

NO MEMBER LEFT BEHIND

Stellantis Workers Are Standing Up for Fired Supplemental Employees

After relying for years on over 5,000 Supplemental Employees, Stellantis is punishing many workers who generated its record profits. Since January 12, the company has terminated over 1,000 SEs. Cutting these jobs creates more work, and could lead to more mandatory overtime, for full-timers with seniority.

To fight back, rank-and-file members are circulating a petition and talking with their coworkers during break time. They've gathered over 1,200 signatures across the company demanding Stellantis reinstate the terminated Supplemental Employees and stop future terminations. Members can sign the petition: uawd.org/ProtectSEs

Ramping up the pressure, 30 workers at Jeep, Local 12, delivered the petition by marching on shift management during their break. One member summarized the demands, saying "the record profits Stellantis made off the backs of the workforce are more than enough to continue employing and finding work in many areas of our plant that are often over cycled." Others lined up to pass the shift manager sheet after sheet of signatures.

If you want to join the Jeep workers and deliver the petition to your own plant management, get in touch with us: uawdemocracy@gmail.com

PARKING LOT SECURITY IS A SAFETY ISSUE

At Ford Chicago Assembly, Members Fight for Parking Lot Safety Measures

Since coming back from the Stand Up strike last fall, members of UAW Local 551 have experienced multiple instances of vehicle vandalism and theft. In the early morning hours of February 10th, it happened again. Some UAWD members and allies met later that day and came up with a plan to demand that the company protect our vehicles and our safety.

We decided to launch a petition demanding that the company take responsibility for damage to members' vehicles that occurred on their premises due to inadequate security. The petition pointed out that the company protects its own property from theft and vandalism by having security gates for trucks and other vehicles to enter and depart from the property. To remedy the problem and prevent further vandalism, the company should place guard shacks with security arm gates at the entrances to employee lots. Security could close the gates after shift change to monitor vehicles coming onto the property while we are at work.

We gathered over 1,000 petition signatures in less than a week and delivered them to the bargaining committee at our union meeting on February 18. When delivering the signed petition, we pledged our full support for escalating actions to help them negotiate with the company over this issue. We will be following up with the bargaining team to gauge how those negotiations are going. Our group will also plan the next steps to win greater protections and safety for Local 551 members and our property while at work.



LET'S GET OUR LEVERAGE BACK

Forced Overtime for Lost Units Only Helps the Company

Eight. Consecutive. Saturdays. That is the current production schedule at GM's Wentzville Assembly, home to one of the original "Stand-Up" strike locals, UAW Local 2250.

With all the talk of work-life balance, how does this schedule not violate both the contract language concerning overtime scheduling? The UAW/GM National Agreement contains language with overtime protections. Specifically, only two out of three Saturdays can be scheduled for mandatory overtime. Known as "Plan A," this rule is designed to protect members from being forced to sacrifice every weekend to earn a living.

However, the agreement also has provisions that specify when limits on mandatory overtime can be suspended. Article 12 of the Memorandum of Understanding on Overtime carves out "any plant whose operations are interrupted by emergency situations, such as single breakdowns of four hours or more, government mandated work, power shortages, strike, fire, tornado, flood, or Acts of God for a period of time necessary to overcome such emergencies."

One of those "emergency situations" is not like the others. Is a strike an emergency or an Act of God? Oxford Languages defines an emergency as "a serious, unexpected, and often dangerous situation requiring immediate action." In contract law, an Act of God is defined by Cornell Law School as "a severe, unanticipated, natural event for which no human is responsible." Considering each agreement has an expiration date and the parties inform each other months in advance of their intent to bargain a new agreement, strikes are hardly "unexpected" or "unanticipated".

If a strike is neither an emergency or an Act of God, that begs the question, "Why are we making up units lost to a strike"? Negotiations are an effort by at least two parties to reach an agreement. The company has a key role to play. When they avoid or delay bargaining, the company is the primary reason for a work stoppage. Why should the workers be forced to sacrifice, by making up units lost? If the company is an active, involved participant in negotiations, but an agreement can't be reached by the deadline, it seems fair that both the union and the company bear responsibility. But by allowing the company to mandate overtime to make up lost units, the workers are forced to pay an outsized price.

If the company can mandate overtime to make up units lost during a strike, that means they can avoid any loss of revenue. As a union, we should focus on improving the lives of our members, both before and after a strike. Let's improve our leverage during negotiations and the quality of life for members by resolving next contract to remove "strike" from Article 12.

UPDATE ON GM SPECIAL ATTRITION PROGRAM (SAP)

At General Motors, the union and the company have finalized an agreement on the first round of SAP, regarding "the timing, size, and scope of the offering". Many members are frustrated that the first round will be offered to just 2% of the workforce. Vice President Booth has assured members that everyone eligible to retire during the life of the agreement will be offered an opportunity to receive SAP. Watch a full update on SAP from Vice President Booth: youtu.be/cKhDJZ0OQYU



Rank-and-file member Monica Nelson and Local 933 VP Andy Davis began organizing gate meetings on Red Shirt Wednesdays, every other week, to update members on the progress in negotiations, answer questions, and make sure people were united behind the demand to end tiers.

STRIKE THREAT AT ALLISON TRANSMISSION STRIPS OUT TIERS

What's in the Agreement They Won?

1,500 autoworkers in Indianapolis made their New Year's resolution public: unless Allison Transmission agreed to eliminate tiers in wages, benefits, shift premiums, and holidays, they would hit the bricks. Local 933 members there hadn't struck since the 1970s. But in December, they rejected Allison's offer by 96%.

Workers clinched a new contract in the nick of time—by presenting a clear picture of what would happen if they walked. Allison could have lost millions a day in revenue, taken a reputational hit, and lost customers. And even if it tried bringing in scabs, the truck drivers who deliver transmissions to customers wouldn't cross the picket line. Some were Teamsters; others at Ryder Logistics were fellow UAW Local 933 members.

Members ratified their new contract by 82% on January 16. It hikes starting wages from \$14.72 to \$20 an hour and increases some workers' earnings by 150%, and eliminates most aspects of the tiers.

The agreement adds annual "income protection payments," rising from \$1,000 in the first year to \$1,800 in year four, as part of a hybrid cost-of-living adjustment.

All workers will receive a 5% bump for the second shift and a 10% premium for the midnight shift. Under the old contract, even the shift differential had tiers.

They won two weeks of paid parental leave, a \$7,000 ratification bonus, and Juneteenth as a paid holiday.

The union didn't win pensions, but the company agreed to an 8% match on 401(k) contributions. Around 300 traditional legacy employees, meaning people hired before 2008, got an increase to their pension to \$59.45 by contract end. That's on top of a 401(k) matched at 3%.

Since the Great Recession, workers had seen their pay and benefits erode. The company introduced tiers in wages and benefits around 2008, eliminating a fully funded pension. It introduced a third tier of health insurance in 2019, putting new hires on a health savings account maxed at \$750 for an individual and \$1,500 for a family, and a health plan with a deductible of \$11,900 for a family. Legacy workers only had to pay for their copays. Second-tier workers hired after 2008 were paying a \$75 monthly premium and \$2,000 out-of-pocket max as part of a preferred provider organization. The new contract eliminates the third tier, moving everyone from the HSA onto the PPO. Legacy employees kept their fully funded health insurance.



PRODUCTIVITY GAINS MEAN JOB CUTS

Beating the Man with the Stopwatch at GM

It's mid-shift, and you've noticed a clean-cut, shiny-shoes, fresh-slacks supervisor with their stopwatch, ready to time every movement you make during your day. They're not the one doing the movements all day, yet they'll determine how loaded your job will be. The good news is: you can fight back and win.

Paragraph 78 in the UAW/GM National Agreement outlines an "overloaded job". You can use the grievance process, as outlined in Paragraph 79, to request a new time study. But you'll need to organize with others on the job to win.

The moment you hear your job is being targeted, get with your shift opposites. Set up a line of communication, and talk to your opposites at every step. Everyone will have to be on the same page before your time study:

1. Save your old JES to compare times with the new JES.
2. Request an "extended time study" from management. This paperwork will give you an in-depth look at every movement on your job and how much time is allotted for each movement. Look for things you do that aren't timed, and make note of it (dunnage, walking, grabbing parts, etc).
3. If your location has a Union Time Study person, place a call to have them join and time the job as well.
4. Run the job by the book, doing the same sequences, in the same order, taking roughly the same amount of time.
5. If you use a production aide such as a pouch or an apron, opt to stop using it until management is done retiming the job; they will use this to shave off walking time and add more elements to your job.
6. Stay off your phone to protect yourself from retaliation.

The natural tendency is for us to get nervous and speed up, or use shortcuts we're used to leaning on. Doing these things only strengthens management's hand, and the end result will be more work on your job, more pain in your joints, hands, and fingers, and a tired body at the end of the day. But if everyone is on the same page, ready to run the job by the book and push your stewards to back you up, you'll be well on your way to fixing your overloaded job.



UNITE ALL WORKERS FOR DEMOCRACY

Unite All Workers for Democracy (UAWD) is a movement of UAW members rebuilding power in our union at every level. Join us: uawd.org/join