

Badger Lodge News

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

Chartered: November 30th, 1895

Vol. 25 No. 8

www.unitedlodge66.org

August 2023

United Lodge 66

Business Meeting

August 8th at 7:00 PM

1650 S 38th Street

Milwaukee, WI 53215

414-671-3800

**All lodge members are
encouraged to attend**

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Office Hours:

**By appointment only. Call
414-671-3800 or email
lodge66@gmail.com**

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

Weingarten Rights

by Jon Zancanaro

You have probably heard the term “Weingarten Rights” before. You may already know what they are. Your co-workers however, may not. Let’s take a moment to review what they are, a brief history, how to use them and why you should use them in your workplace.

We have Weingarten Rights today as the result of an incident that occurred at a location of the J. Weingarten, Inc. food store. The company brought in an internal investigator to look into an accusation of employee theft. The investigator informed the store manager that he found nothing wrong but the store manager insisted she stole from the company with a new allegation that she didn’t pay full price for a box of chicken. Leura Collins, an 11 year employee was the employee questioned in regards to this accusation. When she was asked to report to the office for the investigation she immediately asked for a steward but the store manager refused to allow her representation. She insisted that she did not take anything but merely put the chicken in a box with a lower price because the store ran out of the appropriate boxes for her purchase but paid the full price when she checked out. The investigator checked with the employee that made the accusation and they confirmed they had run out of the appropriate boxes. The investigator ended the interview and the store manager directed Leura to keep the interview private. She did not and told her steward as soon as she could. Her union, Retail Clerks Union Local 455 filed an unfair labor practice charge against Weingarten Foods that was taken up by the NLRB ruling in the Unions favor and affording us the right to have representation during any meeting with a supervisor or manager.

In 1975 the United States Supreme Court upheld the National Labor Relations Board decision that gives employees the right to union representation during any investigatory interview. In 2000 the National Labor Relations Board under the Clinton administration extended this right to non-union employees but was ultimately overturned in 2004 by the National Labor Relations Board under the George W. Bush administration.

See ‘Weingarten’ on next page

'Weingarten' from page 1

You can invoke your Weingarten Rights before or during an interview by clearly asking for union representation. Your employer cannot punish you in any way, shape or form for making such request. Once invoking your Weingarten Rights your employer must follow these 3 options. First, they can grant the request and delay the investigation until your Union representation arrives. They must give your Union rep a chance to consult with you in private before the investigation continues. Secondly they can choose to deny your request and end the investigation immediately. Thirdly they can offer you the option to continue without representation or end the interview. If your employer declines your request for representation and they continue to ask questions it is an unfair labor practice and your right not to answer any more of their questions. When you ask for representation you may hear them say things like "you're not in trouble," this is just a talk between us" or "this won't lead to any discipline, I promise." Do not let your employer try to talk you out of representation, it is your discretion to ask for representation, not your employer. Never forget that.

Weingarten Rights give you the right to union representation during any conversation with your employer that may result in discipline or termination. These are **your** rights in your workplace. Having Union representation during an interview holds the employer accountable for their questions or accusations. Union representation levels the field in your favor when faced with discipline or termination in your workplace. These are your rights and cannot be ignored or infringed.

WEINGARTEN RIGHTS

Read word for word to your supervisor:

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working condition, I respectfully request that my union representative, officer, or steward be present at this meeting.

Without union representation, I choose not to answer questions."

We've Changed the Game

from teamster.org

Today, the Teamsters reached the most historic tentative agreement for workers in the history of UPS, protecting and rewarding more than 340,000 UPS Teamsters nationwide. The overwhelmingly lucrative contract raises wages for all workers, creates more full-time jobs, and includes dozens of workplace protections and improvements. The UPS Teamsters National Negotiating Committee unanimously endorsed the five-year tentative agreement.

“Rank-and-file UPS Teamsters sacrificed everything to get this country through a pandemic and enabled UPS to reap record-setting profits. Teamster labor moves America. The union went into this fight committed to winning for our members. We demanded the best contract in the history of UPS, and we got it,” said Teamsters General President Sean M. O’Brien. “UPS has put \$30 billion in new money on the table as a direct result of

these negotiations. We’ve changed the game, battling it out day and night to make sure our members won an agreement that pays strong wages, rewards their labor, and doesn’t require a single concession. This contract sets a new standard in the labor movement and raises the bar for all workers.”

“UPS came dangerously close to putting itself on strike, but we kept firm on our demands. In my more than 40 years in Louisville representing members at Worldport — the largest UPS hub in the country — I have never seen a national contract that levels the playing field for workers so dramatically as this one. The agreement puts more money in our members’

pockets and establishes a full range of new protections for them on the job,” said Teamsters General Secretary-Treasurer Fred Zuckerman. “We stayed focused on our members and fought like hell to get everything that full-time and part-time UPS Teamsters deserve.”

“Rank-and-file members served on the committee for the first time, so we got to show up every day to support our fellow Teamsters and share their stories,” said Brandy Harris, a part-time UPS Teamster with Local 174 in Seattle and a member of the Teamsters National Negotiating Committee. “Our hard work has paid off — from those members and leaders negotiating for

more at the table to my sisters and brothers building a credible strike threat around the country. Our union was organized and we were relentless. We’ve hit every goal that UPS Teamster members wanted and asked for with this agreement. It’s a ‘yes’ vote for the most historic contract we’ve ever had.”

On July 31, representatives of the 176 UPS Teamster locals in the U.S. and Puerto Rico will meet to review and rec-

ommend the tentative agreement. All UPS rank-and-file members will receive a list of improvements in the contract. Locals will conduct member meetings and Teamsters will have several weeks to vote on the offer electronically. Member voting begins August 3 and concludes August 22.

The UPS Teamsters National Master Agreement is the single largest private-sector collective bargaining agreement in North America.



District 10



ANNUAL GOLF OUTING

SUNDAY, AUGUST 13, 2023

The Golf Club At Camelot
W192 Highway 67
Lomira, WI

**Registration begins at 8:30 a.m.
Shotgun start at 10:00 a.m.**

**\$100.00 per person
\$380.00 per team of 4**

**Deadline for registration is
Monday, August 7, 2023**

For more information
contact the District Office
at (920) 219-4919

**Prizes
&
Raffles**



**Guide Dogs
of America**

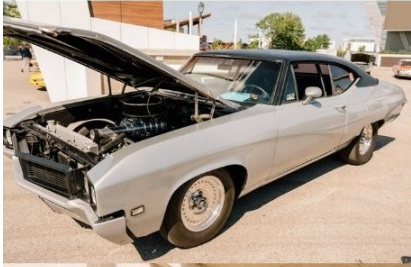


**Tender Loving
Canines**

RESTORING OUR RIGHTS



**FREE ADMISSION | FOOD & DRINKS
ADULT BINGO | LIVE MUSIC | RAFFLES
KIDS ACTIVITIES | WRESTLING
AND MORE**



FIGHTING FOR THE FUTURE



LABORFEST

MONDAY, SEPTEMBER 4, 2023

HENRY MAIER FESTIVAL PARK | 11AM-5PM

PARADE KICKS OFF FROM ZEIDLER UNION SQUARE AT 11AM

EW/OFEIU9 AFL-CIO

Seniors Corner: Retirees Praise Biden Nomination of Martin O'Malley to be Social Security Commissioner

from retiredamericans.org

Statement by Richard Fiesta, Executive Director of the Alliance for Retired Americans, on President Biden's nomination of former Maryland Governor Martin O'Malley to be SSA Commissioner:

"Members of the Alliance for Retired Americans are pleased that President Biden has nominated former Maryland Governor Martin O'Malley to be the next Social Security Administration (SSA) Commissioner.

"The SSA needs a strong Commissioner now more than ever. With 10,000 Americans turning 65 each day, the workload increases every day and the budget has been woefully inadequate to meet the needs of seniors, people with disabilities and all American families.

“

Americans earn their Social Security benefits, paying into the system with every paycheck. They deserve world-class service from a fully staffed workforce equipped with the best tools and technology available. The Alliance is confident that under Governor O'Malley's leadership, SSA will deliver.

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"Gov. O'Malley has a proven track record and the experience to navigate these challenges and ensure that Americans are able to get the benefits they have earned.

"American workers have earned their Social Security benefits, paying into the system with every paycheck. They deserve world class service from a fully staffed workforce equipped with the best tools and technology available. The Alliance for Retired Americans is confident that under Governor O'Malley's leadership SSA will deliver.

"There is no time to waste. We urge the Senate to confirm Gov. O'Malley without delay."

Upcoming Events and Important Dates:

Milwaukee Area Labor Council Delegate Meeting Wednesday, August 2nd at 6:30 PM Milwaukee Labor Temple 633 S. Hawley Rd. Milwaukee, WI	District 10 Business Meeting Monday, August 14th At 7 PM Satellite Meeting @ Lodge 66 1650 S. 38th Street Milwaukee, WI	Lodge 66 Business Meeting Tuesday, August 8th at 7 PM Local Lodge 66 1650 S. 38th Street Milwaukee, WI	Deadline to submit articles for the next Badger Lodge News is August 25th Submit articles by email: lodge66@gmail.com
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<p><u>District 10 Office Directory:</u></p> <p>107 Warren St. Suite 2 Beaver Dam, WI 53916</p> <p>Call 920-219-4919 followed by the extension for you Business Rep</p> <p>Alex Hoekstra 1</p> <p>Di Ann Fechter 3</p> <p>Jeremy Terlisner 6</p> <p>Todd Humleker 5</p> <p>Joe Terlisner 7</p> <p>Hunter Scott 8</p> <p>Justin Bader 9</p> <p>Anne Wiberg, Organizer: 414-305-8486 or anneuiberg@gmail.com</p>	<p>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</p>	
<p><u>Officers of Local Lodge 66</u></p> <p><u>Machinists Union</u></p> <p>President Frank Riedijk</p> <p>Vice President Mike Stark</p> <p>Recording Secretary .. Jon Zancanaro</p> <p>Secretary/Treasurer ... Michael Oettel</p> <p>Conductor/Sentinel Adam Duedenhoef</p> <p>Trustees: Don Aiello, Doug Staniszewski and Kenny Mullan</p> <p>Communicator Jon Zancanaro</p> <p>Educator Mike Stark</p> <p>Editor Jon Zancanaro</p>	<p><u>President Joe Biden (D)</u></p> <p>1600 Pennsylvania Ave Washington D.C. 20510 202-224-5323 https://www.whitehouse.gov/contact/</p> <p><u>Senator Ron Johnson (R)</u></p> <p>328 Hart Senate Office Building Washington D.C. 20510 202-224-5323 https://www.ronjohnson.senate.gov/public/index.cfm/email-the-senator</p> <p><u>State Rep. Bryan Steil (R)</u></p> <p>1st District of Wisconsin 1408 Longworth HOB Washington D.C. 20515 202-225-3031 https://steil.house.gov/contact</p> <p><u>State Rep. Gwen Moore (D)</u></p> <p>Wisconsin State District 4 2252 Rayburn House Office Building Washington D.C. 20515 202-225-4572 https://gwenmoore.house.gov/contact/</p> <p><u>State Rep. Glen Grothman (R)</u></p> <p>Wisconsin State District 6 1427 Longworth H.O.B. Washington D.C. 20515 202-225-2476 https://grothman.house.gov/contact/</p>	<p><u>Governor Tony Evers (D)</u></p> <p>115 East Capitol Madison, WI 53707 608-266-1212 https://appengine.egov.com/apps/wi/governor/voice-an-opinion</p> <p><u>Senator Tammy Baldwin (D)</u></p> <p>709 Hart Senate Office Building Washington D.C. 20510 202-224-5653 https://www.baldwin.senate.gov/feedback</p> <p><u>State Rep. Derrick Van Orden (R)</u></p> <p>Wisconsin State District 3 1513 Longworth H.O.B. Washington D.C. 20515 202-225-5506 https://vanorden.house.gov/</p> <p><u>State Rep. Scott Fitzgerald (R)</u></p> <p>Wisconsin State District 5 1507 Longworth H.O.B. Washington D.C. 20515 202-225-5101 https://fitzgerald.house.gov/contact</p> <p><u>State Rep. Tom Tiffany (R)</u></p> <p>Wisconsin State District 7 1714 Longworth HOB Washington D.C. 20515 202-225-3365 https://tiffany.house.gov/contact</p>
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