the two archery clubs of which I am a

member. Do Not Be An Apathetic Voter.

After the August Union membership meeting, a member who has recently started attending meetings on a regular basis, asked me about training at Placid Harbor. At that moment, I realized that what I do as your Educator

and elected delegate does matter. I'll support interested members and I'll do it one at a time if that's the way it has to be done. If during a year, I can convince only one member of the importance of Union involvement, I'm doing my job.

If you want to witness what the labor movement is about or if you need a "kick in the ass" to get involved then you must attend Laborfest at the lakefront on Labor Day. It's truly an inspirational day. It's a day you would probably have to show up for work if it wasn't for Union representation. Show your appreciation for the benefits that your elected Union representatives have bargained for by coming to this wonderful Labor event and getting involved.

#### Here are a couple of final points to keep in mind:

If a worker is asked to provide information about another employee, he or she also has the right to ask for a steward. Why? Because failing to answer could lead to disciplinary action — and, therefore, the right to representation.

Management can have private conversations with workers that will not lead to discipline — issuing a warning or other disciplinary action, for example. On the other hand, workers should know that a casual conversation with a supervisor that starts harmlessly (over work, for example), but begins to lead to the possibility of trouble, can be stopped until a steward can be asked to be present.

#### **Everyone Is Represented**

Local officers and stewards also have a right to be represented — don't fall for a common employer line that stewards and officers don't need further representation.' All Union members have this right.

Weingarten Rights can be powerful tool in doing our job of defending Union member's rights. But, remember, these rights are worthless if you don't enforce them on the job!



## **Apathy Among Union Members**

Notes from the Educator by Patricia Elizondo

It's been about six months since I asked members to make a New Year's resolution to become more active in Local Lodge 66. Although I have seen some improvement in meeting attendance, we still have a long way to go. Getting involved in your Union after years of not being

Editor's Note: Again this piece was written in 2007 when Patricia was the Lodge Educator

involved before is a slow process for some, but a commitment to being active starts with small steps. Aside from current legislation that defeats the gains of the Labor Movement over the past 120 years, member apathy threatens the very existence of Unions and organizing efforts. Unionists from the past died for the rights we now have as organized workers and we need to become active in the fights of labor to preserve these rights for our children and grandchildren.

This is not something unique to Local Lodge 66. I recently attended the Train-the Trainer class at the IAMAW William W. Winpisinger Center and membership apathy is a common concern throughout the United States and Canada. Active members are trying as hard as hell to get their members involved, but their efforts seem to be in vain. Members don't want to volunteer their time or talents to further strengthen the labor movement and their Unions. I am so thankful that the Union leaders of 100 years ago didn't feel the same way! The rights we enjoy as Union members today were fought for with the very lives of Union activists from the past.

Apathy is defined as indifference, a lack of interest, lack of concern, lethargy, laziness and boredom. These are NOT terms that should be used to define Union members! As members, I am certain that you would be extremely concerned if these terms were used to refer to the people you have elected to represent you in your shops, on the Executive Board, negotiating committees, etc. **Member apathy acts as a poison to the labor movement and its only antidote is for you to get involved.** 

I understand that we all live very busy lives. We all have commitments to work, families and other interests. Is it so difficult to find one hour a month to commit to fighting to keep the rights we have as Union members? That's all I'm asking – one hour a month. We currently have over 1,000 members in our Lodge. Think of the impact we could have if each and every member would just promise to give one hour a month to a Union activity. Choose an activity that is of interest to you. Our Local Lodge web site and newsletter are filled with opportunities for you and your families to get involved. Many of us commit an hour a week to church, 40 hours a week to our employer, an hour a week to a favorite TV program, several hours a week to meeting with friends, time to read the newspaper, walk our dogs, exercise our bodies, etc. I'm not asking you to give over every minute of free time you have. Just give **ONE HOUR** a month to attend a meeting, rally, Union event or support a political candidate and I guarantee you will feel a sense of self-satisfaction you may not have felt for some time.

We all complain about what the Union has not done for us. "They're just taking my dues" is something I hear all the time. Look in the mirror, brother and sisters. **YOU are the Union**. It's not just the people on the Executive Board of Local Lodge 66. It's not just Shop Chairs or Shop Stewards. It's not just your Business Agent. It's not just the Communicator and Educator of your lodge – **IT'S YOU!** 

Please help to make a difference in the causes of the labor movement. We have problems and if you, as members are not part of the solution of those problems – you are part of the problems we have in organized labor.



The fight for the VA is far from over. Greedy politicians and their corporate backers want nothing more than to destroy and privatize our VA. And privatization -- that's just a fancy word for saying "I want to let my billionaire buddies profit off the care of veterans."

So, yeah, they're not going to just stop going after us and the healthcare we earned.

Our friends over at VoteVets (<a href="www.votevets.org">www.votevets.org</a>) have just launched a new TV spot (<a href="https://youtu.be/7EPwsdNNVKU">https://youtu.be/7EPwsdNNVKU</a>) discussing this very issue. The ad features Kevin Pannell, an Iraq War veteran who lost both of his legs in Iraq in a grenade am-

bush.

Pannell: "I deployed to Iraq in February of 2004. That 13 June while on foot patrol in Baghdad, my unit was ambushed. I kept my promise to support and defend our country. The country also made a promise – that I'd be taken care of when I got home. The men and women I served with count on the VA for care – just like I do. But now, politicians are talking about breaking that promise... And leaving us to fight with greedy hospital corporations for the care that we earned. Tell your lawmakers...veterans' care is not for sale."

The ad ends with a number for people to call, which will patch them through to their lawmakers' offices on Capitol Hill.

# **2016 WIARA Retirement Security Forums**

Over the coming months leading up to the election, the Alliance in coalition with many groups will be presenting information about Retirement Security. Medicare, Social Security, the Wisconsin Retirement System, Private Sector Pensions and Retirement Savings Accounts are sure to be at the forefront of political attacks over the coming years. It is imperative that we become educated and organize to protect our collective interests.

We will be working with the WI State AFL-CIO, area labor councils, the Wisconsin Coalition for Retirement Security, and Protect Our Wisconsin Retirement Security to educate and mobilize retirees across the state to protect and expand the ability to retire with dignity.

Please see our schedule and let your friends and neighbors know about our upcoming events. More dates and locations will be added to the list below. If you would like a forum in your area, please reach out to our Executive Director, Greg Neil at exec.dir@wi-alliance.org.

Date	Time	City	Location Name	Location
8/27	11:00 AM	Madison	Madison Labor Temple	1602 S. Park St, Madison, WI 53715
9/10	11:00 AM	Milwaukee	Milwaukee Labor Council	633 S Hawley Rd # 110, Milwaukee, WI 53214
9/14	4:00 PM	Monroe	Monroe Public Library	925 16th Ave., Monroe, WI 53566
9/17	11:00 AM	Wausau	Wausau Labor Temple	318 S 3rd Ave, Wausau, WI 54401
9/22		Fond du Lac	Fond du Lac Labor Temple	50 E. Bank St., Fond du Lac, WI 54935
9/24	11:00 AM	Green Bay	Bay Lakes United Educators	1136 North Military Ave., Green Bay 54303
10/17	11:00 AM	Chippewa Falls	TBD	TBD
10/17	4:30 PM	Eau Claire	Western Wisconsin Labor Temple	1307 Market St., La Crosse, WI 54601
10/26	6:00 PM	Oshkosh	UAW Local 578	1118 High Ave, Oshkosh, WI 54901

Written by greg

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## Send Your Thoughts,

To those who should be working for you!

#### **President Obama**

The White House 1600 Pennsylvania Avenue, NW Washington, DC 20500 www.whitehours.gov

#### Senator Ron Johnson, Republican

386 Senate Russell Office Building Washington, DC 20510 202-224-5323 www.ronjohnson.senate.gov/public/index.cfm/contact

#### Senator Tammy Baldwin, Democrat

1 Russell Courtyard Washington, DC 20510 202-224-5653 www.baldwin.senate.gov/contact.cfm

#### Representative Paul Ryan, 1st District, Republican

1233 Longworth House Office Building Washington, DC 20515 202-225-3031 www.paulryan.house.gov

#### Representative Ron Kind, 3rd District, Democrat

1502 Longworth HOB Washington, DC 20515 202-225-5506 https://kindforms.house.gov/contact

#### Representative Gwen Moore, 4th District, Democrat

2245 Rayburn House Office Building Washington, DC 20515 202-225-4572 www.gwenmoore.house.gov

#### Representative Jim Sensenbrenner, 5th District, Republican

2449 Rayburn House Office Building Washington, DC 20515 202-225-5101 www.sensenbrenner.house.gov

#### Representative Glen Grothman 6th District, Republican

501 Cannon Office Building Washington, DC 20215 202-225-2476 https://grothman.house.gov/contact/email

# Representative Sean Duffy, 7th District, Republican

1208 Longworth HOB Washington, DC 20515 202-225-3365 https://duffy.house.gov Governor Scott Walker, Republican 115 East Capitol Madison, WI 53707

### **Seniors Corner**

#### Hillary Clinton Announces Plan to Address Price Gouging on Life-saving Drugs

Hillary Clinton said on Friday that if elected to the White House, she would create an oversight panel to protect U.S. consumers from price hikes on life-saving drugs and import alternative treatments if needed, Reuters reported.

Clinton, the Democratic presidential nominee, proposes giving the panel the ability to levy fines and impose penalties on manufacturers when there has been an "unjustified, outlier price increase" on a long-available drug, Clinton's campaign said.

"We commend Secretary Clinton for introducing a policy that would save lives," said Robert Roach, Jr., President of the Alliance.

"It's time to level the playing field," added Richard Fiesta, Executive Director of the Alliance, in a statement. "By directing the government to take swift action against unfair and monopolistic business practices, the Clinton plan helps both seniors and taxpayers. We strongly support this proposal."

Clinton cited Turing Pharmaceuticals raising the price of the AIDS drug pyrimethamine and Mylan's recent act to increase the cost of EpiPen for severe allergy sufferers as "troubling" examples of price hikes that have attracted scrutiny. Seniors have been complaining of similar price hikes for insulin in recent months.

When a determined unjustified price hike is accompanied by insufficient market competition, Clinton's administration would "intervene to purchase alternative drugs from comparably regulated markets or assist manufacturers in bringing the product to market in the United States."

#### Join the Wisconsin ARA Chapter

6333 W. Bluemound Road Milwaukee, WI 53213 414-771-9511 http://www.wisconsinara.org

#### **Alliance for Retired Americans**

888-16th Street, NW Suite 250 Washington, DC 20006 202-974-8222 or 888-373-6497 Fax 202-974-8256 www.retiredamericans.org

## **Activities for You and Your Family**

- Milwaukee Area Labor Council delegate meeting: September 7, 2016 at 6:30pm, new location at Juneau Complex, in auditorium, 6415 W. Mount Vernon.
- Machinists Union William W. Winpinsinger Education and Technology Center class schedule for 2016 is available (<a href="http://winpisinger.iamaw.org/courselist">http://winpisinger.iamaw.org/courselist</a>) or at your Union office. Or come to any Union meeting and just ask. This center is open to all members, you just need to be active and want to be the future leader at your worksite or at United Lodge 66.

# DID YOU KNOW?

Social Security taxes are paid only on the first \$110,000 of income; zero is deducted for every dollar thereafter. If this cap were increased or removed, Social Security could be solvent in perpetuity.

# Officers, LL66 Machinists Union

President . . . . . Mike Pietrzykowski

Vice President . . . . . Larry Morrow

Recording Secretary . . . Liz Falkowski
Secretary Treasurer . . . . . Ivan Collins
Conductor Sentinel . . . . . Pepe Oulahan
Trustees: Tim Schwartz,
Bunny Browning, James Cobb
Communicator . . . . . Doug Curler

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Phone and fax is 414-671-3800 or lodge66@gmail.com http://www.unitedlodge66.org

http://www.youtube.com/badgerlodge

dwc/iamawll66, afl-cio

Business/Membership Meetings are - 2nd Tuesday, 7PM each month.

### **District 10 Office Directory**

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

Alex Hoekstra	13
Ben Elizondo	20
Patrick O'Connor	16
Scott Parr	25
Greg Pursell	24
Joe Terlisner	19
Di Ann Fechter	17
David Grapentime	18
Larry Morrow (Organizer)	15

United Lodge 66 Machinists Union 2611 W. Oklahoma Avenue Milwaukee, WI 53215-4438 414-671-3800

www.unitedlodge66.org www.youtube.com/badgerlodge