



UAW LOCAL 2209 PHONE 260.672.2209
5820 E. 900 NORTH FAX 260.672.9220
P.O. BOX 579
ROANOKE, IN 46783 WWW.LOCAL2209.ORG

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



December 17, 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

• CHRISTMAS HOLIDAY PERIOD

FOR THOSE WHO ARE NOT SCHEDULED TO WORK

The Christmas Holiday Period this year consists of the following 6 days:

- December 24th, 27th, 28th, 29th, 30th, and the 31st

Thursday, December 23rd, 2021 is a Qualifying Day and a Black Out Day. In accordance with Document 8 of the UAW/GM National Agreement, you cannot use VR to cover an absence unless excused in advance.

Monday, January 3rd, 2022 is a Qualifying Day and a Black Out Day. In accordance with Document 8 of the UAW/GM National Agreement, you cannot use VR to cover an absence unless excused in advance.

The use of VR hours to cover your absence will not be permitted, unless excused in advance.

FOR THOSE WHO ARE SCHEDULED TO WORK

- If you accept an offer to work:

Per Paragraph 212 of the 2019 National Agreement: Employees not working in necessary continuous seven-day operations who may be requested to work on a holiday **and have accepted such holiday work assignment and then fail to report for and perform such work, without reasonable cause, shall not receive holiday pay under this Holiday Pay Section.**

If you work any of the Holidays, you can either choose to get paid for the holiday or choose to defer the holiday which will give you 8 hours ATO for each holiday deferred, to be used as vacation in 2022 in either 4-hour or 8-hour increments.

• CHRISTMAS HOLIDAY PERIOD-ALL TEMPORARY EMPLOYEES

TEMPORARY EMPLOYEES WITH 90 DAYS OR MORE

Page 180 of the 2019 National Agreement states: (Temporary Employees)

III. Will receive pay for all holidays that occur while they are employed provided, they:

- Worked at least 90 days prior to the holiday.
- Would otherwise have been scheduled to work on such day if it had not been observed as a holiday.
- Must have worked the last scheduled workday prior to and the next scheduled work day after each specified holiday in their workweek. For each Christmas holiday period, the employee must have worked the last scheduled workday prior to each holiday period and the next scheduled workday after each holiday period.

OVER

TEMPORARY EMPLOYEES WITH LESS THAN 90 DAYS

- Any temporary employee hired on or after October 4th, 2021 will not have 90 days of employment, therefore will be ineligible for Holiday pay and will be laid off for the Holiday period.

• 2021 UNUSED VACATION DAYS

We have been receiving questions concerning unused vacation.

2021 vacation can only be used per the following language in the 2019 National Agreement:

Paragraph (186) Each "eligibility year" shall begin with the first pay period following the pay period containing December 31 of the previous year and end with the pay period in which December 31 falls. (Next year's first pay period begins January 3rd, 2022)

Any unused vacation will be paid out per the following language in the 2019 National Agreement:

Paragraph (193b) Payment of the unused portion, if any, of the employee's vacation entitlement, shall be made as soon as possible but not later than February 1 of the following year. This means all unused vacation, "VP, VR, ATO" will be paid at that time.

• TRANSFER REQUEST SYTEM

In April of 2018, General Motors began the transitioning of their Human Resource Management System, "People Soft" to "Workday". Workday officially became the sole HRMS in June of 2020 and is now can be accessed by all General Motors employees on Socrates. There is also an app for Workday as well. Our locally run TRS was a big step forward when initiated back in the day, as members could post electronically for in-plant jobs. The TRS could "communicate" with PeopleSoft, validate seniority dates, and award postings flawlessly.

The company PeopleSoft was bought out by another large company called Oracle, and all companies that used PeopleSoft were left to determine if the new Company's future products fit their bill. General Motors decided to eventually move onto another HRMS, which is the Workday service we have today. Unfortunately, Workday does not work with our electronic posting system and the Corporations IT group does not provide any type of support for it so it has basically died on the vine, along with our posting stations. Fort Wayne Assembly was the only plant we're aware of that had this electronic posting system in place and it was a nice creature comfort for both our members and our UAW Manpower Reps who administrate our job postings.

Fast forward to today's world of Workday and this HRMS makes everyone's life a living mess. Each week, GM corporate " **dumps** " Workdays employee data into a file the that local HR/LR uses for its HCM here locally. That same information is what our UAW Manpower Reps use to decipher and create seniority lists to validate our paper postings. Our reps must physically create new spreadsheets with our members seniority dates to validate the transfer agreements posting process weekly, which is a complete pain in the ass. Workday is a software program that doesn't recognize UAW-GM contract language concerning seniority. It is a program that knows 1999 comes before the year 2000 but does not know the significance of 10/18/99 for example or 1/7/85.

So, every week, our UAW Manpower Reps must comb through the seniority lists to validate it being correct prior to awarding the weekly job postings. While our members will and should continue to point out when the seniority lists are incorrect and jobs are sometimes awarded incorrectly, please try to be understanding that our UAW Manpower Reps work very hard to correct these errors daily. GM doesn't have to answer these questions and inconveniences every day, we do.

Rich LeTourneau



Shop Chairman

Plant # 260.673.2838 Cell # 260.417.5213

E-mail: richard.letourneaujr@gm.com E-mail: rncletourneau@aol.com