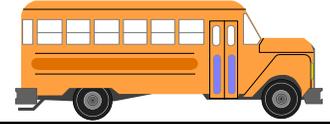




OPEIU LOCAL #9

Newsletter



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September 2013

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**PLEASE NOTE
MEETING LOCATION
General Membership Meeting**

**Tuesday, September 17, 2013
6:00 p.m.**

**Milwaukee Professional Firefighters
Local 215
5625 W. Wisconsin Avenue
Milwaukee, WI 53213**

(Enter through door in parking lot)

Refreshments will be served

**(October 15th meeting will be at
Chicago Regional Carpenters, 12 E. Erie)**

Summer Draws to a Close

We tend to think of summer as fun and sun, and hopefully it was for each of you. A major highlight of summer here in Milwaukee was the 110th Anniversary celebration of the American made Harley-Davidson motorcycle. It was very exciting to have thousands upon thousands of Harley bikes riding around town—with such a warm, friendly, party atmosphere. But, just as Harley-fest is over, so is summer and now we look on to the next seasons.

New Meeting Site in Milwaukee

For the September meeting we are moving to a new meeting location. We will be meeting in the union hall of the Milwaukee Professional Firefighters, Local 215. The hall is located at 5625 West Wisconsin Avenue in Milwaukee. Entrance to the hall is accessible through the door in the parking lot on Hawley Road (the building is on the southeast corner of Wisconsin Avenue and Hawley Road).

Pin Ceremony to Take Place at September Meeting to Honor Long-Time Members

At the September 17th meeting those members who celebrate either their 20th, 25th, 30th, 35th, 40th, 45th or 50th anniversary as an OPEIU member this year will receive an OPEIU pin. These individuals will receive a personal invitation to attend this meeting where they will be honored for their length of membership in OPEIU. This is a new practice that the Executive Board has instituted. So, as you reach one of these milestones you will be notified of your entitlement to receive a pin at a designated membership meeting.

Keep Accurate Records, Think Before You Speak

We have had several incidents happen to our members these past months that shows the importance of keeping accurate records for your employer, be it your time, your travel, whatever record-keeping they require of you. Any falsification of these records is considered fraud and is cause for discipline up to and including termination. Be accurate and keep any supporting documentation you have for the records you submit.

We also have found that sometimes members get frustrated with their situation at work. It could be with their managers/supervisors, the company as whole, co-workers, it does not matter. You must be extremely cautious about what you say when in your work environment. There has been far too much violence in workplaces for employers to take anything less than a very firm, zero-tolerance approach to anything that is said that could be perceived to be threatening to other employees. You may not mean a word you have said, but if you uttered it, it can be used against you, again, for discipline leading up to

termination. So, please stop and think and try to bite your tongue before being tempted to make a comment you will end up deeply regretting.

NLRB Back Up to Full Staff

America's working families applaud the US Senate for finally confirming President Obama's outstanding and highly qualified nominees to the National Labor Relations Board. This is the first time in more than a decade that the NLRB is back to being fully staffed. That is good news for all workers seeking to exercise the rights they are guaranteed by law. Those essential rights include the ability to bargain together for fair wages and living standards, and a workplace safe from abuse, harassment, and intimidation.

Obstructionism by extremist Republicans delayed the confirmation of a full Board and caused unnecessary anxiety and pain for working families. It is grossly unfair that Republican intransigence prevented two superb and highly qualified NLRB members, Dick Griffin and Sharon Block, from continuing to serve the American people. However, the new NLRB members, Nancy Schiffer and Kent Hirozawa, also bring impeccable qualifications and experience to the Board.

With this vote our country has qualified public servants on duty to defend America's workers, businesses, and families. Congratulations to all of the nominees and we look forward to having a functioning NLRB that will fairly and impartially oversee the workplace rights of millions of Americans.

Remember Your Weingarten Rights

Don't forget that if you are called into a meeting with your employer or their representative for a conversation that could lead to discipline or termination you need to exercise your Weingarten Rights.

1. You must ask for union representation before or during the interview. Management does not have to tell you of this right.

2. Once you inform them of your desire for representation you do not have to answer any questions until representation is present. Stay quiet.
3. Don't make any written or verbal statement of guilt or innocence. You cannot be forced to make a statement. The best response is NO response.
4. Do not waive your right to representation. If you begin the questioning without representation you have waived your rights and statements can be used against you.

As always if you have any problems do not hesitate to call or email the office.

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