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



October 30, 2020

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

• ELECTION DAY

In accordance with the provisions of the UAW/GM National Agreement, the use of VR hours will not be permitted, unless excused in advance on the Saturday preceding the holiday and the holiday qualifying day. Therefore, employees must be excused in advance for the following days:

- Monday November 2nd, 2020 is a Black Out Day and a Holiday Qualifying Day
- Wednesday November 4th, 2020 is a Black Out Day and a Holiday Qualifying Day
- Furthermore, you must call in at least 30 minutes prior to the scheduled starting time of the shift for which they will be absent or tardy, unless they can provide a satisfactory reason to Management for such failure to call in.
- Tardiness of less than 4 hours will be considered as tardy and not be subject to the provisions of Doc 8 of the N/A.

• ELECTION DAY-ATO OPTION TO DEFER HOLIDAY FOR SENIORITY EMPLOYEES ONLY

Per Document 134 of the 2019 National Agreement page 596

- During the negotiations, the parties agreed that employees who work on a designated holiday, and are otherwise eligible for holiday pay, may request that eight (8) hours be credited to their Vacation Entitlement Allowance, in lieu of receiving holiday pay.

• TEMPORARY/FLEX EMPLOYEES

Temporary employees are eligible for Holiday Pay per Attachment B to Appendix A on page 180 of the 2019 National Agreement 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 workday after each specified holiday in their workweek.
- Are not eligible to have their Holiday pay deferred
- If you work the Holiday **you will be paid double time for the Holiday**, in addition **you will be paid for the total number of hours worked on the Holiday which will go towards your 40 compensated hrs for the week.**

• APPENDIX A TRANSFERS

On July 8th we reported that FWA had placed a request for 118 transfers which was later increased to 318. Over the course of the next 2 months, we had 192 transfers come here. Since then we also have had 72 temporary employees converted to permanent full-time employees. We currently have an open request for 57 Appendix A transfers to FWA. We continue to put in request for both permanent and temporary help in attempts to keep up with the never ending COVID-19 leaves. Every aspect of our Local and National Agreements are predicated around manpower. This is all unfamiliar territory for all of us. If you do not get moved to a job you posted to within the contractual obligation, you will receive the classification pay if there is a difference. Either way, you won't be moved until the plant can receive more headcount. If you don't believe the environment and our surroundings have changed, take a good look at everyone's face.

---OVER---

• NATIONAL AGREEMENT

Our National Agreements have just arrived at the union hall and your District and Shop committee persons will begin the process of getting these books distributed.

• MANUFACTURING MANAGER OF THE TRUCK DIVISION MIKE TREVORROW VISIT.

On Wednesday, October 14th, the GM Manufacturing Director of the Truck Division, Mike Trevorrow, visited our plant for the day. During our Key 4 meeting with Mike, he made the comment that General Motors was thankful for the Local Leadership coming together and making this commitment to try to produce the 1,000 additional trucks per month.

As I have previously stated, when we are given the opportunity to take on more volume, we will always be proactive and take it. This ensures the viability of our plant, increases headcount and reduces the amount of our trucks that will go to Silao, Mexico for production. We discussed the possibilities of future investments here in Fort Wayne such as in the old K2 Body Shop. We also discussed that even with this 2.5 JPH increase which puts the plant up to 64.5 jobs per hour, we still aren't close to the 74 JPH we were at prior to launching our T1 truck.

We have some bottlenecks in our throughput between shops and I've spoken to that issue in previous Bargaining Reports. Supplying General Assembly with trucks is critical to our ability to make schedule and once again be the go-to plant. Flint is the only plant building the heavy-duty truck, Arlington is the only plant building the Suburban and Tahoe. We are not the only plant building the T1 pickup truck. A major investment is imperative to the future of this plant and long-time job security. Currently we have 312 members eligible to retire in this plant, which means 3,700 of this membership needs this investment. During his visit both the Union and company pulled no punches and we jointly gave him this pitch to receive an investment ASAP without shutting the plant down.

General Motors had previously invested 24 million dollars in early 2019 to take us from 60 to 62 JPH in which money was invested primarily in the T1 Body Shop and PETD building. We brought up previous throughput studies that would require Corporate funding that would allow the Paint Shop to add 2 more "good job banks" which would help keep the Paint Shop from starving GA.

There are two proposals, one that would require the reworking and addition of conveyor starting at Conveyor 201A through 206. This starts at the old green sand booth and ends up merging into Conveyors 205/206 to create a bank of good jobs prior to the Primer booth. This project could be completed mostly offline and not affect our Production schedule. The other is larger in scope and would require some down time work. This would require the extensions of Conveyors 208, 209, 210 and 215 to extend the Primer oven and the demo of portions of Conveyors 111, 112, and 113. This would create the space for the extension of the Primer oven along with the new conveyor lanes to create a new "good job bank" after Primer. Mike was interested in knowing more about this so we toured the Paint Shop. Paint Engineering was able to supply blueprints and expand on this study with some facts and figures that would require up to a 15 million-dollar investment.

We feel confident that when Mike Trevorrow left Fort Wayne Assembly that this study for additional "good job banks" certainly had his attention. Now we can only hope that these conversations will lead to more investments in our facility and further our job security. He told us he would take these proposals to those who allocate the funding. As of today, we have not received a response. Some plants have been given investment money but all were planned and allocated prior to January 2020. I believe we are worthy of those investments as well.

Rich LeTourneau


Shop Chairman

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