

Local 592 Tribune

So, you want a posting?

By, Chris Remhof

Inside this issue:

| | |
|-----------------------|---|
| Cover Story | 1 |
| President's Report | 2 |
| Cover Story continued | 3 |
| Safety Committee | 4 |
| Veterans Committee | 5 |
| Picture | 6 |

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This article will hopefully help you better understand section 6.6 of the collective bargaining agreement and the posting process.

Article 6 of the contract deals with upgrading and job postings. You'll want to read that entire section and ask questions to your Chief Steward prior to posting, or before the posting window closes. One of the first things you need to do BEFORE posting on a job, is to update your personal file with all your work experience, education, certificates, and other qualifications. The information you filled out on your résumé is NOT in your personnel file which is reviewed for postings. So, prior to posting, compose a list of all "direct experience" which you have that complements the work we do here. Same goes for any education. Email this to your Collins HR rep and ask them to put this in your personnel file that relates to postings. Make sure they reply in writing that they've received your email. That's your proof so save that email. The company's

"Workday" software program is not reviewed for postings, so don't rely on any information there to help you.

You're allowed to review your personal file once a year by contacting HR and requesting that information. This is a good idea if you've recently updated your file with new skills, education or plan to leave your current department. You wouldn't sign a contract to buy a house without getting approved for a mortgage first would you?

Here's what section 6.6 says and we've added some notes or calculations in parentheses:

If no employee bids (posts) for the job, or if no employee who bids for the job is qualified (per the posting matrix), to perform the work, the Company may fill the job by offering it to an employee who did not bid (you didn't post on the job) or by hiring a new employee (hiring off the street) to fill it. The employee must meet the posting eligibility requirements per sections 6.5 (you haven't turned down a posting in the 180 days unless they held you

longer than 45 days from when you were awarded it), 6.7 (you got a posting, went to the new department and then turned it down within 45 days in that new department), 6.8 (new hires from the street need to work in their new job for 1 year before posting, except with management and union approval) and 6.10 (you got a posting, made your 90 day qualifying period and need to stay there for 1 year from the date you entered that department before posting again) to be considered for the job. If the job opening has not been filled within a three month period and provided the need still exists at the end of this period, the job opening will be re-posted.

Other important notes about postings. In addition to calling the phone number on the posting sheet, you're allowed to email too. This is preferred since there's a record and traceability to when and what you posted on. Another nuance to remember is when you

Continued on page 3

President's Report

By Alton Jackson – UAW 592 President

Brothers and sisters:

We have received a letter from International President Ray Curry requesting that all UAW Local Union Officers make sure that the UAW membership lists have updated addresses and email addresses. This includes both active and retired members. We will be around the shop with lists to collect the information. Recording Secretary Mike Fishe will also be updating our records for the local. Please remember to update your information with us when you change addresses.

I've heard a lot of good feedback about the Union Picnic. It was great to see our members, both active and retired, have good fellowship. I would like to thank Vice President Mike Roth and his wife Tina, Recording Secretary Mike Fishe and his wife Lori, District 1 Chief Steward John Cartwright and his wife Annette, District 2 Chief Steward Tyler Jackson, District 3 Chief Steward Scott Lineman and his son, and District 4 Chief Steward Craig Fryda and Jackie for all their help in the planning, setup, working during the picnic and the cleanup afterwards.

IAM Local Lodge 743 has opened contract negotiations with RTX on September 13, 2021 after a few months' extension agreement between the two. Vice President Mike Roth and I attended their

opening day via a zoom meeting. We're in contact and supporting them during negotiations. We hope for a fair and equitable contract for our sister local in Connecticut.

The Bargaining Committee was successful in negotiating the return of two members that were terminated. We're currently still in talks with the company about our other members that are still out.



The company has put out a new policy pertaining to the vaccination. As of the writing of this report, your local leadership is working hard on the issue, but we have no news to report just yet. We're working closely with the International UAW regarding the vaccination.

Retirees Chairman Rex Thomas has informed us that there will not be a banquet this year. Be safe, stay healthy and we hope to see you soon.

We'll be selling T-shirts in men's and women's sizes in celebration of our charter 75 years ago. Orders are due October 4. We've also purchased lanyards for all active Local 592 members. We hope to have them done at the same time so we can hand them out together.

2021 is the 75th anniversary of Local 592. On May 29th, 1946 the Union entered into an agreement with Sundstrand Machine Tool Company. From 1946 to 1950 the Collective Bargaining Agreement (CBA) was only for a term of one year. It had 13 articles and was 20 pages long compared to the present with 20 articles and 90 pages. On September 4th, 1950, the first 5-year agreement was signed with the company, and in 1955 the CBA jumped to 19 articles. Over the years, our contract has expired not only in May, but also June, September, November and December. We owe a great debt of gratitude to those retirees who paved the way for the benefits we now enjoy. Please remember that someday a next generation will stand on your shoulders to reach higher. Let's work to make sure we've provided a strong foundation for them.

In Solidarity,
 President Alton Jackson

Cover Story continued

Continued from page 1

wish to post on a job using section 6.6, the company is currently allowing members to call or email and “six-six” the job during the active posting window. In the past, you’ve had to wait till the job came down to “six-six” the posting. Remember, you CANNOT “post” and “six-six” on a job. Pick one, but not both. Consult your Chief Steward if you have any questions.

With regards to section 6.3, this is the section of the contract where points are tallied to award the posting. Remember, if a “previously held” member of that classification posts on the job, it’s awarded strictly based on seniority in Local 592 and the most seniority wins. Also, if a “previously held” member who was a Class A in the classification posts on a job that’s up as a Class B, that previously held member would go into the position as a Class A. What pay rate you’d go in at if you weren’t at the max of the classification when you left is a subject for another day.

This article is certainly not meant to be all inclusive about Article 6 or posting. We hope it helps you to better understand the system and know which questions to ask.

Woman’s Committee Report: Melanie Gaddis, Chairwoman

Please join the Local 592 Woman’s Committee for the 2021 Breast Cancer Walk at Rock Valley College on Saturday, October 9th, 2021. Check in time is 8am at the RVC gymnasium. If you’d like to donate to the cause, please see me or search “Making Strides Against Breast Cancer”, click on the “make a donation today” button and search UAW Local 592. Thank you very much.

Skilled Trades Committee Report: Scott Lineman, Chairman

The Skilled Trades Committee is looking for help with a community project. Collins Aerospace will provide the equipment and supplies, and we’ll provide the labor on a volunteer basis to help fix up the Rockford Boys & Girls Club Baseball Complex in Loves Park. I’ll have more details soon, but we’re looking at some painting, electrical and carpentry work, along with other miscellaneous tasks. Please contact me with any questions: scott.lineman@collins.com

Thanks to everyone that helped set up and plan the Annual Local 592 Union Picnic.

We hope everyone had a great time and we look forward to seeing you next year.



Safety Committee Report: Craig Fryda, Chairman

Hello all,

Instead of a safety tip for this newsletter, I thought I would take this opportunity to introduce you to a special group of people that I have the honor and pleasure of working closely with. These dedicated and caring folks take on the extra duties of ensuring our workplace is a safe place. They take pride in doing everything they can to keep us safe. They don't do it for extra money, because there isn't any. They don't do it for the recognition, even though in many cases they are often searched out, critiqued, and criticized. They do it because they believe they can make a difference: AND THEY DO!! Of course I'm talking about your Safety Committee.

Your Safety Committee is made up of the Executive Board, a Safety Chairperson, and Departmental Safety Stewards. They all work diligently on every single task, large and small, some of these are as simple as a conversation with the supervisor or manager, and others require corporate involvement.

I'd like to highlight some of the things that the committee has recently accomplished.

After the large hoist that raises the RATS in the wind tunnel came crashing down, we came up with the idea of installing counterweights, thereby taking the strain off of the lifting screws. This was implemented and is working great, and it is now much safer. We created and implemented a working alone policy at plant 7. We didn't feel the pendant that was being used was adequate for the workers safety, so we created a plan that enlisted the security personnel to routinely make checks every hour, and every 15 minutes during a changeover. We've helped clear cluttered aisles and egresses and installed ergonomically friendly work benches and desks in areas that had none. Some of the many projects that are still in the works include:

- Lifting fixtures for Plant 1 Test.
- New ovens in 573 assembly (specifically addressing the doors).
- Making the hangars in the Robot paint room more secure.
- An Emergency Evacuation policy, complete with fire drills.
- Replacing and repairing the concrete floors in the wind tunnel.

The list seems long, but rest assured we are working hard to see that as many issues as possible get addressed. The new RIDII is a great tool and we're aware of many safety items from this. Please keep submitting and we will keep working on them. I know it seems like things take forever or aren't being addressed at all, but please remember your Safety Committee is committed and doing the best they can. We want everyone to go home safe, and will do everything we can to make that happen.

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



Veterans Committee Report: Joe Harper, Chairman

In August, two members of the Veterans Committee, Craig Westland and myself held an event at Anderson Japanese Gardens called Breathing for the Vets. The event was a short class on different breathing techniques taught by Craig that have been known to reduce stress, anxiety, and the effects of PTSD. After the class the gardens were open to participants for their enjoyment. This free event had over 60 people attending, including IL State Senator Steve Stadelman. Over \$500 was raised from donations for the Veterans Stand Down.



We'll be continuing these types of classes, for veterans only, throughout this winter with the next one being Saturday, October 9th at 8:00 am at the pavilion in Anderson Japanese Gardens. The leadership of the regional veteran's committee was impressed with the idea of these breathing techniques that help veterans, and they've invited Craig to teach these techniques at the next Veteran Conference this October in Ottawa. If you're a vet or know one, please contact myself, Craig or Tadd Johnson for dates and time.

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.

Upcoming Local 592 Membership meetings:

| | |
|------------------------------|--------------------------------|
| Wednesday, <u>Oct 27th</u> . | 1pm night shift, 5pm dayshift. |
| Wednesday, <u>Nov 17th</u> . | 1pm night shift, 5pm dayshift. |
| Wednesday, <u>Dec 15th</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



L to R following the Breathing for Vets event: Craig Westland, Local 592: Steve Stadelman, IL State Senator: Joe Harper: Local 592.



Local 592
Tribune



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