



Badger Lodge News

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

Chartered: November 30th, 1895

Vol. 22 No. 12

www.unitedlodge66.org

December 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

First Class of all Female IMT Apprenticeships Graduates

WRTP/Big Step offers apprenticeships for Industrial Manufacturing Technicians (IMT) throughout Southeastern Wisconsin. Through this 18 month program participants learn both in the classroom and on the job to gain skills that will benefit themselves and their employers. While apprenticeships aren't new, a class consisting of 5 women is. We sat down virtually with Irma Francis and Sheree Hunt along with WRTP/Big Step Manufacturing Industry Coordinator Joe Nicosia to ask about their experiences.

Each participant had their own reasons for taking part in the program.

"English is not my first language, I wanted to go to college but stopped myself due to that barrier." Francis said, "I took the apprenticeship to challenge myself and I did it." Sheree Hunt added "I had to drop out of college to take care of my mom. When the company gave the opportunity I did it so I could prove women could do this, now I'm pushing further."

The program offered challenges to the participants but they were able to push through with the help of each other. Francis stated "With 5 girls in the same class, we got closer. We'd work 9 hours and have class for another 4." Joe Nicosia added "The apprentices got a progressive pay increase above their current CBA as they progressed through the program." It took the group a total of 18 months to complete the program and will receive a recognition event once the Covid pandemic is over.

Both of the participants we spoke with had a similar message when we asked what they hope sharing their journeys will do for others. "Apprenticeships are mostly men but this is 2020 and the Hispanic group wants to go forward but we have a barrier that we create for ourselves." Francis said, "I hope to inspire other Hispanics in manufacturing to do the same." Hunt said "Females are scared to go forward, we heard 'it's going to be to hard' and only got a handful of congratulations but we did it."

If you have any interest in an IMT Apprenticeship please reach out to Joe Nicosia via email at: jnicosia@wrtp.org.



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

This month we'll attempt to determine which labor laws, if any, apply to you. Many different factors complicate this process; are you an employee or independent contractor; do you work for the public sector (government) or the private sector; does your employer meet the minimum requirements for each law and what type of industry or occupation do you work in.

We'll start by determining whether you're an employee or independent contractor. Now, you and I might know what an employee is, but as defined by law, it's not that simple. Both perform work for pay; but differ greatly in accordance with the labor laws. There are also temps, interns, students and volunteers that can complicate matters.

Independent contractors are not covered under labor laws. They are not covered by workers' comp or unemployment insurance. They are bound by minimum wage requirements or paid overtime. Employers don't have to provide benefits such as health insurance, vacations, sick time or holiday pay. Employers also save money by not having to pay various taxes including Social Security and Medicare. For these reasons, employers at times misclassify employees as independent contractors.

For example, in the mid 80's, Microsoft hired workers called "permatemps" and tried classifying them as independent contractors. This led the IRS to take legal action against Microsoft, after which, Microsoft conceded the workers were really employees and settled. A group of temp workers then sued Microsoft and in 2000 won \$97 million for more than 8,000 temp workers.

But, for purposes of this article, we're going to assume you're an employee. There are various types of employees that determine which laws apply; exempt and non-exempt, public sector and private sector and union and nonunion.

I can't cover every scenario, but I'll try to cover some of the main points. Public employees can be federal, state or local; union or nonunion and are often covered by civil service laws, which can differ by state and municipality. Unlike private sector unions; public employees do not have the right to strike under the federal law. The threat of a strike can be an effective tool in reaching a collective bargaining agreement, however, most government employees are still required to work without one; with no threat of a strike, there's no sense of urgency to reach an agreement. Some states do allow certain employees to strike, such as teachers; whereas, police and firefighters cannot strike in any state.

Also, public employees receive constitutional protections that the private sector does not. For example, government employees benefit from the 4th amendment that protects against unreasonable searches and seizures. Whereas, the NLRB ruled earlier this year, that private employers have the right to search an employees' personal property, including vehicles, while on company property.

Next, the employer must meet the minimum requirements for each law. For example, FMLA (Family Medical Leave Act) only applies to private employers with 50 or more employees but covers all government agencies regardless of size. Meanwhile, OSHA (Occupational Safety and Health Act) applies to private employers with 10 or more employees, but does not cover government agencies. The NLRA (National Labor Relations Act) which covers the majority of private sector employees and union activity does not cover government employees. Federal government employees are covered by the Federal Labor Relations Authority (FLRA). Most of the labor laws have minimum employee requirements that must be met for the law to apply, which is why it's important that employees are not misclassified.

There are also laws that apply to specific industries and occupations. One example is the mining industry, which is exempt from OSHA standards as it falls under MSHA (Mine Safety and Health Administration). Another example is the airlines; which is exempt from the NLRA and are subject

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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:

- **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

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Attn: Wisconsin High School Students

Cash prizes offered for essays on Wisconsin's labor and worker history

The Wisconsin Labor History Society announces its Essay Contest for the 2020-2021 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 could win cash prizes:

First place, \$500; second place \$300; third place: \$200;

honorable mention (up to five) \$100.

What to write about . . .

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.

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 submitted by email in Microsoft Word or as PDF file. Submissions must include a cover sheet with the following information: 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 at kayeh@uwgb.edu.

Deadline for submissions is Feb. 15, 2021.

Send your essays to the following email address: info@wisconsinlaborhistory.org.

Put “essay contest” in subject line.

SPONSORED BY: WISCONSIN LABOR HISTORY SOCIETY

(Affiliated with the Wisconsin Historical Society; endorsed by Wisconsin State AFL-CIO)

6333 W. Bluemound Rd., Milwaukee WI 53213

email: info@wisconsinlaborhistory.org website: www.wisconsinlaborhistory.org

United Lodge 66 2020 Monthly Meeting Dates



Voting for United Lodge 66 officers will be held on 12/8 at 1650 S. 38th street in Milwaukee from 7 am until the close of the business meeting.

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



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

Laws from page 3
to the Railway Labor Act.

Now, you can see how complicated and confusing the patchwork of labor laws can be; which is why we have law firms specializing in this area. But as we continue on with our articles, I'm hoping we can get a clearer picture of this mess. Since this is the last article before the New Year, I would like to wish everyone safe and happy holidays...



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

But instead of prioritizing funding and programs that will help keep us safe, healthy, and able to feed our families, Mitch McConnell and Republican senators continue their attempts to shamelessly shove Donald Trump's federal judicial nominations through as quickly as they can.

Senate Republicans must focus on passing legislation to address the devastating effects of this pandemic, not rushing through judges who could take health care access away from us.

We held an election. We chose President-elect Joe Biden. He should be tasked with nominating judges to the federal courts when he is sworn in on January 20th. Right now is the time to focus on what we desperately need: relief from the coronavirus.

We cannot wait any longer for relief. We must demand the Senate immediately act to provide COVID-19 relief. Add your name to the petition at: <https://actionnetwork.org/letters/sign-and-send-the-petition-to-the-us-senate-you-must-focus-on-covid-19-relief>

Seniors Corner: Covid Relief

From actionnetwork.org

Addressing COVID-19, economic well-being, the urgent needs of children and families, and healthcare were top priorities during the November election. Voters made it clear that we want the government to ensure we all have what we need to get and stay well, and make it easier to make ends meet.

Get health insurance for cheaper than your thanksgiving meal

2 OF 3 CONSUMERS CAN FIND COVERAGE FOR LESS THAN \$10 PER MONTH

SIGN UP FOR HEALTH COVERAGE BY DECEMBER 15TH AT HEALTHCARE.GOV

<h1>Upcoming Events and Important Dates:</h1>		Lodge 66 Executive Board Election Tuesday, December 8th from 7am till close of meeting Local Lodge 66 1650 S. 38th Street Milwaukee, WI	Deadline to submit articles for the next Badger Lodge News is December 21st Submit articles for the Badger Lodge News by email: lodge66@gmail.com
Milwaukee Area Labor Council Delegate Meeting Wednesday, January 6th At 6:30 PM Milwaukee Labor Temple 633 S. Hawley Rd. Milwaukee, WI	Organizing Committee Meeting Tuesday, January 5th at 7 PM Local Lodge 66 1650 S. 38th Street Milwaukee, WI	District 10 Business Meeting Monday, January 11th at 7 PM Satellite Meeting @ Lodge 66 1650 S. 38th Street Milwaukee, WI	Lodge 66 Business Meeting Tuesday, January 12th at 7 PM Local Lodge 66 1650 S. 38th Street Milwaukee, WI

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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or the Membership of Lodge 66. The
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)

1600 Pennsylvania Ave
Washington D.C. 20510
202-224-5323

<https://www.whitehouse.gov/contact/>

Senator Ron Johnson (R)

328 Hart Senate Office Building
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202-224-5323

[https://www.ronjohnson.senate.gov/
public/index.cfm/email-the-senator](https://www.ronjohnson.senate.gov/public/index.cfm/email-the-senator)

State Rep. Bryan Steil (R)

1st District of Wisconsin
1408 Longworth HOB
Washington D.C. 20515
202-225-3031

<https://steil.house.gov/contact>

State Rep. Gwen Moore (D)

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Governor Tony Evers (D)

115 East Capitol
Madison, WI 53707
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[https://appengine.egov.com/apps/wi/
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[https://www.baldwin.senate.gov/
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State Rep. Jim Sensenbrenner (R)

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State Rep. Tom Tiffany (R)

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