



International Association of Machinists and Aerospace Workers  
District Lodge 66  
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Union Herald Article from the desk of:



**Neil Kamrowski**  
**Directing Business Representative, IAMAW District Lodge 66**

I was recently having discussions with a gentleman in a union other than the IAM. This gentleman was having some troubles understanding how a union functions. I took some time to educate this gentleman, but it reminded me that not all of our members understand how things are designed to work to better service our members. Here is how the IAM functions from most Locals (which can be different slightly from Local to Local depending on how each Local Lodge sets up its own bylaws) on up to the International:

**Local Lodge Stewards:** These are the first people our members should be coming to for assistance. The Steward is around the members on a daily basis, and understands what issues may come up in any given department, or shift. They have a working relationship with the immediate supervisor. Most questions and issues can be resolved at this level. A Steward is also where a grievance starts its initial stages.

**Local Lodge Shop Committee/Executive Board:** If a Steward isn't able to take care of a question, issue or grievance, the next step is the Shop Committee, Executive Board, or District Lodge. This step is largely dependent on how a Local Lodge is set up. Depending on how a Local Lodge is set up, a Steward may not have a Shop Committee to report to. Several of our Locals here at District 66 are Amalgamated Locals. This means that these Local Lodges represent several different facilities, or businesses. Stewards at the lower population facilities may report further up the chain than a Shop Committee. Each Steward is familiar with who they can go to in order to receive further assistance. A

Shop Committee is usually made up of 3-5 members. These members work directly with the Company HR departments, or Managers to deal with issues that weren't resolved at the initial steps with Stewards. Again, each Local Lodge may operate differently, and an Executive Board may be where the Steward should turn for assistance. If a Steward can't resolve an issue at this level, they may appeal to the District Lodge for help.

District Lodge: This is where I come in. When there are issues that can't be resolved in Local Committees, the Steward (if there is no Shop Committee for them to utilize), Executive Board, or Shop Committee will turn to the District. Each District has Business Representatives. A Business Representative, or Directing Business Representative is the next step to resolve each issue. A Business Representative works with Committees, and Companies to resolve issues. Sometimes these things can be resolved with compromise on both sides. Sometimes these things need to go to an Arbitrator. Sometimes they involve bridging some communication with payroll, pension, 401K, or other third parties. If I don't have an answer to a question, I have resources at the Territory level, or International level that can assist with whatever issue I may be dealing with. Business Representatives are the default Union advocate for Negotiations, and Arbitrations. There are times that attorneys can be used, but Business Representatives in the IAM receive training in these types of scenarios.

Midwest Territory and International: This is where I can turn as Directing Business Representative if there is a question I do not have an answer to. There are a lot of resources at these levels at my disposal. There are several different departments from Collective Bargaining to Strategic Resources to people that can help with the IAM Pensions, and 401K. There are also attorneys I can use here locally, or at the IAM Headquarters.

So, there you have it. The IAM is strong because of all the resources that are available to members. Start with your Stewards, and go from there up the proper line.

### **IAM Applauds Secretary Clinton's Opposition to the TPP**

The Machinists Union welcomed the announcement by former Secretary of State Hillary Clinton that she will oppose the deeply-flawed and secretly-negotiated Trans Pacific Partnership (TPP).

“Secretary Clinton has once again demonstrated her strong support for American workers and businesses by expressing her opposition to the deeply flawed Trans-Pacific Partnership,” said IAM International President Tom Buffenbarger. “By any measure, the corporate-driven TPP would expedite the offshoring of American jobs and put continued downward pressure on the wages of struggling working families.”

Representing nearly 600,000 active and retired members across North America, the IAM was the first major industrial trade union to endorse Secretary Clinton for President.

“The IAM looks forward to working with Secretary Clinton, and others, who want to craft trade agreements that create jobs, raise wages, protect the environment, and ensure the safety of our food. Global trade agreements can be beneficial, but only if such agreements put the interests of ordinary Americans over those of multinational corporations,” said Buffenbarger.

### **Machinists Applaud Clinton’s Support of Ex-Im Bank**

Thanks in large part to a blitz of calls and messages sent by IAM members, House Republicans and Democrats came together this week to overwhelmingly pass a reauthorization of the Export-Import (Ex-Im) Bank. The bank still has legislative hurdles to cross, but it has a key supporter along the way: IAM-endorsed presidential candidate Hillary Clinton.

“While some presidential candidates falsely claim that the Ex-Im Bank is ‘corporate welfare,’ Secretary Clinton knows that the evidence is clear; the export financing provided by the Ex-Im Bank delivers vital and necessary support for U.S. exports and American jobs,” said IAM International President Tom Buffenbarger.

The bank, which provides loans to foreign companies buying U.S. products, has been unable to issue new loans since the end of July after a far-right faction of Congress made it their mission to shut it down.

“The Ex-Im Bank is the only federal institution that makes it possible for U.S. manufacturers and workers to compete fairly with global competitors in Europe and Asia, particularly in the aerospace industry,” said IAM International President Tom Buffenbarger in a letter to Congress. “Without Ex-Im Bank support, U.S. manufacturers have begun to lose out to global competitors.”

In Waukesha, WI, 350 IAM members are fearing the loss of their jobs after General Electric announced plans to move the factory to Canada, citing a lack of loan support from the Ex-Im Bank.

Buffenbarger says it is imperative the next president support the bank and its ability to grow and maintain American jobs.

“Secretary Clinton has our grateful thanks for her unwavering support for the Ex-Im Bank,” said Buffenbarger. “As President, we know that her leadership will ensure that the Ex-Im Bank will continue to be an engine of economic growth and job creation.”

### **Hillary Clinton Picking up Steam**

As the road to the White House continues to move along, despite initial momentum for her most popular opponent, Hillary Clinton is starting to pick up some more steam. Poll numbers are up following the Democratic Debates. Also Clinton has picked up more

endorsements from unions other than the IAMAW. AFSCME, Painters Union, and more are now standing behind this candidate.

Hillary showed her resolve at the Benghazi hearings that took place in October. These hearings were exposed for exactly what they were. They were an attempt by the far Right to destroy Secretary Clinton's credibility and hamper her chances for the upcoming election. They were a waste of taxpayer money. For eleven hours, the committee questioned Clinton again only to learn exactly what was known already. There is no controversy there.

Stay tuned for more information as it comes in on this IAM Endorsed Candidate.

### **Paul Ryan takes House Speaker spot contingent on his family time then says no to everyone else.**

Paul Ryan has been a US Representative for Wisconsin's 1st District since 1999. He was Mitt Romney's vice-presidential running mate in the 2012 presidential election. As you may have heard in the news, Paul Ryan has accepted the role of Speaker of the House of Representatives. This is the first time that a Wisconsin Representative has been appointed to this spot since this country has been around. Prior to taking this position, Ryan voiced concerns about what impact this would have on his family time.

One of the first things Paul Ryan has stated as Speaker of the House is that he will not pursue legislation for a paid Family Leave. After Australia passed its parental leave law in 2010, the United States became the only industrialized nation not to offer paid maternity leave.

The Family and Medical Insurance Leave Act (introduced by Senators Kirsten Gillibrand (D, NY) and Representative Rosa DeLauro (D, CT) proposes an insurance plan to provide paid family and sick leave to every employee. It would come through coverage similar to Social Security, and would be administered through the Social Security Administration.

Any worker full time, part time, or self employed with a basic level of work and earnings history would be eligible to apply for benefits. Small employee and employer payroll contributions of two-tenths of one percent (2 cents per \$10 in wages), or about \$1.50 per week for a typical worker would fund payments of 66 percent of monthly wages up to a capped amount for employees on leave. This contribution would also cover administrative costs.

This program has a lot of potential for a benefit for all workers who may not have paid maternity leave, or other medically necessary leave. If the new Speaker of the House decides that he doesn't want this to go to the floor of the house for vote, it will not happen. Ryan has made it clear that this act is not something that he is interested in bringing to any type of vote.

## **Wisconsin Labor History Society Announces 2015-2016 Labor History Essay Contest**

All Wisconsin High School Students are eligible to participate in this contest. This contest is different from the IAMAW Scholarship Contest. The prizes are in cash up to \$500.00. Students are urged to interview family members, neighbours, friends or others for their stories about work and unions. The essay is to be around 750 words on the topic: "Unions have been important to my family and my community because..."

For more information on this contest, and examples of past winning essays, check out the Wisconsin Labor History Society web-site at [www.wisconsinlaborhistory.org](http://www.wisconsinlaborhistory.org).

## **District Lodge 66**

Our Delegates had a meeting on October 19, 2015 to do the regular business of the district. Motions were made and passed to purchase 50 IAM logo portfolios for use at the district or local level for our representatives. They may also be for sale to be reimbursed to the district for non-official use. Motions were made and passed to donate to a member from Local Lodge 1030 who is currently under financial distress from being out of work due to medical reasons. The DBR Neil Kamrowski gave a report on the Wisconsin State Council of Machinists fall Conference, Northern Engraving Negotiations, Walker dropping out of the presidential race, and grievances in the district. Motions were also made, and passed to cast a white ballot for Neil Kamrowski as Directing Business Representative with notices from all Local Lodges on the nominations at their respective meetings, and an acceptance letter drafted by Neil.

## **Neil Kamrowski elected as Directing Business Rep for IAMAW District Lodge 66**

I would like to thank all the Locals here at District Lodge 66 for their support going forward as Directing Business Representative. I was nominated out of all of the 5 Local Lodges, and will continue to faithfully carry out my duties going forward. Thank you again for all your support, and I wish you and your families a safe and wonderful Thanksgiving and Holiday Season.