



Badger Lodge News

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

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www.unitedlodge66.org

August 2022

United Lodge 66
Business Meeting
IS CANCELLED
For August

Contents:

Page 2: Lodge 66 Ops During Covid-19 Situation

Pages 3-5: 2022 Staff Conference

Page 6: 2022 LaborFest

Page 7: We Want You!

Page 8: Seniors Corner

Page 9: Contact Information

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

Wisconsin Local 873 Opens Critical Negotiations with John Deere Horicon Works

IAMAW Local Lodge 873 has opened negotiations with John Deere Horicon Works in Horicon, WI.

Representing nearly 750 members, the IAM members support, test and manufacture world-class lawn and garden equipment and utility vehicles.

“Our union members at John Deere Horicon Works have worked tirelessly over the last two and a half years to support the company’s production needs while the company has lacked in hiring appropriate staffing due to inadequate wages and benefits,” said IAM District 10 Directing Business Representative Alex Hoeksta. “The company must agree to place an emphasis on retirement benefits, take the necessary actions to make Horicon a premier employer in the area, and eliminate 3rd party insourcing.”

“Our members at Local 873 have the full resources and support of the IAM at their disposal to get the contract they deserve,” said IAM Midwest Territory General Vice President Steve Galloway. “Our team has prepared for months for these negotiations. The continual focus on protecting and growing the workforce in Horicon is paramount.”

“Our negotiating team has prepared for over nine months for these negotiations,” said Joe Terlisner, IAM District 10 Assistant Directing Business Representative. “Approximately 60% of the membership has never participated in the process of negotiating and ratifying a new collective bargaining agreement. A key component of our strategic plan is to make sure our membership understands the process, what they are voting on, and the impacts their vote has on themselves and their families over the years to come.”

The current collective bargaining agreement is set to expire on October 1, 2022.

We are wishing our brothers and sisters of 873 the best of luck with their upcoming negotiations at John Deere!



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,

Frank Riedijk

United Lodge 66 President

Midwest Territory Staff Conference 2022

By Mike Oettel ST Local Lodge 66 IAMAW

First off I would like to thank the membership for sending me out to Deadwood, SD to attend the 2022 Midwest Territory Staff Conference July 13-16, 2022. It was my first staff conference and I learned quite a bit about what is happening in our union now and in the future. I attended this conference after being appointed to the role of Secretary Treasurer.

Alright now into the details of the conference: IP Martinez spoke about some items that will be brought up at the Grand Lodge Convention for the delegates to vote on. First off there will be a proposal for face to face and also zoom meetings that the International will be putting a circular out for. Next there will be voting remote/by mail. I'm not exactly sure of the specifics as he was talking quite quickly, hopefully I can bring back more information after the Grand Lodge Convention. Next he spoke of enshrining the retirement of the GL delegates at age 65, so new leaders can take over and make sure the leadership is mentoring younger people. Next was a proposal to use the \$30 million in the organizing fund to hire an army of organizers, as opposed to using only the interest earned on the \$30 million that is allowed now. There will also be a motion to reduce the number of GVP to 5. They also want to add \$.05 for the disaster relief fund and \$.25 for the Grand Lodge convention to monthly dues. The Executive Board wants to let the IP grant dispensation for low wage workers in order to organize more workers. Local Lodges should have a veteran's and womens' committee. There is also a committee for the future looking to change our structure to move forward.

The IAM will also file VA claims for our veteran members. There is the IAM LEADS program for women. The IAM is working with the purpose institute to adapt to the modern era. Finally the question was asked: Why is union approval so high, but participation is so low?

GST Cervantez went how the IAM is doing financially. In 2016 the International had approximately \$50 million in the bank and made budget cuts. In 2022 there was \$136 million in the general fund, it has gone down this year there was \$155, but there is also \$7 million in the rainy day fund. The cost of conventions is \$10-12 million, but in 2016 they had that at \$8, now it should be lower still. There is \$170 million in the strike fund, so we are well funded for strikes. The organizing fund had \$30 million that is down to \$25.4 million now. The pension fund has \$910 million in it. The delegates for the Grand Lodge convention have been emailed, circulars are out for that. The Grand Lodge has approved \$175 per day per diem for the convention.

GVP Blondin for Aerospace stated they have been seeing 13-14% raises over 3 year average contracts. GOIAM.ORG find the aerospace report about rising potential. They have developed model language for COLA, we need to make COLA and 401k language a priority. We are in good times in aerospace, and we are now working on getting rid of the 2 tier wage system.

GVP Wallace Southern Territory said we had a win in Puerto Rico for 200-300 members and are working on a first contract. Half of the members in the Southern Territory are service contract members which makes contracts a little easier. Have recently found reasons to be optimistic for the labor movement, and we are reaching out to new industries. SCOTUS ruling will be hurting the union movement for decades to come.

GVP Bryant from headquarters stated Apple and Milwaukee Art Museum are progressive workers, they like the concept of the labor movement and we need to harness the younger workers. If you don't own a company, you are not a capitalist, you are a worker, remember that. He also talked briefly about the IAM EAP program, please get the word out about it.

Continued on next page

Hasan Solomon Director of Politics and Legislation. If you're not at the table you're on the menu. He gave a handout about the congressional races in the MWT. We need to change the politicians to change the rules. CEO's increase short term profits while not looking at the long term of the company, brought up Jack Welch from GE. People we elect made this pro-business legislation possible. He then ran down all of the contests in the MWT asking who the state councils supported.

Walter Ingram CEO and President of union sportsmen's alliance. This is a valuable tool to build lasting relationships with our members. All IAM members at the Union Sportsmen's Alliance. They are putting together community services. This is a great tool for organizing.

Carla Siegel General Counsel, There are 3 lawyers in the department. It is better to have the subject matter experts (actual workers) handle contracts and grievances. She also gave a handout. The new NLRB is doing great things for working people.

Russ Gittlen Director GDA. Showed a video of 3 recipients of guide dogs, and TLC dogs, that help veterans with PTSD and children with autism, and other issues. They are having prisoners raise some of the puppies, and it seems to help the prisoners as well. They are having dogs go to nursing homes and hospitals. They are graduating 45 teams this year, mind you it costs about \$70,000 to raise a successful pair.

Vinny Addeo Director Organizing. We were doing great and having high success rates in our organizing drives, then COVID hit and it hit us hard. We had 3 healthcare victories without even meeting in person. Have been working non-traditional sectors like professional and technical workers, which are the fastest growing sectors. Covid made them essential workers, and companies still treat them like garbage. We are working with the American Federation of Teachers to go after healthcare workers, they go after the nurses and we go after the support staff, and it seems to be working very well. Putting together a 3-4 day training for new organizers, along with the Organizing 1 and 2 programs at the W3 center. Looking to put together an organizing conference. File unfair labor practices against any company that is requiring captive audience meetings.

Julie Frietchen Director Women's, Human Rights and Young Workers. Union rights and human rights go hand in hand. Need to strive for a more diverse union as well as union leadership. The human rights class at the W3 center still has room. Women's voices are needed to raise awareness to issues that affect them. Need to eliminate the barriers in the way of women becoming leaders in the union. Include women in the decision making process. LEADS is a mentorship program to get women involved, it is a 24 month program over zoom.

Vinny Ceraso Retiree and Membership Assistance. This is the IAM EAP program. It is a free service. 70% of people that enter treatment relapse within the first year in other programs, most in the first month. Relapse for the IAM program is 5%, we utilize 20-25 different centers, and find the underlying issues to get them resolved. The hotline leads directly to his phone. Deductibles are paid, and travel is provided. The Critical Incident Response Team is the only type among all unions. We take care of our own and are looking to help more of our members and their families.

Jeff Grim Employee Benefit Systems. Supplemental insurance program. Can negotiate it into contracts, payroll deduction is available. They have union enrollment counselors. They offer same day coverage. There is a waiver of the premium if you are on strike.

Ryk Tierney IAM National Pension and Benefit Trust Fund. Only here to talk about the benefits plan, no talk about the pension. Won't bore everyone with the details, it was about insurance.

Continued on next page

Jonathan Battaglia Director of Communications. There are 12 people on staff. We need to talk to members to become activists. They are here for organizing and negotiating support, they can send out mass texting/fliers/emails. Please reach out with stories. They say yes to each and every request.

Mary McHugh Director Winpisinger Center. Center was closed, but went online for training. Online training is better than no training. Website is w3.iam.org. New IAM educators look at the member only page and there should be an email link to print copies of things to talk about. All announcements from the W3 are sent to Presidents and Recording Secretaries. There is an educators conference scheduled for the W3 center next year. They also have dedicated Recording Secretary training, no one understands how much is involved with that position.

Gwendolyn Camp SR. Research Economist Strategic Resources. Information is power. They identify SWATS (strengths, weaknesses, allies, threats). They are involved with all aspects of the organization. Please stress the surveys for negotiations.

There were 2 breakout sessions. The first I attended was Managing with Union Values and Leadership Development. Leaders need to provide a vision, determine goals and objectives, develop an effective organizational structure, allocate resources (time, human and financial), communicate effectively, direct motivate and inspire, delegate and empower, manage time (balance short term vs. long term), create sustain and change organizational culture, serve as an effective role model, and talent spot (develop and mentor). What is the culture at your local? Was also shown what implicit bias is. We need to develop a pipeline of people behind us or our union won't survive.

The second session was about audits, bylaws, audits, elections, and article L. Audits need to be done every 6 months. There are 3 auditors and 3 trustees, no other officers can sign off on audits. Make sure they check all records. Make sure membership numbers are correct at the same time. Review meeting minutes as well, if it's not in the minutes could be considered inappropriate expenditure. Make sure there are no open motions. If there is a shortage the ST has to pay it. Dispensation will not be approved without an audit being done and it must go through the territory. The district needs to inform the International about step increases for staff. Bylaws can not conflict with the constitution. There is a form with the handout for changes. Dues increases must be sent out a minimum of 10 day before the vote, and it is by secret ballot. Circular 783 is for the secret ballot. Election protests go through Buffenburger's office. The notice needs to go out 60 days prior. Grand Lodge will do the mailings for a cost. Article L, please try to dissuade if at all possible, this is the most serious charge that be brought against another member. The local lodge is given the complaint and needs to appoint a trial committee. You need to alert the Directing Business Rep, Special Rep, and IP. There is Circular 863 that has been sent out. Finally retirees can be delegates to the Grand Lodge Convention as long as they are fully dues paying members.

Alright everyone, I realize this is a lot of information that most members may just browse over, but I think everyone needs to know what is happening within our union.

ORGANIZE THE FUTURE



MONDAY SEPTEMBER 5 2022

**FREE Admission | Food & Drinks
Adult Bingo | Live Music | Raffles
Kids Activities | Wrestling | AND MORE**
Parade kicks off at 11am

LABORFEST

HENRY MAIER FESTIVAL PARK | 11AM-5PM



EM/AFSCME1954, AFL-CIO



We Want You!!!

To share your stories with us!

Have you just won a grievance/arbitration? Have you ratified a new contract? Have you done or witnessed a fellow union member do extraordinary things?

Submit your stories, or story ideas via email to: lodge66@gmail.com

We can help turn your ideas into stories for publication here in The Badger Lodge News and on our website, www.unitedlodge66.org

Seniors Corner: Take Action Now

Americans agree that Social Security should not just only be saved nut that the benefit be raised. Please reach out to your elected representatives listed on the last page and urge them to save Social Security.

**77% of Democrats,
64% of independents, and
68% of Republicans support
raising the minimum Social
Security benefit to 25% above the
poverty line.**

**Americans agree: No one should
retire into poverty.**

Source: Data for Progress polling, June 2022

Upcoming Events and Important Dates:		Milwaukee Area Labor Council Delegate Meeting Wednesday, August 3rd at 6:30 PM Milwaukee Labor Temple 633 S. Hawley Rd. Milwaukee, WI	District 10 Organizing Committee Meeting Monday, August 8th at 10:30AM AND 5PM Local Lodge 66 1650 S. 38th Street Milwaukee, WI
		District 10 Business Meeting Monday, August th At 7 PM Satellite Meeting @ Lodge 66 1650 S. 38th Street Milwaukee, WI	Lodge 66 Business Meeting Is Cancelled for August

District 10 Office Directory:

107 Warren St. Suite 2 Beaver Dam,
WI 53916

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

- Alex Hoekstra 1
 - Di Ann Fechter 3
 - Jeremy Terlisner 6
 - Todd Humleker 5
 - Joe Terlisner 7
 - Hunter Scott 8
 - Justin Bader 9
- Anne Wiberg, Organizer: 414-305-8486
or annewiberg@gmail.com

Officers of Local Lodge 66

Machinists Union

- President Frank Riedijk
- Vice President Tim Schwartz
- Recording Secretary .. Jon Zancanaro
- Secretary/Treasurer ... Michael Oettel
- 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 article 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)

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