

The Newsette

Local 310

Volume 39 Issue 11

Printed Union

November 2009

IUOE

Business Manager's Report

What's Inside

- Business Manager's Report
- A History Lesson on Eugene V. Debs
- Dell Takes the Money, Runs
- Congress Considers Pension Relief, as Well as Health Care Reform
- Labor-Management Relations Turn Ugly in Supermarket
- President's Report
- Public Outrage Spurs Government To Put Lid on Executive Bonuses
- Social Security is Also for the Young
- 5% Fewer Hours = 5 Million Jobs
- ROTH IRA Tips & Tricks
- Central District Director's Report
- Unions Make Jobs More Family-Friendly
- New Pact with UAW Guarantees No Plant Closings at Deere & Co.
- 41,000 UAW Ford Members Voting on New Concessions
- Welcome New Members
- Membership Anniversaries

November already? Summer is definitely over and hunting season has arrived. I was able to use my pool 3 times this year or in hours about 5 hours total, which equates to about \$400 to \$500 per hour and that doesn't include the time to clean and care for it. October was the month from hell that included working 4 weekends after full weeks and being away from home 24 out of 36 days starting in late September. All the chaos with the economy, layoffs, negotiations and rumors are causing frustration and anxiety for all of us.

Safety again tops this month's report. As I stated above, hunting season has arrived and in addition to always looking at how dangerous of commodities we handle, many of us will be out in the woods with loaded weapons, stalking the illusive Bambi. I keep harping on safety and the need to keep our mind on tasks through all the distractions around us, but what I have neglected to do is thank all of you who day in and day out follow the rules to the letter and make what is life threatening seem easy. It is as easy to expect a safe day as our customers expect when they turn on the switch, the lights come on, or when the thermostat calls for heat that there is gas to heat our homes and our water. Just as those assumptions are not always the case, we cannot let distractions take our minds off tasks. Thank you to all who make the correct decisions on safety in everything you do.

I'm very pleased to inform you that the Brown County United Way and the Greater Green Bay Labor Council have come to terms on negotiations for the Labor liaison position. BCUCW will be filling the position as soon as possible. With this complete, contrary to my report in the October Newsette, please continue your donations. We will now have a great opportunity to show how partnering with Labor is Living United. The jobs we hold with the benefit package allows us to make a difference within the communities we live. No other organization comes close to providing direct aid to so many programs and helping guide those dollars where they will make the most impact.

All of this with a very low amount of administrative costs. We have proudly partnered with the United Way for many years and with the economy wreaking havoc with neighbors, friends and family it is now more important than ever that we dig deep and make a difference.

Health care has come to the top of the political agenda and as it has been through every negotiation since I've been employed. As I listen to the health care issue get battered around and the rhetoric that comes with the conversation, I'm astonished at the ignorance that I hear. Health care has been a problem since the 1950s and yet the opponents to real change (big insurance companies) have been able to distort the facts and use scare tactics like death panels in an attempt to define the topic. Anyone who believes we can stay status quo is out of their mind or has a motive to derail a change that is long overdue. If you follow the money trail you will find that it is the latter. Opponents are spending hundreds of millions of dollars to make sure that people are confused on this subject and while they can get us to take sides and argue with each other, they are lobbying hard to make sure the money for insurance companies continues. If you don't think this has had a very negative effect on you and that it will continue to hurt your total package, you need only to look at all recent negotiations. When I ask you to call your Congressional Representative or your Senator to demand real health care reform and you decide I'm a little too busy right now, it will take cash out of your pocket. If you will just make a few calls and speak to the people around you so we don't miss out on this chance to improve our lives instead of making the insurance companies richer. When Local 310 negotiated our current 75% - 25% medical, we agreed to keep that in line with the knowledge that as soon as any participant went over their annual out of pocket those numbers would skew. At the time the discussion was in the area of
(See **Business Manager's Report** on page 5)

A History Lesson on Eugene V. Debs

Eugene Victor Debs (1855-1926) worked briefly on a railroad when he was 14. Called home by his mother, he worked as a grocery clerk. He maintained interest in railroads and, at 20, helped organize a union local of the Brotherhood of Locomotive Firemen, for which he later became a national officer and the editor of its magazine. After failing to unify railroad brotherhoods, he founded and became president of the American Railway Union in 1893, which grew to be the country's largest union.

Debs became a Socialist and a founder of the Social Democratic party (1897) and the Socialist Party of America (1901). He ran as the Socialist presidential candidate five times and amassed 915,000 votes in 1920 while simultaneously serving a prison sentence. In 1905 Debs helped found the Industrial Workers of the World, but left the organization in 1908 because of conflicts with his pacifist beliefs.

A great orator, union advocate, and moral leader, Debs was revered as a martyr. He was jailed 6 months for his role in the Pullman strike of 1894, and, in 1918, was sentenced to 10 years

in prison for criticizing the government's Espionage Act of 1917; in 1921, President Harding pardoned him. One of the most prominent voices for laborers in the American Labor Movement, Debs championed unions as essential tools to confront organized business and to give working people a means to affect political, non-violent change.

Debs once said, "Ten thousand times has the labor movement stumbled and bruised itself. We have been enjoined by the courts, assaulted by thugs, charged by the militia, traduced by the press, frowned upon in public opinion and deceived by politicians. But not withstanding all this...labor is today the most vital and potential power this planet has ever known, and its historic mission is as certain of ultimate realization as the setting of the sun."

*Great Labor Quotations
Sourcebook and Reader*

Peter Bollen
Redeye Press, Inc

Reality is that which, when you stop believing in it, doesn't go away.

Philip Dick

I worry that no matter how cynical you become, it's never enough to keep up.

Jane Wagner

Dell Takes the Money, Runs

Only five years ago, political poobahs in North Carolina were crowing loudly, laughing giddily, and slapping each other's backs. We won, they hooted!

Won what? The national bidding war among various states to bribe Dell, the computer giant, to build its new assembly plant on their turf. By putting up about \$318 million in tax giveaways, cash, grants, and other freebies, North Carolina officials "won," and in October 2006, there was a glorious grand opening of the \$7 million Dell plant in Winston-Salem. The future was bright.

But, uh-oh: sudden storm clouds. This October – a mere four years and two days after that ribbon cutting – Dell announced that it was cutting out for Asia, closing the plant, discarding the 905 people who worked there, and kissing off North Carolina. Thanks for the memories.

Now, the political poobahs who had so happily thrown the public's money at Dell are claiming to be skinflints, insisting

that they had driven a hard bargain with the slippery giant. The governor rushed out to declare that the deal included iron-clad clawback provisions: "We made it very clear to them," she said, that if they left, "every red cent of incentives money had to come back."

Some of it will, says Dell, but not all of it. Some \$9 million of state money to widen roads and upgrade interchanges is not expected to be repaid, nor will about \$5-million-worth of worker training and hiring services, and \$3 million in tax breaks that Dell already pocketed.

Trying to put a little happy face on this bad deal, one state official noted that while their jobs are gone, workers still benefitted from the training they received. Sure – as long as they're willing to take their training to China to get a job. Along with most other computer makers, Dell has now moved all of its computer manufacturing offshore.

Jim Hightower

Published by Local 310 of The International Union of Operating Engineers, AFL-CIO, for the views of interest and the dissemination of information to its members, members of other unions, their families and others in the communities in which we live, work and play. Articles of interest as well as comments and suggestions may be submitted to:

Paul Beimborn
P.O. Box 8323
1250 Radisson St.
Green Bay, WI 54308-8323

The editor reserves the right to reject or edit any article. Articles containing vulgarity, slanderous statements or do not conform to normal ethical and moral standards will not be printed. Articles may be typed or written legibly with the senders name, phone number and signature. Names may be withheld upon request.

**Member of the Midwest
Labor Press Association**

^a **Congress Considers Pension Relief as Well as Health Care Reform**

While the national debate over reform of the U.S. health care system continues, the U.S. Senate and House of Representatives are also considering how to provide relief to the U.S. pension system from the severe impacts of the 2008-2009 global investment crisis.

Both the advocates and opponents of health care reform agree that when it comes to health care, America is not what it used to be—and the same is certainly true of pensions.

The root cause of the problems both in health care and pensions is the same: both systems have historically been employer-based, and employers have been abandoning both systems in droves.

As the cost of health care and health insurance continues to rise uncontrollably, employers are dropping coverage or requiring employees to pay a larger and larger share of the cost; as the funding costs of defined benefit pension plans go up, employers are terminating those plans and leaving employees with risky 401(k) savings plans—if anything at all.

The global meltdown of 2008-2009 has made both health care reform and pension relief even more urgent. While the final contours of health care reform are far from clear at this point, the contours of pension relief are quite clear. And unlike health care reform, pension relief will not require a penny of federal support. The only question is whether Congress will have time before the end of this year to debate and enact both health care reform and pension relief.

The pension relief needed by both single-employer plans (mandated by corporations) and multiemployer plans (maintained jointly by labor and management), simply requires

extending the time periods over which plans may recognize the extreme investment losses of 2008-2009.

Pension plans set their level of benefits based upon expectations, called actuarial assumptions, of the rate at which their assets and liabilities will grow over time. It is not required that benefits be adjusted up or down every year as investment returns fluctuate. The actuarial assumptions take into account the normal ups and downs of investment markets over time. When, however, investment markets are hit by the equivalent of an economic tsunami as in 2008-2009, the actuarial assumptions go out the window.

The events of 2008-2009 were unparalleled since 1929. To allow plans to adjust to this historic event, Congress needs to permit plan actuaries to apply more flexible rules to phase these historic losses into their asset and liability projections. This can be simply accomplished by modifying the rules for both the amortization and actuarial smoothing of the 2008-2009 losses, to permit them to be phased into plan projections over longer periods of time—retaining the current rules for all other years.

While all workers have been injured by the deterioration of the health care pension systems in the United States, those with the protection of union representation have been able to retain a greater level of security than those without that protection. And in the coming months, the International Union of Operating Engineers will be working diligently to assure that Congress adopts the necessary legislation to preserve meaningful health care and pension security for all.

International Operating Engineer
Fall 2009

Happy Thanksgiving *From the Local 310 Executive Board*

Labor-Management Relations Turn Ugly in Supermarket

Relations between United Food and Commercial Workers (UFCW) Local 555 and Oregon's Fred Meyer supermarket chain have been pretty good over the years. But then a store manager called police and had three union representatives arrested for talking with their members, leaving union activists scratching their heads.

The chain is one of the most profitable and popular in Oregon and has had a long-standing contract with the union, which makes its behavior even more puzzling. One clue, says the UFCW, is that labor and management are in the process of negotiating a new contract.

As reported by the union, the manager of the Fred Meyer in the Portland suburb of Hillsboro called police to arrest three union representatives for talking with workers – a right guaranteed to workers under federal law.

One representative was leaving the store when he was arrested, and another, Local 555 President Dan Clay, was driving into the parking lot to find out what was going on when police arrested him.

Union workers at other stores were baffled to hear of the company's behavior. "We meet with our reps in the store all the time," said Anne Lilley, a Hillsboro Safeway worker and UFCW Local 555 member. "If we're not busy, it's easy to just step aside and take care of an issue quickly with our reps – it's something that workers in grocery stores do every day, all across the country. I can't believe that Fred Meyer management would raise a fuss about something so routine."

Hillsboro resident Linda Sears was shopping at Fred Meyer when the disruption occurred, according to the union. She called the manager's behavior "unprofessional and unnerving."

a

President's Report

With the leaves and temperatures falling I decided it was time to get ready for winter. I spent a good part of my Sunday blowing out water lines and bringing patio stuff inside. It is always tough to acknowledge the end of summer, but this year has been extra difficult. I can truthfully say that I will welcome 2010 in just 8 weeks.

Lay Offs at Integrys

The senior staff at Integrys has decided that the workforce must bear the brunt of the revenue and cash deficits. There have been informational meetings and documentation about the tough times caused by the economy. I am not buying one bit of it. I have to wonder why some companies do well while others in the same business do not. Take for instance the automotive industry. Ford is doing well while General Motors is not. Both companies compete against each other in the same markets, have similar labor overhead, and are both headquartered in the United States. Yet one company is near bankruptcy while the other is gaining market share. Seems to me that the economy should not be the blame, and it certainly is not overhead, so what is it? Might it be poor decisions by the leaders? Nah, it couldn't be that, these are some of the brightest people that command exorbitant compensation packages because we just can't afford to lose them. Or is it?

Now we see Integrys coming along with the "Woe is me" story. The economy is so bad that something must be done to save the company. Well, I agree Integrys must stay in business, but how did this come about in the first place? There are other utilities that are not cutting employment and making their projections. And for that matter, isn't Integrys comprised of companies that are regulated utilities that are guaranteed a rate of return? Unlike the automotive industry that must compete for profits in the open market, Integrys enjoys a monopoly in an industry that provides a necessity and is

guaranteed a rate of return. If the cost can be included in the budget approved by the PSCW (Public Service Commission of Wisconsin), the cost is paid by the rate payers and the share holders should receive the rate of return.

Consider the cost of Weston 4. That amount was included in the budget and paid through rates. What if Integrys chose not to build Weston 4 after the dollars were granted by the PSCW? Would Integrys be allowed to keep the money or use it for something else? Of course not you say. Well, what is different about labor? That cost is included in the budget and approved by the PSCW. Integrys is allowed a rate of return even on the cost of labor! So, if employees are laid off, aren't the rate payers owed a refund? After all, the rate payer is paying for something they are not getting.

If Integrys cannot keep the money saved by cutting items from an approved budget, where is the money supposed to come from? First of all, what money are we talking about? The money for the stock dividend of course. Since when are the share holders guaranteed a rate of return? I thought that is what the stock market was all about. I thought there would be good as well as bad times in the stock market. Apparently I have this all wrong. It seems that the share holder must be protected at all costs. Kind of sounds like the bail out to me.

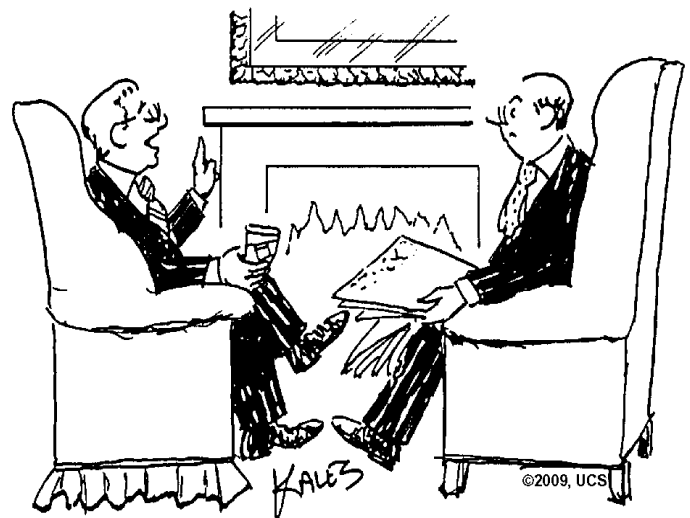
So it comes down to the employees. I thought Integrys had reduced its workforce to the minimum required to respond to storm trouble. I thought Local 310 members could not compete with contractors on new installations and that is why we ended the install crews. Now I hear that new home construction is down and therefore requires a reduction in the workforce. Has anyone considered that Integrys employees live in the service territory and laying them off will negatively impact revenues?

History tells us that "trickle down" economics does not

(Continued on page 7)



"Don't think of it as being laid off. Think of it as a permanent furlough."



"I believe the only role government should play in business is saving our butts."

a

Business Manager's Report

(Continued from Business Manager's Report page 1)

80% - 20% and even with the major changes in the 2006 negotiations we are still behind. The rumor mill has it that we are going to have premiums, so let me tell you that we will not have premiums. That being said, we now have to hold up our end of the agreement, which leaves us a few options such as last year because we were not in a Preferred Provider Network (PPO). The Company didn't realize a 2 million dollar discount even though 95% of all the claims were within the current PPO. With some language to protect those members in sites where a provider may not exist and in the event of an administrator change, this seems palatable. The other 2 options are increases in the deductible and annual out of pocket, with a combination of all 3 probable.

On the political front, in addition to real health care reform, people who are normally well informed and intelligent seem to be losing their mind when it comes to President Obama. After 10 months in office and having made what I consider very good decisions across the board, he is being blamed for the bad economy that the Bush administration clearly created with tax breaks for the richest 1% and as much deregulation as he could get away with. In this short period of time we are back in the good graces of the rest of the world and he has done exactly as promised in Iraq. Afghanistan is now front page but keep in mind that this is not about taking care of the rich oil buddies. The President and his administration have repealed Bush directives that were put in place simply to bring Labor Unions to their knees. The appointees to the NLRB and other positions have been right on for working people. In fact every bad thing that people have brought to his name either has not happened or was from the previous administration. This total smear campaign coupled with the growing amount of

racial comments really makes me wonder where our society is going. When someone tells you an unbelievable story about something our President did, I challenge you to ask them "did he really do that?" and see what the response is. If someone uses racial remarks or jokes in your presence please let them know that this type of behavior will not be accepted.

All movements must start someplace so here is my attempt at one that should catch on quick. I'm tired of all the "green" conversations. I'm not against solar and wind and all the other alternative energy sources, but when the people who have to pay for this are in the economic situation that we are in, we don't need higher rates for our residential, commercial and industrial customers. When The Sierra Club suggests, if Alliant WP&L wants to put pollution abatement equipment at its Columbia facilities, then the Public Service Commission should shut down Pulliam 5 & 6. This is just bad for the rate payers. So here we go, I know all of you are familiar with the part of your utility bill that shows how much of your money is going to Low Income and Weatherization. I would propose that the Utilities all be required to show the cost of green energy on the bill. This would definitely get the silent majority involved in the conversation about green power and they should see the value to clean coal and nuclear.

As we roll up on Thanksgiving and the Christmas season let's keep all those less fortunate in our hearts, including those members who have lost their livelihood, those who have lost loved ones and the people in our Armed Services who are making the ultimate sacrifice for our freedom.

In Solidarity
Steve McFarlane

Public Outrage Spurs Government To Put Lid on Executive Bonuses

Public outrage over plans by the executives at huge banks and corporations that were bailed out by the taxpayers last year to award themselves big bonuses has spurred the government to put a lid on it.

The Treasury Department ordered seven of the companies that have not paid back their bailout loans to cut their top executives' average compensation in half.

The cuts apply to the 25 highest-paid executives at banks and other companies that received the most assistance, with salaries being slashed by as much as 90 percent. Under the plan, cash salaries for the top 25 highest-paid executives will be limited in most cases to \$500,000 and, in most cases, perks will be capped at \$25,000.

Meanwhile, the Federal Reserve came at the issue from another direction. It proposed to monitor pay packages at

thousands of banks — even those that never received bailout money — to ensure they don't encourage reckless gambles.

Under the Fed proposal, the 28 biggest banks would develop their own plans to make sure compensation doesn't spur undue risk-taking. If the Fed approves, the plan would be adopted and bank supervisors would monitor compliance.

At smaller banks — where compensation is typically less — Fed supervisors will conduct reviews. Those banks don't have to submit plans.

The Fed refused to identify the 28 banks that will have to submit plans. But Citigroup, Bank of America and Wells Fargo & Co. are usually included on such lists. Nearly 6,000 banks regulated by the Fed would be covered.

Local 310
 Wild Game Feed
 Potluck
 Meeting & Dinner

Open to all
 Current &
 Retired
 Employees

2
 Gun Raffles

50/50
 Raffle

*****Admission*** is a Dish to pass
 or \$5 along with a Non-Perishable Food Item to be
 donated to local food pantries!!!**

Thursday, December 17, 2009

6:00 pm

American Legion Hall

1002 Coon St - Rhineland

Sponsored by Sportsmans Alliance	Remington 870 Express GunRaffle	Sponsored by Principal Group
---	--	---------------------------------------

Pheasant Hunt Raffle Sponsored by M & R Pheasant Ranch Merrill	Big Buck Contest Winners Announced & Much More!!!	Many Other Bucket Raffles Must be Present
---	--	---

**CONTACT
INFO**

Shawn
Tingley
x4411

Joe
Blaser
x7109

Tina
Webb
x7115

Local 310
Union
Office

a **Social Security is Also for the Young**

Financial planning is not just for people nearing retirement. In fact, it's a good idea to begin planning for a comfortable and secure retirement when you're young.

Social Security has a new financial planning tool especially for the 25 to 35 crowd. It's a special mailer with information about Social Security, savings, and other items of interest to young workers. If you're between the ages of 25 and 35 and you work and pay Social Security taxes, you'll get this automatically with your next Social Security Statement.

Social Security is the foundation for a secure retirement, but it was never intended to be the only source of income when you retire. While Social Security replaces about 40 percent of the average worker's pre-retirement earnings, most financial advisors say that you will need 70 percent or more of pre-retirement earnings to live comfortably. Even with a pension, you will still need to save. If you will not have a private pension, you will need to save more—and start saving sooner. Today's young workers can expect to spend 20, 30 or even more years in retirement, so saving is critical.

Take a look at your Social Security Statement, which you will receive in the mail about two to three months before your birthday, as well as the helpful two-page insert tailored specifically to workers 25 to 35.

Pay close attention to the information provided, including tips on saving, getting your employer to help with matching contributions to retirement plans, and how much of a difference beginning to save early can make. There's even a graph

showing the significant difference saving over time can make, even if it's just \$25 or \$50 a week.

The insert also includes helpful links to outside websites that can help you. For example, you can go to mymoney.gov for information on getting credit, paying for education, buying a home, creating a budget, starting a business as well as financial calculators and planning tools. Or visit federalreserve.gov for a worksheet that will help you establish a budget to meet your financial goals. These and other financial links on the insert will help you become the master of your own financial future.

Don't forget that Social Security coverage is not just for retirement, but also for disability and survivor benefits in the event that you are unable to work, or you leave behind a family that depends on your income when you die. Read more about retirement, disability and survivor benefits at socialsecurity.gov.

Editor's note: Make sure your birth date is correct on your statement. Mine was incorrect and it's a lengthy, time-consuming process to change the information

Karyl Richson
Social Security Public Affairs Specialist
Reprinted from the
AFL-CIO Milwaukee Labor Press
Vol. 69, No. 9

President's Report

(Continued from page 4)

work. Putting the money at the bottom does work. Yet we see Integrys continue to protect the top at the cost of the bottom. The employees do not deserve to pay for the mistakes of the decision makers. The Board of Directors put these people in place and approved plans. Perhaps if the shareholders felt the pain, they may ask the Directors some questions. But as long as the dividend is protected, those questions will not come. I guess I just don't get it, or maybe I do.

General Membership Meeting

The October 13 General Membership meeting in Cecil was another success. The membership in attendance understood the need for Local 310 to be able to respond quicker to external challenges and voted in favor of Bylaw changes that affect the District structure. Specifically, the changes moved the definition of the Districts from the Bylaws to the Policy Manual. This in turn gives the Executive Board the authority to establish the Districts. This action makes Local 310 stronger and I thank the membership for having the foresight to grant this authority.

Power Plant District Director

The Power Plant District membership voted to declare the Power Plant District Director position vacant. This was done by

a mail in ballot and my thanks to Ruth Cicha and Kelly Collaer for conducting this vote. Because the position became vacant, the Executive Board elected Kevin Dessell to fulfill the remainder of the Power Plant District Director's term. My thanks to Todd Kufahl for his service to Local 310 and I welcome Kevin Dessell to the Executive Board.

With Kevin and Chris Satterburg joining the Executive Board, we now have two new members that would benefit from the experiences of the current and previous District Directors. To encourage this information exchange, I will schedule a meeting with all four District Directors, former Eastern District Director Roger Zimmerman and myself. This meeting will provide direction and review expectations for the new Directors. District restructuring will also occur at this meeting.

Wrap Up

Thanksgiving marks the start of the Christmas season. It is a time when family and loved ones get together usually for a grand meal. Unfortunately, not all families will be complete at the Thanksgiving table. Some families will be missing those individuals serving our country in the armed forces. I ask you to join with me taking a moment to recognize their sacrifice and praying for their safety.

Greg Veith

5% Fewer Hours = 5 Million Jobs

We all know that the economy is now recovering. The stock market is up by more than 50 percent from its March lows and Alan Greenspan, the former Maestro, is now projecting a 3.0 percent growth rate for the 3rd quarter. Banks are again reporting strong profits and the Wall Street bankers are getting bonuses that are approaching their housing bubble peaks.

Everything is bright and sunny again, unless you have to work for a living. The news here is less good. The economy lost more than 260,000 jobs in September, with the unemployment rate reaching 9.8 percent. The 10.3 percent unemployment rate for adult men is the highest rate since the Great Depression. And real wages are headed downward.

Even worse, the unemployment rate is virtually certain to keep rising in the months ahead. While job loss in manufacturing has slowed, construction is continuing to shed jobs at a rapid rate. Most of this job loss now stems from the collapse of the bubble in non-residential construction. The retail sector is laying off workers at a rapid pace as consumers cut back spending in response to the loss of \$8 trillion in housing bubble wealth. And state and local governments are now laying off teachers, firefighters, and other workers in response to the huge deficits created by the recession and the collapse of the loss of property tax revenue due to the collapse of the housing bubble.

While tens of millions of workers are facing unemployment or underemployment, and millions are facing the prospect of losing their homes, the instinct among the Washington punditry is to just sit back and wait.

There are certainly many people who believe that the only role of government is to support bankers and other wealthy people who could not get by on their own. But for those who think that the government has the responsibility to prevent large segments of the population from being mired in unemployment, homelessness, and poverty, there is much that can be done.

First, we should be clear, the stimulus passed last February did work. Go ask your governor or mayor how many more people they would be laying off right now had it not been for the federal aid provided by the stimulus. Also, millions of unemployed workers are seeing bigger unemployment insurance benefits (including health care coverage) because of the stimulus. Extended and increased benefits not only help these workers, but when they spend this money it helps boost the economy.

The stimulus package has likely kept the economy from losing 1 million more jobs by this point. If the prospect of 10 percent unemployment sounds bad, let's start talking about 11-12 percent unemployment. That is where we would be going if Congress did not pass the stimulus package.

But the key point is that we desperately need more.

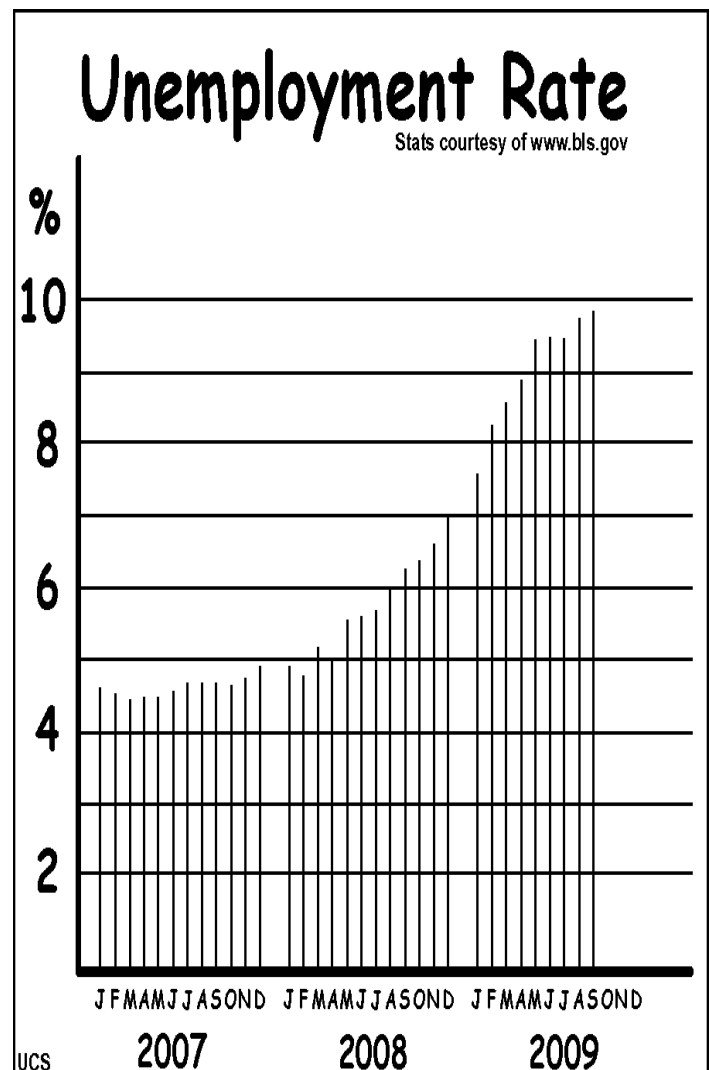
There are many ways that the federal government can boost demand, with more aid to state and local government probably topping the list in terms of priorities. However, to get large numbers of workers back to work quickly, the best route is a tax credit to shorten normal working time.

The basic logic is very simple; the tax credit effectively pays employers to hire more workers, with each worker putting in fewer hours. If we used the tax credit to pay employers of 100 million workers to work 5 percent fewer hours, while keeping their take-home pay unchanged, then in principle they should want to hire 5 percent more workers, or 5 million workers. This can be done quickly and will involve more employment in the private sector, not more public sector jobs. That should make the conservatives happy.

The prospect of having 15 million people unemployed for much of the next two years is unacceptable. Having used trillions of dollars in loans to bail out the richest people in the country, it is time that the government take some bold steps to help everyone else.

Dean Baker

The writer is co-founder and co-director of the Center for Economic and Policy Research.
Initially published by Truthout.com.



a

ROTH IRA TIPS & TRICKS

We have talked about ROTH IRAs several times in District meetings and one-on-one meetings and how they can be used for education or retirement funding depending on how your child and/or your savings do; how they can provide tax-free income in retirement while not having a required minimum distribution or affecting the taxability of social security benefit; how they can be used to plan for maximum use of tax brackets for tax planning but allowing you to access lump sum funds as needed.

However, there has been the issue of income limits on taking advantage of ROTHs, having to pay the taxes on a conversion, and how do we take advantage of a ROTH if we don't know our income until the end of the year.

Even with all of this here are some more things to consider.

First, to be "tax-free" in retirement, one requirement is that a contributory ROTH must be in force for at least 5 years. This does not mean all the money or earnings need to be in that long, just that the account needs to be open. Sooo, one tip is to open a ROTH as soon as you can afford to, then the clock is ticking for the 5 year time frame and you can add to it later.

2010 is a significant year for many people interested in a ROTH. Two things are on the books. First, there is NO

income limit for being able to contribute to a ROTH. IN the past, many have had an interest but a combined household income that was too high. No longer an issue starting in 2010.

Second, for any conversion in 2010 from a Traditional IRA, the tax bill can be spread over years 2011 and 2012. But wait, there's more.

Because you have until October 15th of the following year to file taxes if you file for an extension following a conversion, you also have until then to reverse the conversion (called a re-characterization) if the market goes down(why pay taxes on a larger conversion amount). OR, if taxes go down (yeah, I know, but whoever said political decisions have to make sense) you can also re-characterize the conversion , wait 30 days, and do it in the current year at a lower tax hit. The way this was described to me in a continuing Education class on the topic, "heads you win, tails you tie".

Call to find out how this might be of benefit to you.

Richard Kreitz & Joe Fenlon
Union Financial, Inc.
Principal Financial Group

800-323-5506 x122

The best way to escape from a problem is to solve it.

Unknown

If a man has done his best, what else is there?

George S. Patton

Cherish what you have and struggle for better.

Greek Proverb

Perseverance is sticking to something you're not stuck on.

Unknown

Central District Director's Report

Hopefully by the time you read this we will at least have a tentative agreement to the contract and are working on taking it out for a vote.

The negotiation process this bargaining session has been quite different than what I had experienced in 2003, in all respects. I'm not saying that it was bad, just different. Whether the difference was the result of a different cast of characters, leftover issues from 06', the specter of the layoff notice, or a combination of reasons I'm not sure. Ultimately, the response of the membership will determine whether or not we had a good, bad or indifferent bargaining session.

The release of college help and permanent lay-off of seasonal workers along with the recent communication from the company to their non-union and exempt employees regarding the current economic conditions has certainly changed the complexion of the lay-off notice. Unfortunately, right now we are in somewhat of a reactionary mode. That does not mean that we are not working on ideas to help alleviate the impact of the current economic situation. What it does mean is that we must proceed with carefully thought out ideas that have the most impact for minimal cost. We cannot sacrifice the integrity of the

contract. That is why we need to keep contract negotiations separate from the lay-off notice.

It is the goal of the executive board to keep as many people in their jobs as possible and when we sit down with the company we will get a better idea of what we will be able to do to accomplish that goal.

I've heard some good ideas from the membership already. Cost effective and easily accomplished. But before we pursue or implement any idea we need to somehow attach a number of jobs to it. We need to make sure that a value is established.

Hunters, I hope you were successful, those of you that were, congratulations!

To everyone, despite the situation we are in, I hope your holiday was enjoyed by you and your families. We are in for some tough sledding ahead, but we will persevere. That's what working people do.

Central District meeting Thursday Dec. 10th @ the Woodshed in Neenah.

In solidarity,
Patrick Kelly

a **Unions Make Jobs More Family-Friendly**

When it comes to protecting workers' ability to care for their families, union membership is a big boost, a new study confirms. It's yet another reason why in this tough economy we need to restore workers' freedom to form unions and bargain through the Employee Free Choice Act.

"Family-Friendly Workplaces: Do Unions Make a Difference?" was written by Jennifer MacGillvary of the Labor Center at the University of California-Berkeley and Netsy Firestein of the Labor Project for Working Families. Examining issues of work-life balance, paid leave and health benefits, MacGillvary and Firestein conclude:

Many (perhaps most) American workers find their "work-life" to be out of balance. Yet as has been the case with virtually all other aspects of employment, labor unions are leading the way in setting new standards. Unionized workers receive more generous family-friendly benefits than their nonunionized counterparts.

Here are a few of the report's key findings:

- Unions promote compliance with the Family and Medical Leave Act. Union members are more likely to have heard of the Family and Medical Leave Act, have fewer worries about taking leave and are more likely to receive fully paid and partially paid leaves.

- Comparing hourly workers who take family and medical leave, 46 percent of unionized workers receive full pay while on leave compared to 29 percent of nonunionized workers.

- Unionized workers are 1.3 times as likely as nonunionized workers to be allowed to use their own sick time to care for a sick child, and they are 50 percent more likely than nonunionized workers to have paid personal leave that can be used to care for sick children.

- Companies with 30 percent or more unionized workers are five times as likely as companies with no unionized workers to pay the entire family health insurance premium. Even when unionized workers are required to pay part of their family insurance premium, they pay a much lower share of the premium than do nonunionized workers.

MacGillvary and Firestein also note union members are more likely to have access to resources like child care referrals, education assistance, vacation days and wellness programs.

Here's what former AFL-CIO President John Sweeney had to say about the new report. "This report emphasizes a crucial point—that unions help families at a time when workers are forced to work more hours in an increasingly unstable environment, and as the social system in our country is being chipped away."

A unionized workplace dramatically helps working families. According to the report, unions increase compliance with the Family and Medical Leave Act, ensure paid sick leave for employees and their children, and increase the likelihood that health care is covered for families. As corporations force working people to work longer and spend more time away from their home, unions are key to creating an economy that works for everyone and ensuring that workers have flexibility in handling their family and work responsibilities. Corporations have spent billions to try to eliminate benefits like paid sick leave, time off, and health care coverage. Without workers' freedom to form and join unions, corporations will continue to chip away at the family-friendly practices that help working people across the country.

To ensure healthy families and communities, workers need the benefit of family-friendly policies in the workplace. They need the basic ability to take days off in case they or a loved one are sick. They need health coverage that protects their families in an affordable manner. And they need to know about, and be able to exercise, their rights under the Family and Medical Leave Act. For all these reasons, workers need the freedom to form a union and bargain for a better life.

You can download the "Family-Friendly Workplaces" report at: www.working-families.org.

Union Labor News
August 2009
Vol. 72, No. 8

New Pact With UAW Guarantees No Plant Closings at Deere & Co.

United Auto Workers members at 15 Deere & Co. facilities have overwhelmingly ratified a new six-year agreement covering approximately 9,500 employees in Iowa, Kansas, Colorado, Illinois and Georgia. The agreement stipulates that no plants will be closed during the life of the contract.

Members approved the deal by a margin of 82 percent.

Declared UAW Vice President Jimmy Settles: "Our members remained strong and our negotiating team delivered a contract that our members wholeheartedly support and approve. This contract gives our members wage gains and protections, job security improvements and pension gains they need to keep pace with today's economic uncertainties."

Neither the union nor the company released details of the agreement, but news reports quoting unidentified sources said

the deal allowed union members to retain major provisions of their health insurance coverage while increasing co-payments.

They said it guarantees workers a cost-of-living increase and annual lump sum payments at 2 percent of wages for those with less than five years of seniority. Those with more seniority will receive a 3 percent annual lump sum.

But sources said it did little to raise pay scales for lower-paid younger workers hired under a two-tier wage structure implemented in previous negotiations.

Some members said the difference in pay between longtime veteran workers and newer hires since 1997 was too steep, while others conceded that creating the two-tiered wage system may have helped keep or increase the number of union jobs.

UCS News Service

a

41,000 UAW Ford Members Voting on New Concessions

Leaders of the United Auto Workers have reached a tentative agreement with Ford Motors on new contract concessions that will bring wages and benefits in line with givebacks made earlier in the year by workers at General Motors and Chrysler.

Details of the agreement were being withheld until members could vote, but it was being recommended for ratification by the UAW Ford National Negotiating Committee and the UAW International Executive Board.

“This agreement is another step in meeting the challenges of a very difficult time in the U.S. auto industry, and we look forward to presenting it to UAW Ford workers,” UAW President Ronald A. Gettelfinger said in a statement.

The agreement, covering 41,000 workers, “would help Ford improve its current and long-term competitiveness in the United States,” Joe Hinrichs, Ford’s head of labor relations, said in a statement.

Details were not officially disclosed, but sources said that among key UAW concessions are a commitment not to strike on wage and benefits until 2012, a wage freeze on entry-level workers, and a relaxation in work rules to allow employees to perform a wider variety of tasks. Full-time workers reportedly

will receive a one-time \$1,000 “quality and productivity” payment.

The union indicated that another part of the agreement’s appeal is that it helped protect retirees. “With the current proposals, we have protected our retirees and won important additional product and investment commitments for our active members,” said UAW Vice President Bob King, who leads the union negotiations with Ford.

Gary Chaison, a professor of labor relations at Clark University, told the Washington Post that the most troubling concession for union members is the commitment not to strike until 2012.

“Workers understand that they have to take cuts in bad times,” he said. “But the loss of the strike option makes them wonder if, when times get better, they will lose the power to recoup their losses.”

Ford is the only U.S. auto company that did not declare bankruptcy this year, but its sales have fallen along with the other manufacturers’. If accepted, the new concessions would follow an estimated \$500 million worth of wage, work rule and other givebacks approved by Ford workers in March.

UCS News Service



Complete care for every one of your smiles.

At Dental Associates, we have all the expertise you need to ensure your family’s dental health. From regular check-ups to periodontal surgery, braces to bridges, our caring professionals will treat your family’s dental health needs throughout your lives.

We remind you and your family to stay healthy with regular dental check-ups and cleanings. Schedule your exam and dental cleaning appointment today – for expert, personalized care that will keep you smiling!

Your smile does a lot. So do we!

Choose any of our convenient Dental Associates centers.

Appleton
4660 W. College Ave.
Appleton, WI 54913
(920) 730 0345
(866) 428 2345

North Appleton
2115 E. Evergreen Dr.
Appleton, WI 54913
(920) 734 2345
(866) 602 0111

Greenville
N1737 Lily of the Valley Dr.
Greenville, WI 54942
(920) 757 0100
(866) 602 0083

Green Bay
430 Main St.
Green Bay, WI 54301
(920) 431 0345
(800) 414 0274

Fond du Lac
545 E. Johnson St.
Fond du Lac, WI 54935
(920) 924 9090
(800) 398 0672



Local 310 Volume 39 Issue 11

Non-Profit
U.S. Postage
PAID
Green Bay, WI
Permit No. 728

a

Local 310 AFL-CIO
International Union of Operating Engineers
P.O. Box 8323
Green Bay, WI 54308-8323



Local 310 Executive Board

E-mail us at local310@local310.org or visit our website at www.local310.org

Business Manager 920-437-2750 Fax 920-437-3122	Steve McFarlane 1-800-636-8480 E-mail address steve@local310.org	1699-6719 Cell 920-621-2064
President 920-793-3808	Greg Veith E-mail address: greg@local310.org	1699-6782
Vice President 920-491-0394	Paul Beimborn E-mail address: paul@local310.org	1699-5149 Cell 920-660-2294
Recording Secretary 920-889-1538	Lori Wunsch E-mail address: lori@local310.org	1699-7909
Financial Secretary 920-255-1128	Roger Zimmerman E-mail address: roger@local310.org	1699-6708
Treasurer 920-680-4468	Rob Harteau E-mail address: rob@local310.org	1699-6788
Central Director 920-327-2624	Patrick Kelly E-mail Address pat@local310.org	1699-6781
Eastern Director 920-684-3485	Chris Satterburg E-mail address chris@local310.org	1699-6742 Cell 920-323-7685
Power Plant Director	Todd Kufahl E-mail address todd@local310.org	1699-6789
Western Director 715-581-2114	Mark Kopetzky E-mail address mark@local310.org	1699-6813

Labor Relations Legal Consultation (including Workers' Compensation Issues)

Law Offices of Mark A. Sweet, LLC **1-866-784-2344**
Mark A. Sweet
705 E. Silver Spring Dr
Milwaukee, WI 53217
msweet@unionyeslaw.com
414-332-2255 Fax 414-332-5430

Welcome New Members

Ron LaPlante	Green Bay Transit
Robin Schneider	Dominion
Tom Stangel	Dominion
Lynn Thompson	Dominion
Charles Vo	Dominion
Kimberly Lange	Dominion
James Lulloff	Dominion

Membership Anniversaries

25 YEARS

Randall Olson Sheboygan