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



February 19, 2021

## BARGAINING COMMITTEE REPORT

Shop Chairman – Rich LeTourneau

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

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

### • DOCUMENT 84 SNOW DAYS

From February 15<sup>th</sup> until February 17<sup>th</sup>, Fort Wayne Assembly cancelled 6 production shifts due to the weather-related event. There were 3 departments that were scheduled to work, they were Maintenance, Final Process, and Care Line. What does this mean under Document 84 of the National Agreement? For starters, those departments that had work available are ineligible for SWW on these days.

Those 6 shifts of production that were cancelled will be coded 7A or 7F which means eligible employees will get Short Work Week pay for each qualifying day. SWW per the National Agreement's Supplemental Unemployment Benefit Plan states the following language:

**The Automatic Short Week Benefit payable to any eligible Employee for any Week beginning on or after the effective date of this Plan shall be an amount equal to the product of the number by which 40 exceeds the Employee's Compensated or Available Hours, counted to the nearest tenth of an hour, multiplied by 80% of the Employee's Base Hourly Rate**

What does that mean? Prior to the company cancelling this weekend's production, we would have been in the following situation. We're going to explain how this would have played out had the company not cancelled Saturday, so hopefully in the future we will all understand SWW a little better.

The term "40" references a 40-hour work week. In this week's weather events, each shift lost 2-8 hour shifts of work. The company had previously scheduled a 48-hour work week prior to the Document 84 weather related events. By the Supplemental Unemployment Benefits Plan language, the plan would have effectively negated 1 day of Document 84 SWW benefits by virtue of having Saturday (8 of the referenced 48) previously scheduled and would have only paid 1 of those lost shifts at 80% which equates to 6.4 hours. We have to keep in mind that SWW is based on a 40-hour work week, as is sub pay.

In addition, those 6.4 hours of SWW would not have counted towards the 40-hour minimum required for Paragraph 85 time and a half on Saturday, because those hours were a benefit, not worked hours.

Employees would have still needed 40 hours prior to Saturday to receive time and a half. Had the company not had Saturday (48 hours) already scheduled we would have qualified for SWW for both days, but the SWW benefit still wouldn't have counted towards the 40 compensated hours required for time and a half. In essence, all hours that were available to our members can be counted towards the SWW calculation. Departments who had more overtime available than others can have SWW calculated differently due to having more available hours.

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In a Document 84 weather related event the company can either code us 7A which is strictly weather related by the Document or they can code us 7F, which is parts related, In this particular event it Tuesday falls into the 7A code since the weather is the primary reason why the company cancelled the shifts. On Wednesday the roads were mostly clear enough for the majority of the workforce to come to work, but the weather in other parts of the country restricted the company's ability to get parts here to run production. This would fall into a 7F code for SWW due to the fact that parts were the reason we couldn't run. Either way the outcome is the same as far as SWW and the 40-hour overtime requirement is concerned. 7F is the code that would have negated the 8 hours of SWW had we worked on Saturday. As it stands Tuesday will be coded 7A and Wednesday will be coded 7F.

We know that the contractual language that we have to live by can be hard to understand, especially for new members who have never been exposed to a situation like this. When trying to explain language such as the Document 84 and SWW, language we always try to reference the language and where you can find it. As far as "eligible employees" for SWW, all seniority employees including in-progression employees hired on or after October 16, 2007 are eligible for the SWW plans benefits provided they have at least 1-year seniority as of the last day of the week of the qualifying event. Hope this helps everyone understand how SWW works and will minimize the questions off the floor. For future references avoid taking vacation days or working overtime during events like this. The reason I posted doc 84 prior to the storm was so everyone would realize there is a short work week benefit that covers this for seniority members.

Rich LeTourneau



Shop Chairman

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