



**SMITH
STEEL
WORKERS**

Chronicle

www.smithsteelworkers.org

LAST MEETING IN 19806 MEMORIAL HALL

**9:00 a.m. on Saturday,
March 11, 2006
President Donald Schrauth,
Secretary-Treasurer Lyle Conner
and Marianne Robbins,
the Union's Attorney**



Well, a lot has happened in the last two years since I was elected President of Smith Steel Workers DALU 19806. It started out rocky and proceeded to get worse. I inherited a lawsuit by the retirees in which we waited for an answer from a federal judge which never came. The Ram line left, and soon behind, came the announcement that the Ranger line would soon follow it out of town. While I still contend that Tower knew they were going to close this place long before the contract was negotiated in 2003, they really did bargain in bad faith. We should have been more vigilant in safeguarding and protecting all our members and our legacy benefits.

Our employer, Tower Automotive, Inc., wanted to get rid of retiree health insurance for a long time. In the fall of 2004, we talked of creating a Voluntary Employee Benefit Association (VEBA) and putting all of the retirees into it. The only thing we could not agree on was the amount of money it took to create this vehicle. Well, it's apparent that we will have to create that VEBA anyway. There is an application supplied in this Chronicle for anyone who would like to submit their name for consideration to be on the VEBA board. The hope is to have it up and running in the middle of May or beginning of June.

The Union Hall has been sold. The wonderful people who purchased it have a history with 19806. The wife of the purchaser's father was a 19806 member. It will be turned into a day care center. The new presence for

19806 is at 6333 West Bluemound Road. The phone and fax numbers have stayed the same: 414-871-2460; fax 414-871-2480. It was very sad to see that happen, but there is no point in belaboring the point. Our successor union is AFL-CIO. They have a presence at the State of Wisconsin AFL-CIO building at the 63rd and Bluemound address. There will be a contact number issued in the event that someone from 19806 is not there anymore, but we will have to have someone taking care of our legacy benefits in any event.

By the time you receive this, I hope we have the settlement agreement ratified and approved by the bankruptcy court. In this settlement agreement, Tower Automotive, Inc. agreed to pay out the National Labor Relations Board award without appeals, to applicable

employees of the unfair labor charge cases 30-CA-16981 and 17153, and it will be deemed settled. At the time we have an effective date from the bankruptcy court, the payments will be set up and sent out. Remember, these will be live checks and not direct deposits. Take a careful look at these checks and do not throw them away. It may be very difficult to get another one printed. On that note, the court will be advising everyone about the decision on the agreement.

Now that everyone will be laid off or retired, no matter what your status is, make sure that you sign up for unemployment and get a claims specialist to make sure you get all of the benefits you are entitled to.

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Donald J. Schrauth's

PRESIDENT'S REPORT



I would like to take this opportunity to thank every one of our members for their cooperation in this difficult year. It was a very trying time for all of us, and there were so many difficult decisions to be made along the way. I have enjoyed working with all of you and have met so many wonderful human beings over the past 30-some years. It's unfortunate these companies, such as Tower Automotive, Inc., are allowed to get away with this kind of treatment of their employees after such a good,

hard-working, dedicated work force is just dissolved to nothing and their benefits are made to be in jeopardy. This country is being overrun by attorneys who do not have the good of the people at heart. Large corporations are hiring them in droves to screw people out of things that they rightfully have coming. I hate to see where this is all going.

This being the last chronicle, I wish you all the very best and good luck to you all.

Lyle Conner's

SECRETARY-TREASURER'S REPORT



This will be the last *Chronicle* for the Smith Steel Workers. The information that is in this final addition will be important to each member. Please use this as a reference guide. Here are some final comments for the closing chapter of the Smith Steel Workers. The days leading up to the closing were dotted with highs and lows and the realization that this is an end of an automotive era. We join the ranks of the hundreds of thousands who have become part of the lost union work force in this industry. The efforts of our Local helped form the very fiber of what this industry has stood for. It has been a bumpy road, with blood, sweat and tears shed along the way. This Local has had many political agendas (I use the word "political," you can fill in any poisonous word you wish) through the years, some of which have brought us closer together, others have helped separate. This is what I consider the best part of being a union member: you can agree to disagree and move on. So, for all those agreements or disagreements we might have had, at the end of the day, better still, at the end of our Chapter, we have one thing in common. We are brothers and sisters of the Smith Steel Workers D.A.L.U. 19806 and proud of it.

Lyle W. Conner
Secretary-Treasurer
Smith Steel Workers D.A.L.U. 19806

For People Retiring Now or Later

Apply for unemployment compensation. You may have some benefit coming to you and it is necessary for the TRA training, etc., requirements.

Talk with one of their representatives about your pension. The exact pension amount may not be known until late April. You will get notified about it and get a double pension check for May. You should still be getting a weekly unemployment check while this is being determined. This double check does not have to be claimed for May. Once Unemployment Compensation gets the pension amount information, you do not have to report it. They will know it and apply it each week. You will still need to file for unemployment on a weekly basis.

Unemployment Compensation will prorate your pension to a weekly amount and figure out what you are entitled to for a weekly unemployment check. They will figure it out.

If you collect Social Security, it does not have to be claimed as income.



IMPORTANT

Look for mailing from Tower Automotive that will include all benefit contacts.

The following article is from the Editor of the *Milwaukee County Labor Press*, the opportunity to continue receiving the *Labor Press* at a reduced rate is something that all members should consider.

The Smith Steel Workers have been a venerable and cherished local to the Milwaukee labor community. For generations, the local has been a beacon of worker rights and civil rights. Its heritage will continue to be honored by the Milwaukee County Labor Council AFL-CIO. The council's monthly newspaper, the *Milwaukee County Labor Press*, will continue to cover the valiant efforts of the leaders of the local, even after the disbanding, to fight for every dollar and benefit they can for the workers and retirees. Current circumstances will force the local to end its payments for retirees and workers to receive the newspaper, which remains the only journalistic outlet in Milwaukee dedicated to news and events affecting working families and retirees.

We do not want to lose the good advice and participation of the Smith Steel Workers community. So the *Labor Press* and the labor council have established a novel offer for the Smith Steel family. We will continue, at half-price, home delivery for both the retirees and active members. That means a check for \$6 will cover a year's worth of newspapers. Those who wish to take advantage of this offer, which ends April 30, should simply make out a \$6 check to the *Milwaukee Labor Press*, notate Smith Steel Worker on it, and send it to Lynnnda Guyton, *Milwaukee Labor Press*, 633 S. Hawley Rd., Milwaukee, WI 53216. Make sure either the check or the envelope includes the home address to which the newspaper should be mailed.

In solidarity,
Dominique Paul Noth
Editor, *Milwaukee Labor Press*

Milwaukee HIRE Center Dislocated Worker Program

816 W. National Avenue
Milwaukee, WI 53204
(414) 385-6920

The Dislocated Worker Program, which is operated out of the Milwaukee HIRE Center, provides services to workers who have lost their jobs due to mass layoffs or plant closings.

SERVICES

Vocational Retraining – Attend classes to update your current skills or retrain in a new career. The Dislocated Worker Program provides funding for tuition and books. Child care and transportation assistance are also available.

On-the-Job Training – Funds are available to reimburse your new employer up to 50% of your wages while you learn a new skill or trade.

Job Search – Assistance with your job search efforts, resume development and cover letters. Attend the “Job Seeking Skills” class to ace your interview and learn how to conduct an effective job search. Participate in our Job Club and use our Employment Resource Center.

Basic Skills – Strengthen reading, math, and basic computer skills through individualized, small group or classroom instruction.

MATC Learning Lab – Use the on-site learning lab to study for GED or High School Equivalency exams and employer tests; improve your basic skills and typing.

Career Planning – Determine your best career moves through vocational assessments, individual guidance and testing.

Special Training Projects – Training programs can be built around the needs of our participants.

Bilingual Services – Spanish/English case managers can help participants with limited English skills, including our computerized ESL lab.

MATC LEARNING LAB

GED study
Typing tutors
Computer tutorials
Basic skills
Skills assessment
Math/reading classes

JOB CLUB

Network with job seekers
Get job connections
Find community resources
Featured speakers/topics

RESOURCE ROOM

Open to general public
Job leads
Internet connections
Word processing & printer
Fax & copy machines
Employer research
Telephone

For more information, call the Milwaukee HIRE Center at (414) 385-6920

VOLUNTARY EMPLOYEE BENEFIT ASSOCIATION

A VEBA is a voluntary employee benefit association. After ratification of the amendments to the Contract and approval of the bankruptcy court, all seven of the Unions at Tower Automotive, Inc. will be creating a VEBA. A board of trustees will have to be set up to administrate this association. I do not have the specifics yet, but anyone interested in being considered for that board please fill out the application below. We do not know the compensation package for this position, as of yet. It will have to be worked out by the board.

Name: _____

Address: _____

Phone #: _____

What I believe might qualify me to be on this board:

BOARD OF TRUSTEES FOR THE TRUST

In the event someone leaves the board of trustees for the trust right now, we would like to have some names on file to replace the members that would like to withdraw from it.

Name: _____

Address: _____

Phone #: _____

This position is a once-a-month-for-an-hour meeting, to pay any bills that may have been incurred by the Union for our legacy benefits. If you feel like you would like to be considered to be on this board, submit your name and address with your phone number to:

Smith Steel Workers
6333 W. Bluemound Road
Milwaukee, WI 53213
or Fax 414-871-2480

Tower Automotive Pension Plan APPLICATION FOR RETIREMENT BENEFIT PAYMENTS

Please complete the following information (type or print).

PARTICIPANT'S NAME		SOCIAL SECURITY NO.	
STREET ADDRESS	CITY	STATE	ZIP CODE

As the above named Participant in the Tower Automotive Pension Plan, I hereby apply for benefit payments under the Plan. I ask that benefit payments begin on 04/01/2006. I recognize that by commencing my benefit, I am giving up my recall rights. If I choose not to retire as of the date previously specified, I understand that I must notify Tower Automotive in writing of the change prior to my intended retirement date.

My marital status as of today's date is:

- Not married or widowed; Attach proof of date of:
- your birth
- Sign below.
-
- Married; Attach proof of date of:
- your birth
 - your spouse's birth
- Sign below.
Complete SPOUSAL INFORMATION section below.

I understand my failure to return required proofs will delay the payment of my benefits.

Signature of Participant

Today's Date

SPOUSAL INFORMATION — Required Only if Married —

Name of Spouse

Spouse's Social Security Number

Spouse's Date of Birth

A. O. Smith Retirement Plan Application for Retirement

This Retirement Application is to inform the A. O. Smith Corporation of my decision to retire from active employment from Tower Automotive, Inc. My retirement is based on my own personal and voluntary decision. I understand that the normal form of payment under the Plan is a Life Annuity, but that the Plan, in accordance with federal law, requires automatic survivor benefits in the form of a 50% Joint and Survivor Annuity if I am married at the time of benefit commencement. I understand that I may elect not to take the Joint and Survivor Annuity if my spouse consents to such election in writing, in the presence of a notary public, and acknowledges the effect of such election.

A. PARTICIPANT INFORMATION (please print or type) Employee ID # _____

Your Name: _____
 Last First Middle Initial Social Security No.

Address: _____
 Address City State Zip Code

Date of Birth: _____ Phone Number _____

Marital status (check one): Single Last Day Worked _____
 Married
 Divorced Termination Date _____
 Widowed

B. BENEFICIARY INFORMATION

If you are married, you must provide the following information about your spouse.

Name: _____
 Last First Middle Social Security No. Date of Birth

C. APPLICATION AND PARTICIPANT'S SIGNATURE

With limited exceptions, payment can begin as of the date you specify only if (1) the date falls after you have terminated employment and satisfied the age and service requirements for retirement; (2) the date falls within the 90-day period beginning on the date you sign and return this application and (3) you complete all of the forms required to process your benefit in an accurate and timely manner.

I, hereby submit my application for retirement income according to the provisions of the Plan. **I request that my monthly retirement income begin as of the first day of:**

_____ _____ _____
 Month Year

 Participant's Signature Date

MAIL COMPLETED APPLICATION TO BELOW ADDRESS OR FAX TO 414-359-4064

A. O. Smith Corporation Employee Benefits
 P.O. Box 245006
 Milwaukee, WI 53224-9506

Health Coverage Tax Credits Can Pay 65% of Your Cobra Premiums If You Are Qualified

By Attorney Marianne
Goldstein Robbins

Many of you will be receiving notices that you are eligible for COBRA continuation coverage and an election/enrollment form. To retain COBRA coverage, the Company has to receive the full COBRA payment, which normally puts it out of reach for many workers who are unemployed. However, many of you will qualify for the federal Health Coverage Tax Credit (HCTC) which will pay 65% of the COBRA premium, if you are eligible.

In order to be eligible for HCTC you have to be eligible for a Trade Readjustment Allowance (TRA). The Milwaukee Works was certified for Trade Adjustment Assistance services and benefits in 2005. In order to obtain these benefits, including TRAs, an individual must be enrolled in approved training or have a valid waiver within 16 weeks of losing their employment. The TRA will provide an additional 26 weeks of benefits after unemployment benefits have been exhausted, and can continue longer if you are participating in FAA-approved training. If you have qualified for a TRA allowance, you are eligible for the HCTC while you are

receiving regular unemployment insurance benefits or HCTC.

HCTC tax credits are also available to workers who are eligible for Alternative Trade Adjustment Assistance (ATAA) which is provided to workers who are at least 50 years of age and who obtain new full-time employment within 26 weeks of their separation from employment. The ATAA benefits make up part of the difference between worker's prior wages and the reduced wages they receive in their new job, if the individual would have to pay 50% or more to obtain coverage at his new job and has not enrolled in that benefit plan but retained COBRA coverage.

In order to receive the tax credit you have to be enrolled in a qualified health plan. In this state, that usually means being enrolled for COBRA coverage. If you have applied for TRA benefits you should receive a Program Kit which explains how you apply for the HCTC tax credit. The Program Kit has a registration form which you must complete and mail back with paperwork to show you have enrolled in Tower's COBRA plan. You will receive a confirmation letter stating that you are registered for the advanced HCTC program which will include an invoice from the HCTC

program for the portion of the COBRA payment which you must pay in the return envelope provided to you.

You can continue to receive the HCTC tax credit for one month beyond your eligibility for the TRA allowance provided you remain in a qualified health plan such as COBRA coverage. If you receive pension benefits, you may still be eligible for the HCTC tax credit, but only if you are eligible for the TRA allowance, which means that you are participating in full-time training or have received valid waiver because training is not feasible or appropriate.

This article cannot cover all details of the Health Coverage Tax Credit program. If you have questions regarding your eligibility, you can contact the HCTC Customer Contact Center toll free at 1-866-628-4282, between 7 a.m. and 7 p.m. Central Time, Monday through Friday. Information concerning HCTC tax credits can be found at www.irs.gov. Type in HCTC in the search box in the upper right hand corner, then look for information on HCTC individuals. If you have questions about TRA eligibility you can contact Gary Burtch (414) 438-7783 or contact him by email: Gary-Burtch@dwd.state.wi.us.

For People Who Have Not Retired Yet, But Are Planning to Do So.

There are copies of the applications for retirement on pages 5 and 6. Remember that you must apply at both Tower Automotive and A.O. Smith. Look at both of the applications and make sure you fill out both of them and send them to both places. If you need assistance, please feel free to call Lyle at the office of the State of Wisconsin AFL-CIO building. The numbers are supplied.



Notice to Employees About Applying for Wisconsin Unemployment Benefits

When to Apply

- You are totally unemployed
- You are partially unemployed (your weekly earnings are reduced) or
- You expect to be laid off within the next 13 weeks and would like to start your benefit year early

Important: Your claim does not begin until the week you apply. To avoid any loss of benefits, apply the first week you are unemployed.

Have This Information Ready

- Your social security number
- A personal identification number (PIN)
Your PIN is a 4-digit number you make up before you apply.
- Your Wisconsin driver's license number if you have one
- The names of everyone for whom you worked in the past 18 months. For each employer, you will also need a full address (including zip code), a telephone number, the reason you are no longer working there, and your first and last date of work.

Questions? Need Help?

Call a Claims Specialist.

Madison: 608-232-0824 **Milwaukee:** 414-438-7713

Toll Free: 1-800-494-4944

For a complete list of our telephone service numbers and more information about unemployment insurance, visit our web site at:

www.dwd.state.wi.us/uiben



State of Wisconsin
Department of Workforce Development
Unemployment Insurance Division

Notice of Employers: This notice must be posted permanently in each work place where all employees will easily see it (on bulletin boards, near time clocks, etc.) For additional copies call 608-267-8997.

Notice to Employees: The federal Social Security Act requires that you give us your social security number. It will be used to verify your identity and determine your eligibility. If you do not provide your social security number, we cannot take your claim.

UCB-7-P (R. 12/2003) - ENGLISH

How to Apply

Apply On-line at
www.ucclaim-wi.org

or

Apply by Telephone

Madison	608-232-0678
Milwaukee	414-438-7700
Toll-Free	1-800-822-5246

You can start your application during the hours listed below.

Sunday	9:00 AM - 5:00 PM
Monday-Friday	6:00 AM - 7:00 PM
Saturday	9:00 AM - 2:30 PM

Deaf, hard-of-hearing, and speech-impaired callers may apply on-line using the Internet address shown above, or they may apply by calling our TTY number when Claims Specialists are available. TTY callers must have a telephone typewriter device. Voice calls are not answer on this number.

TTY Toll Free Number

1-888-393-8914

Claims Specialist are available during the following hours:

Monday-Friday 7:45 AM - 4:30 PM

ADVERTISEMENT*

*As required by Supreme Court Rule 20:7.3(b)



Sound Advice™
WORKER'S COMPENSATION
HEARING LOSS BENEFITS

February 24, 2006

Smith Steel Workers Local 19806
351 N. 27th St.
Milwaukee, WI 53216

Dear Union Representative,

We hope this letter finds you, your family and your members in good health. As you may well know, Worker's Compensation for hearing loss is the best kept secret in Wisconsin. We would like to help you share this secret with your union members.

Please allow us to come and speak to your members about Wisconsin's Worker's Compensation Program for hearing loss. We can set something up as soon as you want. We want to help as many people as we can become aware of their WC benefits for hearing loss.

We have enlisted the assistance of hearing professionals statewide to accompany us to your meetings. As we explain the WC benefits, these professionals will give free on-site hearing screenings to your members. There is absolutely no obligation for you or your members to pay for these tests or to buy hearing aids. The tests will be performed for the purpose of fitting hearing aids and will be useful to determine if your members qualify for worker's compensation. Without charge, Sound Advisors (working closely with Johnson Law Offices) will review the tests and determine qualification for WC benefits.

Please call us soon to schedule your group's meetings. We are holding WC sessions statewide focusing solely on hearing loss. As we have learned from other Wisconsin union representatives, your members will value this opportunity. Please review the accompanying brochure for testimonials on how others have benefited from this service.

In order to better meet your group's needs, we can meet Monday thru Saturday. Please visit our website at www.hearinglosshelp.net for more information. A Sound Advisor representative will contact you in the next couple of days to answer any of your questions. To schedule a presentation or if you have any questions, please contact Scott Hettman at shettman@johnsonlawoffices.net or 608.882.6371. Thank you for your time and we look forward to meeting with you and your members.

Sincerely,

A handwritten signature in black ink, appearing to be 'S Hettman', written over a light grey rectangular background.

Scott Hettman &
The Sound Advisors Team
Vicki Johnson
Mary Jo Helker
Jolene Scofield
Scott Hettman

President & CEO
Senior Vice President & Industrial Engineer
Education Director
Project Coordinator

Congratulations 19806 Retired Members

April 1, 2005		Albert Kent Jr.	60572	Joe L. Holifield	60034
Marie Grant	62155	Lawrence A. Neitzer	62765	Craig C. Hubbard	57151
Lessie B. Luckett	50416	Darrell G. Rechlin	57548	Roger D. Jankowski	59160
Kurt W. Wilke	57844	Steven M. Teasley	57983	Randy P. Kind	53936
May 1, 2005		Richard J. Ueberfluss	59195	Thomas J. Klimowicz	56553
R. L. Hutchins	50875	Wesley Wilder Jr.	56308	Ronald J. Krane Jr.	50539
June 1, 2005		December 1, 2005		Leon P. Kraus	57981
Orland B. Chandler	58964	Jimmy D. Cole Sr.	60337	Charles Lagrant	59656
Andrew Ellenberger	46619	Aubry C. Dotson	61497	Daniel W. Leitner	55334
David E. Lex	59098	Clinton Greene	57553	Roy R. Luckett	57390
Gary Sprong	56814	Johnnie Lee Hills	61284	Robert A. Manzke	56693
Anthony J. Wagner	58235	Gary A. Kruse	57247	Robert L. Matussek	57522
July 1, 2005		Jerome McKnight	59969	Sammie Mickens	53021
Gary L. Alexander	57567	Joseph C. Myszkowski	56160	Robert P. Mueller	59679
Aldeen Allen	55128	Martin D. Pfaff	59681	Donald E. Niedfeldt	58207
Roger L. Kelber	55462	Charles E. Smart	58587	William F. Petrie	57264
August 1, 2005		Leo Wright	59495	Kenneth J. Schultz	57951
Bobby C. Childs	63578	January 1, 2006		Billy R. Scott	57994
Ted Jovanovic	58073	Gerald Anderson	57385	Bruce A Spors	57696
Dianne M. Lorbeske	55271	Kenneth A. Austin	56062	Thomas S. Sternig	57607
Charles Rodgers	63474	Michael D. Durr	58605	Dennis Sullivan	58019
September 1, 2005		Gregory E. Meh	55681	Steve M. Suminski	57904
William A. Beebe	64012	Charles J. Pankin	57787	Frederick C. Trad	58502
Gary E. Eckenrod	59664	Thomas J. Romans	57958	Vergia L. Toliver	61777
Dennis Janusz	60029	Randy M. Rucinski	57393	Archie L. Trice	60309
Clifton Joseph Jr.	59864	Larry G. Ruffin	57408	Raymond Valdez	54362
Robert E. Stolpe	58063	David A. Seston	58184	Patrick W. Whelan	56557
Terry M. Welp	58610	Mark E. Sdun	58463	March 1, 2006	
October 1, 2005		John M. Spangenberg	58294	Willie C. Austin	58990
David B. Alswager	57782	Jerome J. Uhan	57985	Wallace C. Bright	54503
Dennis M. Byas	61493	Michael J. VanDerel	59231	John M. Brooks	58111
Bernard B. Huber	60719	Ronald C. Vasser	59566	Steven H. Hilgenberg	56736
Minor King	58477	February 1, 2006		Clorie J. Lawrence	61427
Michael A. Maloney	56379	Thomas J. Brummer	58658	Keith L. McCright	57566
Jessie M. McDowell	59299	Denny J. Constantineau	59267	Lonzell McKiver Jr.	60656
Jeffrey Olynick	59502	Terry L. Cunningham	57007	Robert E. Newsome	53063
November 1, 2005		Lawrence M. Dombrow	58183	Flora Mae Smart	59826
James W. Baumann Jr.	58163	Ulysses Dugger Jr.	58955	John E. Smokovich	47466
John E. Beyer	51203	William C. Feest	57542	Jerry D. Taylor	57890
Jerry M. Carter	58504	Eustacio J. Florez	59563	Walter G. Tredupp	45768
Lawrence J. Depons	58612	Paul V. Foshager	59587	Joseph S. Triscari	59733
David Eggebrecht	60519	Joseph W. Furka	53013	Elbert Ruffin Jr.	54774
Thomas M. Gavin	63881	Daniel D. Groholski	57911	Jeffrey D. Schroeter	59381
Michael S. Gregoric	63840	Ronney M. Hawkins	57374		
Archie B. Howard	57930	Thomas A. Hegwood	44501		

Grievance Committee Chairman's Report

By Dale Scholl

Brothers and Sisters:

Let me take this opportunity to thank all of the members and officers who went before us and to express what a privilege it has been to represent the rest of you. As we are all aware, Tower Automotive has announced the closure of the Milwaukee, Wisconsin facility. The conclusion of our operations is scheduled on or around March 31, 2006.

Our Union was chartered by the American Federation of Labor (AFL) in August of 1934. We have been in existence for over 71 years. The attempt to unionize the A. O. Smith plant started well before that date. Because of the brave men and women who started the Smith Steel Workers Union, we have enjoyed many Union benefits over the years. Our storied history with A. O. Smith Corporation lasted more than 62 years, until April of 1997. Most of us woke up on Monday morning January 27, 1997, expecting to read about the Green Bay Packers' Super Bowl XXI 35- to -21 victory over the New England Patriots. Instead, we discovered that A. O. Smith Corporation sold their automotive products division to a Michigan-based company call Tower

Automotive. A. O. Smith Corporation turned over the management to Tower Automotive in mid-April of 1997 and absented themselves with little fanfare.

Our association with Town Automotive will last just short of 9 years.

The accolades must go to our forefathers who laid the ground work in the 1930's and 1940's for our existence. Thank you for your sacrifice. Your gift to this Union was the blood and guts to stand up and fight for what you believed in. You negotiated our first contract which included the right to file a grievance, a grievance procedure and a Grievance Committee (Contact Board). We have enjoyed gains over the years because of you. Thank you to members and officers of this Union who followed in their footsteps and developed the traditions of our local Union in the 1950's. Your gift to this Union is the Memorial Hall you built to give our Union roots. Thank you to the members and officers of the 1960's; you became a leader in the Labor Community. Your gift to this Union was to pass the torch. Thank you to the members and officers of the 1970's and 1980's, your gift to our Union was to bring stability as the world around us

was changing. Finally, thank you to the members and officers who followed in the 1990's and this new century. You negotiated our last contract in 2003. Your gift to our Union was maintaining our institution.

A special thank you must go to the dedicated corps of Stewards who aided and guided the Union for 71 plus years. Over these years you aided this membership; you policed the contracts and helped whenever there was a need. You were truly the backbone of our Union. Your gift to this Union was your unselfishness. Our Stewards made things happen.

It has been an honor to serve the membership of the Smith Steel Workers D.A.L.U. 19806 over these years. You are the best work force, not only in the company, but in the world, bar none. Should anyone wish to talk about old times, please call me. Thank you for giving me the good fortune to assist you. 71 years, where have they gone?

Yours to count on,
Dale Scholl, Chairman
Smith Steel Workers
DALU 19806 AFL-CIO
Grievance Committee

Tower Milwaukee Works...After Life, the End

By Rich Zautcke

Dead. Finished. Irrelevant. Dinosaurs. Boring. Out-of-Touch. And those are the PG-rated things people say about the labor movement. And some of them are also true. We are out of touch, we are boring and we're pretty close to being irrelevant. Check out the numbers. Only 7.9 percent of workers in the private sector belong to unions. If you add in the public sector, about 12 percent of the people working can call themselves union members. That's pretty irrelevant as far as most sectors of the economy go. If that's not a crisis, what is?

Forget the numbers. Take a street poll: how many people, particularly young people, think unions are pretty hip and where the action is? Or look at what people are wearing: which is more popular on a baseball cap, a union logo or the Nike® swoosh? How many people can even explain what a union does?

We need debate. We need discussion. Let 'er rip...or, we can end up like my friend, Mr. Johnson, whom I read about in a recent *Chicago Tribune* article has convinced me that big corporations just don't care.

The title pretty much says it all: "Will Work For Less." The article tells the story of Robert Johnson of Decatur, Illinois. Johnson used to make \$29/hour at a nuclear power plant until he was laid off. He now works for \$12.24/hour at the local Caterpillar plant – a job he is lucky to have, since it came along right before being forced to start work for \$7/hour at Target. What does Johnson get for that salary? He pays child support for his three children, \$285 every other week, leaving him \$516 to spend every two weeks. He lives in a small, darkly-lit one-bedroom with nearly empty walls. It's described as the cheapest place in town that he thought he could live in for \$395 a month. He pays \$215 monthly

for his 2001 Chevy Lumina. He has the minimum car insurance, \$30 a month. Food costs \$150 a month.

Although he's diabetic and needs to eat regularly, Johnson rarely can eat at the Caterpillar cafeteria because a slice of pizza costs nearly \$3, and that's beyond his means. He saved for weeks to buy a five-pack of \$7 T-shirts. If he doesn't have gas money, Sunday visits with his kids 53 miles away, are out of the question. Unless he works overtime, he can't afford his necessary doctor visits and medicine, and even then it's a struggle.

"Corporations want the American worker to tread water or sink so other workers around the world can catch up with us." Mr. Johnson said.

Doesn't Mr. Johnson's experiences sound just like some of Tower Automotive employees' "after lives" from Milwaukee Works? What have your experiences been like?

A Tribute to the Smith Steel Workers and Its Members, Past and Present

My purpose for attending the last meeting to ever be held in this historic hall was to rise and pay final tribute to the members past and present.

But as I moved among the members and saw the disappointment, frustration and a sense of hopelessness in their eyes and I saw the strong men and women whom I once knew, prepared to accept any little part of their contractual benefits that the attorneys can save for them in these bankruptcy procedures. I became very distraught and I decided, in deference to the present Union leadership, I would express my thoughts in writing.

The industrial workers in this union have become expendable, along with their brothers and sisters all over this country. The only difference between industrial union workers and the people of Katrina is that we are not in six feet of water.

The government—Municipal, State and Federal—in conjunction with the American Federation of Labor, have failed to curtail these corporations who have run amuck. The government presently in power is a pawn of these corporations, and the leaders of the American Federation of Labor are old, weak, out of touch and have completely lost their way.

Tower, an Enron wanna be, has come into our community, conned our union members and proceeded to mismanage their jobs, along with their contractual benefits, away. They are in the wrong court. They should be in criminal court, along with their Enron mentors, worrying about how much time they will have to serve in jail.

There can be no disagreement from anyone, that the Smith Steelworkers Local 19806 DALU grew to be one of the greatest labor unions in AFL-CIO history.

Throughout its years of tough negotiation with the A. O. Smith Corporation, beginning with a strike, this union amassed a wage and fringe benefit level that was the envy of the entire labor federation.

We were independent, militant and smart. We were completely autonomous from the AFL-CIO. We only conferred with our members to get their input.

We put together our own research team, which included faculty members from UWM.

We had one of the smartest labor attorneys in the state because we ran the judicial gauntlet from the municipal courts to the Supreme Court of the United States. As a consequence, we

were prepared to challenge the company at every turn.

We were proactive, not reactive.

We were invited to tell our story all over this country.

As remarkable as that was, the real story is how all of that came about.

The answer lies with a group of us unskilled workers who started meeting in the basement of a tavern, and the members who supported us in all our endeavors, and named us the Broom Gang.

Why is the “unskilled” label significant? Because the craft unions were supposed to be the elite, smart, skilled workers.

We were industrial workers, not recognized as being capable of very much.

We changed that view in a hurry. We took control of our own negotiations. This gave us control of our own destiny, much to the surprise of the company, as well as the craft unions. The rest is history.

So, long live the memory of the Smith Steel Workers and all of its members past and present!

Paul Blackman

All of Our Appreciation for a Job Well Done!

On February 18, 2006, Past President Paul Blackman, President Donald Schrauth and Secretary-Treasurer Lyle Conner were in attendance at a surprise retirement party for Theresa Terry, our wonderful secretary-bookkeeper-accountant who retired from 19806 on December 31, 2005, given by her daughters. It was held at the Radisson Hotel on Port Washington Road and we had a wonderful time. On behalf of the entire 19806 family, we wish to express our deepest appreciation for all the dedicated service you performed over the many years of service to all of us. We wish you all the best in your retirement and good luck with all of your future endeavors.

Smith Steel Workers DALU 19806



Counselor's Corner

We knew the Milwaukee Works was slated for closing for quite some time now.

The only decision that will have to be made by those of us who are left is either filing for unemployment or applying for retirement. All of us here now are a lot better off than those brothers and sisters who got cut before they had their credited 30 years of service.

The insurance thing is something out of our control. Most of us either wouldn't or couldn't afford it, even if it was available. Hopefully, everyone can either go on their spouse's insurance, land another job with insurance, or

afford whatever is available, if there is anything.

We are not in this boat alone. Delphi and the UAW are looking at terrible cuts also. Ford isn't a pretty picture either. The Companies and the Unions made and signed agreements years ago that we thought were good forever. Guess what? The bill is due now and the situations have changed.

When they made these agreements, the companies and unions knew that the bill wasn't due for decades and to avoid strikes at that time they signed anything. Unions were very powerful back then. We had the numbers and could shut down a company in a minute's notice, and maybe we got too big for our britches. We are the victims of planning in an era when there was no global competition to worry about. We had ALL the eggs in one basket. The cost of business can no longer be passed on to the consumer any longer

without consequences. Things change with time. Can you imagine how the blacksmiths must have felt when less and less horses were needed to be shoed after those newfangled automobiles show up? When we started here, think about what we use every day that wasn't even invented then. This is progress. We don't necessarily like it or agree with it, but that's the way it is. I, for one, am too old to worry about it.

I'm going to take one day at a time and do the best that I can for my family and myself, regardless of what it takes. Life isn't always fair – life is life. Live It! Like I've said before, it's been a good run.

Take care of your family and yourself, and I hope to see you all in the future.

God Bless,
Jim Mead
The Ex-Counselor

Ask Your Lawyer

Why is Giving a Complete Work Injury History to Your Doctor Important?

By Thomas J. Flanagan
Previant, Goldberg, Uelmen,
Gratz, Miller & Brueggeman, S.C.

Giving a complete work injury history to your doctor is probably the most critical part of a worker's compensation claim. Your worker's compensation claim is no stronger than your medical support. Your injury history, as documented by your doctor, is of vital importance if your employer has little or no history of the injury. It is your reporting to the doctor what happened to you and the doctor's timely treatment of you that give you the needed credibility to pursue a worker's compensation claim.

Giving a poor injury history to your doctor may affect your credibility in a hearing before an administrative law judge (ALJ). Therefore, take whatever time is necessary on the first visit to your doctor to give a complete history of your work injury. Also, restate your

history each time you see a doctor so that the doctor's chart notes, which are generally, in all cases, admitted for the ALJ's review, are complete. The ALJ will decide your case based on your credibility at the hearing, but also will make a determination as to whether your doctor's opinion makes sense based on what you told your doctor. The ALJ's decision is based primarily on what is in your medical chart notes.

Do not be hesitant to report earlier injuries to the same part of your body. For example, in a back injury, if you have had earlier back problems, draw distinctions between the earlier problems and your current symptoms. If you have healed, and there have been no symptoms from your earlier back problems, tell the doctor how often and under what circumstances the earlier injury bothered you, and how the current injury differs, for example, in location and amount and constancy of pain.

If you have a repetitive injury, make sure the doctor understands the nature of your work. Describe your workplace and job. Your doctor probably does not have any knowledge of the demands of your job. Demonstrate your job to the doctor, and then give him or her ranges of weights and the number of repetitions you would do in a shift. If you have to make a certain movement lifting 20 pounds 300 times in a shift, show the doctor. If you handle 20,000 pounds of product in a shift, tell the doctor. Only then will the doctor understand and appreciate how and why the work you have been doing over the years has finally physically affected you.

If you have questions about worker's compensation, personal injury or social security disability, please feel free to call the Previant, Goldberg, Uelmen, Gratz, Miller & Brueggeman law firm at 414-271-4500 or toll free at 1-800-841-5232.

Ask Your Lawyer

Injured Workers' Rights at the Time of a Plant Closing

By Thomas J. Flanagan
Previant, Goldberg, Uelmen,
Gratz, Miller & Brueggeman, S.C.

In light of the imminent closing of Tower Automotive, there are probably workers who have been injured in the course of their work duties who have questions as to what they should be doing to protect their legal rights. The two areas that this column will address are worker's compensation claims and Social Security disability claims.

Worker's compensation claims generally fall into the following categories: new claims, pending/unresolved claims, and settled claims.

New worker's compensation claims need to be reported to the employer as soon as possible. New claims could involve such things as traumatic injury or repetitive movement injuries from years of work exposure. New claims also can involve occupational hearing loss. Repetitive movement claims are called "occupational" injuries. They are wear and tear injuries. They can affect shoulders, elbows, the back, etc. It's important to explain to a doctor the types of activities that have stressed the part of the body that is injured, relating information such as the number of years involved, the range of weights, the number of movements in an hour and any awkward positions the body might be in (overhead work or work involving lifting out away from the body). Hearing loss claims should be reported to the employer. The employer may pay the claim based on hearing tests that have been conducted at the plant. Sometimes the employee needs to go to his/her own doctor and carefully explain the noise levels and find out from his/her doctor whether the workplace noise contributed to the hearing loss. In order to obtain hearing aids, a medical doctor needs to prescribe them (an audiologist's opinion is not enough).

Worker's compensation claims that are still pending will be handled differently. If an injured worker is still in the healing period after an injury, but has

returned to modified duties and the plant closes, then that person may be entitled to receive temporary total disability until a healing point is determined by the treating doctor. A person in this situation will find it difficult to go out into the labor market and find a new job since they are still under temporary restrictions. Therefore, in most cases, the worker's compensation carrier would be obligated to restart temporary total disability payments.

Injured workers who have a worker's compensation claim that has resolved and are working with permanent restrictions when a plant closes also may have further rights. It may be a situation where the employer has accommodated those permanent restrictions, but finding a new job with those restrictions will be extremely difficult. In this type of situation, it is recommended that the injured worker contact the Division of Vocational Rehabilitation, indicating the plant closure and his/her permanent restrictions. This person may be entitled to receive retraining and payment of worker's compensation benefits while in school. If this person is older and has permanent restrictions, retraining may not be feasible due to age and, therefore, there may be a loss of earning capacity claim available under worker's compensation.

A worker whose health has reached a point where it is most likely not feasible that he/she will be able to continue in the work place may be entitled to Social Security disability. The Social Security Administration looks at a person's age, education, transferrable skills and medical restrictions to make a determination whether the person can do his/her old job or any other job within restrictions based on those criteria. It does not matter whether the reasons for the disability are from a work injury/exposure or non-industrial exposures. The causes for the disability could be a combination of both. It is imperative that the individual filing for this type of disability has restrictions from a treating doctor. Generally, an

individual would file this type of claim with the local Social Security office. If there's a denial, then there is an internal appeal set up by Social Security (presently called a "reconsideration") in which another level will review the claim. If there's a second denial, then the individual must file for a hearing before an administrative law judge. It is at this point in time that an attorney can be of great assistance.

Attorney fees in both worker's compensation and Social Security disability cases are contingent, which means that the individual will not have to pay any attorney fees at all unless there is a recovery. The Previant Law Firm advances costs on behalf of clients. These costs are paid at the end of a case only if there's a recovery.

The Previant Law Firm salutes the members of Smith Steel Workers 19806 for the contributions they have made toward the betterment of this community.

If any union or family member of a union or friend of the union would like a Legal Handbook for Working People or the firm's Bill of Rights for the Injured Worker, please simply call 414-271-4500 or 800-841-5232 and a free copy will be sent to you.

If you have questions on worker's compensation, personal injury, or social security disability, please feel free to call the Previant, Goldberg, Uelmen, Gratz, Miller & Brueggeman law firm at 414-271-4500 or toll free at 1-800-841-5232. The Previant Law Firm is located at 1555 North River-Center Drive, Suite 202, Milwaukee, Wisconsin 53212.



WANTED – Old guitars, banjos, microphones, amplifiers, drums, mandolins, basses, both guitar and string. Also gas powered model race cars and slot cars. Call Joe at 414-571-8545.

LOOKING BACK

Looking back to the laborious times of my tenure at AO Smith/ Tower Automotive and Smith Steelworkers DALU 19806, I find it difficult to say goodbye to all the landmarks in my life, that provided me with substantial employment, security, health benefits, and most of all, a bond with the people who were the lifeblood of this once-mighty automotive, truck, farm silo, pipe, water heater, data processing, welding, railroad and elevator supplier. I would also be remiss if I didn't mention the important played in the factory's conversion to being a wartime supplier.

I started out, like most of my union brothers and sisters in Department 1732, the rookie camp for the handyman class. Contrasted against this were the south plant frame line departments for the welders. For myself, I found that one of the most lasting remembrances as a young man just out of high school was the smell. The oil trench machines dripping and oozing the stuff made it all the better to slide parts in and out of the press, while your arms, apron and body just soaked the lubricant right up. Next, I think the noise stands out as being most annoying. When I started, hearing protection wasn't mandatory, and with the shop filled with people producing parts at their earth shaking presses, you can imagine, or remember the deafening roar. There were also the forklift trucks with drivers laying on their horns parading up and down the aisles. I was just in awe as a young fellow-- dumbfounded by such a system with parts in constant motion. I soon learned quickly that this was not my cup of tea and would venture out with job requests for a new job positions.

During my 33 years at AO Smith and Tower, I found myself moving around the plant because of several reasons, but mostly because of upswings and downturns in the business. Through that movement, I became knowledgeable of the different departments while making friends with new faces to those areas. The camaraderie that was struck is amazing and will last a lifetime, as we worked inside and played on the outside-- playing baseball, football, bowling, pool, fishing or just traveling together.

I didn't plan my life this way, but my career as a Union representative is maybe not all that unique. First, having

LOOKING BACK



had a shocking experience with a grievance procedure, I decided to run for a steward position that was open in the department that I was in at the time and won. Then, later on I was approached by my brother, Richard, to be involved with the Safety Committee. As time when on, I progressed to different positions in the Union, reach's a pinnacle point of my career when I served on the Executive Board. Being involved has always been an eye-opening experience for me, but also a tool to help my brothers and sisters fight for a fair, just grievance procedure and to inform my brothers and sisters of the facts while trying to crush rumors that only foment mistrust and prejudice toward people and their Union.

Now, after 5 years being retired from the Heavy Truck Division and going through all the TRA training for TV and Video from MATC, I've earned an Associate Degree. I am enjoying life in a new arena. I've developed my skills in a trade that I passionately love, and I now work as a freelance video photog-

rapher. But the harsh reality is, I would be a starving artist if I were not now working as a part-time security officer in West Bend at St. Joseph's Hospital.

I guess the question on all our minds relates to what the future will bring. I don't have a crystal ball, and I feel uneasy even though Pensions and Healthcare all were negotiated items. All could be negated by a stroke of a pen from a 3rd party, a judge, that could reduce, or even the unthinkable, take away something that we as Union Brothers and Sisters so deserving, worked for through our sweat equity. Our only recourse is to stay active and be involved with our Union in any capacity that they ask of us. Look at local, state and federal politicians and make them accountable for their actions. I wish all my Brothers and Sisters the very best in their new discoveries.

Sincerely Submitted,
Kenneth Zautcke

In Memoriam

Smith Steel Workers-Local 19806 Officers and members extend their deepest sympathy and sincere condolences to the family and friends of our departed brothers and sisters.

William F. Baumann – Died January 1, 2006. Retired January 31, 1986. Age 83.

Clara Behrend – Died September 28, 2005. Retired May 31 1977. Age 86.

Robert A. Berray – Died November 19, 2005. Active. Age 52.

Joseph Biewer, Jr. – Died June 1, 2003. Active. Age 47.

Eddie Bully – Died February 17, 2006. Retired January 31, 1984. Age 79.

Harden Carter – Died January 13, 2006. Retired May 31, 1978. Age 85.

John C. Curtis – Died September 28, 2005. Retired February 28, 1975. Age 95.

Clarence Eubanks – Died November 29, 2005. Retired December 31, 2000. Age 57.

Mario Gonzales – Died November 24, 2005. Retired July 31, 1983. Age 79.

Gordon L. Griffith – Died September 3, 2005. Retired March 31, 1997. Age 68.

Frederick Hood – Died January 3, 2006. Retired December 31, 1990. Age 78.

John P. Jansett – Died December 18, 2005. Retired December 31, 1985. Age 89.

George R. Kloss – Died February 11, 2006. Retired December 31, 1989. Age 77.

Gerald Kluck – Died November 19, 2005. Retired December 31, 1986. Age 77.

Donald Kushava – Died December 27, 2005. Retired December 31, 1999. Age 63.

Charles Leach – Died February 15, 2006. Retired April 30, 1987. Age 77.

Gilbert G. Lemke – Died December 14, 2005. Retired July 1, 1972. Age 96.

Benjamin Lloyd, Jr. – Died February 19, 2006. Retired December 31, 1990. Age 72.

Willy May – Died January 2, 2006. Retired August 1, 1973. Age 94.

Ernest T. McDowell – Died October 1, 2005. Retired January 31, 1981. Age 76.

Diane Martin – Died September 3, 2005. Inactive.

Gertrude Menzel – Died October 6, 2005. Retired January 31, 1976. Age 84.

Sammie Mitchell – Died December 3, 2005. Retired February 1, 2002. Age 53.

Oral Moss, Jr. – Died December 2, 2005. Retired February 1, 2003. Age 56.

Anthony Novy – Died May 30, 2005. Retired January 31, 1974. Age 93.

Charlie D. Parker – Died November 22, 2005. Retired February 1, 1978. Age 83.

George H. Redd, Jr. – Died November 10, 2005. Retired March 31, 1988. Age 82.

Willie Robinson, Jr. – Died November 8, 2005. Retired December 31, 1989. Age 78.

Robert E. Rosenow – Died September 17, 2005. Retired November 1, 2002. Age 62.

Chris Scott – Died November, 17 2005. Retired January 1, 1988. Age 79.

Robert E. Shelton – Died September 15, 2005. Retired January 31, 1987. Age 81.

George J. Sirek – Died September 19, 2005. Retired December 31, 1987. Age 71.

Clarence Smith, Jr. – Died December 27, 2005. Retired February 29, 1988. Age 72.

Dale Sperberg – Died December 15, 2005. Retired April 1, 2000. Age 64.

Gradie Tucker – Died November 15, 2005. Retired July 1, 1990. Age 72.

George Thompson – Died December 14, 2005. Retired December 31, 1994. Age 73.

Willie Thompson – Died January 18, 2006. Retired March 31, 1977. Age 82.

Ernestine Turner – Died December 2, 2005. Retired June 30, 2001. Age 61.

Raymond Weiss – Died October 27, 2005. Retired February 28, 1977. Age 85.

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