

Local 592 Tribune

The Ballot Box to Bargaining Table Connection

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Special points of interest:

- Upcoming Meeting Dates
- Nominations For Officers
- Website Passwords
- Cartoon

Working at UTAS in Rockford is a great opportunity that can give you and your family many years of advantages. How did it get to be this way? First, Aerospace has always had higher profit margins than many other industries. If a company has more profit, they can afford to pay for better talent. Second, UAW Local 592 has been bargaining on behalf of its members since 1946 and many people before us organized, fought and persevered to make and hold gains won at the bargaining table. Third, politics. Never forget that what can be won at the bargaining table can be lost at the ballot box. The UAW and organized labor have been active in Springfield, Madison & Washington D.C. to pass a pro worker agenda and defeat legislation that harms working families. There will be major

challenges for Local 592 in the next 16 months when our collective bargaining agreement with UTC expires and the political environment can't be ignored.



Never forget, that what can be won at the bargaining table can be lost at the ballot box.

IL Governor Bruce Rauner and WI Governor Scott Walker are rabidly anti-union and continue to assault state laws that protect workers. New Republican majorities in Kentucky, Missouri and New Hampshire have just passed or will soon pass "Right to Work" (for less) laws. In Washington, the Trump administration can appoint anti-union members to the National Labor Relations Board and his nominee to head the Labor Depart-

ment, CEO Andrew Puzder, will be no friend to blue collar workers like us. The NLRB and the Labor Department set some workplace regulations and rule on certain cases that are brought before it between unions and companies. A more anti worker Supreme Court will likely hear a case similar to Friedrichs v California Teachers Association which could make all public employ-

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Presidents Report

By Mike Roth— UAW 592 President

Pension Issues

We were notified by a few of our retirees that they were noticing a reduction in their pension amount. Upon investigation we were able to determine that the Company had taken more money out of some of our retirees checks. After working with the Benefits center, the money that was errantly taken out of these checks has been reimbursed.

Postings

In the past year job postings have been fairly numerous and we're continuously talking with the Company to make sure that there are opportunities for our members by downposting these jobs initially. We have had some success in this because of the Letter of Agreement that we signed in the last negotiations. This letter was to keep an 80/20 ratio in posting the higher bracketed jobs to the lower bracketed job. Although this isn't ideal, it was a start to ensure our members were given an opportunity to grow within the Company. Hopefully in the next negotiations, we're successful in making more improvements to this.

Since February 2016 the Company has hired 34 new members in various classifications throughout the Rockford Business units. We would like to welcome them all to the UAW Local 592 family.

Jig Bore & Tool Maker work

The management group in Overhaul has announced their intention of outsourcing all Jig Bore & Tool Maker work in the near future. Their reasoning is that the work load for those two classifications is decreasing and they'd like the floor space to expand the business with more products. We are currently in negotiations with the Company over this decision. We

The Bargaining Committee has been trying to get a universal Certified Operator program in place so we can ensure everyone is trained and capable to perform their job to the best quality possible.

have 45 days per the contract to negotiate this decision. We feel as though this announcement was made hastily since other Business groups utilize the skill of our Jig Bore operator and Tool Maker to efficiently keep product flowing to customers. This elimination of skill would negatively impact turnaround time for our members to build or repair products for the customer. We will keep our membership informed as we move through the process.

Quality Issues

For the past year, the Bargaining Committee has been working with the Company to address quality issues throughout

the Rockford Campus. We have had several meetings and have been successful in getting procedures that are more in line with how we have trained in the past. The Bargaining Committee has been trying to get a universal Certified Operator program in place so we can ensure everyone is trained and capable to perform their job to the best quality possible. This procedure is not complete, but we're getting closer. I keep telling management that we have the best workers within the industry and you keep proving it over and over. Thank you all for the hard work that you do. It makes it easier for us whenever discussions come up about bringing work back to Rockford. On that note, the Company has announced to the Union that they're going to be bringing some Actuation work back in house. They've already started working on an area to put their assembly work on the 2nd floor. There's potential for that group to bring in more work in the future and we'll keep you informed.

Local Union Elections

The Local 592 Bylaws state there will be a special membership meeting held the 4th Sunday in April for the purposes of nominations. That's April 23rd @ 1pm. Notification of acceptance will need to be in by 4pm Wed. April 26th. Information will be posted in the shop, along with sending out postcards reminding everyone of the dates, times and location in the near future.

In Solidarity,

Mike Roth

Continued Cover Story

ee unions toothless across the entire country. Collectively, when organized labor is weakened in either public or private employee situations, it's bad for all of us.

And of course the holy grail of anti-worker laws that was introduced in the 2017 Congress is a National Right-to-Work (for less) bill, HR 785. The misnamed bill would allow for free riders within Local 592. You don't have to pay dues but you still get whatever benefits are won at the bargaining table. Ha! How long do you suppose the company will take before contract negotiations end with lower wages, less benefits, less due process when you've been unfairly wronged and a much heavier hand by management on the shop floor? How will you feel when the person next to you is not working as hard, not paying their dues and still enjoying the protections (for now) you do? By them not participating it's going to cost YOU money down the road.

Come on Chris, this doesn't affect me! Wrong!! Local 592's collective bargaining agreement ends in May of 2018. There are only two things, in my opinion, that make a union strong: solidarity and leverage. With less solidarity and leverage in State Capitals and Washington due to Republicans hostility to unions, less solidarity and leverage in the general public because right to work (for

less) laws drive down membership, we increasingly need to double down on our strengths within Local 592.

Local union elections are coming up in the next few months. It's time for new members who have been hired in the last three years to take an active role. It's your future, do you care? Find out about running for the office of President, VP, Recording Secretary, Treasurer, Trustees, Sargent at Arms or Guide. There's also over a dozen different committees to join and department steward positions are always in need. I was only 22 with less than 3 years seniority when I was elected the first time as a Trustee so don't think you can't do it. Consider also opening a separate account at your bank and putting \$25 a week into it for a potential work stoppage. It's much easier to look at a bad contract offer next May with the proper frame of reference if you have money set aside for a work stoppage. They've happened before, 2003 & 1987, and we know history repeats.

Life is all about choices. Will you continue to do quality work? Will you vote against your own interests then wonder why they passed anti-worker laws? Will you get involved, or sit back and point fingers at "the Union"?

We can't solve everything, can't win all the fights. But there's always a fighting chance when YOU'RE a participant, not just a spectator.

In Solidarity and Respect,
Chris Remhof

In Remembrance (2016)

Active:

Forrest S. Montgomery	01-19-2016
James Dalton	01-30-2016
Daniel T. Zimmerman	07-23-2016
Jeffrey M. Bronson	09-05-2016

Retiree:

Lloyd A. Hawkinson	02-28-2016
Clare O. West	03-01-2016
Wilbur G. Robison	03-24-2016
Donna M. McCullough	03-28-2016
Roy L. Hicks	04-06-2016
Charles T. Carter	04-08-2016
Paul E. Upstone	06-27-2016
Richard Johnson	07-06-2016
Gerald F. Baker	07-14-2016
John E. Hyde	07-15-2016
Dean H. Johnson	07-17-2016
William F. Jeter	07-24-2016
Alan D. Jones	08-05-2016
Jimmie E. Stroud	08-19-2016
Harry D. Skurski	09-10-2016
Rodney D. Lundquist	09-17-2016
William H. Fuller	09-17-2016
Robert R. Thingvold	10-27-2016
Clarence E. Bader Sr.	11-14-2016
George A. Lagerstam	12-09-2016

UNION 101:

Union Meetings: Why You Should Have Been There

How many times have you seen that your union is having an important meeting? Maybe you saw a flier about it or maybe someone shared it on Facebook. Either way, you made a mental note to try to attend, but then life intervenes and you never make it. Come Monday, you ask the steward what happened at the meeting, and he usually snaps, "If it is so important for you to know, you should have been there!"

It's shocking the first time someone says that to you. You get defensive. Our lives are busy and it's not always easy to drop everything to drive across town to the union hall. But isn't that true of all of us – including your co-workers – who did attend the union meeting? We all have busy lives with priorities that pull us in many directions. The issue isn't why you didn't go to the meeting; instead, it's why you should go to the meeting.

Union meetings have been around before unions existed. It was through meetings that workers would come together to build their organizing campaigns. They would share information, make plans, get assignments and report back their efforts. They would heatedly debate strategies and then come together as one. That process of sharing information, debating, democratic decision-making and action is what transformed them from individual workers to a union.

The UAW Constitution enshrined the union meeting by requiring all local unions or units of a local union to hold regular membership meetings at least once every three months, but most do it monthly. At these meetings, we elect our representatives, vote on expenditures, and learn about issues affecting both our worksites and the labor movement as a whole. It is where we go

to express our views and influence decisions. It is where we share examples across the worksites of new trends in management's behavior toward members or brainstorm ideas to help the community. We don't go to meetings expecting have all of our issues solved or all of our suggestions adopted.

“ We go to be part of a whole – to be a part of discussion and understand the ultimate resolution. That stretch and pull of discussion and debate is what keeps our unions healthy and democratic. ”

What happens when we don't attend? Well, issues continue to be debated and decisions made, but a point of view might be missing because it isn't reflected in the room. Officers continue to be elected and empowered with authority to make decisions and act on our behalf, even though many of the members they represent may not have voted in the election. Bargaining issues and strategies are discussed and settled on which might not reflect the concerns of all, because all of have not voiced their concerns. What should be a dynamic and vibrant discussion becomes one-sided and unchanging.

Next month, your union will no doubt have another meeting. And again, you will think about attending. And as the time approaches, all the other things in your life will start to compete for your time. This time, do something different. Don't think about all the reasons you can't go. Instead, take a minute to think of the reasons why you should attend the next meeting – and then plan on bringing a co-worker!



To learn more, attend your local union meetings and talk to your elected leadership.

Upcoming Local 592 Membership meetings:

Wednesday, February 22nd. 1pm night shift, 5pm dayshift.

Wednesday, March 22nd. 1pm night shift, 5pm dayshift.

Wednesday, April 26th. 1pm night shift, 5pm dayshift.

Local 592 Special Notice

- **Local Union Elections:** The bylaws state there will be a special membership meeting held the 4th Sunday in April for the purposes of nominations. That will be April 23rd @ 1pm. Notification of acceptance will need to be in by 4pm Wed. April 26th. Elections will be May 17th (polls open 6am—6pm). Run-off election if needed will be Wed. May 24th (polls open 6am—6pm). Winning candidates will take office at the June 28th, 2017 Membership meeting.

Executive Board Contacts

	<u>Phone</u>	<u>Cell/Pager</u>	<u>Email</u>
President – Mike Roth	962-0600	978-0309	mike.roth@hs.utc.com
Vice-President – Alton “AJ” Jackson	226-4294	243-0427	alton.jackson@hs.utc.com
Recording Secretary – Mike Rourke	962-0600		michael.rourke@hs.utc.com
Financial Secretary – Greg Kimbrell	226-6961		greg.kimbrell@hs.utc.com
Chief Steward (Dist. 1) – Mike Fishe	226-6961		mikefishe@hs.utc.com
Chief Steward (Dist. 2) – John Loos	226-6961		john.loos@hs.utc.com
Chief Steward (Dist. 3) – Brian Opsahl	226-6961		brianopsahl@hs.utc.com
Chief Steward (Dist. 4) – Pete Deskovich	966-8167	218-0663	pete.deskovich@hs.utc.com
Trustee Chair– Tina Roth	226-6961		tina.roth@hs.utc.com
Trustee – Neil Weisensel	226-7173		neil.weisensel@hs.utc.com
Trustee – Gilberto Gonzalez	226-6961		gilberto.gonzalez@hs.utc.com
Sergeant-at-Arms – Steve Rasmussen	962-0600		steve.rasmussen@hs.utc.com
Guide – Rex Thomas	962-0600		
Retiree’s Member at Large – Jim Kimbrell	962-0600		
Unit 3 Representative – Maria Del Rosario Rodriquez	962-0600		

Please contact Mike Rourke at the UAW hall if you are having issues so we can pass along to the Benefits Rep. to get it resolved. (815-962-0600)

Attorneys for UAW Region 4

Katz, Freedman, Eagle, Eisenstein, Johnson, and Bareck will be at the Hall on membership days between the night and day shift meetings. You may also contact them at 1-800-444-1525.

WWW.UAW592.ORG

- Contract
- Seniority lists
- Attendance Policy
- FMLA paperwork
- Short term disability forms

The password for access to the seniority list is: **UAWs1592#**

The password for access to the documents list is: **UAWLocal1592**



UAW Local 592

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Follow us on Twitter: @uawlocal592

We are on the Web!
www.uaw592.com

Reminder!

A note from the Recording Secretary...

Please remember to notify your union office of any changes of name or address. The number to the union office is

815-962-0600. If you know of other members who have had a change of address within the last year please remind them to notify the union office as soon as possible.

Fraternally,

Michael Rourke

Local 592 Recording Secretary

It is essential that there should be organization
of LABOR. Capital organizes and therefore
labor MUST ORGANIZE.
Pres. Teddy Roosevelt, 1912.



Local 592
Tribune

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