

UAW LOCAL 402 BARGAINING CHAIRMAN REPORT

Please attend your membership meetings!

SPRINGFIELD ORDER BOARD AS OF 4/19//2016

Line #1 4796

Current Production: Line #1 83/95 units per shift

Red Tag: 231

Last person working: #27272 Clark

Seniority date: 4/11/2016

Active Members: 920

Inactive: 73

Temps: 0

Line set: 20 days

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- The Company has been hiring a few employees each week from the street. 3 new employees last week with a hire date of 4/11/2016 and 3 new employees this week with a hire date of 4/18/2016. The company is looking at hiring from the street when business needs arise. Congratulations and welcome to all new members. Penske a (big customer) is coming into our plant on 4/26/2016. Penske placed a big order for Springfield prior to coming to visit and have the potential for more big orders in the future for our Springfield facility. Penske is bringing a large group with them on the 26th. It is very important that we have great days when we have **Customers** coming into our plant. We need to continue to show customers why they should want their trucks built right here in Springfield, Ohio. Keep up the great work.
- The Service Award Program for the Navistar hourly employees is making very slow progress. The target for the program was in April. The program was sent to H.R. and the Company did go through the program and looks like they are close to final approval. As soon as I hear something I will get it out to all the union reps. The company has suspended the physical therapy program for now because of cost. The medical department will work with our members on these physical therapy issues. We are still trying to get the tuition reimbursement resolved. We have grievances going to the international union level.
- The company is still working on all the job rotation back pay. Still going to be a long process. They are making sure no one would be missed; the information has been turned into the company as of 1/25/2016 for the straight time portion. The company is currently working on the other back pay by department and zone. CAS, Paint, and department 65 has been paid out for their portion from 6/22/15 to the present. The company is working on department 53 next.
- The company is disciplining members for clocking in at 7:00am and then parking their car so they will not be late. We are supposed to be on our jobs or at the morning huddle-up at 7:00am. Absenteeism is one of the company's biggest issues. They are looking very closely at Occurrences, Tardy, FMLA, EBA benefits and any other reasons why people are not here at work. If you are off for any reason make sure you have coverage and make sure it is correct. Please listen to your union representative. You have **Weingarten Rights** which means "***If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Until my representative arrives, I choose not to participate in this discussion.***" You should have your union representation with you whenever you feel this could lead to discipline.
- April 29th is a non-production day for sure, on April 28th we might have to run to make up trucks for the end of the quarter. The end of the company quarter will be April 30th 2016.
- **SOLIDARITY**: unity or agreement of feeling or action, especially among individuals with a common interest; mutual support within a group.

Ed Zirkle,



Local 402, Bargaining Chairman 