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



February 24, 2021

BARGAINING COMMITTEE REPORT

Shop Chairman – Rich LeTourneau

Zone Committeeman 1st Shift – Dave Poor
Zone Committeeman 2nd Shift – Steve Turner
Zone Committeeman 3rd Shift – Chris Phillips

Shop Committeeman – Joe Perry
Shop Committeeman – Chad Brumbaugh
Shop Committeeman – Mike Kellogg

• GOOD NEWS FOR TEMPORARY MEMBERS

In the last Bargaining Report, we informed you that under an Appendix A request from the plant, 28 offers went out to several different plants, however only 11 accepted the offer. By opening the Appendix-A offers, this will now allow the plant Leadership to convert another 72 of our long-term temps that have been full-time for 12 consecutive months. The Union and the Company jointly reconciled our lists. We had 4 temps that were in question, and after lengthy conversation we were able to fix those issues and they will be hired as well. Another small group should also be hired in April. The group hired in March will have their seniority back dated 90 days from hire date. This will be the second group hired in 2021 for a total of 143. There should not be any discrepancies in this group because the Union and the Company jointly went through every temp, name by name on the list before the offers will be made, something we didn't do before the last offers were made at Christmas time.

The hiring of temporary members is a little more complex than most people know, especially if you only had to do 90 days as a temp like a lot of us did. I will explain the best I can. The National Agreement outlines there must be a signature from the Chairman in order for any temps to enter the plant. So, the entire UAW Leadership takes on a lot of responsibility and tries to keep an eye on all of them. The 2011 Local Bargaining Committee and your Chairman put a template together that made the Company hire by temp date as a means of seniority. Before that, they hired whoever they wanted to, regardless of how long temporary employees were here. Your Local Union wrote the MOU that forced them to move temps into full-time from flex based on temp date. Your Local Union put the language together that gave you up to 90 days of layoff before you broke time. Your Committeemen deal with temp hire lists on a daily basis and my office is temp headquarters all the time. We are happy to assist them whenever we can and it keeps them from all stacking up at the labor window waiting in line for answers.

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We know most of them by name and their situations that may have put them out of the plant for whatever reason and know their history and background. The reason I am telling you this is because the group that was put on before Christmas did NOT get reconciled by both parties before they started making offers. In fact, they failed to notify us they were making the offers even though it was discussed several times. To say I was pissed is an understatement, and that was the reason for my post before Christmas that said to go and ask the company if you have questions or if you got skipped, let them explain it to you because they failed to include us.

Long story short, they did skip someone and she had to go home and tell her family she wasn't getting hired for Christmas. We knew the Company was wrong. Your Committee and I spent hours fixing this issue for her. I was on the phone Christmas Eve with the Plant Manager and the Labor/Personnel Director until it was fixed. Later that same night, I contacted her through an instant message and explained the mistake that was made and she would be hired ASAP. The moral of this little story is this, if the mistake was made for either 1 person or 10 people, (it could be your daughter, son, husband or wife) it needs to be fixed right the first time before offers are sent out. Getting hired is a big deal. There is always a method to my madness and I apologize if that post sent the wrong message. You know, the one that called me a cocky and arrogant Chairman. Well, whatever I am, I think she's happy. I am what I am, whatever that is. As we get closer to those hire dates, we will keep you updated on any changes to these numbers. Management continues to hire new labor reps almost on a monthly basis but we all agree now, that working together like we always have on these issues makes this process almost flawless.

Rich LeTourneau


Shop Chairman

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