

Burleigh Bulletin

United Steelworkers Local 2-232 at Briggs & Stratton

Issue 7

Nov 14, 2019

Stewards Attend USW Steward Training

Four stewards from Briggs & Stratton, along with the Grievance Representative, attended an all-day steward training provided by the United Steelworkers District 2.

Stewards Glenn Payette (Burleigh), Michael Giles (GDC), Steve Rogers (GDC) and Charles Riley (Burleigh) were trained on how to conduct a grievance investigation, how to write a strong grievance, how to advocate effectively for members, and the basics of labor law, including Weingarten Rights and the Duty of Fair Representation.

Charles Riley said, "I learned a lot about our rights, how they're laid out in the contract, and how to defend them."

The Briggs Unit of Local 232 has 14 stewards and most of them were elected in the past year. Some have years of experience, others came into their roll with nothing but the desire to improve



conditions for their fellow workers. All of them will continue to receive the training and resources they need to sharpen their skills and provide top notch representation to members.

Workplace Fairness is Built on Small Victories

It's the day-to-day struggles on the shop floor between members and management that determine the balance of power.

Our union has been successfully advocating for members, winning small victories that make an immediate impact and, at the same time, deter future abuses by the company. Here are a few recent noteworthy examples:

With 3 Saturdays left in the year, the union has held the company to the contract language on Mandatory Saturdays at Germantown.

When a member was issued a Final Warning for allegedly scrapping hundreds of thousands of dollars worth of material, Steward Eric Bolden

wrote a grievance. Days before the grievance was scheduled to move to a second step hearing, the Final Warning was dropped.

The union has successfully intervened numerous times to pressure the company to honor transfer requests.

When a member was called into HR to be fired, Steward Mike Smith noticed discrepancies in the company's case against her. After an investigation, he was able to present evidence that exonerated her and saved her job.

In a union workplace, an injury to one is an injury to all, and a victory for one is a victory for all.

Membership Meeting:
Dec 8th, 9:30 - 11:00 am
633 S. Hawley Rd.



Follow the Union Online



@Fighting232



@USW232

USWLocals.org/local-2-232

New Stewards

Langston Riley was elected steward for Department 3311 "Air Cooled" Line in Generators. Langston asked to join the union on day one because he knows that together we have power. He has the full confidence and respect of his coworkers and was nominated by a former steward. We're glad to have him on our side.

If you would like to take on an active roll in the union, contact your grievance representative, Chance Zombor, at:

262-844-3703

chance.zombor@gmail.com

Know Your Rights

The Right to Representation

Whenever a boss tries to interview or question you in a way that could potentially lead to discipline, you have the right to demand union representation. This is what's known as "Weingarten Rights." It isn't a company rule, it's well established labor law. Violating it could mean big trouble for the company.

To exercise your Weingarten Rights, simply tell the boss, **"If this conversation could lead to discipline in any way, I demand to have a union steward or representative present,"** and then remain silent until you are able to speak with the steward or rep.

And unlike in many union workplaces, our contract with Briggs & Stratton gives us the right to representation in disciplinary proceedings as well. Article V, Section 1 says:

Any employee who is to be disciplined by a layoff or discharge shall be advised by the Company that he may request and obtain the presence of the Grievance Representative or the steward for his department to discuss the case with him before he is required to leave the plant.

And Section 2 goes on to say:

Any employee who is called to a Human Resources office or his Facilitator's office for a disciplinary investigation, after he believes he has been sufficiently informed of the subject of the investigation shall be advised by the company Human Resources representative conducting the investigation, or his Facilitator if he is conducting the investigation, that he may request and obtain the presence of the Grievance Representative or the steward for his department during such investigation...

If you are issued a write-up and you want to dispute it, write "protest" along with your signature. When the Grievance Representative receives the yellow copy, he will begin an investigation.

Remember: The boss is not your friend, no matter how friendly he may act toward you. When discipline is on the line, don't take your chances, ask for union representation. It's your steward's job to study the contract so that he or she can provide the best representation possible.