

Badger Lodge News

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

Chartered: November 30th, 1895

Vol. 23 No. 5

www.unitedlodge66.org

May 2021

United Lodge 66

Business Meeting

May 12th 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

History of May Day/International Workers Day

May Day or International Workers' Day has a long and rich history dating all the way back Roman Republic era (509 BC to 27 BC). May Day began as a festival of Spring held over multiple days and some held over the whole month of May to celebrate the change of seasons. Although May Day's origins aren't tied to organized labor it would eventually be used to observe a tragic but important event in the Labor Movement.

In 1886 May 1st was set by the Federation of Organized Trades and Labor Unions as the day the 8 hour work day would be standard. As the day approached many labor unions within the United States began preparing for a general strike in support of the 8 hour work day. An estimated 300,000 to 500,000 workers across the country joined in the general strike with 30 to 40,000 workers participating in Chicago, Illinois.

The general strike lasted a couple of days and on May 3rd at the McCormick Harvesting Machine Company the strike would turn violent. Workers at McCormick had been locked out of work for almost 2 months and were joined by half of the strikebreakers at the facility for the general strike. Strikebreakers had been and continued to be under the protection of some 400 Police Officers and Pinkerton Guards. There was a rally held outside of the McCormick plant on May 3rd and when the end of workday bell rang striking workers rushed to confront the remaining strikebreakers. Police fired on the crowd killing 2 with some reports of as many as 6 fatalities.

As a result of the police violence there was a rally planned for the next day at Haymarket Square. The rally was a calm and peaceful gathering of an estimated crowd of 600 to 3,000. However around 1030 police began marching on the rally and ordering them to disperse. Someone in the crowd lit a home made bomb and threw it into the advancing officers killing 7 officers. With the explosion demonstrators began to flee while the police fired on the crowd killing 4 and wounding some 70 more.

See 'May Day' on pg.5



United Lodge No. 66

of the

International Association of Machinists and Aerospace Workers, AFL-CIO

1650 S. 38th Street, 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,

Hunter Scott

United Lodge 66 President

Laws That Govern Our Workplace

By Don Aiello

This month we're going to cover the wage and hourly standards beginning with the Fair Labor Standards Act (FLSA) of 1938 and some of the various amendments throughout the years. By definition, the FLSA applies to all employees who are engaged in interstate commerce or in the production of goods for commerce, or who are employed by an enterprise engaged in commerce or in the production of goods for commerce... That sounds like it would cover everyone, but as in any law, there are always exceptions. Employees covered under the FLSA are considered Non-Exempt and employees not covered under the FLSA are considered Exempt. When the Fair Labor Standards Act was first enacted there were many exemptions, I listed some of the common ones below. Throughout the years the law was continually amended to extend coverage to additional employees, some of the Exempt employees then became Non-Exempt or partially Exempt.

- Professional, administrative and executive.
- Independent contractors or volunteers - who are not considered employees.
- Railroad and airline workers - who are covered by the Railway Labor Act.
- Truck drivers - who are covered by the Motor Carriers Act.
- Retail workers, Service workers and Sales.
- Agricultural workers.
- Government employees.

The Fair Labor Standards Act establishes a federal minimum wage (which started at \$.25 per hour in 1938), requires overtime pay for hours worked over forty in a week, sets work-hour limitations for minors and sets record keeping requirements for workers' and their hours worked. Below we will cover some of the main amendments:

- After a 1946 U.S. Supreme Court ruling in *Anderson vs. Mt. Clemens Pottery* held that preliminary work activities controlled by the employer and performed entirely for the benefit of the employer are to be included as working time. Congress then passed the Portal to Portal Act in 1947 to narrow the specification of what is considered compensable work time. Generally, as long as an employee is engaging in activities that benefit the employer, regardless of when they are performed, the employer has an obligation to pay the employee for that time. Examples include fire drills, rest periods of less than 20 minutes and employee training. In later Supreme Court rulings (*BP, Inc. vs. Alvarez* in 2005 and *Tyson Foods, Inc. vs. Bouaphakeo* in 2016), the court decided that time spent putting on and taking off protective gear, and time spent walking to and from the changing area was also compensable working time.
- In 1949 coverage was expanded to include employees deemed "directly essential" to the production of goods for interstate commerce, for example; workers in the air transport industry. The minimum wage was increased to \$.75 per hour.
- In 1961 minimum wage coverage was extended to employees in large retail and service enterprises with sales exceeding \$1 million in annual revenue, as well as local transit, construction and gasoline service station employees. Coverage was also expanded to include employees working for schools, hospitals, nursing homes and governmental entities. These amendments significantly increased coverage from approximately 250,000 workers to 2.2 million. The minimum wage was increased to \$1.25 an hour.
- In 1963 congress passed the Equal Pay Act making it illegal to pay some workers lower wages strictly based on their sex - which coined the phrase, "equal pay for equal work." The coverage, however, did not

See 'Laws' on next page

'Laws' from pg. 3

extend to workers employed in an executive, administrative or professional capacity until 1972, when congress passed the Education Amendments of 1972.

- In 1966 coverage was expanded to include more retail and service workers and some farm workers. The minimum wage was increased to \$1.60 per hour in stages.
- In 1974 coverage was expanded to include other state and local government employees that were not previously covered and domestic workers. The minimum wage was increased to \$2.30 per hour in stages.
- In 1977 changes were made involving tipped employees and the tip credit. The overtime exemption for employees in hotels, motels and restaurants was eliminated. Provisions were eased to allow students to be employed at the lower wage rate. Special waivers were allowed for children 10 to 11 years old to work in agriculture. The minimum wage was increased in yearly increments through 1981 to \$3.35 an hour.
- In 1983 congress passed the Migrant and Seasonal Agricultural Worker Protection Act designed to provide migrant and seasonal farm workers with federal labor protections in the areas of labor contracting and recruitment, wages, record keeping, housing, transportation, working conditions and occupational hazards. The Act also requires farm labor contractors to register with the United States Department of Labor.
- As the result of a 1985 U.S. Supreme Court decision in *Garcia vs. San Antonio Metropolitan Transit Authority*, congress amended the FLSA for public sector employees to permit State and local governments to compensate overtime hours worked with compensatory time off. The amendment also exempted state and local governments from paying overtime for employees in fire-protection, law-enforcement and prison-security.
- In 1986 the FLSA was amended to provide special certificates to allow an employer to pay less than the minimum wage to individuals whose earning or productive capacity is impaired by a physical or mental disability, including those related to injury or age. However, paying workers with disabilities less than the minimum wage was outlawed in New Hampshire in 2015, in Maryland in 2016 and in Alaska in 2018.
- In 1996 the minimum wage was increased to \$5.15 an hour. A youth sub minimum wage of \$4.25 an hour was established for newly hired employees under age 20 during their first 90 days after being hired. Tipped employees were separated from future minimum wage increases. However, their wages plus tips must equal the minimum wage or the employer has to make up the difference.
- In 2004 rule changes to the exemptions from minimum wage and overtime requirements and modifications to the definition of an Exempt employee went into effect. Many low-level supervisors were then reclassified as Executives and lost overtime rights. Meanwhile, other low-level employees, such as administrative -support staff, were reclassified as Non-Exempt. Although employees in these positions held titles such as executive assistant, the new rule change required that an exemption be predicated upon actual job function and not job title.
- In 2007 the Fair Minimum Wage Act incrementally raised the federal minimum wage from \$5.85 to \$7.25 per hour in 2009, where it remains today.
- In 2010 the Patient Protection and Affordable Care Act amended Section 7 of the FLSA to require employers to provide break time for nursing mothers to express breast milk for up to a 1 year after the child's birth and to provide them a place, other than a bathroom, that is shielded from public view and free from intrusion. Employers are not required to compensate the employee for such break time and employers that have less 50 employees are exempt from this requirement if it would impose an undue hardship.
- In 2019 the Department of Labor increased the salary threshold to \$35,568 per year in order for an executive, administrative or professional employee to qualify as Exempt under the FLSA.

See 'Laws' on next page.

'Laws' from pg. 4

As you can see, it gets confusing - both the government and the employers each try to include or exclude employees based on the grey areas in the law. Nurses, for example, may be classified as Exempt or Non-Exempt depending on their pay and exact duties... there has been several court cases going back and forth between the two categories.

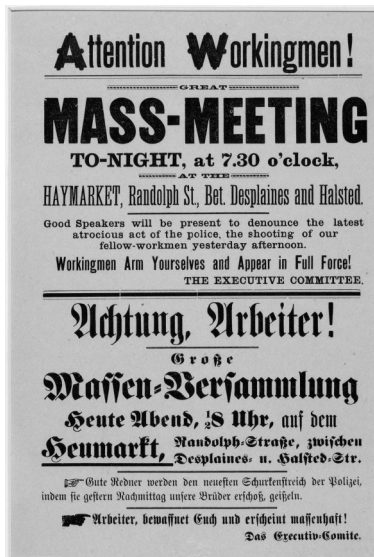
For more information about workers' rights under the Fair Labor Standards Act, you can visit the Wage and Hour Division of the Department of Labor website at www.dol.gov/agencies/whd.



**Don Aiello United Lodge 66
Trustee**

'May Day' from pg. 1

As a result of the violence the labor movement was subject to a barrage of anti union sentiment tipping power back to the employers. The push for the 8 hour work day was slowed and 8 suspects from the Haymarket Massacre were rounded up and put on trial. The trial was riddled with anti union coverage by the press who labeled the defendants as "arch counselors of riot, pillage, incendiarism and murder." In a trial that took place from June 21st, 1886 to August 11th 1886 the jury found all 8 men guilty sentencing 7 to death and 15 years for the remaining defendant. The result of the trial prompted protests



**Poster for the Rally at
Haymarket Square**

around the world.

The trial and sentences followed by the public hanging of the defendants in which they all strangled to death in front of spectators instead of dying quickly re invigorated the labor movement. The first International



Workers' Day celebration was planned for May 1 1890 to commemorate the loss of life in Chicago 4 years earlier in the general strike for the 8 hour work day. Headlines in The New York World on May 2nd 1890 read "Parade of Jubilant Workingmen in All the Trade Centers of the Civilized World" and "Everywhere the Workmen Join in Demands for a 'Normal Day.'" The first International Workers Day was a world wide success.

Today as we look back on the events that led to the creation of International Workers' Day we must remember the sacrifices by those who came before us who fought tirelessly to ensure our right to not only an 8 hour workday but also for all of the other safety and health improvements we enjoy on the job today. Without their relentless dedication and ultimate sacrifices for the labor movement we may still be fighting for the things that workers were fighting for in the spring of 1886.

MAY DAY IN MILWAUKEE

The Time is Now!: Citizenship for Essential Workers & Families

MAY 1ST STATEWIDE MARCH

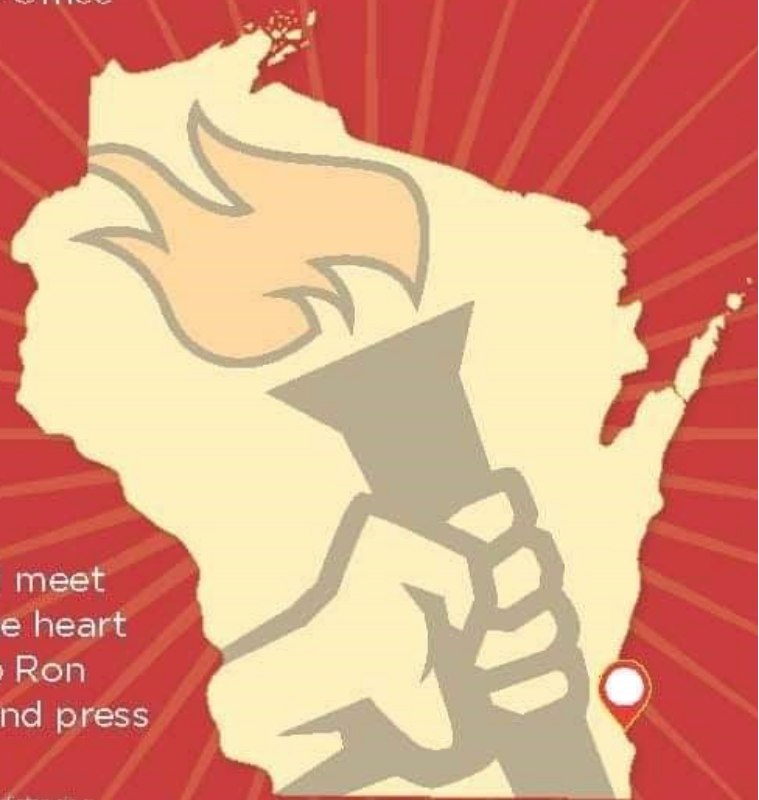
Saturday, May 1

12:00 pm: New Voces Building
733 W Historic Mitchell St, Milwaukee, WI 53204

1:00 pm: Senator Ron Johnson's Office
517 E Wisconsin Ave Suite 408
Milwaukee, WI 53202

This Mayday, join **Voces de la Frontera Action** and the **VDLF Essential Workers Rights Network** for a mass action to make our 100 days demands to Congress and to the Biden Administration loud and clear: **STOP DEPORTATIONS, COVID RECOVERY FOR ALL**, and **CITIZENSHIP FOR ALL**. We will meet at the new Voces Building in the heart of the South Side and march to Ron Johnson's office for a protest and press conference. **JOIN US!**

We encourage everyone to wear a mask and maintain social distancing.



VOCES DE LA FRONTERA
ACTION 

Paid for by Voces de la Frontera Action. Not authorized by any candidate or candidate's committee.

MAY DAY IN MILWAUKEE

La Hora Llegó! : Ciudadanía para los trabajadores y las familias esenciales

1 DE MAYO MARCHA ESTATAL

Sábado 1 de mayo

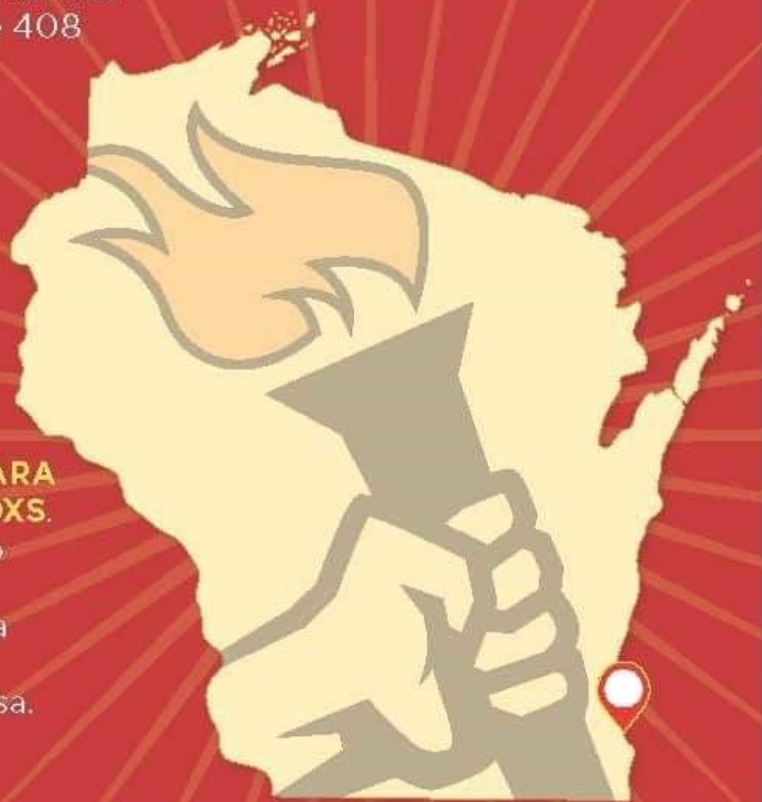
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733 W Historic Mitchell St, Milwaukee, WI 53204

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517 East Wisconsin Avenue Suite 408
Milwaukee, WI 53202

Este Primero de Mayo, únete a **Voces de la Frontera Action** y a **La Red de Trabajadores Esenciales VDLF** para una acción de masas para hacer nuestras demandas de 100 días al Congreso y a la Administración Biden fuertes y claras: **PARAR LAS DEPORTACIONES, RECUPERACIÓN DE LA COBRA PARA TODXS, y CIUDADANÍA PARA TODXS.**

Nos reuniremos en el nuevo edificio de Voces en el corazón del South Side y marcharemos hasta la oficina de senador Ron Johnson para una protesta y una conferencia de prensa. **¡ÚNETE A NOSOTROS!**

Animamos a todos a llevar una máscara y a mantener el distanciamiento social.



VOCES DE LA FRONTERA
ACTION ✓

Pagado por Voces de la Frontera Action. No autorizado por ningún candidato o comité de candidato.

Milwaukee & Waukesha Area Labor Council

HEALTH & HYGIENE DRIVE



Nearly two dozen Milwaukee & Waukesha homeless shelters are in need of health and hygiene products. Help by collecting items, running workplace drives, and asking others to donate.

COLLECTION DATES

April 5 – June 4

DROP-OFF LOCATION:

- **Milwaukee Area Labor Council**
633 South Hawley Road, Ste. 110
Milwaukee, WI 53214

Monetary donations are also accepted.
Please make checks payable to LaborCommunity@Work.



MOST REQUESTED ITEMS:

- Deodorant
- Feminine hygiene products
- Shampoo
- Shower gel
- Toothbrushes
- Toothpaste

New and unused items only, please.

Sponsored by:
Milwaukee Area Labor Council
AFL-CIO and the AFL-CIO Community Services Committee

QUESTIONS?

Jay Reinke
AFL-CIO Community Services Liaison
414.771.7070 ext. 16
jay@milwaukeeelabor.org



jay@milwaukeeelabor.org

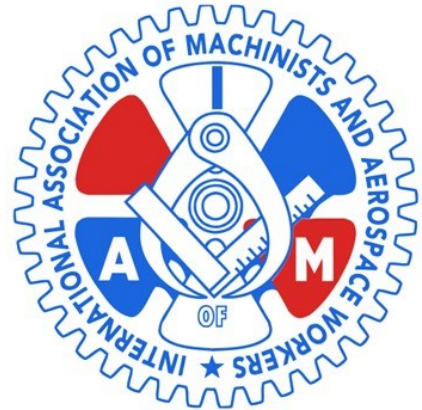


MILWAUKEE PUBLIC SCHOOLS



Greater Milwaukee & Waukesha County

United Lodge 66 Meeting Notice



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

May

11th

**United Lodge 66 Business Meetings are held at 7pm at the LL66 Hall
Located at: 1650 S 38th St. Milwaukee WI 53215**

Seniors Corner: Internet Scams on the Rise

Can you spot the difference? Hackers are going to extraordinary lengths to try to steal your information. They will send E-mails disguised as institutions you do business with, like the Citi Bank link in the image on this page. Please exercise extreme caution when you receive any form of electronic communication from financial institutions or government agencies as the nature of the correspondence is usually designed to make the recipient alarmed in the hopes they will hastily enter in sensitive information the hackers can use to steal your identity and more. Please keep an alert eye out to these types of scams to ensure you protect yourself at all times. When in doubt contact the institution that the communication was sent from to verify if it was legit, Most financial and government agencies do not use email for such information.

Spot the Difference?

maybank2u.com is not the same as maybank2u.com

citibank.com is not the same as citibank.com

(the first one is correct, the second one is from hackers)

The "a" in the later url is a cyrillic alphabet.

An average internet user can easily fall for this. Be careful for every mail requiring you to click on a link.

Please Stay Alert

<h2 style="text-align: center;">Upcoming Events and Important Dates:</h2>		<p>May Day / International Workers Day Saturday May 1st</p>	<p>Organizing Committee Meeting Tuesday, May 7th at 7 PM Local Lodge 66 1650 S. 38th Street Milwaukee, WI</p>
<p>Milwaukee Area Labor Council Delegate Meeting Wednesday, May 8th At 6:30 PM Milwaukee Labor Temple 633 S. Hawley Rd. Milwaukee, WI</p>	<p>District 10 Business Meeting Monday, May 10th at 7 PM Satellite Meeting @ Lodge 66 1650 S. 38th Street Milwaukee, WI</p>	<p>Lodge 66 Business Meeting Tuesday, May 11th at 7 PM Local Lodge 66 1650 S. 38th Street Milwaukee, WI</p>	<p>Deadline to submit articles for the next Badger Lodge News is May 21st Submit articles by email: lodge66@gmail.com</p>

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 Hunter Scott
- Vice President Frank Riedijk
- Recording Secretary ... Michael Oettel
- Secretary/Treasurer Ivan Collins
- Conductor/Sentinel
Adam Duedenhoef
- Trustees: Don Aiello, Doug
Staniszewski and Kenny Mullan
- Communicator Jon Zancanaro
- Educator Mike Stark
- Editor Jon Zancanaro

The views and opinions expressed by
the various writers in this publication
are their own and not necessarily those
of the editor, Lodge 66 Executive Board
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 Joe Biden (D)

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

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

Senator Ron Johnson (R)

328 Hart Senate Office Building
Washington D.C. 20510
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)

Wisconsin State District 4
2252 Rayburn House Office Building
Washington D.C. 20515
202-225-4572

[https://gwenmoore.house.gov/
contact/](https://gwenmoore.house.gov/contact/)

State Rep. Glen Grothman (R)

Wisconsin State District 6
1427 Longworth H.O.B.
Washington D.C. 20515
202-225-2476

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

Governor Tony Evers (D)

115 East Capitol
Madison, WI 53707
608-266-1212

[https://appengine.egov.com/apps/wi/
governor/voice-an-opinion](https://appengine.egov.com/apps/wi/governor/voice-an-opinion)

Senator Tammy Baldwin (D)

709 Hart Senate Office Building
Washington D.C. 20510
202-224-5653

[https://www.baldwin.senate.gov/
feedback](https://www.baldwin.senate.gov/feedback)

State Rep. Ron Kind (D)

Wisconsin State District 3
1502 Longworth H.O.B.
Washington D.C. 20515
202-225-5506

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

State Rep. Scott Fitzgerald (R)

Wisconsin State District 5
1507 Longworth H.O.B.
Washington D.C. 20515
202-225-5101

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

State Rep. Tom Tiffany (R)

Wisconsin State District 7
1714 Longworth HOB
Washington D.C. 20515
202-225-3365

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