

873 NEWS

Editors: Sam Galaviz, Marla Ryan, Amber Cundy

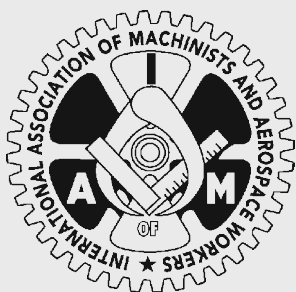
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**LOCAL LODGE 873
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August 2007

DATE CHANGE UNION MEETING

The monthly meeting for August will be held on Thursday, August 9, 2007. The meeting will start at 12:00 noon for the night shift.

The meeting for the day shift will begin at 3:30 PM. Lunch and refreshments will be served after the meeting.

MEMBERSHIP DRAWING

Jeffery Bahls name was drawn at the July meeting. His name was not in the register. This month's drawing is worth \$330.00. Plan now to attend.

Remember it does not cost to attend the monthly meeting. It Pays!!!

Financial Officers Hours For August 2007

Fri. July 27 - 11:00am to 4:00pm
Fri. Aug 03 - 11:00am to 4:00pm
Thurs. Aug. 09 - 11:00am to 9:30pm
Fri. Aug. 10 - 11:00am to 4:00pm
Fri. Aug. 17 - 11:00am to 4:00pm
Fri. Aug. 24 - 11:00am to 4:00pm
Fri. Aug. 31 - 11:00am to 4:00pm

Remember!!!

New hires and rehires when you find out when your last day is, remember to get a withdrawal card. It only costs a dollar. Stop by the union hall during my hours and get one. You have 60 days from the last day you worked. Otherwise you become lapsed and it will cost you \$75.00 to get reinstated when you come back.

A reminder if you are off for more then half the month, you need to get an unemployment stamp. They cost \$2.00 for each month you're off.

What's New!!!

I have raffle tickets for a Harley bike. The drawing is November 17, 2007. I have 5 tickets left at \$10.00 each.

DO YOU FEEL LUCKY???
THEN WHY NOT BUY ONE TODAY!!!!

A reminder that if you change address, phone number or get married and change your name, let me know because John Deere does not let me know. You can call 920-485-2631 ext. 23.

David Berezinski Secretary/Treasurer

**Have a
Great
Summer!** 

President's Report

Over the last few months I have been informing you about the AFL-CIO's "Wisconsin Health Care Plan". On June 26 Senate Democrats included an almost identical version called "Healthy Wisconsin" in the state budget. This Local had the privilege of having David Newby, President of the AFL-CIO, speak to us about this plan at last months Union Meeting. You will find detailed information about this plan in the pages of this newsletter. After passing the Senate the Health Plan moved to the Republican controlled Assembly, where it was removed from the budget. I will be updating you in the future about the Assemblies budget proposal and the affects it would have on working men and women in Wisconsin.

Currently, controlling healthcare costs is consuming most if not all of bargaining time and money. "Healthy Wisconsin" would put this Local in a position where health care costs would be a much smaller portion of bargaining and leave room for possible raises and increased benefits.

My concern is what some believe the answer to the healthcare problem is. Opposition has countered with a "Patient's First" plan. This plan builds off of President Bush's support for Health Savings Accounts (HSA). The plan is based upon the premise that health care industry problems dwell around patients who are too well insured and are driving up the costs by overusing the system. Their plan calls for instituting tax incentives that would allow businesses to provide high deductible "catastrophic" health care insurance in coordination with HSAs. HSAs are basically a bank account that patients must use prior to

insurance companies actively paying any medical bills. Generally, the HSA deductible for an individual is \$2500 and \$4000 for a family.

Unfortunately, HSAs are not adequate to pay for many people's "ordinary" healthcare needs. Companies replace traditional insurance with high-deductible catastrophic insurance that does not cover ordinary care. The plan only works for those who can pay for all their non-catastrophic healthcare needs out of their own (tax-free) savings. This benefits the wealthy and those lucky enough to not become ill.

I along with this Local's Legislative Committee will continue to inform you about details of the "Healthy Wisconsin" plan and its possible entrance into legislation later this term.

The Decision Analysis for the TCP Representative is complete and Robert Mallon was the successful candidate. I would like to congratulate Bob on behalf of this local on his new position. I would also like to thank Joe Terlisner for his dedicated service to the membership of Local 873.

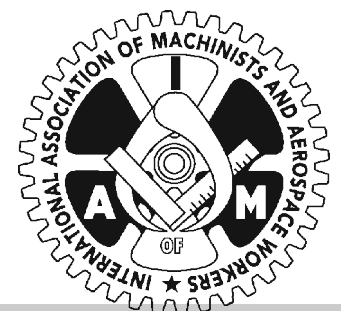
For more information on these and other issues affecting Union members check out these excellent web sites.

www.wisafclcio.org

www.goiam.org

Buy Union, Buy American

Alex Hoekstra
President 873



Safety Committee



Happy Shutdown; I hope everyone either enjoying some well deserved time off or carefully enjoying their shut-down assignments. Please take a few extra steps after shutdown and ensure that your work areas are safe and that you are as ready as possible to return to work.

Safety Glasses – two new styles are very close to being approved and ordered for your usage. One is for smaller size employees; the other one is similar to the UVEX 3300, however it is cut more off your cheeks. It will take some time yet – but changes are happening.

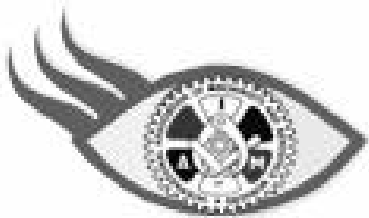
Gray assembly gloves – we are looking for a supplier to have a metal detection system when washing gloves. Keep sending us gloves that you are concerned about. It is a long process; so we need to keep up the discussion about what isn't working.

During shutdown, Sam and Frank are out of town; Ron Rux and I are on Days; Toby Potter is on third; call if you have any concerns.

Have a Great and Safe Shutdown
Matt Kollath



**Meeting Date
Change to
Aug 9, 2007**



Keeping a Watchful eye

Dave Newby



During the last afternoon session of our union meeting on July 5, we were honored to have Dave Newby, President of the Wisconsin AFL-CIO as our guest speaker.

Dave explained a program that is the answer to affordable health care for every resident of the state of Wisconsin that is not covered by Badger care, Medicaid, or Medicare.

It is called "Healthy Wisconsin" and you will be hearing quite a bit about the program in the months to come.

For the last six years, health care has been the top priority at every bargaining table in the state. The AFL-CIO formed a special committee to come up with a proposed health care plan. The result of this committee was the "Wisconsin Health Care Partnership Plan" which was explained in past articles of this newsletter.

This proposal was brought forth to our legislators and didn't go over too well, however; in January three proposed plans merged, the Wisconsin Health Care Partnership plan being one of them. "Healthy Wisconsin" Your choice, your plan was born. The plan will reduce costs, offer quality health care for everyone, and provide good benefits. The only difference between "Healthy Wisconsin" and the "Wisconsin Health Care Partnership plan" is the roll the insurance companies will play.

"Healthy Wisconsin" is basically the same plan that Governor Doyle and the Legislators have now, and everyone that is currently a resident of this state for over a one year period will be eligible.

You will have a choice of Networks, or a Fee for Service plan. It will offer a low and high cost plan. You would pay no premium for the lower cost plan, but pay the difference on the higher end. The quality of health care would be higher with networking because it would cut out the cost of bureaucracy. HMO's would negotiate with hospitals and clinics resulting in millions of dollars of cost savings. Pharmaceutical costs would also be negotiated saving even more.

The state would save two billion dollars a year. Not huge tax increases as some of our politicians lead us to be-

lieve. This would make businesses such as Wal-Mart be held accountable for insuring their employees instead of putting the burden on us, "The taxpayers".

Payroll tax would pay for this program. Employers would pay 10.5% while the employee would pay 4%, however; this would make for a great bargaining opportunity for unions because there would be monies on the table. There would be co-pays just as we have now on doctor visits, hospitals, and prescription drugs. There would be no co-pay for children. (Note: this plan does not include vision and dental but again this is a bargaining tool as it is currently now).

The Senate had voted to put the package in the budget, but the house has voted it down. A survey showed that 2/3 of Wisconsin's population is in favor of this plan. As of now 450,000 residents do not have insurance and only go to the doctor when it is medically necessary which puts even a bigger burden on the uninsured. Doctors are leaving the profession because they are fed up with the system.

The best part of a plan such as "Healthy Wisconsin" is that you would no longer have to worry if you changed jobs, retired early, or started a new business. You would always have affordable quality health care.

Many of our brothers and sisters don't understand why we are fighting so hard for a universal health care plan. As of now we have an above average insurance package, and are very happy with it. However; all you need to do is listen to the news, read the newspapers, and press releases to hear how all businesses and government are taking away this critical benefit because of the sky rocking costs associated with health care and the record profits being made as the result. Special interest groups are reaping windfall profits from this broken health care system. They are more interested in profit that allowing the rest of us to have guaranteed access to health care that is affordable. That is why there is so much negativity towards this on the political front.

Keep writing and calling your representatives to have them support "Healthy Wisconsin". We as union members need to do something and do it now before it is too late. We need to fight for health care reform because contract negotiations will start before we know it. The days of having good health care benefits are becoming a thing of the past, and we as members can't afford to have this to happen to us and our families.

We need to stand together and fight for real health care reform.

The Legislative Committee



A Proud Machinists Member

Summary of Relevant laws in the United States

(Laws that have put in place to protect working women and their families against discrimination)

Title VII of the Civil Rights Act of 1964

Title VII prohibits discrimination in any aspect of employment, including “help wanted advertising and pre-employment testing, on the basis of race, color, religion, sex, or national origin. In 1978, the Pregnancy Discrimination Act amended Title VII to prohibit bias on the basis of pregnancy. Employers of 15 or more workers, labor unions, and employment agencies are covered by Title VII.

Civil Rights Acts of 1866 and 1871

These laws were passed during the Reconstruction era to give effect to the Thirteenth, Fourteenth, and Fifteenth Amendment to the Constitution. Section 1981 prohibits racial discrimination in all aspects of contractual relationships, including written and unwritten employment contracts. It applies to public and private employers. Section 1983 prohibits employment discrimination committed by persons acting under color or state or local laws. It applies to race, color, sex, religious or national origin discrimination.

Equal Pay Act of 1963

Part of the Fair Labor Standards Act, this law prohibits pay differentials based on sex.

Age Discrimination in Employment Act of 1967

This statute prohibits employment against individuals aged 40 or older. It covers employers of 20 or more workers, labor unions, and employment agencies.

Rehabilitation Act of 1973

Section 503 of this law prohibits discrimination against disabled persons by federal contractors. These employers are required to take affirmative action in hiring qualified individuals with disabilities. Section 504 of the act prohibits discrimination against qualified individuals with disabilities by institutions or programs that receive federal funds.

Vietnam-Era Veterans’ Readjustment Assistance Act of 1974

This law requires affirmative action by government contractors to employ and promote qualified veterans of the Vietnam era and disabled veterans.

Immigration Reform and Control Act of 1986

An amendment to the Immigration and Nationality Act, this statute prohibits employers of four or more workers from discriminating on the basis of citizenship status or national origin. The Act’s anti-discrimination provisions do not apply to illegal aliens, and there are exemptions where citizenship is required by law.

American’s with Disabilities Act of 1990

Effective in 1992, this law prohibits employment discrimination against individuals with disabilities. Employers with 15 or more workers are covered by the law. There are no affirmative action requirements under the ADA.

Executive Orders

Executive Order 11246 bans discrimination on the basis of race, sex, religion, color, and national origin by federal contractors with contracts in excess of \$10,000. The order includes affirmative action requirements. Executive Order 11141 prohibits discrimination on the basis of age by federal contractors.

State Laws

In addition to federal laws, most states have laws prohibiting discrimination on the basis of race, religion, sex, national origin, age, or disability. Many of these state laws are more comprehensive than comparable federal laws.

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Kosher
Monarch Salt
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Red & White Salt
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Hidden Valley Ranch
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Liquid Plumber
Litter Green
Masterpiece
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Dow Corning

Dow Corning Sealants

Fabricated Plastic/Cosmepak

Cosmepak
EX-Drain
Pool King
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Lander Company

Lander Personal Care Products

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Morton Salt

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Enoz
Keep
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One Drop
Pine Drop
Willert
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Wyeth

Advil
Alavert
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Caltrate
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Dimetapp
Fibercon
Freelax
Preparation H
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Robitussin Brands
Premarin

Other Products

Airco Industrial Gases
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Arizona Chemicals

These products are produced by the
members of the International
Chemical Workers Union
Council of the UFCW