## THE LOCAL VOICE

### SMART Local Union #565

\*\*\*SPECIAL EDITION\*\*\*

In four locations across the State we will elect Officers of the Local. These members will serve a three (3) year term and make decisions that will impact your work life. It is important that every member participate in this election by casting a ballot. Union Meetings are suspended in June, July and August. The following members were nominated for the following positions:

BUSINESS MANAGER/FINANCIAL SECRETARY, TREASURER

Ray Ficken (incumbent)

Jesse Buell

BUSINESS REPRESENTATIVE/RECORDING SECRETARY

David Goodspeed (incumbent)

Richard Lewis

BUSINESS REPRESENTATIVE/ORGANIZER

Tim Sullivan (incumbent and unopposed)

PRESIDENT

Michael Behrens

Thomas King

VICE PRESIDENT

Paul Baker (incumbent)

Morris Lornitzo

Tyler Wolfe

EXECUTIVE BOARD MEMBER (3 positions open)

Randy Boles (incumbent)

Phillip Darr (incumbent)

Benedict Fons

Robert Kennedy

Troy Kruchten

Thomas Thoma

TRUSTEE (3 positions open)

Peter Dahlke

Rhonda Elliott

Scott McKellips

William Pitera

Todd Schulz

Mark Tauferner

Gerald Kolpacki

Elections for the above-mentioned officer positions will be conducted at the date, time, and place indicated below:

Wausau: Tuesday, June 3, 2014 6:00am-8:00am and 11:00am-4:30pm

Kelly Club

4810 Ross Ave.

Schofield, WI 54476

Pardeeville: Wednesday, June 4, 2014 2:30pm-3:30pm

Everbrite Training Room

401 S. Main St.

Pardeeville, WI 53954

Lancaster: Wednesday, June 4, 2014 3:30pm-4:00pm

Youth and Agriculture Center

Grant County UW-Extension

916 East Elm St.

Lancaster, WI 53813

Madison: Thursday, June 5, 2014 6:00am-7:30am and 11:00am-5:00pm

Madison Labor Temple

1602 S. Park St. Room 109

Madison, WI 53715

The positions that are open are: Business Manager/Financial Secretary-Treasurer, Business Representative/Recording Secretary, President, Vice President, Executive Board Members (3), and Trustees (3).

Tim Sullivan, Business Representative/Organizer is running unopposed.

Each candidate was offered a chance to publish a campaign article free of charge in this newsletter. You will find the articles of the candidates that accepted enclosed.

Once again we urge you to vote.

***Remember to visit our website,***

***www.smwialocal565.org!!***

**Ray Ficken**

**Business Manager/Financial Secretary Treasurer**

Brother and Sisters,

I would like to thank you for the opportunity you have given me to serve as Business Manager of Local 565 for the last 3 years. Although some issues have been challenging at times, I have enjoyed working for you. We have been able to hurdle some substantial issues and have started down the road to be a stronger Union. I ask for your vote in this election so we may continue to grow.

After the last election and I assumed office we discovered what a mess our finances were, together with the Executive Board we were able to correct the situation. We stopped unnecessary spending, restructured some office duties, left the past behind and forged ahead. We were able to increase the death benefit paid to our Members beneficiaries, maintain the Local’s scholarship program, reestablish the 25 year fund, help our communities and add slightly to our savings. We have also created the Member to Member Fund which has given back substantially to the Membership. The Local has moved into the fixed annuity market for the first time ever, and the prospect of higher yields is strong. My philosophy has been that as the Local grows we take care of business, but always find new and creative ways to give back to you. My record shows this to be fact, and I will continue in this way of running the Local with you, and for you.

In the last three years we have had quite a few battles with our companies, on arbitrations we have won one and lost one. Several large issues were resolved just before they were scheduled to be arbitrated, over all I believe the scale tips in our favor. It is a delicate line to walk between helping to keep our signatories profitable and not giving them free reign. I have worked with the Business Agents both in contract negotiations and to resolve conflict in our shops. I have never bullied or forced myself into their Shops unless asked, and then, we have worked as a team to resolve conflict. I have included the Greenheck Committee in almost all decisions of representation and continually ask them for your feedback and theirs before anything is decided. I believe we are stronger for it.

I urge you to get out and vote in this election, and ask you to cast your ballot for me.

Fraternally,

Ray Ficken

Business Manager/Financial Secretary and Treasurer

**Jesse Buell**

**Business Manager/Financial Secretary Treasurer**

Dear Brothers & Sisters,

My name is Jesse Buell I live in Stoughton, WI with my wife and four girls. I've been an employee of Subzero BI for sixteen years and in the past four years I've TIG welded in the stainless welding area. I also currently serve on the bargaining committee and I have a family history of union activity and membership. I have uncles that have retired after 30 plus years in United Steelworkers 1207, my mother is currently VP of the bargaining committee and Stewart for SEIU District 1199W/United Professionals for Quality Health Care and my uncle Joe Cliffton was business manager of this very own Local 565 which I am very proud to say and can only hope that you all will give me the opportunity to carry on the tradition.

I would like to take the opportunity to work on Transparency, Solidarity, Organizing and Organization not to get the last two mixed up I believe these are things that need to be applied. I believe with transparency, solidarity and trust will build on its own. I also want to bring to the local a higher professional level of organization, I believe this will help with Organizing.

I am running for Business Manager and I hope you understand my sincerity for better transparency with the people and a higher level of professionalism and organization. Not to forget my strong feelings for the working class and their rights. Thank you for this opportunity and please take me into consideration on June 5th.

**David Goodspeed**

**Business Representative/Recording Secretary**

Dear Brothers and Sisters:

I am David Goodspeed, and I am seeking re-election to the office of Business Representative/Recording Secretary. I have had the honor and privilege to serve the membership of Local 565 as steward, committee person, an Organizer (2000-2003) and Business Representative (2003-present).

I have been a member of the Sheet Metal Workers Local 565 for 21 years; I worked for 7½ years at Sub-Zero’s Main Plant as an assembler. I served 14 years in the US Army Reserves and was honorably discharged in 1997. I am a graduate of the University of Wisconsin-Madison.

During my time as Business Representative I have tried very hard to advocate for Local 565’s membership. Affordable health care, living wages, and job preservation are all priorities that I have tried to satisfy during my term in office. I have been willing to challenge Employers through the grievance and arbitration process to enforce contract language and protect our members. This has not made for comfortable relations with our Employers in the short term, but I believe it has enforced respect for contract language and for our Union.

I have served as the Local’s arbitration representative for the past 4 years. It is my job to research cases, select arbitrators, prepare and question witnesses, advocate in front of arbitrators, and write briefs. In the last 4 years the Union has moved 3 termination cases to arbitration. I prepared, arbitrated, and briefed one of those cases; in this and a second case our terminated members were returned to work with full back pay. In the third case, the member chose to leave employment with the largest financial settlement our Local has ever gained for a member.

My opposition has a history of poor choices: during Richard Lewis’ brief tenure as Local 565’s Business Manager, the Union four times was defeated in grievance arbitrations at Carnes and Sub-Zero in which Mr. Lewis himself with no training decided to represent the Union against Company lawyers. In 1997, Mr. Lewis chose to be absent while a new, inexperienced committee person tried to represent three members at Carnes who were investigated and terminated. In 1998, Mr. Lewis proposed to give up paid break times to get a dime increase on wages during negotiations at Everbrite. Mr. Lewis used dues money from Local 565’s General Fund to pay for airfare for his spouse to travel to Business Agents conferences in the United States and Canada. This use of funds was allowable until 1999, when the practice was made illegal under the bylaws of the Local by the Executive Board. Mr. Lewis was voted out office overwhelmingly in 1999. Since 1999, Mr. Lewis has attended three Union general membership meetings—each time to get nominated for an election that he has lost. His poor choices stand as his legacy.

I urge you to vote. I ask that you support me in the upcoming election.

Fraternally yours:

David Goodspeed

Business Representative/Recording Secretary

**Richard Lewis**

**Business Representative/Recording Secretary**

Are You Getting your Money’s Worth?

My name is Richard Lewis and I am running for the Business Representative / Recording Secretary position. It is currently held by David Goodspeed. I have chosen to let you know what is important to me and the direction the Local should take, not level a personal attack on David.

I have the experience and labor education to hit the ground running when elected. My experience includes many years on the Sub-Zero shop committee and three years as Business Manager of Local 565.

As your Rep I will make sure that your shop committee people and stewards are given the tools to help enforce and bargain our Union contracts. That would include education and understanding of incentive programs, health insurance and all the other rules and regulations. I would establish a union steward handbook that would also include shop specific rules and policies. This would help the stewards in their daily interaction with our members.

We need to establish better communication with our members. I would propose an interactive web page that would provide up to date information on what is going on in each shop and the Local. It would allow members to interact with their Reps and each other on a secure site. Your questions will be answered. The Locals monthly meeting minutes would also be published on this site. It should not be a big secret what is going on in our shops and our Local for those unable to attend the meetings.

It is time for a change in leadership. We need to get some new eyes and ideas on some of our old problems. One of my first issues to address is the ongoing adjustments by the company to our incentive systems.

Please take the time to make your future a little brighter and vote for Richard Lewis.

**Thomas King**

**President**

I would like to introduce myself. My name is Tom King. I have worked at Greenheck since 2007. I have been nominated and accepted the chance to represent you for president. I have the following qualifications I would like to share with you. I have been in a union for the most part of my working life since 1974. I was in the Molders Union Local 63B for 10 years in St Paul, MN. I was in the Teamsters Union Local 662 for 14 years. During that time, I became a union steward. I then progressed to chief union steward and was asked to be on the executive board of the Teamsters Local Union #662. In that capacity I had experience in contract negotiations and representing my fellow co-workers. I am fair, honest, hardworking and will do my best to represent you. Thank you for your time.

Tom King

**Paul Baker**

**Vice President**

My name is Paul Baker. I am a 19-year Union member at Carnes Company, a manufacturing plant in Verona. I am a certified tool and die worker.

I am a candidate for re-election for the post as Vice-President of the Local. I was appointed to the position by the Executive Board in 2010 and was elected to a full three-year term in 2011.

I am presently serving on the Union Committee at Carnes and have served on Union Committees there for the past twenty years. When the vacant position of Vice-President opened up, I expressed interest because I wanted to learn more of the inner workings of the Local. As a member of the Executive Board, the Vice-President has a voice in the decision-making process of how this Local Union functions, and also the programs and policies we would review or establish. This is a job I take very seriously. I also think the Executive Board needs a voice from the membership from the smaller shops and that is another reason I am asking for your vote in the General Officer Elections in June. Please exercise your rights and come vote.

**Tyler Wolfe**

**Vice President**

Dear Brothers and Sisters of Local 565,

I am Tyler Wolfe. I was nominated for the office of Executive Board Vice President of which I accepted. I am a 17.5 year employee of Greenheck Fan. I am currently serving my second 3 year term on the bargaining committee at Greenheck Fan. I was elected as a Trustee 3 years ago.

During my time as a Trustee of Local 565 I learned how important it is to maintain the financial health of the Local. I was able to make recommendations, along with my fellow trustees, to the E-board and the Business Manager. To ensure that the hard earned funds of the Local are being used wisely. I also gained a great appreciation of how the Local works and how important it is to have a financially stable Local. The importance of having the funds available to make a difference to the members of Local 565.

If I am elected your Vice President I ensure that I will work closely will all elected officers of Local 565. To build on the gains of Local 565 over the past few years. Also help to promote more participation by the members of Local 565 though things like the Member to Member Fund. Encourage more Union members to attend monthly meetings and serve as Stewards. We are only as strong as our members!

I would greatly appreciate your consideration on Election Day. I will do my best to ensure that Local 565 will drive forward while I am your Vice President,

Fraternally yours,

Executive Board Vice President Nominee

Tyler R. Wolfe

**Bob Kennedy**

**Executive Board**

Dear Brothers and Sisters:

My name is Bob Kennedy. I am a candidate for the Executive Board of Local 565. I was initiated into Local 565 in 1979 at Dairy Equipment. I was permanently laid off after working 4 years at Dairy Equipment in the middle of the Reagan recession. I have since worked in non-union print shops, as a building tradesman in the International Brotherhood of Electrical Workers, was a member of the United Steel Workers at Uniroyal in Stoughton, and I returned to Local 565 as a fabricator in 2000 at Sub-Zero Freezer Company.

At Sub Zero I have been a steward and a member of the bargaining committee for the last 9 years. I have been active in Local 565 affairs. I attend Union meetings, Labor Day celebrations at the Madison Labor Temple, and I have represented Local 565 at the State Capitol during the budget repair bill labor actions. I ask to be elected to the Local’s Executive Board so I can participate in 565’s governance to help craft policy for our Union. We belong to a Union that cares about and advocates for its members. I want to have a larger role in that advocacy. I want to put my experience and enthusiasm to work for our Union.

I urge you to vote in June. I ask that you support me in the upcoming election.

Fraternally yours:

Bob Kennedy

Executive Board Candidate

**Thomas Thoma**

**Executive Board**

Hi,

My name is Tom Thoma.  I am running for the e board position.  I have been a Greenheck Fan employee for 21 years.  I have been married to my wife Ruby for 27 years. We have two grown boys, Jake who is 25 and Justin who is 22.  I am on the Greenheck union committee.  I believe in continuing the health of the 565 and making the proper decisions for our local.  I hope you believe in me and vote THOMA.  Thank you for your support.

**Rhonda Elliott**

**Trustee**

Dear Brothers and Sisters:

My Name is Rhonda Elliott, and I am seeking election to the Board of Trustees for SMART Local 565. I have worked at Greenheck Fan and been a member of this Local for almost 9 years now. I was asked by our Business Manager to assume the role of steward in our shop, as we had no representation on 2nd shift. I accepted that position and have officially been a steward for the past 3 years, but have been helping members with questions and problems in an unofficial role for several more. Serving the membership in this capacity, and attending Union meetings on a regular basis, has made me want to learn more and be more involved in the business end of our Local. Monitoring and safeguarding our finances as a Trustee, is a critical role, and one I would take very seriously.

I encourage you to get out and vote, and I ask for your support in the upcoming election.

Thank You,

Rhonda Elliott

Candidate for Trustee

**William Pitera**

**Trustee**

My name is Bill Pitera and I am a candidate for Trustee of this Local. I am an 18-year member of this Local, as an employee at Bou-Matic. I am an Electro-Mechanical Assembler I. I have served as Union Steward for a number of years. I resigned from that position a couple of years ago and was just recently elected to the Union Committee at Bou-Matic. I regularly attend the monthly membership meetings at the Labor Temple in Madison. It is very interesting to learn what is going on in the other shops. We seem to have similar problems and I think that everyone should go to these meetings to learn about our Local. I am a candidate for Trustee because I want to learn more about the inner workings of this Local. The job of Trustee is a job I would take very seriously, if elected. If elected, I will be your advocate. I would appreciate your vote, but please exercise your rights and vote in this very important election in June. Thank You.

**Todd Schulz**

**Trustee**

My name is Todd Schulz (Batman)   
I have been at Greenheck for 25 years, and I'm currently a Shop Stewart.  
I am running for Trustee because I'm interested in the financial aspects of the local.   
I have taken classes at NTC that would qualify me for this position:

* Math with Business Applications
* Accounting Fundamentals
* Business Law
* Computer courses / Word / Excel

I would appreciate your vote to serve as Union Trustee.

**2014 SMW 565 Scholarship Winners**

We are proud to announce the winners of Local 565’s scholarships for 2014. The judges had a difficult time this year again. The Local had Twenty-Three (23) applicants and four (4) recipients.

The winner of the President’s Scholarship, $1200, is Brandi Hefty, daughter of member Thomas Hefty.

The winner of the Scott Gast Memorial Scholarship, $1100, is Robert Uttecht Jr., son of member Robert Uttecht.

The winner of the Paul Lund scholarship, $1100, is Bailee Terry, daughter of member Brian Terry.

The winner of the SMW Local 565 scholarship, $1000, is Michaela Gunseor, daughter of member Bruce Gunseor.

Local 565 offers its congratulations to these deserving recipients. We also wish the best to all who applied. Your education is a benefit to everyone.

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| **35 Things Your Employer Cannot Do!** |

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| **It is unlawful for your employer, supervisor or foreman to interfere with, restrain or coerce employees seeking to organize or join a union. Any of the acts listed below constitutes a violation of the National Labor Relations Act, as Amended.**  1. Attend any union meeting, park across the street from the hall or engage in any undercover activity which would indicate that the employees are being kept under surveillance to determine who is and who is not participating in the union program.  2. Tell employees that the company will fire or punish them if they engage in union activity.  3. Lay off, discharge, and discipline any employee for union activity.  4. Grant employees wage increases, special concessions or benefits in order to keep the union out.  5. Bar employee-union representatives from soliciting employees' memberships on or off the company property during non-working hours.  6. Ask employees about union matters, meetings, etc. (Some employees may, of their own accord, walk up and tell of such matters. It is not an unfair labor practice to listen, but to ask questions to obtain additional information is illegal.).  7. Ask employees what they think about the union or a union representative.  8. Ask employees how they intend to vote.  9. Threaten employees with reprisal for participating in union activities. For example, threaten to move the plant or close the business, curtail operations or reduce employees' benefits.  10. Promise benefits to employees if they reject the union.  11. Give financial support or other assistance to a union.  12. Announce that the company will not deal with the union.  13. Threaten to close, in fact close, or move plant in order to avoid dealing with a union.  14. Ask employees whether or not they belong to a union, or have signed up for union representation.  15. Ask an employee, during the hiring interview, about his/her affiliation with a labor organization or how he/she feels about unions.  16. Make anti-union statements or act in a way that might show preference for a non-union man.  17. Make distinctions between union and non-union employees when assigning overtime work or desirable work.  18. Purposely team up non-union men and keep them apart from those supporting the union.  19. Transfer workers on the basis of union affiliations or activities.  20. Choose employees to be laid off in order to weaken the union's strength or discourage membership in the union.  21. Discriminate against union people when disciplining employees.  22. By nature of work assignments, create conditions intended to get rid of an employee because of his/her union activity.  23. Fail to grant a scheduled benefit or wage increase because of union activity.  24. Deviate from company policy for the purpose of getting rid of a union supporter.  25. Take action that adversely affects an employee's job or pay rate because of union activity.  26. Threaten workers or coerce them in an attempt to influence their vote.  27. Threaten a union member through a third party.  28. Promise employees a reward or a future benefit if they decide "no union"  29. Tell employees overtime work (and premium pay) will be discontinued if the plant is unionized.  30. Say unionization will force the company to lay off employees.  31. Say unionization will do away with vacations or other benefits and privileges presently in effect.  32. Promise employees promotions, raises, or other benefits if they get out of the union or refrain from joining the union.  33. Start a petition or circular against the union or encourage or take part in its circulation if started by employees.  34. Urge employees to try to induce others to oppose the union or keep out of it.  35. Visit the homes of employees to urge them to reject the union.  For: Questions, Comments or Assistance? Contact: SMART Local 565 at 1-608-257-5757 |

#### Odds and Ends

***\*\*\*\*\*\*\*\*If you have moved or if your beneficiary has changed, please contact either your Union officer or the Union office to fill out the appropriate cards.***

***Also, if you will be off of work for more than a month, remember to contact the Union office at 608-257-5757\*\*\*\*\*\*\*\****

**MEETINGS**

We have regular monthly meetings in both Wausau and Madison. The first Tuesday of the month, we meet in Wausau at the Kelly Club at 7:30am, 12:00pm and again at 3:30pm. The meetings in Madison are held at the Madison Labor Temple and are the first Thursday of the month, at 12:00pm and again at 4:00pm. Please note: We suspend meetings during the summer months of June, July, and August, as is the normal practice.

Please don’t forget about our own Local web site! The web-site address is http://www.smwialocal565.org. It is our first step in better communication with our membership. We always include a copy of the current newsletter also. Should you have articles of interest you wish to put in the web page, please let us know.

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**Sheet Metal Workers International**

**Association Local 565**

**1602 So. Park St.**

**Madison, WI 53715**

*MEMBER COMMENTS WELCOMED*

*Articles and letters are welcomed on matters of*

*member interest. Not all letters can be printed and*

*because of space restraints, articles may be edited.*

*Please send your comments to:*

*Sheet Metal Workers Local 565*

*1602 So. Park St*

*Madison, WI 53715*

*The Local Voice is published by Sheet Metal Workers*

*Local 565 for the benefits of its members. Local 565 is a*

*labor organization and this publication may, at times, speak*

*out strongly for or against issues important to working people.*