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LOCAL 2911

Message from the President

Dear Members,

I know this is a very stressful and fearful time. It seems like it gets worse with each and every one of these negotiations as far as our concerns. I know there are those that just don't seem to except the fact that you as the members have elected us to do the best job that we can do to protect our jobs and our benefits just as you do our political leaders. There are none of us on the Bargaining Committee that do not want to see this Company thrive and do well because that means we will do likewise. I guess that all I can ask is that you trust us to do the best job that we can do and try to be patient.

We will try to get you information as we go along with negotiations even though we will be doing it against the Nationals better wishes. The reason we haven't told you a lot in the past is because during negotiations I could tell you one day you had something and then the next day it could be gone and then you would think that we had lied to you. REMEMBER, nothing is final until the last name goes on the agreement sheet. And then it is still up to the membership.

As far as the Strike Authorization Vote, well what can I say that I haven't already said? It's the rule of the National. It lets your Bargaining Team know that you're either supporting us or your not. If your not, the Company will know that and they will try to walk all over us and our job of getting you a good contract will be that much harder.

I guess the bottom line is that you have to do what your heart tells you. If you turn down this authorization or you do not, we will do the best we can to keep us all working with a good contract. I do know that the experience of having 34 years has told me over and over that I would not have what I have today if it were not for the Union and that includes my job. For those of you who are reading this at the meeting, I thank you for coming. For everyone, have a great week.

Tom

Thanks,
Tom Burkholder
President of Local 2911

LOCAL 2911

Questions and Answers with Chairman Mike Coil

Q: Can you tell us some more about the contract bargaining?

A: Some issues are National, such as health care, some issues are local, like the Modern Operating Agreement (MOA) and the 36 Local Letters of Agreement (LOA), and then there's a third division, based on type of work. In this third division, we belong to the Clerical and Technical group. This group bargains wages among other things. Our Local's advantage here is that we are the big fish in this pond, as we have the most represented members in this classification. So we have the most influence when it comes to wage demands. Overall, we are one of the biggest represented Locals in the company.

Q: Who will represent the company in bargaining?

A: From our division, it should be Deb O'Kelly, Pete Demitsas, and John McKinney.

Q: Are the laid off people still part of the union?

A: Yes. They are eligible to vote on the contract.

Q: How many people are laid off?

A: We currently have 61 people laid off. We have 381 active members.

Q: What do you think about the laid off people being hired by contractors to do their old work?

A: I don't have a problem with people taking a job. They've got to feed their families. However, I would ask them to file a grievance. The company laid them off supposedly based on lack of work, and now they are hiring them back to do the same work? Obviously it wasn't the lack of work, it was the company trying to get the same work done by non-bargaining unit employees. This is illegal and an Unfair Labor Practice.

Q: What's going on with Diamond Force and Military work?

A: The union could have gotten really crappy about that. We had been told that military work was not Local 2911 work, so we could have refused the work. At the last negotiations we were told that we were not flexible enough, but this shows that not only are we flexible, but because of Fort Wayne, the company has a half billion dollar government contract, and a good shot at billions more. We have not entered grievances when work was outsourced until people were laid off. That's how flexible we've been. As far as MRAP, all the work is being done by 2911. Diamond Force is only doing support on two minor products. This is just like the way Blue Diamond work went. Originally the company told us it wasn't our work. But when it came to getting the work done, we did it.

LOCAL 2911

What's going on with Diamond Force and Military work? (Continued):

By the next contract negotiation in 2002, there wasn't any question but that the Blue Diamond work was our work.

Q: If we are so flexible, why does the company still complain?

A: Because they don't want to deal with the union. They say we are inflexible because we have a union. According to them, if we didn't have a union, we would be much more flexible. The reality is, they know that if there wasn't a union, they could easily eliminate whatever they feel costs them too much money. They would cut and cut, until too many people quit. That's where they would stop. You would lose a lot of your Health care, vacation time, COLA, and your job would go else where on a management whim, regardless of the quality impact.

Q: What should be the response to requests to do testing for IES?

A: The response should be to file a grievance, if they are doing our work.

Q: Can the company force us to be salaried?

A: Yes. At least all the letter grades could be declared to be "professionals" by the company. However, they would have to negotiate the salary plus benefits with the union.

Q: Does being declared "professionals" mean we won't get paid overtime?

A: Not necessarily. Chrysler engineers still get paid overtime. We can negotiate anything we want. You tell me what you need to have, and my job is to represent what you want. Come up to the office, or talk to your Stewards or Committee men. If you prefer, you can email any of us.

Q: Is it possible that if we go salary, then non reps L6 and below could become union members?

A: That is something worth looking into. There is a lot of dissatisfaction at that level. The people who most challenged management at the "Bright Ideas" program were Level 5 and 6 people. I was very impressed with their passion! Actually, if we think it is advantageous, I believe we could even get most of the number grades declared professional, by the Fair Labor Standards Act (FLSA) criteria.

Q: Do you think the company is serious about moving Engineering out of Fort Wayne?

A: No. The board has refused to give them the money to build anywhere else. Any statement like that is a bluff. Also, the city of Fort Wayne offered the company a very attractive package to stay and build new in Fort Wayne, better than any package offered by any other area.

LOCAL 2911

FEEDBACK

The July newsletter has not been posted on the Web at this point. If you know of anyone who would like a hard copy, have them contact Vicky Coil 461-1107

Do you have feedback on this article?

We will print all feedback of 100 words or less in the next issue.

Send email to donwarbritton@yahoo.com

Comment line “feedback” and state whether or not you allow your name to be used. Please include a phone number for verification.

SURVEY

- The survey preparation is in progress.
- We are receiving many comments through Grahm Kinney, thanks for all the feedback. This is what we need in order to fight for what the members want in a contract.

Please copy Mike Coil on e-mail responses to Graeme Kinney with your concerns, suggestions or issues.

July Events

July , 2007

Monthly Meeting

There will not be a regular membership meeting in July.

A strike vote meeting is to be held on July 23, 2007.

Nominations for (1) Trustee and a Recording Secretary are in progress.

Mike Coil met with the Policy Committee July 16 through the 20th. To review the issues at all locations and discuss the negotiating items each local is facing.

UAWlocal2911.org

Chronology: Social and economic progress for autoworkers and America

1935: National Labor Relations Act, also known as the Wagner Act, gives workers the right to organize unions of their own choosing and to bargain with employers.

1935: Social Security Act establishes publicly funded social insurance plan to benefit retirees.

February 1937: UAW members organize at GM in Flint, Mich., after a series of sit-down strikes. A one-page agreement ends the strikes and commits the company to negotiate a collective bargaining agreement with the UAW, which is completed on March 12, 1937.

April 1937: Sit-down strikes end at Chrysler after the company agrees to recognize the union and negotiate a contract.

May 1937: Battle of the Overpass: Ford security guards attack UAW organizers Walter Reuther, Richard Frankenstein, J.J. Kennedy, Bob Kanter and members of the union's women auxiliary when they attempt to pass out leaflets to workers at Ford's Dearborn factory complex.

1939: "Strategy strike" at GM shuts down key plants and leads to exclusive UAW bargaining rights, seniority rights and the groundwork for skilled-trades apprenticeship. In October the UAW thwarts a company lockout at Chrysler, winning higher wages, the right to negotiate production standards and arbitration of grievances.

1940: UAW wins first paid vacations at GM.

June 1941: UAW members organize at Ford, overcoming intense company resistance. UAW-CIO supporters stack up a 70 percent majority in a union representation election.

Dec. 8, 1941: One day after Pearl Harbor, the UAW International Executive Board votes to declare a moratorium on strikes for the duration of World War II.

1942: UAW wins doubling of vacation time for workers with five years of seniority at GM.

1947: UAW wins first paid holidays at GM.

1948: Union wins annual improvement factor (AIF) and cost-of-living adjustment (COLA), to recognize workers' contribution to increased productivity and protect wages against inflation. Both breakthroughs first negotiated at GM and later applied to other companies.

1949: First company-paid, jointly administered pensions for industrial workers in the United States at Ford. GM follows the pattern a year later; so does Chrysler, after a 104-day strike.

1950: First employer-paid health insurance program for industrial workers at GM. Company agrees to pay part of the premium for a hospitalization and medical program.

1955: Supplemental Unemployment Benefits negotiated at Ford, to aid laid-off workers and work toward guaranteed annual wage for autoworkers.

1961: UAW wins first fully paid medical coverage for industrial workers in the United States at GM; half-paid for retirees. Also at GM, anti-discrimination clause bans discrimination on basis of race, creed, color or national origin. At American Motors, UAW wins **first-ever profit-sharing plan** for autoworkers.

August 1963: UAW members join historic civil rights march in Washington.

August 1964: Civil Rights Act passes Congress, mandating an end to discrimination in schools, housing and public accommodation.

October 1964: UAW wins full hospital-surgical-medical for retirees at Chrysler; Ford and GM follow pattern. Also in the '64 agreement: tuition reimbursement of \$250 per year for job-related study courses, and life and disability insurance fully paid by the company.

1965: Voting Rights Act extends full citizenship to black Americans, who have been systematically denied the right to vote.

1965: President Johnson signs Medicare bill, creating a nationwide, publicly funded health insurance plan for all senior citizens. UAW retiree benefits are linked to Medicare, with retirees over 65 using the public program as their primary insurer, and company-paid insurance as a supplement.

1967: Prescription drug plan for UAW members at Big Three. Surviving spouses included in retiree health care plan.

1970: "30-and-out" benefits established after a 10-week strike at GM. Workers can retire after 30 years of service, regardless of age.

1970: Congress passes Occupational Safety and Health Act (OSHA).

1973: "30 and out" benefits won at Chrysler. Health and safety programs established to reduce workplace hazards.

1979: UAW-Chrysler workers accept concessions to save company from bankruptcy; mobilize to win loan guarantees from U.S. government. UAW President Doug Fraser appointed to Chrysler Board of Directors.

1982: Guaranteed Income Stream provides income security for laid-off workers at GM and Ford. Profit-sharing won for Ford and GM workers.

1984: UAW negotiates first-ever joint quality programs at Ford. Martin Luther King Jr.'s birthday becomes a paid holiday. New job security pattern set in negotiations with GM as "jobs bank" established for eligible workers with one year or more of seniority. At Chrysler, UAW wins right to recommend no new pension investments in companies doing business in South Africa that fail to adopt Sullivan anti-discrimination principles.

1985: Chrysler workers return to wage parity with Ford and GM workers; Guaranteed Income Stream also established, as well as joint programs in quality, training, education, and health and safety.

1987: Moratorium on plant closings during the life of the agreement at Ford and GM. Job security guarantees limit layoffs except in cases of market-related volume declines. Joint quality programs established at GM.

1988: Chrysler workers win job security and moratoriums on plant closings.

1990: Job security enhanced at all three companies. New Chrysler contract negotiated after two years, returning all three companies to the same contract cycle. Layoffs for volume-related reasons limited to 36 weeks during the life of the three-year agreement. Comprehensive policies against sexual harassment implemented.

1990: Nelson Mandela visits UAW members at Ford Rouge complex following his release from prison in South Africa.

1993: President Clinton signs Family and Medical Leave Act, giving workers the right to take 12 weeks off, without pay, for the birth or adoption of a child or to care for a sick family member. President Bush had vetoed a previous version of the bill in 1992.

1996: Job and income security funds increased; gains in wages, pensions and health care in all Big Three contracts. Dependent children and retirees are eligible for tuition assistance.

1999: UAW "Bargaining for Families" agenda wins 3 percent annual raise in all four years of Big Three agreements, for the first time in 20 years. To protect workers at company spin-offs, Delphi agrees to mirror GM agreement for this and one more contract cycles; Visteon workers at the time of spin-off will be Ford employees for life, and Visteon will mirror the Ford contract for this and two more contract cycles. Family Service Learning Centers established at Ford. UAW wins Election Day as a paid holiday, enabling more workers to get involved in the democratic process.

2001: President George W. Bush kills ergonomics standard implemented by President Clinton, denying millions of workers protection from on-the-job hazards.

2002: Election Day holiday bill introduced in Congress, patterned after 1999 UAW contract language. Would grant federal workers Election Day off and encourage private employers to follow suit.