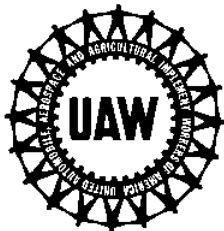


RANK-N-FILE



Amalgamated UAW Local 893

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May 18, 2017

VOLUME 47 NUMBER 4



"You weren't laid off... it's called
summer break."

News Inside

President's Report

Thank You's

Retirees Meeting

Getting Involved

Fisher Gun Club Shoot Dates

Deadline for the June 15th issue is June 8th

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OUR EDITORIAL POLICY

TO OUR READERS: This paper is the voice of your local and international union. This is our **only** vehicle for bringing to you, on a regular basis, the views and actions of the leaders you elected, so you can evaluate them. Through the paper we explain union policies and show how your dues are spent.

The paper is also the voice of the members. We welcome articles from UAW members and stories about our members.

While we welcome your contributions, we ask that they be constructive. All articles should contribute positively to the welfare of this union and its members, and we will accept no attacks on any union leader or member. We will accept a thoughtful discussion of all related issues in the letters column, and reserve the right to reply to those that seem to reflect a misunderstanding of the union and its policies.

We look forward to hearing from you.

UAW CALENDAR – JUNE 2017

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
4	5	6	7 10:30 a.m. Retiree Board 12:00 Noon Retiree Chapter 3:45 p.m. Civil Rights	8 4:20 p.m. Women's Comm.	9	10
11	12	13 4:20 p.m. Amalg Exec Bd Recreation	14 4:20 p.m. Union Label	15 8:00 a.m. Retirees Staple 4:20 p.m. Comm. Services Consumer Affrs.	16	17
18	19	20	21 3:45 p.m. Ritchie R&F 4:20 p.m. Health & Safety	22 1:30/4:00 p.m. Lennox Stewards 4:00 p.m. Lennox Unit Brd.	23	24
25	26 4:20 p.m. Veterans Com.	27 4:20 p.m. Amalg Exec Bd	28	29	30	

CANCELLED: Amalgamated R&F, Unit 1 R&F, Unit 3 R&F, Unit 11 R&F, CAP Committee, Education Committee, W.C. CAP Committee

PRESIDENT'S REPORT

On April 13, 2017, Brother Craig Petersen of Unit 1 Fisher Controls, lost his life in an accident at the plant on 2nd shift. I would like to give my deepest sympathies to Craig's family and friends and co-workers.

The Iowa State OSHA agency was called in as well as an investigative team from the UAW. We all hope that their findings will prevent this accident from ever happening again. Each year the UAW has a Worker Memorial Day for all the brothers and sisters who have died on the job. This year it was April 28th, just 15 days after we lost Brother Craig.

In other news at the hall this past month, the Women's Committee had one of the biggest turnouts for their Easter Carnival and the weather was great, so good job to everyone who helped and a special thank you to the Easter Bunny for showing up.

Also, I would like to let you all know that this year's Summer Family Scholarship program is July 23-28th. If anyone is interested in attending, please call the UAW Hall for more details.

In closing, I hope everyone has a fun and safe Memorial weekend and please take time to remember and honor our fallen military and deceased family members.

In Solidarity,
Rich Park

March Retirees Meeting

John Luthe led us in grace before we had a wonderful meal of fried fish and carry-ins. Mark, Reita and Sid did a great job on the fish.

Sid called the meeting to order and led us in the Pledge of Allegiance.

Candy took roll call of officers and read the financial report because Darrell was excused to go mow for the Kiwanis Club. The financial report was approved as read.

Sandy Shaver, our new Iowa rep., was there and she spoke about what she expects to accomplish.

We had one new retiree, Sonya Kosnar. She had retired Monday from Ritchie in Conrad.

Tracy Dieleman donated a microwave for the kitchen and we thank her for that.

Reita moved that the retirees donate \$100 to Relay For Life and Mark seconded it. It passed unanimously.

Retirees dues are now \$3.00 a month and associate dues are still \$1.00 a month.

We still need a nominee to fill Pappy's trustee position.

Retirees Summer Retreat in Ottawa is June 4-8th and we would like to have some new member or members who haven't gone before go. It is a great learning experience about the UAW. Reita moved to get permission to send a couple of carloads and have the Education fund pay for it. Gary Jubeck seconded it and it passed.

Papers will be done on the 18th of May.

50/50 was won by Frank Needs and Gary Jubeck.

Door prizes were won by Nancy Ladehoff, Joyce Elliott, and Diann Hass. Joyce and Diane donated their winnings back to the club.

Birthdays and anniversaries were recognized.

Joyce and Reita volunteered to go the Floor & More and pick out flooring for the basement.

We adjourned.

Respectfully Submitted,
Candy Baker
Secretary

Retirees Helping

The following retirees
helped assemble the
Rank-N-File paper on
April 13th:

Donna Dieleman
Don Dieleman
Linn Ferguson
Mark Feld
Carol Feld
Richard Vajgrt
Reita Acord
Joyce Bollhoefer
Joyce Elliott
Sid Hass

WANTED

WW1 and WWII memorabilia ~ German, Japanese, USA. Cash paid.
Bruce Bodie - Phone: 641-752-7555

FOR SALE

Glock 40 cal., Model 22, Mint Condition!
Bruce Bodie - Phone: 641-752-7555

Tom Petty Concert - 2 tickets - June 5th, 2017 @ Wells Fargo
\$69 a piece (Face Value) or best offer
Call 641-753-5417 - Leave Message for Dale



Dear Unit 11:

Thanks everyone in Unit 11 for the collection. A good group of people to work with. Retirement is great.
Stan Strong

Hunter Safety Courses 2017

The dates for this year's Hunter Safety Courses are June 15th and 17th and August 17th and 19th. Again this year, Local 893's Education Committee will be providing a lunch for the students. You must be able to attend both sessions. Register online at <https://www.iowadnr.gov/training>.

In Solidarity,
Jim Chance
Education Committee

FISHER GUN CLUB SHOOT DATES 2017

June 11th
July 9th
August 6th
September 10th

Each Fisher employee, retiree, or coop and family member, will receive 100 target fees paid to be split between family. Trap and skeet shooting takes place at the Marshall Gun Club west of the airport. Shoot starts at 1:00 p.m.
Members will need to bring a shotgun (12 or 20ga.), ammo (trap loads only, largest size 7-1/2 lead shot), hearing protection, eye protection, and a shell pouch.

WEINGARTEN RIGHTS

You have the legal right to have a union representative present during a disciplinary interview.

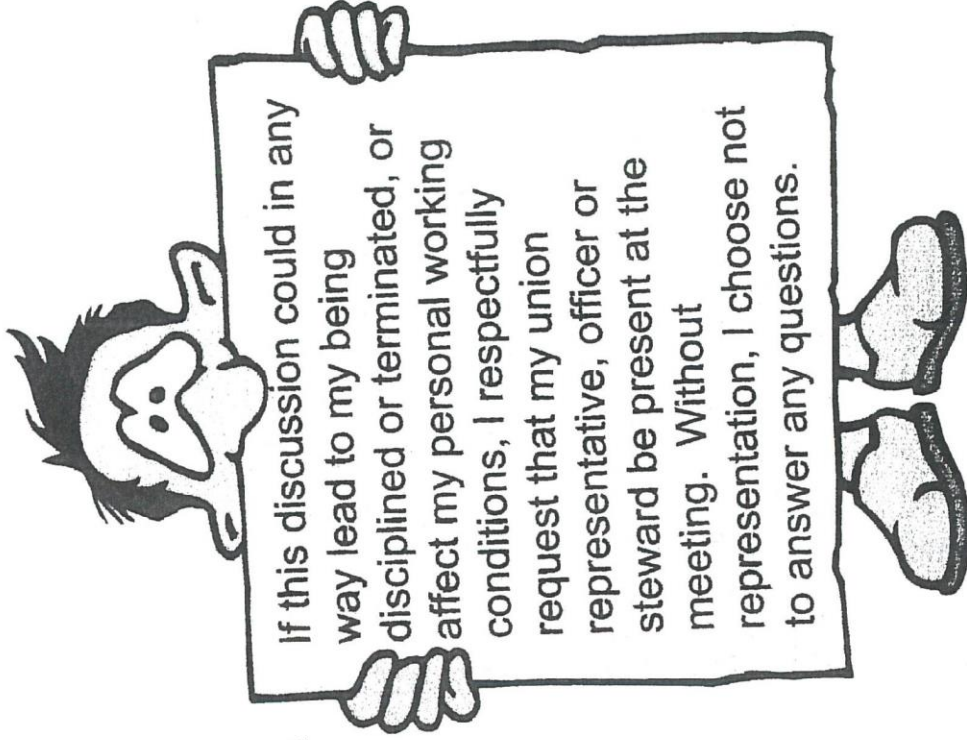
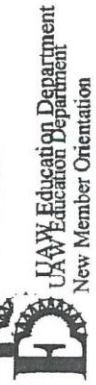
Under the Supreme Court's Weingarten decision, when a investigatory interview occurs, the following rules apply:

Rule 1: *The employee must make a clear request for union representation before or during the interview. The employee cannot be punished for making this request.*

Rule 2: After the employee makes the request, the employer must choose from among *three options*. The employer must either:

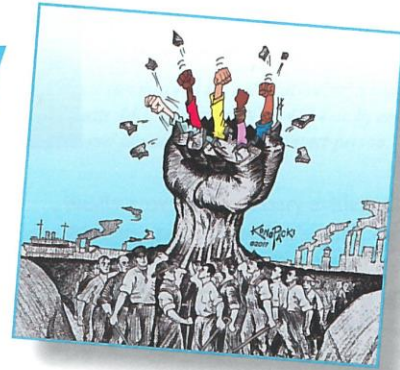
- a. *Grant the request* and delay questioning until the union representative arrives and has a chance to consult privately with the employee; or
- b. *Deny the request* and end the interview immediately; or
- c. *Give the employee a choice of*
 - (1) having the interview without representation; or
 - (2) ending the interview

Rule 3: If the employer denies the request for union representation and continues to ask questions, it commits an unfair labor practice and the employee has a right to refuse to answer. The employer may not discipline the employee for such a refusal.



Sample Weingarten Card

Getting Involved/ Gaining Access — A Guide for Younger Members



New research shows that young workers in the US earn \$10,000 less than people their age did 30 years ago, and have half as much wealth – and the numbers are worse for workers of color. (Canadians do not face this problem.) Given the attacks on, and decline in, unions, this number is neither a surprise nor a coincidence. The US labor movement, already less than 12% of the workforce nationwide (and below 7% in the private sector), is also getting older – with 25% of members (and a much greater percentage of leaders and stewards) older than 55.

Changing this downward trajectory for younger workers and for the labor movement will take work and leadership from all of us. In the words of a 2011 convention resolution from the International Brotherhood of Electrical Workers (IBEW), “the continued strength and vitality of the labor movement depends heavily on the ability of younger union members to develop into strong and effective labor leaders...and our union’s ability to attract new members and nurture effective new leadership.”

In the December issue, this publication focused on advice for stewards over 35 on engaging and supporting younger members (find it at www.unionist.com). This time, we speak directly to younger members and stewards: Getting involved in your union can help change your workplace, the labor movement, and conditions for young workers everywhere. Here are some pointers for getting started.

Learn the Backstory

Your union has a history – and you should learn about it! Whichever industry you

work in, it is important to find out about your predecessors’ fights. What was the industry like before unions got involved? How has your union, and the broader labor movement, changed the nature of work in your industry and the country? What were your union’s foundational struggles? Was there a major strike or campaign that helped form your union? To understand and organize with the older membership, it is important to understand the battles they fought and inherited.

Be on the Same Side

The boss and the media are good enough at dividing workers without our help. “It’s easy to blame older members and leadership for what you may see as failures and mistakes. But remember that you’re on the same side of the bargaining table and who the real enemy is,” suggests Brittany Anderson, national AFL-CIO Young Worker Advisory Committee member from the Retail, Wholesale and Department Store Union (RWDSU). “When you approach from the perspective that you both care deeply about the union and want to grow and strengthen the labor movement, they’re more likely to listen to and support your ideas and opinions.”

Understand the Nuts and Bolts of Your Union

If you want to get involved or to make change, you must understand how your union operates. Every union has a constitution and bylaws, including the process for meetings, elections, contract votes, and selection of shop stewards. They also may detail how to create a formal young worker committee, for instance.

In addition to formal structures, unions also have informal structures and cultures. When Actors’ Equity (AEA) members wanted to form a young workers committee, they needed to understand both the official steps *as well as* the union’s culture and power dynamics. According to Kate O’Phalen, AEA National Councillor and chair of the young workers committee, “Getting this committee approved required a lot of groundwork before [we] ever brought the motion, officially, to the national council. We unofficially organized some big successes to serve as proof of concept, and put a lot of time into having personal conversations with other board members to allay some of their individual concerns.”

No need to reinvent the wheel! Here are a few suggestions:

■ **Find a guide!** Options include an older member from your local, a young leader from another union, or a rep from your labor council or the AFL-CIO Young Workers, among others.

■ **Take your time** as you build relationships. There are no shortcuts to building relationships with fellow young workers or older leaders within your union. Take time to talk with people and *really* listen to them.

■ **Take action!** By fighting together toward common interests – and against common enemies – you work to build power and trust.

■ **Be persistent.** Making change, building relationships and power, takes time. Keep working and you will find and create the space for involvement and leadership.

—David Unger. The writer is an educator with the Murphy Institute at the City University of New York. Let’s keep the intergenerational conversation going. We welcome readers – whatever your age – to contribute your best experiences of working across generational lines at david.unger@cityu.edu and at the UCS Facebook page: www.facebook.com/UCSWorkerInst

IPS Executive Board Meeting

Thank you for sending us to the IPS Executive Board Meeting that was held on May 5th in Ottawa, IL. We planned classes for our conference that will be held this fall. These include a class on workman's comp., violence in the workplace, and the future of 3D printing and its impact on labor.

In Solidarity,

Mike Schnelle, Jim Chance, and Lacey Boege

RETIREES SPRING MEETING

On May 6th the Election coordinators went to Ottawa for the spring meeting. They were shown a video of the tornado that hit the Center on February 28th. The tornado was very devastating! One of the chimneys on the main house was damaged and some damage to the roof which has been repaired.

The hotel was damaged the most, with the roof being blown off. There were many trees destroyed. The plans are to replace the hotel with two, two story buildings with a total of fifty rooms and elevators and other improvements. Hope to have the hotel up by winter so they can work on the inside this winter.

Ron, Dutch and Brad did a great job with the meetings.

Charlie is retiring as manager having held the job since 2011. We will miss his smiling face and the great job that he has done.

Willie and Reita, Darrell and Candy, Sid and Diane, Joyce E. and Joyce B.

Iowa Legislative Update: Minimum Wage

The State Legislature has approved a bill that freezes the State's minimum wage at \$7.25 an hour. It also rolls back minimum wage in counties that have already approved an increase in the minimum wage.

This bill takes control of the minimum wage away from local government. It also prevents cities and counties from exercising local control on issues such as Paid Family Leave, implementing a soft drink tax, or banning the use of plastic bags.

These are the same legislators that lauded themselves for putting the control back into the hands of local government when they passed the Collective Bargaining Bill! Yet, they take local control away on these issues. This is the elected majority. Every senator in the majority voted for this minimum wage bill.

In Solidarity,

Your Education Committee

Congratulations!!

We would like to congratulate
Dave McWilliams (44 years),
Sonya Kosnar (41-1/2 years),
and Calvin Woosley (23 years)
on their retirement from
Ritchies.

Thank you for your years of
dedicated service to the UAW
and Unit 10.

Ritchie
Unit 10

Call your State Senator at 855-
790-8815 and/or your State
Representative at 844-332-8460
and voice your opinion



Discipline Cases: Help Co-Workers Understand the Union's Role

How many times have you heard the gripe that “the union defends only the screw-ups”? These sentiments are just wrong. When the union gets involved in discipline cases it's because it's defending the process as well as defending the individual. That process—called “due process” or a “fair process”—means that managers can't act arbitrarily or enforce some personal vendetta.

The union's enforcement ensures management accountability: Did managers act reasonably under the circumstances? Did they follow progressive discipline? Did they conduct a proper investigation? Does the punishment fit the crime? Do they mean what they say about discipline being corrective not punitive?

Many members may not understand why the union goes to bat for a particular co-worker. Sometimes this is motivated by personal dislikes or jealousies or a desire to get back at somebody. If you're seeing this in your group, consider having a conversation with members about why the union must protect the process no matter who's involved. Ask questions and be careful not to preach. These discussions may be particularly important with co-workers who never before worked under a collective bargaining agreement. It's not as if anyone learned this stuff in school!

Here's an example. Let's say that a member is discharged for having a Medical Marijuana card. The job is located in a state that permits medical marijuana prescriptions but the employer, a national corporation, says that it will only follow federal law and that it has a zero tolerance policy toward any marijuana use. However, marijuana can show up in drug tests weeks after use, and here there's no claim that the accused couldn't do her job or was in any way impaired at work.

Some co-workers, nevertheless, complain that they feel unsafe working with somebody who gets stoned. Others say that they just don't like this person and want

her gone. They make it clear: they don't want the union to defend this person.

What's a steward to do? Focus on the process and the issue, not the person or the personality. A process that holds management's feet to the fire benefits everyone, because if managers get away with unfair disciplinary action in one case, it can encourage them to try it again. The union is safeguarding not only the rights of the accused worker but of everyone in the unit. The process also gives union officers and staff the leverage, depending on the case, to fashion reasonable settlements. The objective is a workplace free of retaliation, favoritism, fear and harassment.

Almost every contract has a just cause provision that provides a baseline for the employer's action. Arbitrators are frequently guided by a seven-part just cause test. This also serves as a checklist for union stewards, officers, and staff:

1. Did the employee know of the employer's policy?
2. Is the policy reasonable?
3. Did the employer conduct an investigation to determine whether the employee violated the policy?
4. Was the investigation fair and objective?
5. Is there substantial evidence that the employee violated the policy?
6. Is the policy consistently applied?
7. Is the discipline reasonable and proportional? (Does the punishment fit the crime?)

These standards are related to the kind of legal protections Americans and Canadians expect when accused of a crime: fair notice of the charges and the right to obtain information; the right to counsel; the opportunity to be heard, to present witnesses, and to confront one's accusers.

But don't our labor and employment laws protect us? Not very much. The U.S. is an “employment-at-will” nation. An employee can be discharged for almost any reason – a comment to a supervisor, a

style of dress or having tattoos, a Facebook posting, you name it – with little chance of a meaningful defense. Employer personnel policies are one-sided and provide little protection.

Canadian workers are not employment-at-will, as provincial laws place some limits on employer conduct. In the U.S., however, when you go to work, it's as if you leave the Bill of Rights at the door. The main exception in the U.S. is protection under federal and some state laws prohibiting discrimination by race, national origin, religion, sex, age, harassment (sexual and others), retaliation and pregnancy. (A stewards' guide on protecting the rights of pregnant members is available free on the UCS website, www.unionist.com.) U.S. public-sector workers do have some protections because government entities must meet certain constitutional due process standards. But those protections are limited, too.

In both the public and the private sector, enforcing individual rights without a union often involves hiring a lawyer and bearing the expense and stress of a long bureaucratic procedure. Contrast this with the contractual grievance-arbitration system; it typically moves more efficiently than the courts and costs are shared among all dues payers.

The due process safeguards within our contracts add up to what is arguably the most important reason for having a union. The world has gotten a lot more insecure for workers nearly everywhere in recent decades. But, in the U.S., where legal protections are so limited and where health care and retirement benefits are so closely tied to employment, workers are particularly vulnerable. The union and the contract may be all that block managers from turning your life upside-down. As you enforce the rules, help co-workers to better understand that maintaining those protections means protecting every single member.

—Fred Kotler. The writer, a long-time organizer and labor educator, is currently on the staff of the Michigan Nurses Association.