

Newsletter - Local Lodges General Excellence

#### 1<sup>st</sup> Place

Mechanics' Local 701 News & Views Local Lodge 701 Editor(s): Mark Grasseschi & Sam Cicinelli



#### **COVID-19 Coronavirus Pandemic**

Local 701 continues to closely monitor this constantly changing COVID-19 pandemic. The news surrounding this outbreak changes by the hour and the mandates from our local and federal governments also seems to be updating at a rapid pace. This draws concern from our members and their families.

First and foremost, the Local wants to commend each and every one of our members for rising to the challenges we're confronted with. We are extremely proud of each one of our members that fixes the vehicles that deliver the goods, the medication and the supplies to ensure our communities continue to function forward. Our work is often times taken for granted. It's through your hard work and resilience that each of you should rightfull be commended.

It is essential that we work in a safe and healtly environment. Local 701 continues to be very concerned about the way our shop locations are in anding the COUD-19 pandemic. We have been in continued communications daily with most of our companies that employ our members, and their concern, like ours is avoiding putting our members at risk as we remain focused on the safety of our membership during this pandemic. Several shops have chosen, in lieu of a layoff, to work a reduced work week. This ensures each employer continues to pay in towards your family's health insurance so that our members continue to have their insurance during this unprecedent time.

In compliance with state and federal mandates regarding large gatherings, we continue to evaluate our actions moving forward with our member's safety and service at the forefront of our considerations. We are limiting shop visits by your Representatives to only going into your shop to handle a problem that cannot be handled by a phone call with management. This will help limit exposure or cross-contaminate shops if one our members has the virus with no symptoms.

PLEASE ALSO BE ADVISED THAT THE MONTHLY MEMBERSHIP MEETING(S) HAVE BEEN CANCELLED. WE HAVE RECEIVED DISPENSATION THROUGH INTER-NATIONAL PRESIDENT BOB MARTINEZ TO CANCEL THE APRIL MEETING AND ANY FUTURE MEETING(S) SHOLDL THE COVID-19 PANDEMIC CONTINUE. We also closed our Training Facility and discontinued conducting classes during this time. We plan on reopening when it is afte to do so.

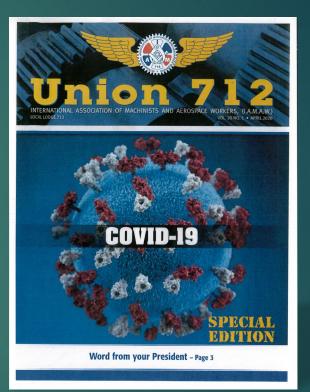
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Newsletter - Local Lodges General Excellence

### 2nd Place

Union 712 Local Lodge 712 Editor(s): Jon Valois





Newsletter - Local Lodges General Excellence

#### **3rd Place**

Monthly All-BUE Newsletter Federal Local 1998 Editor(s): Haley Larkin

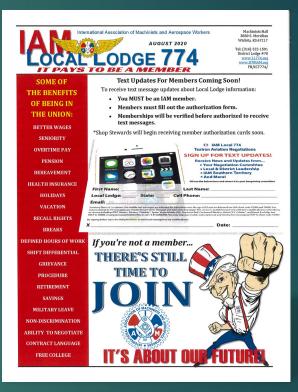




Newsletter - Local Lodges General Excellence

### **Honorable Mention**

The Fighting Machinists Local Lodge 774 Editor(s):Scott Gardner





Newsletter - District Lodges General Excellence

#### 1<sup>st</sup> Place

Aero Mechanic District Lodge 751 Editor(s): Connie Kelliher





Newsletter - District Lodges General Excellence

#### 2nd Place

The Observer District Lodge 142 Editor(s): Dave Supplee



#### A MESSAGE FROM THE INTERNATIONAL PRESIDENT

#### Together, in solidarity, we shall overcome s in the U.S. and Canada have already be 3 to you as a towney of the second courage Fratemally Robert Martinez Jr. **COVID-19: Stay informed!** a lease of the 142 Observer

onse, visit IAMDL142.org. Kansas CIP, NO 64116-2983 400 N.E. 32nd St.

afinor mune

www.odc.gov. For current information on the IA



Newsletter - District Lodges General Excellence

### **3rd Place**

The Sparkplug District Lodge 190 Editor(s): Debra Chaplan





Newsletter - District Lodges General Excellence

**Honorable Mention** 

District 54's E-Newsletter District Lodge 54 Editor(s): Regina Wright





Newsletter - Local Lodges Best Layout & Design

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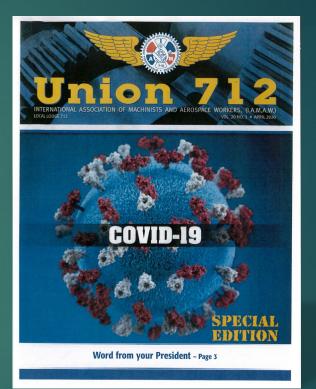
...Continue on page 13



Newsletter - Local Lodges Best Layout & Design

### 2nd Place

Programme D'Aide Aux Employees 712 Local Lodge 71 Editor(s): Jean Valois





Newsletter - Local Lodges Best Layout & Design

#### **3rd Place**

Monthly All-BUE Newsletter Federal Local 1998 Editor(s): Haley Larkin

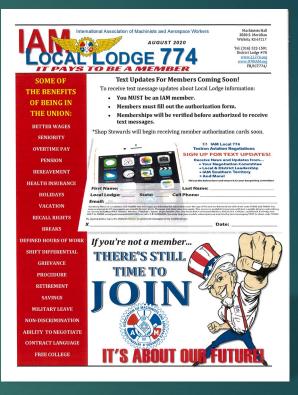




Newsletter - Local Lodges Best Layout & Design

**Honorable Mention** 

IAM Local Lodge 774 Local Lodge 774 Editor(s): Scott Gardner





Newsletter - District Lodges Best Layout & Design

#### 1<sup>st</sup> Place

Aero Mechanic District Lodge 751 Editor(s): Connie Kelliher





Newsletter - District Lodges Best Layout & Design

#### 2nd Place

The Observer District Lodge 142 Editor(s): Dave Supplee





Newsletter - District Lodges Best Layout & Design

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The Sparkplug District Lodge 190 Editor(s): Debra Chaplan





Newsletter - District Lodges Best Layout & Design

**Honorable Mention** 

District 54's E-Newsletter District Lodge 54 Editor(s): Regina Wright





### Newsletter - Local Lodges Best Feature

#### 1<sup>st</sup> Place

Badger Lodge News Local Lodge 66 Editor(s): Jon Zancanaro

#### Laws That Govern Our Workplace

#### By Don Aiello

I started out trying to write a simple article about the employment laws that govern our workplace. However, as I continued to write, I realized I needed more than one article to cover this "complicated work in progress." So I'm going to start with some of the basics.

When we think of the employment laws, we usually think of congress passing laws: such as the National Labor Relations Act of 1935, the Civil Rights Act of 1964 or the American with Disabilities Act of 1990. These are only a few of the many laws congress has passed throughout the years and this is just one of the many sources from which our laws come from.

We also have State Laws, which can vary extremely from state to state. For example; in Wisconsin, the state Legislature passed Right to Work Laws in 2015. However, in 2009, Oregon passed the Worker Freedom Act; which forbids em-

ployers from firing or disciplining workers for refusing to attend or participate in workplace anti-union meetings, or meetings held to express an employer's religious or political views, if those aren't work-related. To add to this mess, there are also municipal ordinances, especially in the bigger



cities such as Chicago that may not be needed in the rest of the state. For example; the Chicago City Council in 2019 adopted the Fair Work Week Ordinance, which requires certain employers to provide employees 10

days advanced notice of work schedule changes Next we have Executive Orders (E.O). These are orders issued by Presidents and/or Governors that manage the employment practices of government agencies and companies that have government contracts. One example is E.O. 11246, signed by President Lyndon B. Johnson in 1965, which established requirements for nondiscriminatory hiring practices and employment on the part of U.S. government contractors.

Along with executive orders there are also government agency decisions, regulations and guidelines. Some of the agencies that contribute to our employment laws are the Occupational Health and Safety Act (OSHA), the National Labor Relations Board (NLRB) and the Equal Employment Opportunity Commission (EEOC). The NLRB, for example, which governs private sector unions, ruled this year that employers have the right to search employees' personal property, including their vehicles, when on company premises

Each state may also have various state agencies involved in workplace laws. In Wisconsin, we have the De partment of Workforce Development, whereas Illinois has the State Department of Labor.

Then there are court rulings at the federal and state level. As recently as June of this year, the U.S. Supreme Court ruled that gay and transgender be added to the protected classes covered under Title VII of the Civil Rights Act. At the state level, rulings can vary state by state. For example; several state courts, such as Arizona and California, have ruled that employee handbooks can constitute an employment contract and ruled against companies who violated their own policies. While other states courts have been reluctant to come to that conclusion.

As if things weren't complicated enough, added to mix are employee handbooks, collective bargaining agreements, public policies and the Bill of Rights, which sometimes are at odds with one another But first, we must determine which, if any labor laws apply to you; which seems like a good place to start the next article.





### Newsletter - Local Lodges Best Feature

#### 2nd Place

Mechanics' Local 701 News & Views Local Lodge 701 Editor(s): Mark Grasseschi & Sam Cincinelli

This past year, Local 701 has scored major legal victories, both in Federal Court and at the National Labor Relations Board (NLRB)

#### Napleton Cadillac...

In October, the Federal Circuit Court for the District of Columbia determined that Napleton Cadillac of Libertyville had unlawfully discriminated against Local 701 service technicians by discharging two technicians in response to a successful union drive. Napleton Cadillac argued that it did not know those specific technicians' opinions of the union, and that therefore the discharge of these employees could not possibly constitute discrimination against Union

activity. However, the Court upheld the NLRB's earlier finding the employer had indeed discharged the two employees with the intent to discriminate against legally protected Union activity, and that discharging these two employees was a form of "scapegoating," where the employer discriminates against a group of employees engaged in protected activity by discharging or otherwise penalizing only some members of the group. As the Court made clear, this practice is illegal under federal labor law. Additionally, the Court determined that Napleton Cadillac's removal of striking 701 members toolboxes from its premises was retaliation agains protected strike activity, and was thus also violation of federal labor law,





#### Zeigler North Riverside and Lincolnwood ...

In November, the NLRB found that Zeigler North Riverside had unlawfully implemented unilateral changes to the terms and conditions of employment for 701 members employed there, and that it had "constructively discharged" two 701 technicians at the Lincolnwood location by presenting them with the options to resign their employment or to abandon the Union and enter into individual employment contracts. The NLRB found this to be an example of an illegal "Hobson's choice," where Union members are told to either abandon their rights under federal law or to resign.

#### Cadillac of Naperville ...

Last year, the NLRB found that Cadillac of Naperville had violated federal labor laws in a variety of ways during the 2017 strike, including making coercive statements to 701 members prior to the strike, and by discharging a 701 member in response to his protected Union activity. Cadillac of Naperville claimed that this discharge was in response to inappropriate language used by the member, and not due to his Union activity. The NLRB did not accept this argument.

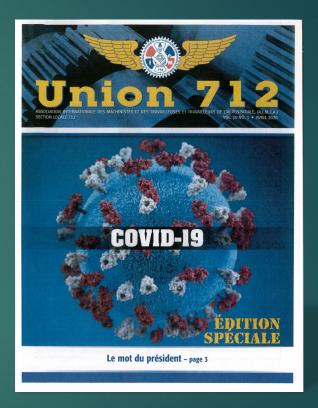
Cadillac of Naperville has appealed this decision to Federal Court, and a three-judge panel on the Circuit Court for the District of Columbia heard oral arguments in November. Although no final decision has been issued, the judges on the panel expressed some degree of opposition to Cadillac of Naperville's claims, indicating that their decision will likely uphold the NLRB's ruling in favor of Local 701.



Newsletter - Local Lodges Best Feature

**3rd Place** 

Programme D'Aide Aux Employees 712 Local Lodge 712 Editor(s): Jean Valois





Newsletter - District Lodges Best Feature

### 1st Place

Aero Mechanic District Lodge 751 Editor(s): Connie Kelliher





Newsletter - District Lodges Best Feature

### 2nd Place

The Observer District Lodge 142 Editor(s): Dave Supplee



#### A MESSAGE FROM THE INTERNATIONAL PRESIDENT

#### Together, in solidarity, we shall overcome





Newsletter - District Lodges Best Feature

### **3rd Place**

The Sparkplug District Lodge 190 Editor(s): Debra Chaplan



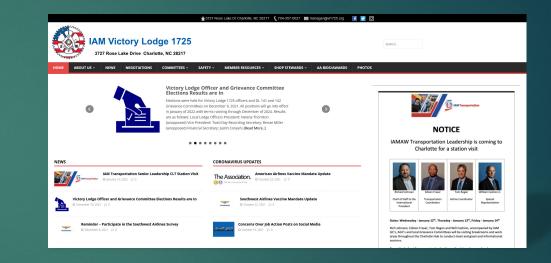


Websites - Local Lodges General Excellence

1<sup>st</sup> Place

#### VL1725.org

Local Lodge 1725 Editor(s): Todd Day



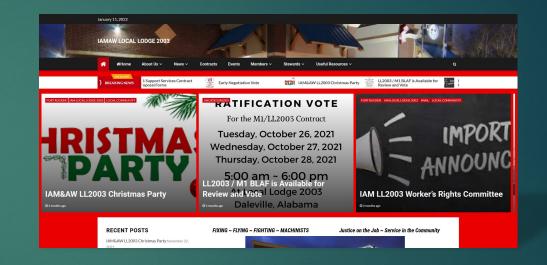


Websites - Local Lodges General Excellence

2nd Place

#### lam2003.org

Local Lodge 2003 Editor(s): Dusty Cooper





Websites - Local Lodges General Excellence

### **3rd Place**

#### Mech701.org

Local Lodge 701 Editor(s): Mark Grassechi & Sam Cicinelli



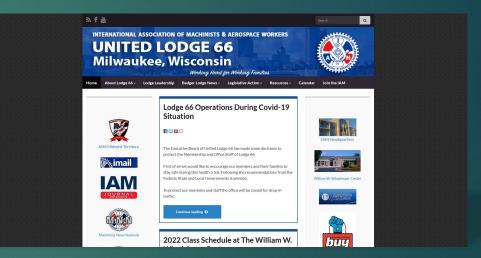


Websites - Local Lodges General Excellence

**Honorable Mention** 

unitedlodge66.org

Local Lodge 66 Editor(s): Jon Zancanaro





Websites - District Lodges General Excellence

### 1st Place

#### iam141.org

District Lodge 141 Editor(s): Mike Klemm, Alex Gerulis, Ines Garcia-Keim, Dave Lehive, Eric Price





Websites - District Lodges General Excellence

### 2nd Place

#### iam751.org

District Lodge 751 Editor(s): Connie Kelliher





Websites - District Lodges General Excellence

### **3rd Place**

#### D70iam.org

District Lodge 70 Editor(s): Scott Gardner





Websites - Local Lodges Best Layout & Design

### 1st Place

#### iamaw463.com

Local Lodge 463 Editor(s): Layne Johnston



OUR CONTRACTS al Lodge currently represents employees on contracts from 5 different contract

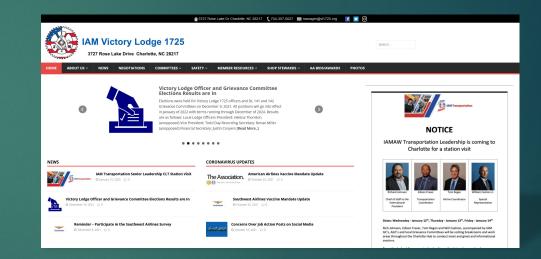


Websites - Local Lodges Best Layout & Design

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#### VL1725.ORG

Local Lodge 1725 Editor(s): Todd Day





Websites - Local Lodges Best Layout & Design

**3rd Place** 

#### lam2003.org

Local Lodge 2003 Editor(s): Dusty Cooper





Websites - District Lodges Best Layout & Design

### 1st Place

#### iam141.org

District Lodge 141 Editor(s): Mike Klemm, Alex Gerulis, Ines Garcia-Keim, Dave Lehive, Eric Price





Websites - District Lodges Best Layout & Design

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iam751.org District Lodge 751 Editor(s): Connie Kelliher





Websites - District Lodges Best Layout & Design

### **3rd Place**

#### d70iam.org

District Lodge 70 Editor(s): Scott Gardner





Websites - District Lodges Best Layout & Design

**Honorable Mention** 

lamdistrict190.org

District Lodge 190 Editor(s): Arlene Gamino



### Vaccine mandates and the function of COVID

Labor & Workforce Development Agency Resources In the face of the COVID-19 pandemic, the Labor & Workforce Development Agency (LWDA) wants

to keep workers, employers, co-workers, an families safe.



Websites - Local Lodges - Socal Media

First Place: Local Lodge 774 – Facebook.com/ICT774\_| Editor: Scott Gardner.

Second Place: Local Lodge 701 – Facebook.com/mech701 | Editors: Mike Wendling.

Third Place: Local Lodge 463 – Facebook.com/iamaw463 & Instagram.com/myworkunion | Editor: Layne Johnstone.



Websites - District Lodges - Socal Media

First Place: District Lodge 751 – Facebook.com/IAM751 | Editors: Ed Lutgen, Connie Kelliher.

Second Place – District Lodge 70 – Facebook.com/IAMDL70 | Editor: Scott Gardner.

Third Place: District Lodge 75 – Facebook.com/iamdl75 | Editor: Dusty Cooper.