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



July 23, 2024

## BARGAINING COMMITTEE REPORT

**Shop Chairman – Rich LeTourneau**

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

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

### • DERATE AND FURTHER IMPLICATIONS

The first phase of the derate is somewhat complete. This should not have been a surprise to any of us, as it was discussed at every union meeting in the past year. As interest rates continue to plague the auto industry, we must continue to explore our options. Based on projected future sales, supply is exceeding demand as of today's orders. Don't confuse last quarter's profit and profit sharing numbers with future truck orders. We are in the auto industry and that could change overnight. So far, we have avoided the discussion surrounding a shift cut. To use the derate tool is nothing new here. We did it in 1991 for the same reason and suffered a 450-person temporary layoff. We also did it in 2018 because of engineering changes in paint and body when launching the T1.

We have learned through attrition and experience how to regulate these changes to avoid permanent layoffs. We currently have more scheduled down weeks throughout the 2024 calendar year to offset the lack of projected sales. I'm not going to tell you I think we're out of the woods yet, because it was only last December when they threatened to cut a shift over the temp issue. I still receive text messages from this membership telling me to call their bluff, let them cut a shift. This would be the impact if I do. The company would layoff approximately 1,250 members with seniority dates going back to 2014 and you all would be relocated to another GM facility provided they have an Appendix A in for people. We would be giving up 400 trucks a day that we will never get back, even after interest rates change. Its not the best business plan for future job security, but come this fall some may get their wish, I see the exact same argument that took place before Christmas, but much worse.

I agreed to extend the temp letter through September 29<sup>th</sup>, 2024, for most of the temps, and 8/30/24 for those covering vacation summer months. I agreed to that so we could get through this derate and have adequate head count to do it and allow for vacations. Currently we have 95 part time temps that have been here for one year.

Local management has no intention of making you full time, let alone hiring you after 9 months of full time based on the National Agreement. I seriously believe the lip service will prevail and this management group will remain second string till the coach calls them in.

-OVER-



- **WHAT IS OUR NEXT PHASE?**

Soon we will be up to full schedule, and we know from experience a lot of these jobs will be way over cycled and not doable. The company has a plan to let some managers try these jobs themselves. We enhanced the plan by having those engineers that set up these jobs do them for 8 hours. There will be more information on this issue soon and how we administer Paragraph 78 moving forward on jobs that don't get fixed.

- **SKILLED TRADES APPRENTICESHIP**

The open enrollment period for Candidates who have completed the STARC program will be July 22<sup>nd</sup> - August 22<sup>nd</sup>, 2024. This period is for all successful candidates to select their preferences for possible apprenticeship opportunities, as well as update/change their previous selections. The selections made during this time will be reflected on the lists to be released September 1, 2024.

**For more information and your survey to complete:**

Internal candidates please visit your Local Apprentice Committee  
External candidates should check their email accounts on July 22<sup>nd</sup>, 2024.

- **25 YEAR UAW-GM SERVICE AWARD DINNERS**

As a result of Local Negotiations, Local Demand # 2 was settled, that management will reinstate the 25-year Service Award and recognition dinners. These awards and recognition dinners will be retroactive to January 1, 2015.

This week, the dinners are only scheduled for 1<sup>st</sup> Shift, Thursday, July 25th. Information for 2<sup>nd</sup> & 3<sup>rd</sup> shifts will be announced in the coming weeks. Below is the current tentative schedule for the Service Awards Dinners. The food will be catered in by Morgan's tap.

*Body shop will be from 10:20am-11am in the T1 cafeteria*

*GA will be 11:28am-12:13pm in Tour Holding*

Rich LeTourneau

Shop Chairman

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