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

SECRET 8511

March 2, 2022

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

• MANUFACTURING EXECUTIVE DIRECTOR VISIT TO DISCUSS OUR FUTURE PLANS.

On Thursday, March 3rd, Mike Trevorrow, the Manufacturing Manager of the Truck Division, will be visiting the plant to meet with Gary, Holli and myself. This is not a good and welfare visit to see how we are doing. He is here to ask me one question and that is whether we want our volume for 2022, or do we want to continue giving it to Mexico and now Canada. It's that simple and direct. As your Chairman, I have always attempted to get out in front of issues years before they actually become issues, especially when it concerns the job security of this membership. We are all guilty of a little industrial amnesia, and that is why I put a lot of things in writing.

On April 27th, 2018, your Shop Committee and I put a letter out attempting to avoid the situation that I will be facing on Thursday. That report was about protecting our volume and keeping our truck here at FWA and avoid putting Mexico at full capacity. I've repeated that message in multiple articles including your last Local Voices, and every union meeting as well, going back to 2015. It's time to stop listening to the dumb shit and start paying attention to detail. These are the facts: Every single truck plant gets an allotment of trucks. For example, under Plan, A we get approximately 395,000 trucks for the year. Those trucks belong to Local 2209 period. Not Silao Mexico, or any other truck plant and we have delivered that message to this membership for years. The UAW membership controls the destiny of that truck, not management and that is a fact. The auto industry is the most cyclical business in the world. That is why your National Agreement covers lost units such as, breakdowns, part shortages, fires, snow days, riots and the list goes on. Almost every plant negotiates an agreement to protect what belongs to them, so that it doesn't get depleted from that plant, because those trucks are still ours to build.

Those agreements are outside of Plan A and B of your National Agreement and are normally a mandated 6 day a week schedule or more. Those agreements, when signed by the Chairman and Shop Committee, are binding agreements. In 2016, we agreed to make up all our lost units on voluntary double time Sundays on weekends that we were already scheduled to work under Plan A. The word voluntary did not make our agreement binding and you didn't have come in if you didn't want to.

Unfortunately, that didn't happen, and we basically told the company go build our trucks in Mexico and they did. After we turned down 14 consecutive Sundays, they stopped asking us to make up our own volume. From 1986 to 2018 we have not given up one truck to Mexico or any other truck facility. From 2018 to 2022 we've given Mexico over 200,000 of our trucks. On May 2nd, Oshawa starts building our truck, the Silverado light duty crew cab across 2 shifts. The announcement to open Oshawa came two years after I put the April 27th, 2018 letter out. We fought for years to get this crew cab back out of Mexico, (some of this membership wasn't even born yet when that argument started). With the help of the International Union and the corporation, we finally got it here in FWA, and it was a


great day for us. The countless awards and the reputation of this membership's sacrifices has made this plant a dynasty in the truck world. To give it back to Mexico or Oshawa would be a shame.

Mike Trevorrow is from this plant, and I've known him for years. He made it very clear last October that he does not want to give our volume to anyone else, but these are his marching orders from his boss. If FWA does not want to keep their volume, it will need to be phased into Mexico and Oshawa's schedules for 2022, because their contracts have no overtime restrictions. I have no doubt in my mind we will have the next generation combustion engine, but that is not GM's future. The only way we integrate into the future for us is to deliver now, as we've done for 3 decades. He is far from convinced that we want to keep our volume here. It is time for this membership to come together and protect our own quality of life. Mike and I will discuss the current extended Local Agreement needs, masks and a job security agreement that will keep all three shifts working for an extended period of time. Whatever options we come up with, alternative work schedule, straight eight agreements or mandatory weekends it will be consistent throughout the plant. Working weekends is not popular here, so we just need to figure out how to build what belongs to us and not give it away, because soon there will be no need to ask us. We will have some tough choices to make soon. I know how this story ends. If this corporation doesn't hit their projected numbers based on our volume, they eliminate departments to cover the cost. Make no mistake about it, your Shop Committee and I are not selling one job to save yours, you got the wrong guys. Our last MOU brought in 318 new members who are still here.

This truck pays our bills and the revenue generated covers both your Local and National contracts, your wages, benefits, health care, profit sharing and every skilled trade project in this plant. This truck is also funding any chances we have for an EV investment. This membership and this truck were all we ever needed to have unstoppable bargaining power. We are no longer the king of the truck group; we are now priority number 4. This will be the first time in 30 years that we will be asked if we want to keep our volume here in FWA, because in the past it's always been without question. We need to get it back and we will, if we all want job security. In closing, I can assure you this, your Shop Committee and I and every Chairman and Committee before us, have fought too hard to protect our livelihood here and the departments we still have. **We have no intentions of giving another truck to Mexico or Canada.** All the smart-ass remarks on our 2209 sites don't erase the sins of your past plants. Instead, it should be a constant reminder of how you ended up here. Those who have never been ripped from their families have nothing to compare it to. Why? Because we have weathered the storms here to protect the job security of this membership when other plants were closing, I guess you can criticize how we provided it for you.

We are not in concessionary times, and I've repeated that in many articles. This is far from whipsawing. In fact, it's 100% the opposite of that. They want us to build trucks on time and half and double time and keep our truck in the USA, not \$8.97 a day and straight time on weekends. I'm as old school as it gets, and if people think Walter Reuther is rolling in grave because we are trying to keep our truck in the USA, you're wrong. If anything, he would be mortified to see how many of our trucks we are giving to foreign countries, but together we will protect this truck and keep it here. We will keep you updated on what we think our best options are and we will make the decisions together.

Rich LeTourneau



Shop Chairman

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