

THE BIG 3 ARE ON THE COUNTERATTACK. HERE'S HOW TO PROTECT JOBS AND GET SOME RELIEF.

1

Request your Standardized Work Instructions (SWI) to review together.

If they're not already available near your work stations, your Steward can request them, along with more details about the time studies that produced your SWI.

2

Discuss together which jobs are overloaded and need some relief.

If a job is overloaded in practice but not on paper, discuss: **What's different about the real-world conditions vs. the SWI?**

- Is the material the same? (e.g., Is the model mix the same?)
- Is the walk time the same? (e.g. Are material and hoists always placed in the same location? Does varying height or position of the car cause delay?)
- Is material presented the same? (e.g. Is material brought to and removed from the job in the same way? Do variations in packaging or placement of material pose safety hazards?)
- Is the machine operating in exactly the same way? Are the same tools and fixtures being used?
- Are the work conditions the same? (e.g., Are there unusual hazards?)
- Is the motion pattern the same?
- Do the members now doing the job have the same amount of training and experience as the member who was time studied?

3

Prepare with coworkers for a grievance and potential time study.

Confident a job is overloaded? Get ready to challenge it. Anyone who works the job (rotators, team leaders, shift opposites, etc.) must be prepared to work at a safe speed and follow every step.

Here are some concerns that might come up:

- *"I like having a break at the end of my cycle when I do the job my way."* That's fine, just don't skip steps when we're being timed. If there's extra time at the end of the cycle when we're being timed, management might add more elements.
- *"I don't want to be singled out."* We're preparing together so management can't target any one of us. There's strength in numbers!
- *"I'm just here to make money."* If you want to make money, you need to be able to last in this job. This is how we protect our jobs from being combined and either eliminated or overloaded.

4

Ask your rep to file the grievance, and request a copy.

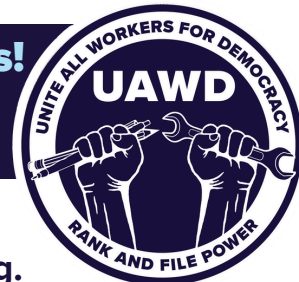
Give them as much information as possible about why your SWI does not match the real-world conditions. You have a right to receive a copy of the grievance once it's filed!

If the grievance triggers a time study, management must give notice to your Steward. Review the steps one last time with anyone who works the job. **Remember, the grievance can be escalated if the issue isn't resolved.** Ask for regular updates on where your grievance is at.

5

Celebrate the victory & share how you did it with others!

Recap with your team so everyone knows what you won together. Spread the word with other teams at break, union meetings, and one-on-one.



Unite All Workers for Democracy (UAWD) is a movement of UAW members rebuilding our union's power at all levels. Learn more and join us at uawd.org.

PRODUCTION STANDARDS: WHAT DOES THE UAW-STELLANTIS CONTRACT SAY?

Is management giving you more and more work? Are they combining jobs? Is it impossible to keep up with their unreasonable expectations?

Our contract gives us a way to fight back. Here's how it works:

Your steward can request information from the company to determine if there is a written standard for your job.

"If an employee believes that a normal experienced employee working at a normal pace cannot perform the work required of him in the time allowed, the employee may... ask the Supervisor to send for the Chief Steward... On request, the Supervisor will obtain for the Chief Steward in writing an elemental breakdown" (Section 44, d1)



Are there written standards for your job?



You are protected from discipline if you cannot meet unreasonable production expectations.

"When a standard is not established, an employee, who is following the prescribed method and using the tools provided in the proper manner and performing at a normal pace, will not be disciplined for failure to obtain an expected amount of production" (Section 44, a2)

The company must demonstrate that their standards are based on the actual conditions you work under, not unrealistic assumptions.

"...it should be determined that the employee's work method, the job layout, the tools and equipment are those on which the standard is based" (Section 44, d1)

Still unsatisfied with the standard?



You can file a grievance, but only if there has been a change in your work process. Small changes count.

"When a work standard is established and is not disputed, or is disputed and settled, such standard shall remain unchanged and not subject to dispute unless and until the operation is changed as a result of change in method, layout, tools, equipment, materials or product design." (Section 44, a2)

"If, after the above procedure is followed and the matter is not resolved, a grievance may be presented in writing" (Section 44, d2)

A time study may be performed.

"the International Union through the Corporate Union Relations Department may request an Industrial Engineer from the Company and an Industrial Engineer from the International Union to give their technical assistance in resolving the grievance." (Section 44, d2)

Read the full 2019 contract here: uawd.org/stellantis2019



This production standards language was not changed in 2023 negotiations.