

# Local 592 Tribune

## Striketober!

By, Chris Remhof

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**Editor: Chris Remhof**  
newsletter.uaw592  
@gmail.com

This fall, more workers in the United States went on strike or were part of a labor dispute than at any point in the last 30+ years. It's been called "Striketober", and those workers flexing their collective bargaining muscle could have an impact on Local 592's contract negotiations in May of 2023.

Fueled in part by the existing low wages in blue collar jobs as compared to executive pay, labor shortages caused by the coronavirus pandemic, and "essential workers" tired of being thought of as expendable, the American Labor Movement struck back.

The Nabisco strike by the Bakery, Confectionery, Tobacco Workers and Grain Millers' International Union effected workers in five states, lasted five weeks and resulted in pay, bonuses, 401K increases and no changes to the healthcare plan. Healthcare strikes in New York, California and elsewhere were launched to remedy

understaffing, over scheduling and burnout among nurses worked to the bone during the pandemic. Workers also struck McDonald's, Harvard University, Kellogg's, and Special Metals Corporation among many others.

The strike that was closest to us, was our UAW brothers and sisters at John Deere. With plants in Illinois, Iowa, Colorado, Georgia and Kansas, over 10,000 union members struck for over 5 weeks and rejected two different "best, last, final" offers. This was the first strike against John Deere in over 30 years and coincided with the company posting record profits and the CEO having a 160% pay increase.

The company's first contract offer that was submitted to members was rejected by 90% of those voting. Workers beat back efforts by the Deere to eliminate pension for new hires and secured a 10% pay increases in the first year of the agreement with smaller amounts the next five years. Also, a \$8,500

signing bonus, maintain their no premium health insurance coverage, and pension and cost of living increases during this new six-year labor agreement. But to do so, they had to strike and hold the picket line.

There's also been lot of activity on the organizing front with renewed efforts at Amazon, Starbucks, The University of California and gaming company Activision Blizzard.

Local 592's contract is up May 21, 2023. We lay the ground work for a successful outcome then by doing the hard work now. Save some extra money, attend your union meeting, volunteer to be a Department Steward or join a standing committee and make your voice heard to co-workers and elected union representatives.

As the old saying goes, "don't be upset with the results you didn't get, from the work you didn't do".



# President's Report

By Alton Jackson – UAW 592 President

Brothers and sisters:

The company has changed the dates to the policy pertaining to the vaccination mandate. The new date for being fully vaccinated is January 18, 2022. The dates for each vaccine brand are as follows: Tuesday, December 7, 2021 is the final day for the first dose of Moderna, Tuesday December 14, 2021, is the final day for the first dose of Pfizer, Tuesday January 4, 2021, is the final day for the second dose of both Moderna and Pfizer as well as the final day for the single dose of J & J.

These dates are found on the company intranet by going to the coronavirus Collins updates page. Then click on the link RTX Update to COVID-19 Vaccine and Disclosure Policy for U.S. employees and then click link to policy. We are working closely with the International regarding the mandate.

The Union has selected an Arbitrator for the next termination case. It will be held on March 3, 2022, via zoom. We are working with our International Servicing Rep. to get pre-

pared for the Arbitration. After filing a National Labor Relations Board (NLRB) charge against the company for not receiving an information request completely, it was sent to the Union a few weeks later. We subsequently withdrew the charge. Later that month, we filed another NLRB charge for bargaining in bad faith and are close to filing more for information that the company is not providing in a timely manner.

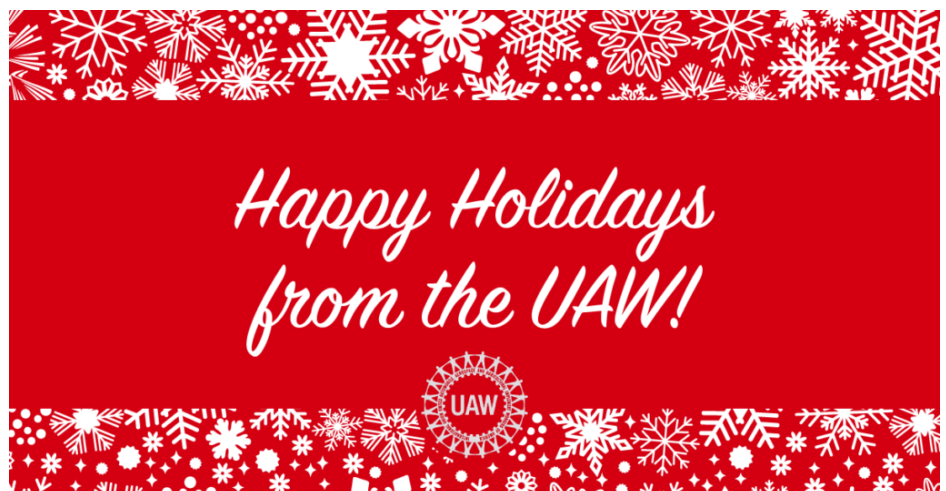
It has come to our attention that there may be an issue with the Company Automatic Contribution of 4% to our members 401K that were hired after January 1, 2020. It will appear on the right side of your paystub paystub under Auto Cntrib. If it's not on your stub, please contact your chief steward and we will get it

resolved.

Another benefit to check for is our PA days (Personal Absence). You become eligible after 6 months of continuous service. They will show up in Autotime under where the balances tab is located.

While we have worked through a few outsourcing grievances from earlier this year, the union is filing more grievances including a suspension, benefits, seniority lists and OT issues. The company has scheduled a meeting to discuss the ongoing issue with movement of hardware within the plants. We will keep you informed on the outcome of that meeting.

In Solidarity,  
President Alton Jackson



## Veterans Committee Report: Joe Harper, Chairman

The Veteran's Committee was busy this fall supporting veterans of the UAW and the Rockford area who are in need. With the support of Local 592, we've been raising money and making donations to the IL and WI veterans' homes, Dark Horse Lodge, and Top of Illinois Stand Down.

Individual members of the committee have been active as well. Two members attended the Fall Veterans Conference in Ottawa, and another member Craig Westland, was a presenter at the conference. He talked about ways to stay calm in stressful situations and then gave a ten-minute class on breathing techniques to help with stress, anxiety, and the effects of PTSD. Craig's class was a success and made our local look good. Ryan Green also attend the conference for the first time, was impressed with the conference and wanted to thank the local for sending him.



Tadd Johnson and myself want to thank Local 592 for allowing us to help at the Stand Down in October. Our local has been supporting this event for over 25 years with plans to keep doing it for another 25 years. The numbers of veterans helped that day was half what it was before Covid, but the veterans that attended were in more need than we've seen in many years. For example, one young veteran was there because he just become homeless, and he just wanted to contact the VA.

L to R: Joe Harper, Tadd Johnson, Gretchen Catherwood of Dark Horse Lodge and Chris Remhof

I also participated with Chris and Terry Remhof, and Tadd Johnson in the Trek for Troops in Byron, IL. This is a four day event where participants run, walk or crawl around the Byron Forest Preserve to raise money for Dark Horse Lodge. Gold Star Mom Gretchen Catherwood created the lodge as a non-profit to have combat veterans come together to enjoy rest, relaxation, and recreation at no cost to themselves. This was a great event and we will be attending next with hopefully more brothers and sisters.

The Veterans Committee would like to thank all the members of Local 592 for your support and for allowing us to get out there and support our country's veterans in need. Happy holidays everyone.





## Safety Committee Report: Craig Fryda, Chairman

The holiday season is a magical time, but Christmas traditions, decor, and celebrations can lead to accidents, or worse if you're not careful. Here's how to keep your family safe and healthy through to the New Year.

1. Your tree is a fire risk — even if it's fake. Each holiday season, fire departments respond to an average of 210 Christmas tree fires nationally, reports the National Fire Protection Association (NFPA). Tree fires aren't super common, but when they do happen, they're more likely to be serious.

Keep your tree at least three feet away from all heat sources (like fireplaces, radiators, and heat vents). If you have a real tree, remember to keep it watered; the drier the tree, the more easily it could ignite. Your stand should have a water reservoir that can hold one quart of water per inch of the stem's diameter. Choose a sturdy stand so the tree won't tip over.

2. Don't overdo it on the lights. As much as you may want to cover every inch of your house with lights, you may have to scale back depending on your outlets. Check the lights' packaging for the power output and never plug in more than what a power strip or outlet says it can handle. You never want to connect more than three strings of lights in one series. Always look for the UL symbol when buying electrical items and pay attention to its color: Green means it's approved for indoor use, and red means it can be used indoors and outdoors. If you're using old lights, check the wires to make sure there are no signs of fraying or cracking. Even if you've followed all of these precautions, you should still unplug all indoor lights when you leave the house.

3. Candles are pretty, but they're still open flames. December is the peak time of year for candle-related house fires, says the NFPA. Sure, they set a glowing holiday mood, but lit flames and Christmas decorations don't exactly mix. In one five-year study, the NFPA found that 52% of decoration-related fires were started by candles. Keep lit candles at least 12 inches away from surrounding objects. Trim wicks to a quarter of an inch before you light them and only let candles burn for one hour for every inch of diameter, so the wax can melt evenly. So, if you have a three-inch candle, it shouldn't burn for more than three hours. Never leave lit candles in a room that's unattended. The bathroom is particularly worrisome because people go in and out, and hand towels get moved around a lot.

4. Never toss anything but logs into your fireplace. "Don't try to burn evergreens or wreaths in a fireplace or wood stove," says Amy Artuso, program manager for the National Safety Council. Greenery and tree needles burn much faster than logs, creating sparks, which can fly into the room or onto the roof. They can also cause a build-up of creosote, a highly flammable compound, in the chimney. "And don't burn wrapping paper, because it can contain metallic materials that could be hazardous to breathe in," says Artuso. Make sure the fire is out and the embers have cooled before you leave the house or go to bed. Put the ashes in a metal bin that's at least 25 feet away from the house. Have a professional come out at least once a year to inspect the chimney.

6. Decorations can seriously harm your pets. A cat might see shiny tinsel as a toy, but a single strand can become tangled in his intestines, causing serious damage. Holly, mistletoe, and poinsettias are toxic to dogs and cats when ingested. And as for candy canes, the real ones, not the dog-toy variety, their curvy shape and wrapper can be a choking hazard, and sugar-free ones made with xylitol are poisonous to dogs.

7. Clear snow and ice off walkways. In all the rush, don't forget to prep the outside of your house. Keep your driveway and walkways clear of ice and snow, especially if you're expecting guests.

Be extra careful as you're shoveling your property: Roughly 16,500 Americans head to the hospital each year due to injuries that happen while shoveling or removing ice and snow, according to the U.S. Consumer Product Safety Commission. Wear proper boots with enough traction, point feet slightly outward to keep your center of balance under you, and take small, slow steps.

On behalf of your Safety Committee we want to wish you all a Safe and Happy holiday season!



## Important dates to know if you're new to the company

- Soon after you hire, the company should pay you the \$150 safety shoe allowance. Then every October another \$150 for safety shoes (section 13.4).
- 31 days after being hired, your insurance starts. You can and should before this date pick your coverages and beneficiaries (page 64 E).
- Company automatic contributions to the UTC Represented Employee Saving Plan will start on the first pay period after 45 days. Make your selections on which funds you're invested in or they default into the Qualified Default Investment Alternative as defined in the UTC Represented Employee Saving Plan (page 78 L).
- Day 120, your probationary period ends (section 5.2).
- Every 90 days after you finish your 120 probationary period, you should be having performance review and a pay increase until maxed in the classification (section 14.4).
- Day 180, you should receive 2 "PA Days". Those are paid personal days (section 7.7). You can find those in your AutoTime "balances" once they've been earned.
- Day 366, you're eligible for company matching contributions in the 401K program (page 75 B).
- Day 366, you're eligible to post on jobs in different departments (section 6.8).
- To receive vacation by June 1<sup>st</sup>, you must have 1,100 hour worked. You should be keeping track of those hours every week and periodically ask your supervisor to review AutoTime for your hours worked in this vacation period and see if they match. For instance: if you're hired on November 22<sup>nd</sup>, 2021 and you only work 40 hours a week you'd have approx. 1,080 by June 1<sup>st</sup> and would not be eligible for any vacation on June 1<sup>st</sup> (Section 8.1). Overtime hours count towards the 1,100 but on a one for one basis, not two hours for one hour of double time.
- There's a lot to know, but please reach out to your Steward or Chief Steward if you have questions, comments or concerns.

### Upcoming Local 592 Membership meetings:

Wednesday, <u>Jan 26th</u> .	1pm night shift, 5pm dayshift.
Wednesday, <u>Feb 23rd</u> .	1pm night shift, 5pm dayshift.
Wednesday, <u>Mar 23rd</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

## 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.



Local 592  
Tribune



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