



# Local 592 Tribune

Dedicated to Working People Everywhere

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[www.uaw592.com](http://www.uaw592.com)

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## President's Report Cites Employers for "Poor Decisions, Penny Ante Tactics"

Things have been busy within the Local since the last newsletter. Unfortunately, poor decisions by management and penny ante tactics from Labor Relations/HR promises to keep the Bargaining Committees of all 3 Local 592 units busy in the coming months.

RC2 >

Our brothers and sisters at RC2 (Unit 3) are still struggling to get a first contract. Since first organizing in July of 2006 they have encountered roadblock after roadblock from RC2 management in their pursuit of a Labor Agreement. Wages, job security, and seniority rights are three of the main issues still on the table. Currently, the average wage within the unit is \$8 - \$10 per hour depending upon your classification.

Management refuses to provide more than a one-time 25 cent raise in exchange for a two year contract. Considering that RC2's 2006 net income is over \$34 million, we don't believe our bargaining position is unreasonable. RC2's current practice of employing up to 70 or more temporary employees on any given day without any job security language is unacceptable. Without job security language inserted into the labor agreement, we fear there may be nothing that would prevent RC2 management from laying off all 35 union workers and replacing

them with temporary employees.

MNP Precision Parts >>

Our MNP (Unit 2) brothers and sisters are also entering contract negotiations. Their contract expires at the end of May and we fully expect to have an agreement ratified by the membership and in place without any work stoppages. In the event that doesn't happen, I am sure that Local 592 will give them full support in whatever sort of battle with management.

Hamilton Sundstrand >>>

We currently have 73 union brothers and sisters on layoff with 63 on involuntary layoffs and 10 on inverse voluntary layoff. The S.U.B. fund still remains healthy with \$1.3 million in the fund.

I would like to take an opportunity to thank the membership for sending myself, and Vice-President Roth to Connecticut for opening day of negotiations between Hamilton Sundstrand and IAM Local Lodge 743 last month. It offered valuable insight in what can be expected next year as contract negotiations with Hamilton Sundstrand (Unit 1) begins to heat up. I am confident if Hamilton Sundstrand comes to the bargaining table in Rockford in 2008 with the same tone that they approached negotiations in Connecticut in

2007, that we will be able to reach an agreement without any work stoppages. However, if they come to the bargaining table here next year wanting to make wholesale changes to our labor agreement then it will be significantly harder to reach an agreement.

Management came after our S.U.B. and Inverse Voluntary Layoff language during impact bargaining last year when they decided to move all machining operations to Singapore. That may have been the first time in labor history that a company had the audacity to ask for concessions during impact bargaining. Contract language such as 30 & out, S.U.B., and Inverse Voluntary Layoffs are benefits that define who we are as a local. They are benefits that have been hard won at the negotiating table by our brothers and sisters before us and benefits that we have enjoyed for many years. These are not benefits that your Bargaining Committee is willing to give up. If management wants to kick a hole in the bottom of the boat, going after those benefits would be a good way to do it.

As I reported in the previous newsletter we have filed labor board charges against management for failing to provide requested information that we feel we are legally entitled to. In our

Continued on Page2

request, we asked how many temporary employees are working at Hamilton Sundstrand, where they are working, what they are doing, and for whom they are working. We didn't believe management's response (that they didn't know who they were or what they were doing) could get any more ridiculous until we received a summary of management's to the Labor Board. Management responded that the temporary employees (Yellow Badges) are performing work that wouldn't be performed at all if the Yellow Badge employees were not there. To put this all together their argument appears to be that they don't know who they, what they are doing, and even if they did know what they were doing it wouldn't matter because nobody would normally be doing it anyway. Confused? So are we. Hopefully the labor board will see management's arguments for what they are...nonsense.

On January 9th we arbitrated the company's failure to provide negotiated long-term disability benefits to one of our union brothers who had been arbitrarily cut off by the Company's third-party vendor, Cigna. I am disappointed to report that the arbitrator failed to uphold the grievance and instead stated that the Company had fulfilled its contractual obligation by merely providing a disability plan and that the Company can not be held accountable for poor decisions made by Cigna. This is a terrible decision and a perfect example of how a grievance against one is a grievance against all. Since this decision Cigna has arbitrarily denied one of our union sister's long-term benefits also. Furthermore, what this means is that we will need to make it a priority in 2008 negotiations to secure language that gives the Union a voice in choosing the long-term and short-term disability insurance administrators.

We have one termination grievance scheduled for arbitration at the Clock Tower on April 26th and another termination grievance appealed to arbitration at this time. We also have a third step discipline grievance, which if

denied, will also likely end up in arbitration. The Bargaining Committee feels in all three cases management's discipline was heavy-handed, unjust, and too severe for the alleged offenses and believes they are good grievances worthy of arbitration.



Unfortunately, the Singapore move continues to move forward. The latest official word from management so far is that they do not expect to have layoffs until mid to late June when the IDG cell begins to move. Very few in management and nobody in the Union believes that Singapore will be able to machine quality products like we have for so many years in Rockford, nor do they believe the move is going well at all at this time. That is unless you speak to anyone in senior management where they believe the move "is going exactly as planned." So if the plan was for Singapore to still not be cutting good parts over a year after the initial announcement and the move to be over a year behind schedule, then I guess things are truly going "exactly as planned." Somehow, we must feel this is, in a twisted sort of way, exactly how they planned it. After all, let's look at the success of their previous moves. Since the merger we have seen fluid pumps moved to Long Beach and then to Windsor Locks, LIMA moved to

Hialeah and then Caribe, Overhaul moved to Caribe, Rockford Electronics moved to Phoenix and Puerto Rico, and Actuation moved to Singapore. None of these moves have been successful and have all resulted in the loss of customers. I have no doubt the Rockford Manufacturing move will garner the same result "exactly as planned."

General Info >>>>

Applications are available through your Bargaining Committee for the annual UAW Family Scholarship Program at Black Lake. It is a one week program held at your UAW Education Center on Black Lake in Michigan. Every UAW member and his/her family are entitled to attend one time during their UAW career. It is an invaluable experience for all. I highly recommend to anyone who has never attended, to apply at some time during their career. For more information, please see your Bargaining Committee or call 815-962-0600.

We have begun conducting a steward training curriculum an hour before the start of the regular steward and officer meeting which will continue over the next 6 – 12 months. If interest is high enough we will also begin general union classes for the membership at large tentatively around the end of summer. The classes will be similar to the Region 4 Summer School classes held in Ottawa, IL.

Currently the Employee Free Choice Act is working its way through the legislative process. The Act would reform the nation's basic labor laws by requiring employers to recognize a union when a majority of workers sign cards authorizing union representation. If enacted, it's an extremely important first step toward increasing the union density (percentage of workers who are union members) and maintaining the decent standard of living that workers deserve. Please take a moment to contact those who represent you in the Senate and House of Representatives and remind them how important the Employee Free Choice Act is to the working men and women of our country.

# Vets Committee Hauls It In

Thank you to all who participated in the 50/25/25 Raffle. We raised a total of \$1084, of which \$542 will be for the Veterans Home in Minnesota. The winners of the raffle were Nick Giardina (\$271) at Plt. 1 and Jennifer Bennett (\$271) at Plt. 6.

The Veterans Committee would like to give a big thanks to Jennifer Bennett because she donated \$50 back, bringing the total to \$592.

Jennifer, your gratitude and generosity is greatly appreciated.

On March 28<sup>th</sup> at the monthly Membership meeting there was action taken to donate \$108 out of the Local 592 Veterans Committee Fund to bring the total amount for the Veterans Home to \$700. This money will be presented at the Region 4 Veterans Spring Conference on April 13, 2007.

Please don't forget to thank our veterans who sacrificed so much for the rights and freedoms that we have today as Americans!

In Solidarity,  
Local 592  
Veterans Chair  
Mike Roth

## Apprenticeships

*Brother Steve Brown inquired about the elevator mechanics apprenticeship program and received this reply:*

Thank you for inquiring about employment in the Elevator industry. We have an application sign-up every two years for new Probationary Apprentices. Our next application process will be in the fall of 2007. No dates have been determined yet.

Keep monitoring [www.iuec2.com](http://www.iuec2.com) for any updates or information regarding employment.

Best regards,  
Dan Baumann  
Business Representative  
IUEC Local 2  
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### The New York Times

May 27, 1986

#### AROUND THE NATION; 1,050 U.A.W. Workers Locked Out in Dispute

The Sundstrand Corporation locked out 1,050 members of the United Auto Workers after last-minute talks failed to produce a new contract today, company and union officials said.

The company said it was instituting the lockout as a quality-control measure out of "great concern for the integrity of the complex components and systems we supply to aircraft manufacturers and the airlines."

Paul Korman, assistant director of Region 4 of the U.A.W., contended that "the lockout violated terms of the contract which had a no-strike, no-lockout provision." Union officials said they planned to file charges with the National Labor Relations Board.

Union officials were notified of the lockout late Sunday in a letter about 20 minutes after eight hours of talks had broken off. The company warned earlier that it would hire permanent replacements and transfer work to other factories in the event of a strike.

Union members Thursday rejected what the company called its final offer for a three-year contract.

# Manzullo Does It Again... But Labor Presses On

<http://www.yourdictionary.com>  
 reactionary re-ac-tion-ar-y (noun)

**A person who vehemently, often fanatically opposes progress and favors return to a previous condition: die-hard, mossback, ultraconservative**

By voting against H.R. 800, the *Employee Free Choice Act*, and co-sponsoring H.R. 866, the so-called Secret Ballot Protection Act, Congressman Don Manzullo proved once more that he is a reactionary in the dictionary sense of the word. H.R. 800 passed the House of Representatives on March 1<sup>st</sup> by a vote of 241 to 185. It mandates union recognition by an employer through a worker-signed card check majority, stiffer penalties for employers who break the law, greater protections for pro-union employees, and a speedier process toward reaching a first collective bargaining agreement. For example, it provides for a triple back pay award to an employee if he or she is terminated unlawfully or suffers from discriminatory treatment during an organizing campaign or first-contract drive.

In sharp contrast to the much-needed improvements spelled out in the *Employee Free Choice Act*, the Manzullo-sponsored bill would be a giant step backwards, since balloting would be the only legal avenue to gaining union recognition. It's important to note that the Manzullo's bill is worse than what we have on the books today. The Manzullo bill is more restrictive than the current law, because it would forbid management from voluntarily recognizing a union.

The *Employee Free Choice Act* was introduced in the Senate by Edward Kennedy and forty-six co-sponsors on March 29th. Meanwhile, the AFL-CIO is knocking on doors of senate offices in support of the legislation.

Shortly after the '06 elections, the AFL-CIO called on all affiliate unions to "mobilize for this legislation, just as we did to win elections." As a result, local unions and central labor councils are stepping up a massive rank & file campaign.

Workers are holding press conferences and testifying in hearings on Capitol Hill, about being harassed and fired for pro-union activities, while employers throw up endless legal roadblocks to delay a union certification vote or the bargaining for a first agreement. Key legislative districts where unions are strong have been targeted. Local activists then talk with workers on the job, equipped with cell phones, so that they may communicate their support of the *Employee Free Choice Act* to Washington lawmakers.

Recent studies indicate that more than half of America's unorganized workers say they would form a union tomorrow. But, as workers have charged at Congressional hearings, the current law is unable to protect pro-union employees from an employer's ruthless counterattack during an organizing drive.

A Cornell University survey revealed that thirty-six percent of workers who vote "no" in union representation elections say they did so because of employer pressure. According to the Center for Economic and Policy Research, one of five union supporters is likely to be fired when they try to establish unions. The American Rights at Work organization claims that the current drawn out ordeal

is why an employer fires or discriminates against a worker every twenty-three minutes for union activities in the United States.

Although there is considerable backing in the Senate for the bill, senators like John Cornyn share the same page with Congressman Manzullo:

"In order to ensure workers are not intimidated into supporting a union against their will, Senator Jim DeMint introduced the Secret Ballot Protection Act... I was proud to co-sponsor this legislation, which was designed to prohibit a union from being recognized based on a card check agreement..."

Big Business groups as such the U.S. Chamber of Commerce and the National Association of Manufacturers have spared no expense in their staunch opposition to card check recognition. As evidenced by the Cornyn letter, their public relations strategy has been to frame the debate around protecting workers' rights. Through its website, the U.S. Chamber of Commerce and the so-called the Coalition for a Democratic Workplace are canvassing employers to form a "virtual" march against the *Employee Free Choice Act* on the Capitol mall in Washington DC. The Senate GOP has threatened to filibuster the bill, i.e., "talk it to death."

Please contact your Senators today and tell them workers deserve the unfettered right to choose union representation. It's time for real labor law reform.



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## Maryland First State to Pass Living Wage Law

Electing pro-labor governor Martin O'Malley (D) and building a living wage coalition of Labor, clergy and civil rights activists, made a big difference for workers in Maryland. Thanks to the coalition's month-long campaign, contractors there must pay a living wage in that state, effective April 9<sup>th</sup>. A living-wage bill that passed in 2004 was vetoed by then-Gov. Robert Ehrlich (R).

The newly elected governor O'Malley had campaigned for the bill and promised to sign it into law. It passed in the state senate on their last day of business. Now contractors hired by Maryland must pay \$11.30 per hour in designated urban areas and \$8.50 in rural areas. The law represents quite an improvement over the state's minimum wage of \$6.15 per hour and

quite a gain for low wage workers employed by government contractors.

Maryland AFL-CIO President Fred Mason, who is quite pleased with the outcome, said "We look out for workers, whether they are union members or not. And we don't think the state should ever have been in the business of creating poverty-level jobs."



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