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INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA



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BARGAINING COMMITTEE REPORT

Shop Chairman – Rich LeTourneau

Zone Committeeman 1st Shift- Joe Perry
Zone Committeeman 2nd Shift- Steve Turner
Zone Committeeman 3rd Shift- Mike Kellogg

Shop Committeeman 1st Shift- Nick Slaven
Shop Committeeman 2nd Shift- Cody Stewart
Shop Committeeman 3rd Shift- John Stinson

• THE OLD UAW WAR ON THE FLOOR IS BACK!

For the first time in more than a decade, we are on the same playing field with GM. For the last four National Contracts, the narrative has been the same: temp workers, temp workers, temp workers, temp workers, when it should have been all workers. The National parties, along with the UAW-GM membership, helped glorify the phrase, temp workers. It's time to put things in perspective. It's time to start focusing on full-time, seniority members who have paid their dues and continue to get shafted while they continue to glorify temporary workers with benefits and incentives to justify abusing them. We are a 40-hour work week plant, not 32 hours. It's the seniority members who end up playing musical chairs covering the other 8 hours the temps can't work. It took this new GM management group to put things in perspective for us. We thank you! What did they do the minute they released the temps? Without hesitation, again, screwed every seniority person they could by forcing them out of departments and shifts in direct violation of our seniority agreement. I hope you are seeing the pattern here, loyalty and dedication to this company gets you fucked, if you're a solid worker they are exploiting you next. I feel for the temps like you do, but this new management had no intentions of doing anything for them and this vicious cycle had to stop somewhere, why not here. Don't let them fool you, this is the same management that kept me in the plant till 8pm December 22 attempting to fire all of them just before Christmas.

This had to be done for this membership to regroup and we are! This company already flinched and now they know they are wrong. When they know they are defeated, the first thing they do is deliberately violate our contract and start cutting jobs, that's all they got. Seniority agreements are a mandatory subject of bargaining and are strikable under article 50 section 3 of our Constitution, if it affects the welfare of our members, and it is. This new GM used temps for everything except for what we signed for. Going forward without temps, when they fuck these jobs up and they are, they can no longer put temps on one element of an over cycled job! They can no longer put temps on open jobs and have RO's and Team Leaders chase repairs all over the plant to eliminate Final Process jobs, you all want some day. They can no longer fabricate their direct run numbers unless management is willing to risk their jobs by buying off defects they shouldn't be, we've seen that before. They can no longer plug them on every shift to fabricate their unscheduled overtime without losing volume. This has always been a give and take business that normally benefits all of us and our job security for the union and management. Not the new management, its take, take, **take, but not anymore!**

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With 253 part time 32-hour temps, do the math, every week they were on a job this membership had to scramble to cover that other 8 hours every week. It took this new GM to convince us they are nothing but a safety net for them. It was this UAW Leadership that took temps under their wing and put a template together that made their temp date mean something. However, the term "long time temporary employees" has destroyed everything we stand for. It has overshadowed every negotiations and left those of you who spent 25 to 30 years dedicated to this Union and company like we didn't exist in these contracts. If this company needs people 365 days a year, then they need to hire them. Your Shop Committee made the offer to make 95 longest temps full time 40 hours, it was never all or nothing. **It's time to change the narrative for future contracts and it starts now at 2209!** All GM has to do is send this new management crew we have to each GM plant, and we will all be temp free. With the SAP around the corner, and plants losing shifts, they will have to hire off the street after they run an Appendix A. The company continues to tell us they are plus people and can't hire or convert temps to 40-hours. How has this affected us? With plus people, we are all expendable and they have been firing people at a rapid rate under Doc 99 and Doc 8. Why wouldn't they, in their eyes they are paying for plus people. They can't be that plus or they wouldn't have had to forced so many to other shifts and cover those jobs with team leaders.

What to expect? You will now see management doing our work to get the numbers they are looking for. They will be stepping in on jobs they overloaded. They will do everything I mentioned above that temps were doing. As you've just witnessed, they are not above violating our contracts and they have been doing it for some time, because they don't really care about our contract language, nor do they understand it. We are now all seniority members and have no excuses why we can't fight this company and these job cuts, eventually this will all catch up with them. It's just a matter of time. I am not trying to be a hero here, but my patience and diplomacy has run its course with this crew. **WE ARE ALL IN, OR YOU'RE IN MY FUCKING WAY!** Now is the time to file Paragraph 78 grievances and fight all three shifts. Now is the time to pull these managers off our jobs under Paragraph 215. Now is the time to take care of your teams and stop chasing repairs all over BFE. Now is the time to hold this company accountable on Paragraph 71 issues. Now is the time to do your job like the instructions say, including material department and jobs with hoists. We can play their games and do it better! **Stop coming in early and chasing repairs, it's killing your future indirect labor jobs in this plant!**

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