

Badger Lodge News



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



Vol. 21 No. 2

www.unitedlodge66.org

February 2019

United Lodge 66 Business Meeting

February 12, 2019

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 March 2019 edition of the "Badger Lodge News", is February 19.
- Contract Issues **MUST be settled** by your Business Agent at District 10. *See last page.*

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dwc/iamawll66, afl-cio

Organizing I Class

Wendy Greene

I would like to thank the membership for allowing me to further grow my knowledge by giving me the opportunity to attend the Organizing I class at the William W. Winpinsinger Education and Technology Center.

Like always the grounds and rooms were in immaculate shape. The food was amazing. The staff - security guards, housekeepers, kitchen staff, office administrators, groundskeepers, maintenance workers, drivers, bartenders and, of course the teachers were all very friendly and willing to help with questions and requests. They are truly a blessing. Since my last visit to the center they remodeled the library and store. It looks really nice!



Recently I have been chairing the Organizing Committee at our Local. I agreed to do this even though I had little experience. With the help of my fellow committee members we have completed many successful projects. I am thankful for all of our committee members for this work. I learned a lot from the organizing class that I know will help with the committee. And, I now feel I am prepared to help with an organizing campaign if needed.

All the leadership classes I've taken so far have touched on organizing. But, the Organizing I course is a more intense program that focuses just on organizing. Some of the things we learned were:

Organizing Strategies

Having a Plan to Win

Targets (companies being considered for organizing)

Leads (person or group of people working for employer that want to form a union)

How to Identify Good Leads

The Union's Campaign

The Company's Campaign

I was amazed by some of the things I learned

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

"The Power of OUR Union is Directly Related to YOUR Level of Activism in OUR Union."

CASH PRIZES!

2018-19 ESSAY CONTEST ON LABOR HISTORY

The Wisconsin Labor History Society announces its Essay Contest for the 2018-2019 School Year for Wisconsin high school students (Grades 9-12). Win cash prizes up to \$500. Write essays of about 750 words on the topic:

**“Unions have been important to my family
and my community because . . .”**

Students are urged to interview family members, neighbors, friends or others for their stories about work and unions. Teachers are urged to assist students in their efforts.

Students could win cash prizes:

**First place, \$500; second place \$300; third place: \$200;
honorable mention (up to five) \$100.**

WHAT TO WRITE ABOUT . . .

Here's what winners in recent contests chose to write about . . .

- ◇ An Oregon HS senior's essay traced his family's union background and provided insight on how forces are seeking to weaken labor.
- ◇ A Milwaukee Dominican HS senior wrote about how the passage of Act 10 inspired her family to become active unionists.
- ◇ A Neenah HS discussed how his father's union has become involved in improving their community.
- ◇ A Menomonee Falls HS senior told his family's experiences and the union's value in overcoming racial discrimination.

All Wisconsin high school students have ready access to labor history. Check with parents, grandparents, uncles and aunts. Also, neighbors and family friends. Ask to interview them and then write your essay. Only 750 words. Also you may do independent research on topics of labor history. Check the Wisconsin Labor History website (www.wisconsinlaborhistory.org) for resources and other ideas.

EASY TO ENTER!

CONTEST RULES

Essays should be approximately 750 words in length. They will be judged on understanding, evidence of original research, writing style and significance.

Essays must be typed, double-spaced, on white paper. Two copies must be submitted (One may be a photocopy.) Please be sure to provide the following information on the cover sheet: Your name, address, home telephone number, your email address, your grade in school, name and address of your school, and, if you were encouraged or assisted by a teacher, the teacher's name. (Also, list your family's union membership, if applicable.) If you have any questions, contact:

Harvey J. Kaye (920-465-2355) or
kayeh@uwgb.edu.

Submissions must be postmarked **Feb. 15, 2019** or before. Send completed essays to:

Prof. Harvey J. Kaye, Center for
History and Social Change

University of Wisconsin—
Green Bay

Green Bay WI 54311.

SPONSORED BY: Wisconsin Labor History Society

(Affiliated with Wisconsin Historical Society)

6333 W. Bluemound Rd.

Milwaukee WI 53213

414-771-0700 ext 20

info@wisconsinlaborhistory.org

www.wisconsinlaborhistory.org

How Labor Can Win Again:

'Direct Action' strategies of history offer promise for the future

9 a.m. to 3 p.m., Saturday, April 13, 2019, Madison Labor Temple, 1602 S. Park St., Madison

8:30 a.m. Registration / Refreshments - Program Starts at 9 a.m.

Opening Address: Dan Kaufman

Author of "The Fall of Wisconsin: The Conservative Conquest of a Progressive Bastion and the Future of American Politics." A Wisconsin native, Kaufman is a contributor to the New York Times and has written extensively about the state's political history and occurrences since the 2011 Wisconsin Uprising.



Panel Discussion: Direct Action events, past and present

Listen to activists who have helped develop winning strategies for workers. Among the presenters will be organizers for the "Day Without Latinxs & Immigrants" march; a substitute teacher whose hunger strike won benefits; a young worker who has found new strategies, and a leader of a recent organizing victory.

Moderator: Jillian Jacklin, Lecturer, University of Wisconsin—Madison

Discussion: Strategies for the future

*Union activists and academic experts discuss winning strategies for the future, including Kevin Gundlach, President, South Central Federation of Labor
Rachel Buff, Professor of History, University of Wisconsin—Milwaukee*

Moderator: Jon Shelton, Democracy and Justice Studies, University of Wisconsin-Green Bay

Open Discussion: Your Time to Sound off!

WLHS 2019 Conference—REGISTRATION FORM

Registration -- \$35.00

Unemployed, students - \$10.00

_____ Reservations @ \$35.00 Amt. \$ _____

_____ Reservations @ \$10.00 Amt. \$ _____

Name

Union/Org.

Address

City State Zip

Email Address

Phone

Issue Check to: Wisconsin Labor History Society
Wisconsin Labor History Society

Mail by April 9, 2019 to:
Wisconsin Labor History Society
6333 W. Bluemound Rd., Milwaukee WI 53213

Check here if you wish a vegetarian lunch

Check here if you wish a gluten free lunch

Reservations may be made online. [Click Here.](#)

Blanket Drive

BLANKETING OUR LOCAL COMMUNITY

AFL-CIO Community Services of the Milwaukee Area Labor Council and United Way of Greater Milwaukee & Waukesha County are collecting new and gently used blankets to be distributed to homeless shelters and community agencies throughout the community.

When:

January 2nd - February 14th, 2019



Drop-Off Locations

Milwaukee Area Labor Council
633 South Hawley Road, Suite 110
Milwaukee, WI

**United Way's Johnson Controls
Volunteer Center**
200 West Pleasant Street
Milwaukee, WI

Any City of Milwaukee Firehouse

NOTE: Used blankets must be washed before being dropped off.

AFL-CIO
COMMUNITY SERVICES



United Way
Greater Milwaukee
& Waukesha County

For more information contact: Jay Reinke at 414.771.7070 ext. 16 or jay@milwaukeeelabor.org

[jt/aflcio1954/aflcio](http://aflcio.com/1954/aflcio)

W3 Center Launches Social Media Presence

The William W. Winpisinger Education and Technology Center has recently launched social media pages. IAM members now have another way to stay informed about class offerings, registration deadlines, and other happenings around the campus.

“Any member who has attended a class at the Winpisinger Center understands the value of the work done here,” said Director Chris Wagoner. “With so much of our membership already connected through social media, it’s a great way to stay informed.”

Look for @IAMW3Center on Facebook, Twitter, and Instagram.



Organizing I Class continued from page 1

such as that companies spend millions of dollars to bash the union and keep it out. They do this because they know having to follow a union contract will force them to share some power with their workers. This is why if a lead’s only issue is wages it might not be a good reason for a campaign, because the company may just give them a raise to stop the union drive.

During the course we did a lot of role-playing with actual campaign scenarios. We used 3 IAMAW campaigns as examples. This was very helpful and gave me examples of things that can happen while door knocking, house visiting and hand billing. It also helped me to understand what it takes to identify a leader and how to tell when a leader may not be a good choice. For example someone who is constantly late for work, has trouble with management, is combative and not respected in the workplace may not make a good leader. The best leader is someone who is respected, is a good worker and has leadership qualities.

There was so much information at this class that I was not aware of. I look forward to using it to continue to grow our union in the future. This is why I am very thankful for the opportunity to attend Organizing I in 2018.

In Solidarity
Wendy Greene

In Ireland it’s Different

Walls are typically a method of keeping people in or keeping them out

Setting limits and boundaries on physical or mental property.

In Ireland it is different. There is a patchwork of stone walls across the rolling hills,

Not to assert someone’s ownership or to keep someone else, out or in.

The lands there are in the public trust, for all to use for farming or grazing,

Neither of which works well on rocky land. Hence the stones are harvested

And fit the contour of the rolling hills. The walls have a function and a grace that speaks

Of the way people can set boundaries that suit Their honest toil and love of the land.

By: John Walsh

This is also a particular song that he likes to play along with the poem,

"Isle of Hope Isle of Tears" by Brendan Graham.

(editors Note: “Pepe spoke with me about submitting a poem that my dad wrote years ago. The poem is called In Ireland it’s Different. I read the poem at a LCLAA event last year, and I think it is particularly relevant today in light of current events - my dad is excited to share it.” Anne Wilberg)



SECRETARY OF DEFENSE
1000 DEFENSE PENTAGON
WASHINGTON, DC 20301-1000

31 December 2018

MEMORANDUM FOR ALL DEPARTMENT OF DEFENSE EMPLOYEES

SUBJECT: Farewell Message

On February 1, 1865, President Lincoln sent to General Ulysses S. Grant a one sentence telegram. It read: "Let nothing which is transpiring, change, hinder, or delay your military movements, or plans."

Our Department's leadership, civilian and military, remains in the best possible hands. I am confident that each of you remains undistracted from our sworn mission to support and defend the Constitution while protecting our way of life. Our Department is proven to be at its best when the times are most difficult. So keep the faith in our country and hold fast, alongside our allies, aligned against our foes.

It has been my high honor to serve at your side. May God hold you safe in the air, on land, and at sea.

A handwritten signature in black ink, which appears to be "James Mattis", is centered on the page.



OSD017103-18/CMD021641-18

“Just Cause” not “Just Cuz”

“A strong Union member is and informed Union member”

In many industrialized countries around the world the law requires employers to prove good or “just cause” for any firing of their employees. This is not the case in the USA.

Instead, in most states, like Wisconsin, workers not covered by a Union contract are subject to what is commonly referred to as “at will” employment.

This means that employers may fire a worker for any, or no, reason at all. The only exceptions to this are protections related to discrimination, health and safety retaliation and a very difficult to prove standard of “wrongful termination”. This leaves most workers’ livelihoods up to the discretion of their bosses.

For this reason “Just Cause” language pertaining to discharge and discipline, and a grievance procedure to implement it, are cornerstones of almost all labor contracts. This gives Union workers the security of knowing that they cannot be disciplined or terminated “just cuz”.

How Do You Determine “Just Cause”?

Until recently Unions and other worker advocates have relied on a check list of just cause principles developed by arbitrator Carroll Daugherty in the 1960’s known as “*the seven tests of just cause*”. However, a recent review of over 15,000 arbitration awards by attorney Robert M Schwartz has led to a revised list that is similar, but reflects some changes that have occurred over the years.

Knowing these principles is a strong, if not essential, tool for any union representative to successfully process discipline and discharge cases.

The original list is as follows:

1. **The employee knew of the company’s policy**
2. **The company’s policy was reasonable**
3. **The company investigated to determine that the employee violated the policy**
4. **The investigation was fair and objective**
5. **Substantial evidence existed of the employee’s violation of the policy**
6. **The company’s policy was consistently applied**
7. **The discipline was reasonable and proportional (the punishment fit the crime)**

This new revised list, which is widely accepted by arbitrators, is similar reads:

1. **Prior notice**

An employee may not be punished for violating a rule or standard whose nature and penalties have not been made known.

Punishing an employee for failing to follow a rule or policy that the employee does not know about is clearly unfair. Employers must publicize standards in handbooks, on bulletin boards, through the Internet, or by announcement. They must also identify potential penalties, especially if there is a possibility of suspension or discharge.

2. **Recent enforcement**

Punishment may not be imposed for violating a rule or standard that the employer has not enforced for a prolonged period.

When management fails to take action against an infraction for several months or longer, employees are encouraged to believe that the policy or rule is no longer in effect. In such circumstances, imposing discipline is equivalent to applying a rule of which the employee is unaware.

3. **Due process**

An employer must conduct an interview or hold a hearing before making a decision to issue discipline, must take action promptly, and must list charges precisely. Once assessed, discipline may not be increased.

Due process, a legal term for procedural fairness, is implicit in the just-cause standard. A paramount obligation is to allow a worker a chance to tell his or her side of the story before the employer makes a



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Drug Companies Kick off the New Year with Price Hikes

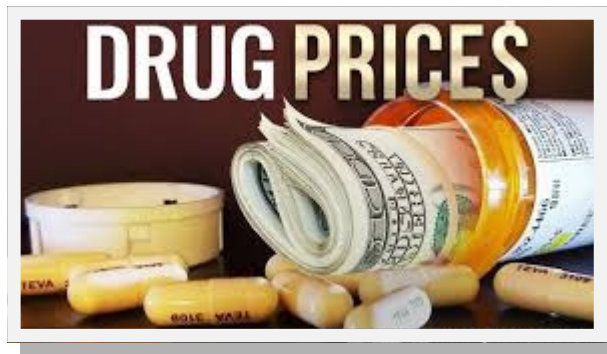
Drugmakers started off 2019 with price increases in the United States on more than 250 prescription drugs, including the world's top-selling medicine, Humira. According to a Goldman Sachs analysis, prices were raised on about 27% of the top 500 branded drugs.

The average list price increase was 4 percent, half what it was in 2018. However, many analysts who follow the industry anticipate that pharmaceutical companies will wait to raise drug prices until after the first week of January to avoid the spotlight.

Allergan was particularly aggressive. It raised list prices on more than 50 drugs, and more than half of those by 9.5 percent. Because the United States leaves drug pricing to market competition, Americans pay higher prices than in other countries where governments directly or indirectly control the costs. As a result, the United States is the world's most lucrative market for manufacturers, to the detriment of consumers.

The U.S. Department of Health and Human Services (HHS) has proposed policy changes aimed at lowering drug prices and passing more of the discounts negotiated by health insurers on to patients. However, those measures are not expected to provide substantial relief to consumers in the short-term and fail to provide government health agencies with the authority to negotiate or regulate drug prices.

“We will not see drugs truly become more affordable in this country until we allow Medicare to use its power to negotiate prices with drug corporations,” said Richard Fiesta, Executive Director of the Alliance. “Taking lesser, inadequate measures but not doing so is like putting a band-aid on a major wound.”



Just Cause continued from page 7

decision to impose discipline.

4. Substantial evidence

Charges must be proven by substantial and credible evidence.

Disciplinary action must be based on reliable evidence, not on rumor or speculation. Hearsay (an accusation by a person who does not appear at a hearing) does not support a severe penalty.

5. Equal treatment

Unless justified by a valid distinction, an employer may not assess a much stronger punishment against one employee than it has assessed against another employee known to have committed the same offense.

Favoritism and discrimination are incompatible with just cause. Employers must treat all employees who commit the same or similar offenses essentially alike.

6. Progressive discipline

When responding to misconduct that is short of egregious, an employer must issue at least one level of discipline that allows the employee an opportunity to improve.

It is widely accepted that the purpose of workplace penalties should be to correct misconduct, not to punish or humiliate. When a possibility exists that an employee can improve, the employer should apply the lowest punishment that is likely to achieve the desired result.

7. Mitigating, extenuating, and aggravating circumstances

Discipline must be proportional to the gravity of the offense, taking account of any mitigating, extenuating, or aggravating circumstances.

In addition to the seriousness of an infraction, an employer must consider any other circumstances that reduce or increase the likelihood that the grievant will repeat the offense.

** Note: the above list is from: Just Cause: A Union Guide to Winning Discipline Cases - revised second edition by: Attorney Robert Schwartz.*

Pepe Cudahan, Lodge 66 Educator

Happy about trump's government shutdown

A week ago a Trump supporter was interviewed on television and applauded the government shutdown. "I'm happy about the shutdown," the man said, "I want Trump to get government off my back."

But this same man, who was a veteran ...

- went to college on the GI Bill,
- bought his house with an FHA loan,
- received health care from the VA,
- used electricity generated by the TVA,
- drank safe water thanks to an EPA monitoring program,
- had parents - who lived on a farm - who retired on Social Security and had their soil tested by USDA,
- was grateful that his mother - who was sick - was treated with an experimental drug developed by NIH,
- had children who participated in a school lunch program, were taught biology by teachers trained through a NSF grant and, when they graduated high school, were able to attend college on a student loan,
- drove to work on an Interstate Highway and moored his boat in a channel dredged by Army Corps of Engineers, and
- took his family on vacation to Washington DC traveling on Amtrak and, while there, visited the Smithsonian.

He told the reporter that he almost always voted Republican. He liked the GOP, he said, because they won't raise taxes to pay for all those government programs created for ungrateful people.

Alliance Co-Signs Letter Opposing Drug Provisions in NAFTA 2.0

The Alliance joined seventy other organizations in signing a letter to Congress opposing provisions in NAFTA 2.0, the newly-proposed United States-Mexico-Canada Agreement, which would increase the costs of prescription drugs. The pharmaceutical provisions in this agreement would facilitate the expansion of prescription drug monopolies, reducing the competition that keeps prices of medicine lower.

With prescription costs already high enough that some consumers are going without necessary medication, this new agreement would only exacerbate the problem. The letter states that nearly one-in-four Americans report that they or another family member have not filled a recent prescription because of cost. The drug provisions of NAFTA 2.0 would see those numbers increase.

"It is time for Congress to implement legislation that would prioritize American health and safety over drug corporation profits," said Richard Fiesta, Executive Director of the Alliance. "Like the letter says, we call for an elimination of the provisions that inhibit affordable access to medicine in North America and an assurance that future trade deals will not include such provisions."

Skyrocketing Insulin Prices Highlight Necessity for Drug Policy Changes

This week, the Health Care Cost Institute (HCCI) released a study revealing that insulin prices doubled between 2012 and 2016, from just over \$2,800 to \$5,700 annually. This dramatic increase in costs has forced many people living with Type 1 diabetes to ration their supply of insulin, risking their health in order to make ends meet.

Numerous elected officials sent letters in recent months to drug manufacturers, requesting information on prescription drug price hikes.

People living with Type 1 diabetes will have to take insulin injections for their entire lives. Any lapse in health care coverage can be devastating due to the high out-of-pocket costs that result. Even month to month, the price of the medication can change -- a problem noticed by countless families across the country. Furthermore, patients are worried that employers could try to discriminate against someone with higher health costs.

"Access to life-saving medication is a fundamental right. One key step we must take is allowing Medicare to negotiate prices with drug corporations like the Veterans Administration does," said Joseph Peters, Jr., Secretary-Treasurer of the Alliance.



I arise in the morning torn between a desire to save the world and a desire to savor the world. This makes it hard to plan the day.

-- E. B. White

Send Your Thoughts,

To those who should be working for you!

President trump

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

Nation's Longest Government Shutdown Puts Millions at Risk, Including Many Seniors

In a letter to the President, U.S. Senator Bob Casey (PA), Ranking Member of the U.S. Senate Special Committee on Aging, criticized the ongoing government shutdown and its growing negative effects on seniors and people with disabilities. In particular, he expressed concern about the future of SNAP nutrition benefits (formerly known as food stamps), rental assistance, and mobility programs as the Departments of Agriculture, Housing and Urban Development (HUD), and Transportation remain unable to conduct business as usual.

Senator Casey wrote that “elected and appointed officials in Washington have a sacred responsibility of ensuring seniors can age with dignity and people with disabilities can live independently.” He urged the President to ask the aforementioned departments, as well as the Federal Trade Commission and Federal Communications Commission, to release information detailing actions the Administration is taking to mitigate the harmful effects of the shutdown towards vulnerable populations.

Approximately two-thirds of the households in the HUD rental assistance program are seniors or people with disabilities. Douglas Rice, Senior Policy Analyst at the Center on Budget and Policy Priorities, said that 1,150 rental assistance contracts expired in December or will expire in January, and cannot be renewed by HUD due to a shortfall in funding.

The financial strain on these households will increase exponentially if the shutdown extends into March or longer. If it lasts until March, 2.2 million low-income households will be put at risk of higher rent payments or even eviction due to the loss of subsidies for the Housing Choice Vouchers program. All told, the record-breaking government shutdown will put millions of Americans at risk of living in poverty.

“We are talking about basic needs like food and housing for seniors and people with disabilities,” said Joseph Peters, Jr., Secretary-Treasurer of the Alliance. “We need the Senate to bring the funding bills passed by the House to a vote and get the government back to work for the American people.”

Join the Wisconsin ARA Chapter

1602 South Park Street, #220
Madison, WI 53715
608-556-9521

<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

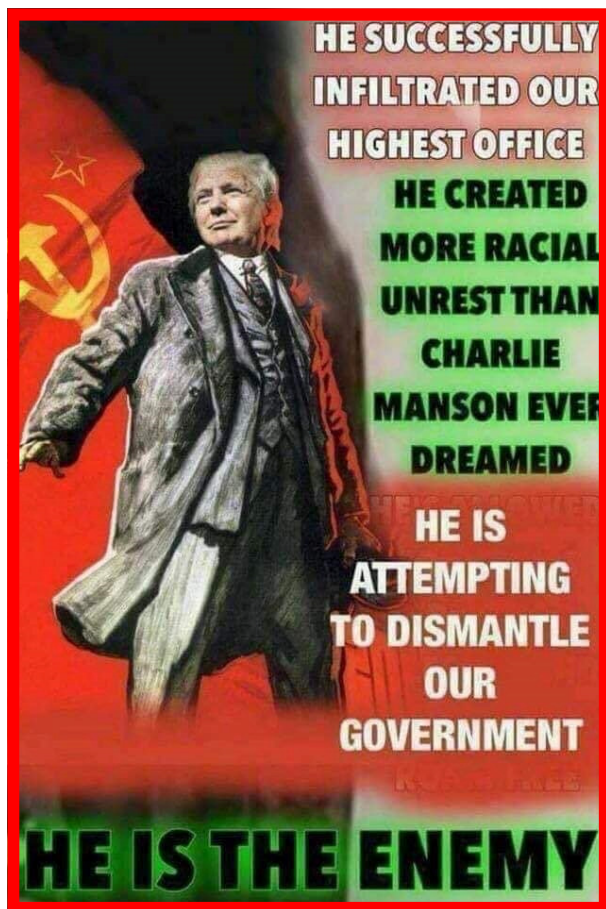
www.retiredamericans.org

Activities for You and Your Family

- **Milwaukee Area Labor Council** delegate meeting: is **February 6, 2019**, is at 633 S. Hawley Road, Milwaukee.

www.milwaukeeelabor.org

- **Machinists Union William W. Winpisinger Education and Technology Center** class schedule is available (<http://winpisinger.iamaw.org/courselist>) 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.



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<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	113
	120
Scott Parr	125
Greg Pursell	124
Joe Terlisner	119
Di Ann Fechter	117
Jeremy Terlisner	118

United Lodge 66 Machinists Union
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