

UAW LOCAL 402 BARGAINING CHAIRMAN REPORT

Please attend your membership meetings!

SPRINGFIELD ORDER BOARD AS OF 1/29/2016

Line #1 5419

Current Production: Line #1 83 units per shift

Red Tag: 226

Last person working: #27250 Harrell

Seniority date: 1/25/2016

Active Members: 915

Inactive: 63

Temps: 0

Line set: 20 days

Cola: \$0

- The company hired 5 more members off of the foundry plant closing list. The seniority date for these members will be 1/25/2016 with day one service. The company completed calling the last 3 members from the foundry list. Their seniority date will be 2/1/2016 with day one seniority. We are in the process of setting up orientation with the first 12 members that came in 11/30/2015. The company is looking at hiring from the street as daily business needs arise.
- The company is starting to discipline members for failure to report an injury the day it happens. Please go to medical right away. We need to report the injury same day! (If you feel anything other than 100% you need to report it). The reason is to protect yourself from discipline and any other issues that might happen down the road. Have medical see you so there is a record of you being examined. Please listen to your union representative.
- The company is also giving direction that if you have an injury you must report to the morning safety huddle up meeting. Members do not have to speak, just listen. Stand in the back behind everyone to be able to see and listen to what is being said. 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 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.
- The company is wanting to keep the P.I. or (Lean Team) jobs as level 4 or 5 management positions in materials. During negotiations we were told all ODW jobs inside our walls would go to 402. The only jobs the company said we wouldn't get back during negotiations was the spotters because of safety. Hopefully we can get with corporate materials leadership to resolve these issues. In the meantime we are in the process of getting with the International Union and gathering our notes on these discussions to take further action on this huge issue.
- The company has been denying tuition reimbursement to our members (5-8 total from all Navistar plants). If this affects you please get with your steward to write a grievance on this issue. Hopefully we can come to a resolution on tuition reimbursement soon. We are still waiting for the Health-Security Program books. The company is going through one last check before sending to the printer. The Pension Book and Trades Apprentice books are at the printer. The company did approve a new service award program for just the hourly workers across the Navistar Chain. This will be retro back to June 2014. The layout of the program should be available in February. We will not be able to choose our service award until early to late spring of this year 2016.
- The company is still working on all the job rotation back pay. It will be a long process making sure no one will be missed. All information did get 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.
- **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 