

Shop Talk



UAW Local 440-1 Newsletter
May 2019



Chairman's Report by Scott Moore

Greetings Sisters and Brothers,

I would like to Thank everyone that came to the Union Hall and voted during the Shop Committee Elections. I want to give a special Thanks to the members that supported and voted for me. I would also like to thank the members on the current Shop Committee for their hard work and perseverance while representing the membership. Along with the Shop Committee, I want to thank the Document 46 Reps, Benefits Team, UAW GMS Team, UAW Trainers, Apprentice Committee, and Industrial Hygienist/Ergo for their efforts

to help me and the membership.

I have had the honor of serving this membership as both Shop Chairman and President as well as Lawrence, Monroe, Orange, Washington County UAW CAP Chairman. Your confidence and trust is something I have never taken lightly!

Following the GM Bankruptcy in 2009, our plant has prospered and grown at a phenomenal rate. GM has invested more than a half a billion dollars in our plant. This is due mostly to the awesome workforce we have at Bedford. But I do feel the Local Union Leadership has a hand in the plant's success as well. As a Leader in our Local Union, I have never forgotten what one of our past leaders said to me. "Never overlook an opportunity to get new work for your plant. New work, is the lifeblood for your plant to survive and your membership to be successful." Competi-

tion in the Casting business is as tough as ever. Other companies would and will do anything to take our business away from us. Providing quality parts on-time to our customers is the best job security we can have. We have some of the most talented Die Casters in the world right here at the Bedford Plant. My goal as Shop Chairman, has always been for each and everyone of our members to have a chance to retire from the Bedford Plant and to leave a plant for young people to come to work and enjoy UAW negotiated wages and benefits.

This plant has flourished for more than 75 years. I wish our new Shop Chairman Chad Millspaugh and the other newly elected Shop Committee members the best of luck and here's to another 75 years for the UAW/GM Bedford Plant!!!

In Solidarity,
Scott Moore

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Thought for the Day

Life is a school. Our challenges are Homework Assignments.



2015 UAW/GM National Agreement

Performance Bonus Lump Sum Payment Language

(99)(a)

Performance Bonus Lump Sum

Payments.

During the current negotiations, the parties agreed to provide a lump sum payment to each eligible employee represented by the Union in accordance with the following table:

Payable During

Eligibility Date Amount Week Ending

May 15, 2016 \$1000 June 12, 2016

May 15, 2017 \$1000 June 11, 2017

May 15, 2018 \$1000 June 10, 2018

May 15, 2019 \$1000 June 9, 2019

Eligible employees are defined as those whose status with the Company as of the eligibility date is one of the following:

- Active with seniority;
- On temporary layoff status;
- On leave pursuant to Family and Medical

Leave Act;

- On one of the following leaves of absence which has not exceeded ninety (90) days as of the eligibility date:

- Informal (Paragraph 103)
- Formal (Paragraph 104)
- Sickness and Accident (Paragraphs 106/108)
- Military (Paragraphs 112 or 218[a])
- Educational (Paragraph 113)

In addition, should the International Union, UAW-GM Department raise any question of equity in application regarding specific employees, the Company agrees to meet on such cases in order to review the facts.

(99)(b)

An otherwise eligible employee who, during the twelve (12) month period immediately preceding the eligibility date, retires or dies will be eligible for partial payment of the Performance Bonus Lump Sum in accordance with the following table:

Weeks Worked Amount of Payment

13 Weeks but Less than 26 Weeks \$250

26 Weeks but Less than 39 Weeks \$500

39 Weeks or more \$750

For employees who have died, such Performance Bonus Lump Sum shall be paid to their duly appointed legal representatives, if there be one, and, if not, to the spouses, parents, children, or other relatives or dependents of such persons as the Company in its discretion may determine.

President's Report by Kevin Hutchinson

Dear Sisters and Brothers,

First, I would like to thank all the members of the shop committee for their service to the membership over the last three years. I have been blessed over the years to be involved with 4 different shop committees, and this one has fought as hard and as well as any. Different times and different management creates new problems daily, and your shop committee has responded well.

Secondly, I want to congratulate the new incoming members of the shop committee. We all need to remember to support them in their new roles with the new local agreement coming up. I will do all I can to support them, so they can support us.

REMEMBER – IT'S NOT YOU AND IT'S NOT ME

IT'S WE

We are going to need Solidarity more than ever this fall. Remember to be ready this fall. Contract years are always one that you need to put some money back in case of a strike, so be prepared.

SI VIS PACEM, PARA BELLUM

If you want peace, prepare for war

Please stay tuned because a lot of stuff will be coming at us fast and furious in the next few months. Your Union meetings will be a great place to get the information you will want and need.

In Solidarity

Kevin Hutchinson

LMOW UAW CAP Report by Derek Cronin

I've had the opportunity to discuss with some of you the new direction that your CAP Council are taking, and others in Indiana, when it comes to elections is to focus on electing our own members. People give to VCAP, and what better way to invest that money than in our own people. This is the basis for the Path to Power program. It's a joint venture we in the CAP organization are taking with the AFL-CIO. We want to invest in, and elect members of the house of labor, regardless of party. Saying that, locally, we are getting behind 2 candidates in this 2019 municipal election cycle, our own Justin Marshall in his bid for Paoli Town Council, and Ryan Griffith (IBEW 16) in his bid for Bedford City Council, District 1. Ryan just recently won his primary election by 3 votes! Stay tuned as this Path to Power program grows and we look for more opportunities to invest and elect Union Brothers and Sisters to public office!

The other big item for your CAP Council is the upcoming Safe Night at the Lawrence County Fairgrounds, on Saturday, June 8, 4pm-10pm. For those unaware, members of this local helped establish this event over 2 decades ago. It's intended to be a free night of entertainment and fun for people of the area. Your CAP Council provides the hot dogs and chips, and there are fireworks, bounce houses, face-painting and local police/fire/ambulance exhibitions provided by others in the community. If you're interested in volunteering, please let me or Justin Marshall know! We'd love to have the extra hands in the kitchen to pass out food for this great event! CAP Council meetings are every 3rd Thursday of the month. Also, let me or Justin know if you're interested in joining us!

In Solidarity,

Derek Cronin

LMOW CAP Chairman

Training Department Report by Kevin Beasley

Let me begin this month by wishing our UAW Local 440 Leadership members that will end their time at the end of this month, good fortune and thank you for the diligent service you gave the membership over the past years. To Scott Moore, thank you for your hard work and perseverance toward making our union a better union and one that is now growing and prospering. To the incoming new Leadership Team, we look forward to your guidance and direction. To Chad, we offer you our support and our assistance as you enter a time of strengthening our local and in leading this local to a secure and profitable future. It is my hope that all of us will support our UAW Leaders and stand together in solidarity in the upcoming local and national negotiations! It isn't about "I" or "me" - - - it is about "US!" Together we can stand strong and accomplish our goals.

As you have seen, the Training Department is seeking an additional Trainer. Postings have been out in the plant for the past 3 weeks and the deadline for getting your resume to either Scott Moore, Kevin Hutchinson, or Kevin Beasley is May 10th at 4:00 p.m. After the deadline, we will begin to review the resumes and to narrow the possibilities down to a few that we will want to interview in order to get more specific information. Then, from those interviews, we will have discussions and make our decision. Also, we will have discussions with the Trainers to gain their input. Hopefully, all of this can be done quickly and we can announce a decision in a very short time. The selected individual will begin an orientation with the Training Staff and we will design a training plan to get them to the UAW-GM CHR for certification classes in a reasonable time frame. Good Luck to all the applicants!

Finally, beginning this week, the Training Schedule each week will be on the plant television. The Training Group hopes that this will bring an awareness of what training is going on and will help the employee identify training needs they have. You will be able to look at the class schedule and see the various classes being offered and then talk to your Group Leader about getting into one you need. Employees can look at their permits and see if they need an update to maintain a current license. It is our hope that this will let us be more proactive in getting employees to training before licenses expire. However, if you see that you have an expired permit, you need to let your Group Leader know so we can get you scheduled into a class. The H&S standard says that when your permit expires you are immediately restricted from performing that job until you renew your permit. Hopefully, the televisions will help everyone avoid expirations and enhance getting people to training.

In Solidarity:

Kevin Beasley

UAW JTR; JAR;HRD; & ADAPT

See you at the Union Meeting!

Apprentice Committee Report by Rick Cota

Good afternoon Brothers and Sisters,

My name is Richard Cota and I am the Apprentice Chairman here at local 440. I along with your Skilled Trades Delegate, Brother Tony Russell would like to start by saying thank you to the membership, our local union leadership, the local Executive board and the International, for the opportunity to represent this Local's wishes and concerns at last weeks Skilled Trades Convention in Las Vegas.

It has been several years since the last Skilled Trades Conference was held. Our International President Gary Jones announced and committed to hosting this conference every two years to keep the local memberships informed of major topics effecting our trades. Also, to be able to hear members concerns and issues straight from the plant floor.

This year's conference concentrated on new manufacturing processes that have already started showing up in other plants i.e. (3d printing) and the need for our Skilled workers to obtain the new technical training that is needed to be able to keep existing work and to be able to bid on future work. With the introduction of electric and autonomous vehicles, the work our members perform is drastically changing along with the amount of people needed to produce these vehicles. As we speak, process engineers and outside Vendors, in other plants are running this new equipment with out union involvement. It is the Internationals stance that these are our jobs and there for we need to be receptive to all training coming down the pipe. We need to be at the fore front of these new products coming in the next 5-10 years. Just to put this in perspective, it used to take a year to make a stamping die now with 3d printing 6-10 WEEKS!

The Register @ the National Day Calendar proclaimed that National Skilled Trades Day will be the first Wednesday of May Annually. This year it was observed last Wednesday May 1st.

In Solidarity,

Rick Cota

UAW Local 440-I Apprentice Chairman



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Health and Safety Report by Gary Hamilton

Let's talk about **Personal Protective Equipment (PPE)**.

Use of hard hats and bump caps:

A hard hat is required in all areas where overhead work is being done. Any falling objects could be fatal.

Bump caps are required in areas where there are head bumping hazards. Bump caps protect you from hitting your head on objects.

Safety Glasses: Provide eye protection from foreign objects entering your eyes, causing possible loss of vision.

Hearing Protection:

Ear plugs provide protection against permanent hearing loss. The machinery and operations both inside and sometimes outside of the plant can create excessive noise levels. Hearing Protection is required in all areas inside the Bedford Plant.

Hand and Arm Protection:

We use gloves and sleeves to protect from cuts and burns. We wear chemical resistant gloves to protect against chemical exposure to skin.

Never wear gloves when working near rotating spindles or shafts.

Foot and Leg Protection:

Steel Toe Boots or Shoes are required while working inside or outside of the plant. Boot Spats and leggings are available to help prevent injuries from falling or rolling objects.

Remember, **NEVER** wear improperly fitting personal protective equipment!

Yours in Brotherhood,

Gary Hamilton

UAW Document 46 Health and Safety Representative

How goes the country?

In 1953, Charles Wilson, GM's president, did become President Dwight D. Eisenhower's secretary of defense. Asked in his Senate confirmation hearings whether he would have a problem making governmental decisions that might not be in the interest of GM, he famously replied that he found it hard to imagine a conflict of interest "because for years I thought what was good for the country was good for General Motors and vice versa." (Soon, that would be simplified to: "What's good for General Motors is good for the country.")

Fun Facts

- ◆ It took until 1800 for the world's population to reach 1 billion, but only 130 years more for it to reach 2 billion in 1930
- ◆ The first magazine in history to sell a billion copies: *TV Guide* in 1974
- ◆ The first billion-dollar corporation in the U.S. emerged in 1901– *United States Steel*
- ◆ The ratio of billionaires to the rest of the U.S. population 1 to 4.5 million

FIRST UAW INTERNATIONAL PRESIDENT FRANCIS J. DILLON

FRANCIS J. DILLON: AUGUST 26, 1935 – APRIL 29, 1936



Francis J. Dillon, pictured left

Francis J. Dillon was appointed by American Federation of Labor (AFL) President William Green as the president of the International Union, United Automobile Workers of America (now known as International Union, UAW or UAW) at the union's founding convention. [Source: UAW Website](#)



Participation Rate: **12.74%**

22 Tangible Awards were paid out in 2019 totaling **\$116,393.45**

26 Intangible Awards were paid out in 2019 totaling **\$4289.83**

48 Total Awards were paid in 2019 totaling **\$120,683.28**

First year net savings to the Bedford Plant in 2019: **\$769,212.02**

There were **165** suggestions processed in 2019

There were **125** suggestions submitted in 2019

There are **240** open suggestions

This information is Year to date 1/1/19 thru 4/30/19

*Note the total payout in 2018 was \$76,060.28

GM Unit Representatives

Shop Chairman: Scott Moore
1st Shift Committee Person: Steve Kopsho
1st Shift Alternate Committee Person: Dave Hargis
1st Shift Skilled Trades Committee Person: Ed Kreller
1st Shift Alt. Skilled Trades Committee Person: Chuck Alexander
2nd Shift Committee Person: Zane Connerly
2nd Shift Alternate Committee Person: Mike Reynolds
3rd Shift Committee Person: Jeff Harris
3rd Shift Alternate Committee Person: Gary Matlock
UAW/GM Document 46 Representative: Gary Hamilton
UAW/GM Document 46 Representative: Brian Wade
UAW/GM Document 46 Representative: Kevin Beasley
Benefits Representative: Joe Starr
Industrial Hygienist/Ergonomics: Jeremy Gilbert
Apprentice Committee Chairman : Rick Cota
Apprentice Committee Member: Sean Lefler
Alternate Benefits Representative: Jim Underwood
Alternate Health & Safety Rep.: Justin Marshall
Health & Safety Trainer: Mark Fordyce
Health & Safety Trainer: Georgia Woods
Health & Safety Trainer: Deana Wagner
Health & Safety Trainer: Jim Ratkovich
UAW Local 440 GMS Rep.: Matt Orr
UAW Local 440 GMS Team Member: Lisa Kindred
UAW Local 440 GMS Team Member: Justin Marshall
UAW Local 440 GMS Team Member: John Conley
UAW Local 440 Chaplain: Dave Watson

UAW Local 440 Executive Board

President: Kevin Hutchinson
Vice President: Derek Cronin
Recording Secretary: Darcy Jackson
Financial Secretary: Aundie Dant
Trustee: Carol Howard
Trustee: Teri Gates
Trustee: Stacey Bailey
Member at Large: Josh Ingram
Sgt. At Arms: Seane Matt Woods
Guide: Josh Atchison
Retiree Member: Steve Nolan



UAW Local 440

Located at:
1411 "H" Street
Bedford, IN 47421
Mailing Address
PO Box 804
Phone: 812-279-6539
Fax: 812-278-7814
uaw440@att.net