



Badger Lodge News

Newsletter for United Lodge 66, Machinists Union, AFL-CIO

Chartered: November 30th, 1895

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www.unitedlodge66.org

November 2020

United Lodge 66

Business Meeting

November 10th at 7:00 PM

1650 S 38th Street

Milwaukee, WI 53215

414-671-3800

All lodge members are encouraged to attend. Please be advised that we will be using social distancing and wearing face coverings for the safety of all members

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Office Hours:

Suspended until notice due to Covid-19 guidelines. See pg. 2

All Contract issues must be settled by your Business Rep at District 10. See Last Page

Milwaukee Art Museum Workers Want to be IAM

From goiam.org

“We’re open for inspiration.” Those are the words displayed on the Milwaukee Art Museum’s (MAM) website, and a concept many employees embrace after spending their days working at this architectural landmark that has come to represent the city of Milwaukee. But for the group of MAM employees trying to join the IAM in an effort to have a voice in their workplace, it doesn’t feel like these words are meant for them.

On August 31, 2020, with a stack of employee signatures, the IAM filed for an election with the National Labor Relations Board (NLRB) to give this group what they had spent eight months planning for – the right to form a wall-to-wall union.

MAM workers were initially hopeful that the museum wouldn’t push back hard, as most employers do. That’s because for more than four decades, the security guards working at the museum have been part of IAM Local 66/District 10 in Milwaukee, WI with great success. In fact, in early August of this year, the security guards ratified yet another strong Machinist agreement after just one day of bargaining.

But even with a successful bargaining track record, the museum immediately opposed the union drive and started working with an anti-union law firm to not only delay the election, but to find a way to deprive their employees of their right to vote entirely.



Artwork by Sophia Barbour, Lodge 66 Member and MAM employee

See “Art Museum” on page 4



United Lodge No. 66

of the

International Association of Machinists and Aerospace Workers, AFL-CIO

Milwaukee, Wisconsin 53215 • Phone 414-671-3800

<http://www.unitedlodge66.org>

Lodge 66 Operations during Covid-19 Situation

The Executive Board of United Lodge 66 has made some decisions to protect the Membership and Office Staff of Lodge 66.

First of all we would like to encourage our members and their families to stay safe during this health crisis. Following the recommendations from the Federal, State and Local Governments is advised.

To protect our members and staff the office will be closed for drop-in traffic.

The office telephone will forward to Secretary-Treasurer Ivan Collins phone. The phone number for Lodge 66 is (414) 671-3800. The Lodge email is lodge66@gmail.com. The lodge address is 1650 S 38th Street, Milwaukee WI 53215. Mail can be put in the mail slot at the office. Members are encouraged to do as much as possible through the mail. Emails and communications will be monitored. If an appointment needs to be made we will try to accommodate on an Individual basis. Several of the offices within the Machinists Organization will be staffed with reduced workforce. During these critical times we want to express to the membership that we will serve to the best of our ability and you are our main concern. The Brothers and Sisters of the Machinists Union will get through this challenge. Thank you for your patience and understanding during this major event.

In Solidarity,

Timothy Schwartz

United Lodge 66 President



Laws That Govern Our Workplace

By Don Aiello

I started out trying to write a simple article about the employment laws that govern our workplace. However, as I continued to write, I realized I needed more than one article to cover this “complicated work in progress.” So I’m going to start with some of the basics.

When we think of the employment laws, we usually think of congress passing laws; such as the National Labor Relations Act of 1935, the Civil Rights Act of 1964 or the American with Disabilities Act of 1990. These are only a few of the many laws congress has passed throughout the years and this is just one of the many sources from which our laws come from.

We also have State Laws, which can vary extremely from state to state. For example; in Wisconsin, the state Legislature passed Right to Work Laws in 2015. However, in 2009, Oregon passed the Worker Freedom Act; which forbids employers from firing or disciplining workers for refusing to attend or participate in workplace anti-union meetings, or meetings held to express an employer’s religious or political views, if those aren’t work-related.

To add to this mess, there are also municipal ordinances, especially in the bigger cities such as Chicago that may not be needed in the rest of the state. For example; the Chicago City Council in 2019 adopted the Fair Work Week Ordinance, which requires certain employers to provide employees 10 days advanced notice of work schedule changes.

Next we have Executive Orders (E.O). These are orders issued by Presidents and/or Governors that manage the employment practices of government agencies and companies that have government contracts. One example is E.O. 11246, signed by President Lyndon B. Johnson in 1965, which established requirements for non-discriminatory hiring practices and employment on the part of U.S. government contractors.

Along with executive orders there are also government agency decisions, regulations and guidelines. Some of the agencies that contribute to our employment laws are the Occupational Health and Safety Act (OSHA), the National Labor Relations Board (NLRB) and the Equal Employment Opportunity Commission (EEOC). The NLRB, for example, which governs private sector unions, ruled this year that employers have the right to search employees' personal property, including their vehicles, when on company premises.

Each state may also have various state agencies involved in workplace laws. In Wisconsin, we have the Department of Workforce Development, whereas Illinois has the State Department of Labor.

Then there are court rulings at the federal and state level. As recently as June of this year, the U.S. Supreme Court ruled that gay and transgender be added to the protected classes covered under Title VII of the Civil Rights Act. At the state level, rulings can vary state by state. For example; several state courts, such as Arizona and California, have ruled that employee handbooks can constitute an employment contract and ruled against companies who violated their own policies. While other states courts have been reluctant to come to that conclusion.

As if things weren’t complicated enough, added to mix are employee handbooks, collective bargaining agreements, public policies and the Bill of Rights, which sometimes are at odds with one another.

But first, we must determine which, if any labor laws apply to you; which seems like a good place to start the next article...



Don Aiello is a steward at Ocean Spray and an active member of United Lodge 66

Art Museum from page 1

“The talented employees at MAM make the masterpieces come alive for visitors,” said IAM District 10 Directing Business Representative Alex Hoekstra. “These workers demand and deserve the respect and voice a union contract provides. By continuing to oppose a fair election, museum management has proven it has lost sight of the needs of both their employees and the community. I look forward to winning this campaign next month and to continue fighting alongside MAM workers for a better future.”

As the museum was beginning to reopen amid the COVID-19 crisis, with a much smaller staff due to extensive employee furloughs, the museum forced the regional office of the NLRB to hold a hearing, stating the IAM didn’t have the right to organize any workers other than the security guards. The NLRB ruled in favor of the IAM. Employees breathed a sigh of relief.

But that reassurance didn’t last long. MAM has now made a request to review the decision at the NLRB’s national office, wasting both time and money while employees fight to exercise their basic human right to join a union.

For non-managerial employees at MAM, the desire to join the IAM is simple. They want a voice in the practices and policies of this landmark facility, as well as fair compensation, equal treatment, reasonable job security and a defined disciplinary process.

The workers who want to be part of the Machinists Union are proud of where they work and the job they do. They want the museum to continue to be a beacon for the Milwaukee community. But to do this, they need a level playing field to make sure everyone in the area is served, including the hardworking men and women who continue to make Milwaukee shine through its art.

“I want to commend the employees of the Milwaukee Art Museum for their passion and will to fight for their right to join a union,” said IAM Midwest Territory General Vice President Steve Galloway. “Workers everywhere are demanding a voice. Members of the art community are no different. They know joining a union is the only way to ensure that voice and are pushing back against any employer who attempts to impede that right. When MAM workers win this election, it will be an historic event for not only Milwaukee, but for art museums around the country, as more and more museum workers are seeking union representation. Shame on MAM management for choosing to be on the wrong side of history.”

On November 13, the final ballot count will be held. Until then, MAM’s skilled, passionate workers will not miss a beat in continuing to inspire the service the Milwaukee Museum of Art has provided since it was founded in 1888, the same year the IAM was formed.

“We’re open for inspiration” are words that MAM employees believe in, as much as they believe in their right to form a union.



Organizing team members create signs for a Solidarity March on October 27th



We Are Here For You

VIRTUAL Retirement/Financial Readiness Education Webinars

2nd & 3rd Wednesday of every month 10:00am & 6:00pm CST

Although we cannot meet in person, we would like to meet with you virtually to review your retirement account and cover any questions or concerns you might have.

Month/Topic:

- **November** – Retirement Income Planning
- **December** – Investment Basics

All virtual education meetings are 30 minutes or less

We look forward to continuing to be a resource for your retirement goals!

3 Easy Steps to Participate



1. **On day / time you desire go to website:**
www.ZOOM.com (try to be 5 minutes early)
2. **Click on “Join a Meeting” (top right of webpage).**

Enter your meeting number below & click to join.
“All Times are Central Time Zone “

2nd Wed 10:00 am Meeting #954-9209-5389

2nd Wed 6:00 pm Meeting #985-6376-7044

3rd Wed 10:00 am Meeting #992-5296-0816

3rd Wed 6:00 pm Meeting #918-5309-6105

3. **Enter Meeting Password: #unionedu1**

Brian Goode

Financial Representative
Unionized Financial Advisor
Principal Securities Registered Representative

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United Lodge 66 2020 Monthly Meeting Dates



January 10th	February 10th	March 10th
April 10th	May 10th	June 10th

Please be advised that we will be using social distancing and wearing face coverings for the safety of all members

July 10th	August 10th	September 10th
October 10th	November 10th	December 8th

All Monthly Business Meetings are held at 7pm at the LL66 Hall
Located at: 1650 S 38th St. Milwaukee WI 53215

Seniors Corner: Where the Candidates Stand on Social Security



“If I’m victorious on November 3rd, I plan to forgive these taxes and make permanent cuts to the payroll tax [Social Security’s dedicated funding.] So I’m going to make them all permanent.”

–Donald Trump, August 8, 2020



“We’ve got to protect and expand Social Security – I’ll get it done as President.”

–Joe Biden, August 14, 2020

Our earned benefits are on the ballot this November.

Upcoming Events and Important Dates:		Election Day Tuesday, November 3rd	Milwaukee Area Labor Council Delegate Meeting Wednesday, December 2nd At 6:30 PM Milwaukee Labor Temple 633 S. Hawley Rd. Milwaukee, WI
Organizing Committee Meeting Tuesday, December 1st at 7 PM Local Lodge 66 1650 S. 38th Street Milwaukee, WI	District 10 Business Meeting Monday, December 14th at 7 PM Satellite Meeting @ Lodge 66 1650 S. 38th Street Milwaukee, WI	Lodge 66 Business Meeting Tuesday, December 8th at 7 PM Local Lodge 66 1650 S. 38th Street Milwaukee, WI	Deadline to submit articles for the next Badger Lodge News is November 20th Submit articles for the Badger Lodge News by email: lodge66@gmail.com

District 10 Office Directory:

107 Warren St. Suite 2 Beaver Dam,
WI 53916

Call 920-219-4919 followed by the ex-
tension for you Business Rep

- Alex Hoekstra 1
- Scott Parr 2
- Di Ann Fechter 3
- Jeremy Terlisner 6
- Todd Humleker 5
- Joe Terlisner 7
- Greg Pursell 8
- Brandon Mortenson 9
- Anne Wiberg, Organizer: 414-305-8486
or annewiberg@gmail.com

Officers of Local Lodge 66

Machinists Union

- President Tim Schwartz
- Vice President Hunter Scott
- Recording Secretary ... Michael Oettel
- Secretary/Treasurer Ivan Collins
- Conductor/Sentinel
Adam Dudenhofer
- Trustees: Joe Dosemagen, James Cobb
and Doug Staniszewski
- Communicator Jon Zancanaro
- Educator Hunter Scott
- Editor Jon Zancanaro

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the various writers in this publication
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Editor reserves the right to publish,
edit or exclude publication of any arti-
cle submitted to the Badger Lodge
News. Any member may contribute
articles for publication by sending them
to United Lodge 66, 1650 S. 38th Street,
Milwaukee, WI 53215 or via e-mail to
lodge66@gmail.com.

Visit us on the web:

www.unitedlodge66.org

www.YouTube.com/badgerlodge

**Do you have any concerns, complaints or congratulations you would like to
bring up to those representing you in Government? Give them a call or send
them a note and let your voice be heard**

President Donald Trump (R)

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202-224-5323

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[https://www.ronjohnson.senate.gov/
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