

Local 592 Tribune

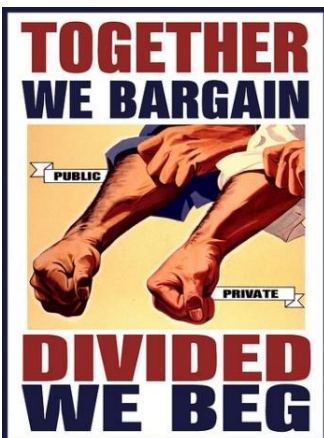
Your Quality is My Safety

By, Chris Remhof

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Safety and quality are the two most important aspects of our work life. In my opinion, they're non-negotiable. If work isn't safe, it may not matter how much they're paying you. When quality is absent at a company, it may not be around long enough to give you that long profitable career.

Both aspects should be 1 and 1A in our work lives at Collins Aerospace. The overlap, synergy, whatever you want to call it between those two priorities, is critical to building airplane parts. Passengers expect safety above all else when the plane rolls down the runway. Part of that safety comes from everyone doing their job with quality as their guiding principle. It's hard to have one without the other.

Some of our customers have been in the news lately for a series of unfortunate and regrettable quality escapes. Some of which have directly led to very serious safety events which caused injuries, property destruction and trauma

for those involved. Someone's lack of quality leads to someone else's lack of safety. As a Quality Inspector, and someone who spent 15+ hours on a flight from Los Angeles to Sydney, Australia recently, I want my airplane and all its systems to work flawlessly and safely.

A benefit of being a member of UAW Local 592 is knowing I have a voice in the workplace, and leadership has my back if I have a safety or quality issue. Craig Fryda and his safety stewards are on the front lines looking for potential hazards, and I've worked with plenty of inspectors and assemblers who aren't afraid to speak up with quality concerns.

Just the other day I was reviewing a part and noticed a minor error. It didn't affect 'fit, form or function' but it wasn't correct per the engineering print. It was rejected, and they did a MRB Use-as-is disposition so the part can continue to process. I didn't, and shouldn't, get any push back from management just because the error was

minor, and the part was "hot". Details matter, and by documenting a non-conformance it follows the Collins Aerospace Quality Policy and Quality Cardinal Rules.

Same goes for safety. Details matter, and if at any point you see or suspect an unsafe situation, please contact your supervisor, union steward or EH&S. We have safety tools like JHA (Job Hazard Analysis) on the Fly, RIDII (Report-It-Don't-Ignore-It), and EH&S audits which can be used proactively.

Companies strive to have zero recordable safety incidents and reliable products which exceed customers expectations. That's how they save money on insurance claims, garner less regulatory oversight, and get repeat business. But we all know that the pressure to satisfy Wall Street, make sales, and meet deadlines, can sometimes make people susceptible to cutting corners for short

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President's Report

By Alton Jackson - UAW 592 President

Brothers and Sisters:

The Bargaining Committee has been discussing resolutions to a few grievances with the company trying to get the number heading to arbitration down. The Tool and Gage grievance has been settled, and the verification of gages will remain within the department/classification that the gage is assigned to. This Letter of Agreement means the work will stay within Local 592 and not be done by office employees. When performing the gage verification duties, make sure you're charging your time to the appropriate charge number. We have also resolved two other test lab plumbing grievances and we're awaiting pay outs for those.

The Restoration Benefit Arbitration that was scheduled for February 28 had to be rescheduled because we discovered the arbitrator did not have the date reserved or travel plans made to attend until around 12:00pm the day before. It's now scheduled for April 10, 2024.

The International Union has updated their policy on gifts and gratuities as it pertains to Article 46, Section 1 of the UAW Constitution. It states that the local union cannot expend funds to grant gifts or gratuities to the general membership of the local union. Such expenditures cannot be considered "necessary expenses" within the meaning of this section of the constitution. With that being said, we're no longer al-

lowed to give out retiree jackets, attendance prizes at the annual picnic, or attendance prizes at the membership meetings using funds from active dues going forward. I understand this is something that will not be popular, but neither our Local Executive Board, nor the membership, can go against the UAW Constitution.

The Recreation Committee is currently planning our next Local 592 Annual Picnic. It'll be at the SM & SF park on August 3, from Noon-5pm. The address is 7625 Kishwaukee Road Stillman Valley, IL 61084. The union pic-

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nic this year will be FREE to attend, is for you and your immediate family as a way of thanking you for all that you do at work, in your community, and within Local 592. We need volunteers to help with setting up, selling tickets at the gate for the 50/50 raffle, running adult games, and cleaning up. Please contact Recreation Chairman John Cartwright or one of the Bargaining Committee members to volunteer. All help will be greatly appreciated. We hope you all come out and enjoy the day with family, friends, and co-workers.

Retiring soon? When you decide to retire, it's your responsibility to notify the company of your

last day on the active payroll. The Union does not notify them. For our retirees, if you're having benefits issues, you must contact the Benefits Service Center first. They can be contacted by calling 800-243-8135. Please ask for a ticket number from them so the Union can help you if the issue is not resolved. If you're a surviving spouse, you can contact the Advocacy Support Center at 800-828-8100 M-F from 8am-6pm. If a retiree passes away, to receive the life insurance, call New York Life at 800-858-9203. For pension issues call BNY Mellon at 800-858-9203.

Please remember to update your information with us when you change addresses. This includes both active and retired members. You can contact the hall at 815-962-0600. Recording Secretary Michael Fishe will be updating our records for the local. By keeping your information current with the Union, it will ensure you receive all communications from the local and the International Union.

In Solidarity,
President Alton Jackson



Cover Story continued

Continued from page 1

term gains. As workers on the front lines of those conflicting priorities, it's our bodies, stamps and reputations which could be compromised if we're not vigilant.

Coming out of the Covid-19 pandemic, the aerospace industry at large was hit with a significant brain drain from retirements. Control towers, flight decks, factory floors all saw senior people leave, and with it the experience, knowledge, and backbone that they accumulated over a lifetime of work, vanished. It's up to those of us left to pick up the torch and shine light onto unsafe situations or non-conforming parts.

Just because you haven't been hurt at work before, or leaned on to pass questionable hardware, doesn't mean you won't tomorrow. Luck runs out, but practicing safety and quality daily is good for life. Literally. For us, our families, and customers we're counting on each of you to make the right choices at work. I'm confident you will.

Boeing & IAM

Boeing and their main union, District 751 International Association of Machinists and Aerospace Workers, will work towards an agreement before the contract expiration on September 12th that effects 30,000 members. Local Union President John Holden said they'll be pushing an aggressive proposal on pay, safety, quality and retirement benefits. Regarding quality, "This time we will be making proposals that we have never made in the past around the safety and quality of the airplane. I guess in decades past, maybe [union] leaders didn't feel the need."

Another issue will be job security. Currently the 737 MAX is the main product in the Seattle area as the company consolidated 787 production to South Carolina in 2021. "We have to fill our factories with work, we have to ensure we have work for our current members and those that follow behind us. We'll be focusing on the next airplane programs – we need jobs for 50 years, not just four years," said Holden.

In Remembrance (2023)

Please take a minute to remember our brothers and sisters that passed away in 2023. They've helped pave the way for the pay, benefits and working conditions that we enjoy today. Our condolences to their families.

2023 Active:

Kevin Rice (59)	01-27-2023
Brad Ingram (53)	10-13-2023

2023 Lay Off: none

Retiree:

Barry Fagerstrom (80)	02-26-2023
Gregorio Gomez (86)	03-04-2023
Edward Brummett (80)	06-29-2023
Herman Peaslee (92)	08-11-2023
Donald Sweeny (75)	10-23-2023
James S. Bauer (68)	10-30-2023
Mark M. Barrickman (66)	10-31-2023
George W. Garner (88)	12-12-2023



Safety Committee Report: Craig Fryda, Chairman

Hello all! I hope everyone is well and getting ready for spring and summer.

I wanted to use my report to discuss your Safety Committee. I took the position of Safety Chair around September 2019 and we have members of your safety team that predate me, and some fresh faces too. I'll tell you they all work hard at making sure the company does things the safe way. We've had a lot of changes in our plants to make things safer, but the RIDII program has helped a lot! This is the easiest way to report a safety concern and make sure that it is tracked until completion. If you do not know where or how to use your RIDII icon, contact a safety steward or myself, and we'll help you. In 2023, 209 RIDII's were entered and addressed, and the number keeps growing each year.

I would like to recognize all your safety team members:

Paul Branning	Dennis Helsper	Igor Sarko	Wesley Evenson	Sam Lombardo
Ryan Simmons	James Hare	William Morrison	Neil Weisnsel	Joe Harper
Michael Petrie	Craig Fryda	Anthony Harris	Vernon Prince	

What exactly do we do as a committee? We participate in accident investigations using an investigation system called HOP (Human and organizational performance). The 5 principles of HOP are:

- People make mistakes
- Blame fixes nothing
- Context drives behavior
- Learning is vital
- Response matters

We don't do investigations to find fault, but rather to make sure that we learn where the system failed, not the individual. We then need to fix the system so that we do not repeat it. This could be via new equipment, procedures or both. The team participates in the Steering Committee meetings every month, weekly and monthly meetings with EH&S at both plants to discuss safety issues and how to resolve them. Sometimes it's a simple conversation, and sometimes there's lots of discussion and research to come up with a solution that we can all be happy with.

Some of the big projects we're currently working on are:

- Ergonomic issues at plant 6 pre-wire.
- Accountability in the event of a fire alarm activation at all plants
- floor issues in the plants (Slippery surface, loose tiles, trip hazards)
- Fire doors at plant 1

These are just a few of the bigger issues. We work with the company daily to resolve smaller issues and make things safe for all of us. I can tell you that you have a very hard working and dedicated safety team. They all work hard to recognize, report and fix numerous safety issues. I am proud to be part of such a great team that's working to protect you!

Thank you and be well!

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



VW Workers Seek Union Vote at Tennessee Plant

The United Automobile Workers said a “supermajority” of the 4,000 eligible workers at a Volkswagen factory had signed cards backing the union. The factory in Chattanooga is VW’s only non-union plant in the world. Building off the success of last fall’s negotiations with ‘The Big Three’, the UAW has been very active organizing not only at VW, but also at a Mercedes-Benz and Hyundai factories in Alabama.

In the next couple of years almost all UAW members covered under the ‘Big Three’ auto contract will be over \$40 an hour, plus annual profit sharing. In contrast, Volkswagen tops out at \$32.40. But pay is hardly the only issue VW workers have. Most of their vacation time is used during summer & winter shutdowns. Hardly a flexible arrangement. In 2014 and 2019, the union lost close NLRB elections to recognize the VW workers, but outsiders and insiders feel that the UAW has the wind at its back this time.

Other manufacturers like Tesla, Nissan, Kia, Toyota and Honda have are likely to have new organizing drives too. The UAW said it would spend at least \$40 million over the next few years to increase it’s ranks and lift workers up.

ATTENTION: Until further notice, Local 592 union meetings will be held as follows. **1pm** night shift meeting at UAW Hall 929 S. Alpine Rd. **4pm** 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>April 24th</u>	1pm night shift, 4pm dayshift.
Wednesday, <u>May 22nd</u>	1pm night shift, 4pm dayshift.
Wednesday, <u>June 26th</u>	1pm night shift, 4pm 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: @local592uaw

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

GOOD JOBS. SAFE JOBS.



PROTECT OUR RIGHTS.

WORKERS MEMORIAL DAY • APRIL 28

More than 50 years ago on April 28, Workers Memorial Day, the Occupational Safety and Health Act went into effect, promising every worker the right to a safe job—a fundamental right.



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