

Local 592 Tribune

Know Your Contract

By, Chris Remhof

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Change is inevitable. Sometimes it's progress and sometimes not. When I was a 3rd shift Material Clerk in 1997 at Plant 6, there was plenty of change. Sundstrand was on a hiring spree that went from 1995 to 1999 and covered Plants 1, 6, 7, 8, 10 and 19. Some of those plants don't exist anymore, and the others have undergone significant changes.

One thing that hasn't changed much is contract section 14.4 which covers a merit increase for members not at the top of their classification. Since April 1st, 1989 the pay increase for "average" has been 25 cents and "above average" 50 cents. In the 1998 negotiations the union was successful in changing the frequency from four months to three.

There's an important sentence in that section that the company seems to be forgetting lately: "Nothing herein contained shall prevent the Company from making

merit increases more often than the regularly scheduled three months or in greater amounts than \$.50 per hour...".

This is especially important for Material Clerks because they currently have a spread of \$10.15 between the bottom and top of the classification. At \$.50 every 90

parable quantity and quality of work on comparable operations". Unions were at the forefront of the 'Equal Pay Movement', but in 2021 it's still striking to see that kind of language in writing.

Vacation language has changed a lot too. In 1980, three years through nine years of seniority earned you only two weeks. But those 10 days were paid at a rate of 12 hours per day. Today, you earn two weeks' vacation after 1,100 hours and three weeks at year five instead of year 10.



days, it'd take a clerk over five years to hit the max pay for their classification. Lube / Waste Handlers have a spread of \$13.38! It's important that we advocate for our raises on time and by pointing out that the \$.50 level is not a hard cap.

Looking back at the 1980 contract book, here's a change we don't even think about today. Section 14.8: "Wage rates for women shall be set in accordance with the principle of equal pay for com-

It's important we understand our past success and failures at the bargaining table so we can learn from those moments and continue to advocate for each other. Read your contract book, talk with stewards and educate yourself about labor law and our collective bargaining agreement. Knowledge is power and with so much turnover in HR and supervision, don't assume what management tries to do is correct if it seems wrong.

Editor: Chris Remhof
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President's Report

By Alton Jackson – UAW 592 President

Brothers and sisters,

Our Local 592 Membership meetings are scheduled to restart again after July 1st. Please keep an eye for communication on the union boards in the shop or call the hall before you come to a meeting. Pending Executive Board approval on June 21st, the 5pm dayshift meeting will be held at Screw City Tavern across the street from Plant 6. They offered us the banquet room for free, it gives us more room than we have currently and it's about as close to both plants as we could want.

The Recreation Committee has started planning the picnic for this year. It'll be at SM&SF park on August 7, 2021 from Noon-5pm. The address is 7625 Kishwaukee Rd Stillman Valley, IL 61084. The Union picnic is for you and your immediate family as a way of say thanks for all that you do at work, in the community, and within your Local Union. We'll need volunteers to help with setting up, selling tickets at the gate, 50/50 raffle, running games, and cleaning up. Please contact Recreation Chairman John Cartwright or one of the Bargaining Committee members. Any help will be appreciated. We hope you all come out and enjoy the day with family and friends.

I would like to thank Craig Fryda, District 4 Chief Steward and Safety Committee

Chair, and Mike Fishe, Recording Secretary, for working together on getting our Local Union Information System (LUIS) with the International Union and our Local information system updated and corrected. They found many mistakes and are asking that members help us keep it updated by notifying Mike Fishe at the hall at 815-962-0600 with any change of addresses or personal information.

Local 592 Union Picnic Saturday, August 7th SM&SF Park

Craig Fryda has received the OSHA 30 training and is receiving his certificate. This is a huge accomplishment and will benefit our members as he fulfills his role as Safety Chair. Some of the areas of training include Powered Industrial Truck, Hazard Communication, Machine Guarding, Control of Hazardous energy, and Cranes and Hoists. Thanks Craig!

The Union has finally received updated seniority lists. After a quick review, we noticed several errors in it. We've asked HR to correct it and would like your help. Please check the list on our website or ask your Chief Steward to see if your information is correct. The Union has also received a credit-

ed service and continuous service list. If you would like to verify that your numbers are correct, please contact a Bargaining Committee member.

In September of last year, the company went from three HR Representatives that work with the Union to two. The level of service that our members have received has slowed. The Bargaining Committee has been notified that they are in the process of hiring another HR Representative to support our members.

In an effort to reduce our costs and carbon footprint, this is our final notice that the newsletter is going digital for all that receive it by mail. In the shop, it'll still be passed out by hand. We'll be transitioning to posting the newsletter on our website www.uaw592.com. For those that would still like to receive the newsletter by mail, or would prefer it emailed, please contact the Union office at 815-962-0600, newsletter.uaw592@gmail.com and give your name, address or email.

Stewards will be selling tickets for the Rockford Labor Day Parade Committee Cash Raffle this summer. The tickets are \$1 each or 6 for \$5 with cash prizes ranging from \$500 to \$100.

In Solidarity,

President Alton Jackson

Safety Committee Report: Craig Fryda, Chairman

Hello all,

First, I would like to thank the membership for sponsoring me to participate in the one-week OSHA 30 class. This class was put on by the UAW international safety team and contained a wealth of safety regulations to keep all our brothers and sisters safe. I also gained some contacts in the international that we can reach out to if we need to for help with safety issues.

Summertime always implies lots of sunshine, family fun and outdoor activities. Summer also provides opportunities for hazards like sunburns, dehydration, heat, and sun overexposure. To ensure your family has a safe and wonderful summer, check out these summer safety tips and precautions.

Very few summer safety tips are as important as staying Hydrated. To avoid dehydration and heat related illnesses you, need to replenish fluids lost through sweating. Water and sports drinks with electrolytes are the best, avoid sugary, alcoholic, or caffeinated beverages as they tend to increase the release of fluids. Don't ignore the signs of dehydration which are dry sticky mouth, headaches, fatigue, and cramps.

Heat related illnesses occur because of the body losing excessive amounts of water through sweating and the body's inability to cool down. Familiarize yourself with the warning signs, which are cramping, light sweating that gives way to more profuse sweating, feeling lightheaded, fatigued, and nauseous, this is heat exhaustion. Uncontrolled heat exhaustion can rapidly escalate into a heat stroke situation if left unchecked. The when the body ceases sweating and no longer cool itself and you become dizzy, confused with hot dry skin and rapid pulse. These are indications of heat stroke.

If you or someone is experiencing signs of heat illness, move to a cool shady or air-conditioned space, replenish fluids, use fans, ice, cool towels, or other methods to bring the body's temp down. If symptoms don't subside within 15 or 20 calls for medical help. Monitor breathing and be ready to give CPR if needed.

Protect your skin from sunburn. Sunburns also affect the body's ability to cool itself and increase your risk of skin cancer. If you're going to be out in the sun, be aware the sun's rays are strongest between 10 am and 4 pm. Liberally apply a sunscreen with a (sun protection factor) SPF value of 30 or higher and reapply throughout the day. Wear loose fitting clothing with long sleeves and long pants, and don't forget a hat and sunglasses.

Under NO circumstances ever leave your children or pets in an unattended parked car in hot weather, even for just a few minutes!! Children and pets are more sensitive to heat than adults and it doesn't take as long as the effects are amplified in car acting like a greenhouse. If you see a person or animal trapped in a hot car, call for help immediately.

Don't forget your pets; Make sure to provide them with plenty of water and if possible, a shady spot to keep cool. Watch for signs of heat stress like heavy panting or labored breathing. Keep them cool by hosing them down, let them lick ice cubes or moving them to a cool place.

Stay Cool and have a Great summer!!

Craig Fryda
District 4 Chief Steward
Union Safety Chairperson
First Responder
Cell: (608) 295-6895
Craig.Fryda@Collins.com



CAP Committee Report: Steve Brown, Chairman

What is V-CAP?

V-CAP is the UAW's political action program which includes the Union's PAC (Political Action Committee). The PAC fund is made up of voluntary contributions from UAW members, both active and retired. The money is used to support pro-worker political candidates who have earned the endorsement of the UAW Community Action Program (UAW CAP). Federal and many state election laws prohibit unions from contributing members' dues money to political candidates. The only money that can be used for contributions to candidates is money members voluntarily contribute to V-CAP.

Why should I give to V-CAP?

Whether it is taxes, trade policies, retirement security, healthcare, education or infrastructure, politics affects our daily lives. That is why it is essential for working families to make our voices heard in local, state, and national politics by supporting candidates who support us. One of the most effective ways to do that is by contributing to V-CAP.

It is our goal to strengthen our membership by connecting them to the political process, developing community leaders and elected officials who listen, respond and represent the needs of our members and communities. None of us are prepared to write a check for our candidates that can match those of multimillion dollar contributors to candidates that want to destroy our livelihoods and cripple our ability to have our voice in the workplace. Collectively with every member contributing, doing our part, your V-CAP Dollar contributions will help elect candidates who support working Americans and help protect the core values of this organization and the best interest of our members and citizens.

The Region 4 prizes for 2021 will be a check in the following amounts (less 25% mandatory income tax withholding). The price of V-CAP tickets remains at \$2 each.

- **1st prize \$10,000**
- **2nd \$5,000**
- **3rd \$2,500 (2 winners at this level)**
- **4th \$1,000 (2 winners at this level)**
- **5th \$500 (2 winners at this level)**
- **6th \$200 (10 winners at this level)**

Tickets will be on sale starting August 2nd, and can be purchased from your Union Steward.

“UAW V-CAP is an independent political committee, created by the UAW. This committee does not ask for or accept authorization from any candidate, and no candidate is responsible for its activities. UAW V-CAP uses the money it receives to make political contributions and expenditures in connection with federal, state and local elections. Contributions to UAW V-CAP are purely voluntary and are not a condition of membership in the Union or of employment with the Company. Members have the right to refuse to contribute without fear of reprisal. All UAW members may be eligible for V-CAP raffle drawings regardless of whether they contribute to UAW V-CAP. Monies contributed to UAW V-CAP constitute a voluntary contribution to a joint fundraising effort by the UAW and the AFL-CIO. Contributions or gifts to UAW V-CAP are not deductible as charitable contributions for federal tax purposes.”

Member Spotlight: Tom Cree Jr.

Tom Cree Jr has been a UAW Local 592 member since March of 1999 and is currently a Journeyman Electrician in department 583.

The Local 592 Tribune staff asked him to create a sketch about the union. Please thank Tom when you see him.

If we have any other artists that want to design something, please contact Chris Remhof.



ATTENTION: Until further notice, Local 592 union meetings will be held as follows. **1pm** night shift meeting at UAW Hall 929 S. Alpine Rd. **5pm** day shift meeting will be at Screw City Tavern 4412 Manchester Dr., across from Plant 6, in their backroom. This is pending E-Board approval on June 21st.

Upcoming Local 592 Membership meetings:

Wednesday, <u>July 28th.</u>	1pm night shift, 5pm dayshift.
Wednesday, <u>Aug 25th.</u>	1pm night shift, 5pm dayshift.
Wednesday, <u>Sept 22nd.</u>	1pm night shift, 5pm dayshift.

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.COM

- 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

929 South Alpine Rd., Unit 203
Rockford, IL 61108

Phone: 815-962-0600

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 Fishe

Local 592 Recording Secretary

Final Notice

In an effort to reduce our costs and carbon footprint, the Newsletter is going digital for all that receive it by mail!

We will be transitioning to posting the newsletter on our website www.uaw592.com. For those that would still like to receive the newsletter by mail, or would prefer email, please contact the Union office at (815-962-0600) or newsletter.uaw592@gmail.com and give your name, address or email.



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Tribune



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