



# Local 592 Tribune

Dedicated to Working People Everywhere

Bruce Bade, Editor

Larry Brauer, Education Chair

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

July - Aug 2004

## H-S Eliminates 35 Union Members

By Jeff Bronson

In a morally despicable, and what UAW leaders say is an illegal affront to our workforce, Hamilton-Sundstrand management replaced the janitorial and maintenance department servicemen (MDS) on July 2, with low wage, contracted workers from Kimco Corp. (janitors) and Tru-Green (yard maintenance). Some of these UAW members have been Sundstrand employees for over 25 years and now find themselves unemployed, wondering what the future holds for them.

The company first stated their intentions at a sub-contract committee meeting on June 9, 2004 when Facilities director Henry Terhorst said. "We are 'looking into' sub-contracting the janitorial and MDS work." Terhorst said that the company's actions are motivated by a desire to save money. Many of the employees had heard the rumors of possible layoffs, but most were not officially notified of their layoff from H-S managers until a June 30th meeting held just two days before they were laid off.

The Union's position is that the company has not sub-contracted work, but rather violated the Labor Agreement by the wholesale elimination of two recognized Union classifications protected by a five year contract that is barely one year old. The Bargaining Committee immediately filed a grievance that is now headed for arbitration. The final decision of the arbitrator in this case could have far reaching effects on every member of UAW 592 and quite possibly set a precedent for other contracts with similar Union recognition clauses (Article 2). If the company is successful in their argument, they could declare any classification no longer necessary and hire outsiders to come in and do the jobs we do now. Maintenance, assemblers, test lab, machinists – every member's

job would become vulnerable to being replaced by outside workers.

And who are these contractors that H-S has hired? Tru-Green, a nationally known yard service for homes and businesses has received the contract and promptly sub-contracted the work to The Cutting Company. These are the same folks who came in and did our jobs during the six week lockout of UAW 592 members last year. As bad as they might be, the janitorial service is even worse.

Kimco Corporation, a thirty year old company covering much of the Midwest, describes themselves as "A company in continuous pursuit of better, more efficient ways of doing things. You can depend on us for whatever it takes." According to their website, they have 5000 employees and almost \$100 Million in annual revenues.

What is the rest of the story? According to the Service Employees Union (SEIU) who ran an effective "Justice for Janitors" campaign in Chicago that organized over 4000 commercial janitorial workers, Kimco has resisted Union organizing and when organized, fought against negotiating labor contracts. At Northwestern University in Chicago, the student group Northwestern Students Against Sweatshop (NSAS) has rallied in support of the university's janitorial staff as they struggle to win recognition and a Union contract with Kimco. An organizer for the union UNITE-HERE described Kimco as "one of the worst of the bunch, real bottom feeders."

UAW 592 members began periodic informational picketing at Plants 1 and 6 by the second week of the layoffs. The picketers are there from

6:30 to 8:30 A.M. and from 2:30 to 4:30 P.M. on a rotating schedule of Mon./Wed./Fri. one week and Tuesday/Thursday the next. Everyone is entitled to picket and your visible support on the picket line is very much appreciated by the members on the line. Rob Harris, one of our laid off members and steward of the janitors in Plant 6 said, "Even if people walk with us for 15 or 20 minutes before or after their shift, it gives everyone a big boost to know our brothers and sisters still working in the plant support us."

On July 21, hundreds of UAW 592 members rallied at the Harrison Avenue gate of Plant 6 to protest the company's unjust and illegal actions while the H-S sponsored party, "Lunch on the Lawn" was being held less than a hundred feet away. [see accompanying story in this month's newsletter]

Union members also gave leaflets to the contracted janitors telling them how much the UAW janitors earned plus benefits and that we recognized that they are being squeezed between two greedy employers. It is reported that the janitorial turnover rate has been very high (almost 40% in the first month) and that the leaflets created quite a stir with the underpaid Kimco employees who challenged their supervisors about the difference

in pay. Copies of the leaflets were printed and distributed in both English and Spanish.

Many want to know when will we have a final decision from the arbitrator. While a date has not been established for the hearing, a final answer may not be rendered until late 2004 or early 2005. In the meantime, it is important for everyone to support this struggle by wearing a button, spending a

little time on the picket line, calling those on layoff whom you know to keep them abreast of "shop news" and by attending all of the large solidarity rallies. Hamilton-Sundstrand management needs to be reminded that an injury to one of us is an outrageous injustice toward all of us and it will not be ignored.



## **VIOLATED**, that's the word that best

describes how we feel as we walk the picket line. We are the Brother and Sisters of Local 592 that lost our jobs due to corporate greed. On July 2nd our jobs were eliminated, not because there was lack of work, but because the company needed to reduce the cost at the expense of our janitors and (MDS) maintenance department service workers.

We signed a five year contract in good faith thinking that our jobs would be safe until our contract expires. UTC violated our contract. We ask for your continued support to help us get our jobs back. Justice for our Brothers and Sisters will be served through our legal process.

We must all pull together during this injustice and support other unions that are facing the same struggles we are.

In Solidarity,  
Sophie Meyer, Peggy Bridges, Marla Kitts,  
Jean Digellonardo, Karen Rubert, Alpha Cooksey

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I would like to thank everyone that came to lunch on the lawn and supported the janitors and MDS. I'm sure that I speak for the whole department when I say the show of support was greatly appreciated. It shows the strength of our Union, which right now is going to be needed to win this fight against corporate greed. We all know what the company is doing is wrong and together we will win. Again, thanks to all who showed their support.

Rob Harris  
Department Steward

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### **Our Editorial Policy**

Published by Local 592 with the interest of it's membership, to further the aims and programs of Local 592 and to promote policies of the International Union UAW.

The views and opinions expressed in this publication are not necessarily those of the Education Committee or UAW Local 592.

We welcome articles from our members as long as they are constructive and contribute to the welfare of this union and its members. All articles must be signed and include a phone number. UAW Local 592 reserves the right to edit all articles.



## Bargaining Committee Report

By Larry Brauer

We have settled a number of grievances recently and many more have been filed. DS1-03-03 (filed in March of 03) has been settled to our satisfaction. The company will pay three NDT inspectors a total of 72 hours at their respective hourly rates. The grievance arose when the company failed to notify the union of the contracting of Kelley Services to sort through boxes of X-ray film and report their findings. DS1-04-03 (filed in April of 03) arose when the company placed an employee on involuntary layoff when there was an open job that could have absorbed the employee. This grievance was settled by a one time payment to the employee of \$800.00. As most of you have already heard, we were successful in winning in arbitration DS1-05-03. The grievance arose when the company wrongfully terminated an employee for having gloves in his lunchbox. The arbitrator awarded full restitution to the employee; this settlement involves back-pay including 401K, insurance, etc. We have other settlements where the company has granted the union position or settled on a non-precedent basis to not let the contract violation occur again. We have arbitration on CO-03-04 scheduled for November to decide the Group Universal Life Insurance issue that the company unilaterally cancelled. There are several other grievances awaiting dates or lists of arbitrators, including the janitor, MDS situation.

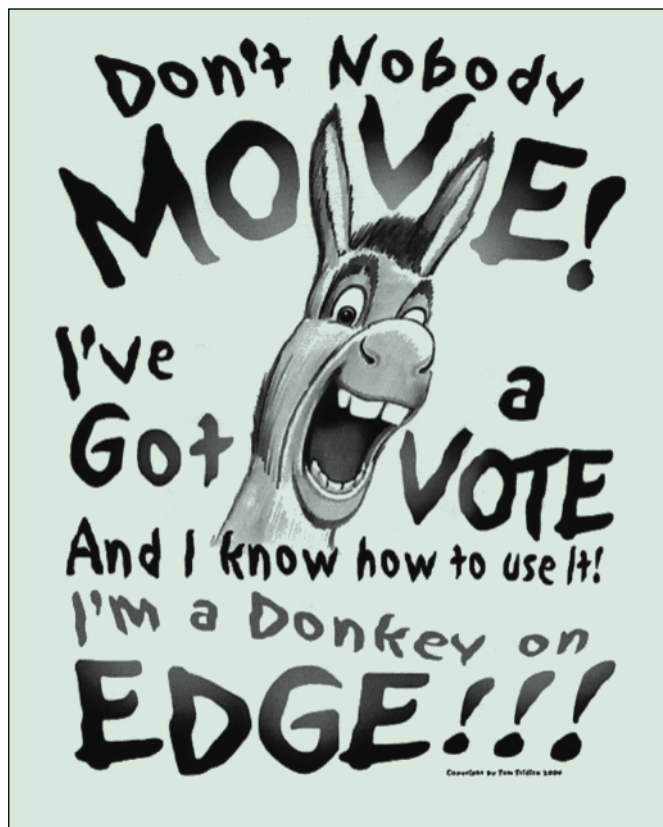
### Local 592 Retiree News

The Retirees chapter would like to remind you and your spouse of our monthly meetings on the 3rd. Wednesday of every month. We have a pot-luck at noon, followed by our meeting. Chicken and coffee is furnished. (Please bring a dish to pass.) You will surely see many of your union brothers and sisters there. The fellowship is great, plus mighty fine food.

See you at the hall, Dean Johnson (Retiree Chair)

It is very sad that just a few months ago in a bargaining unit report I started by saying, "We have some good news to report this month" i.e. newly hired janitors, apprenticeship positions, class B or class 2 posting matrix, etc. Now, with the company trying to eliminate our janitors and MDS among other things, it brings home the fact that our solidarity is more important now than ever in our Local's history. Remember, if the company gets away with this, any one of us could be next. Please take the time to stand with your brothers and sisters on the information line when you get off work or before your start time. To paraphrase the former President, Bill Clinton, in his speech at the democratic convention, "It's time to help create a more perfect UAW 592 Union."

In solidarity,  
Larry Brauer, Recording Secretary



## Barack Obama - Campaign 2004

By Bruce Bade

Senate candidate Barack Obama returned to Rockford to a much larger crowd than his June visit to our UAW hall on North 2nd. Hundreds of supporters turned out on August 1st at the bike path near the "Symbol" to hear Obama and U.S. Senator Dick Durbin, D-IL address the struggles that Americans face today. After being the keynote speaker at the Democratic Convention, everyone has heard of the skinny kid with the funny name from Illinois. Barack Obama spoke about common values that tie us together as Americans. Obama went on to say, "Any person that looks for a job should be able to find one that pays a living wage, and every child in America should be able to get a decent education."

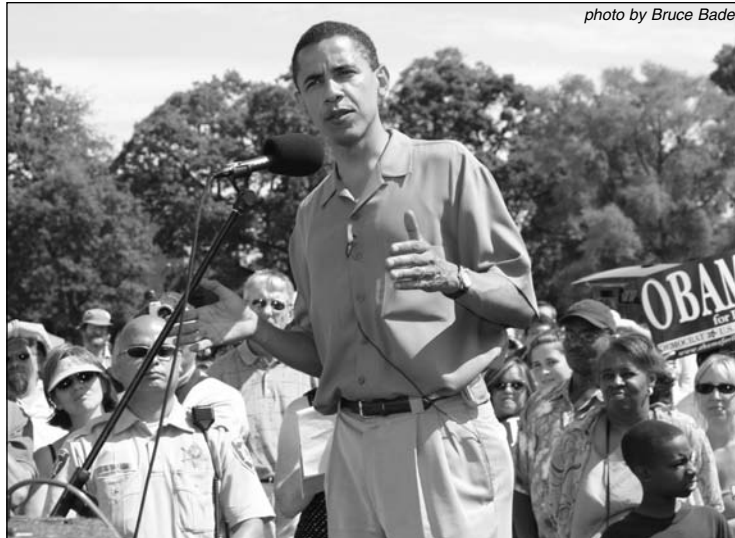
The hopes and dreams of all people in Illinois have a voice in Barack Obama. Barack will fight to protect pensions from corporate greed and provide affordable health care to all Americans. The most important thing I saw from him was how he

spoke from the heart. "We deserve a government as decent as the American people" Barack said.

The message he also conveyed was the purpose of anyone in politics was not to get his or her name in the paper, but was to deliver some tangible benefits to working families. Now that's a message that all Americans want to hear from a candidate. No candidate is better qualified to represent Illinois in the U.S. Senate than Barack Obama. Yes, we can! is the slogan of his campaign and the hundreds of supporters there that hot afternoon were true believers. Obama is on a five-day campaign blitz through

the state picking up support for his Senate bid, reminding people the importance of electing Senator John Kerry and Senator John Edwards as our next President and Vice President.

For more information on Barack Obama check out his website [www.obamaforillinois.com](http://www.obamaforillinois.com)



## Labor Day 2004

Come join UAW Local 592 and all of Labor on September 6th, 2004 for this year's Labor Day Parade. Show your solidarity and march with your Brothers and Sisters in this annual event. This Labor Day is a time to tell members, lawmakers and the public that workers need the freedom to form unions, and that organized labor is alive and well. We need to show our continued support for the janitors and MDS also. We will be giving 50 T-Shirts to the first 50 Marchers. See you at 9:00 A.M. at the corners of 7th St. and 4th Ave.



# Voter Registration

By Sue West

To register in Illinois you must: be a citizen of the United States; be a resident of Illinois and of your election precinct at least 30 days before the next election; be at least 18 years old on or before the next election; not be in jail for a felony conviction; not claim the right to vote anywhere else.

You must also re-register if you have changed your name for any reason or have moved, even if you lived in the city and stayed in the city. If you lived in the city/county and stayed in the respective voting districts and you still have your voter's card, you can simply fill out the back of voter's card with new address and mail in to receive a new card. But if you have moved from city to county or vice versa, you **MUST** re-register.

## THE DEADLINE FOR REGISTERING FOR NOVEMBER ELECTION IS OCTOBER 5TH!

I now have the forms to register people so if anyone needs to register, let me know or come see me at Plant 6. My ext. is x5484, and I work in QIC lab. I can **only** register people in Winnebago County and the city of Rockford, no other counties! When you register, you must have two forms of ID with you, one with name and one with current address. It can be a bill, or check book, etc.

## REMEMBER: DEMOCRACY IS NOT A SPECTATOR SPORT!

PLEASE REGISTER AND VOTE, NOT ONLY IN NOVEMBER BUT ALSO IN EVERY ELECTION IT IS YOUR RESPONSIBILITY AND RIGHT AS A CITIZEN! AND MAKE EVERY VOTE COUNT!

## STATISTICS FOR VOTER TURNOUT BY COUNTRY:

HERE ARE A FEW AVERAGES

UNITED STATES- 45%, SWEDEN 84%, ITALY 90%, SPAIN 79%, BRAZIL 77%, GERMANY 72%

Bad officials are elected by good citizens who do not vote. ~George Jean Nathan

A citizen of America will cross the ocean to fight for democracy, but won't cross the street to vote in a national election. ~Bill Vaughan



## ATTEND YOUR UNION MEETING

Our next meeting  
will be:  
**September 22, 2004**  
**1:00 PM for Night Shift**  
**5:00 PM for Day Shift**

## 592'ers Demonstrate For Jobs

By Tim Mills

Picture this scenario: Canned DJ music blares as the smell of grilled food permeates the air. All is well at Hamilton Sundstrand.



Meanwhile, just on the other side of a fence, in full view of the big shots and party-goers, about 250 UAW members sporting t-shirts, buttons & signs, show up at noon time in front of Plant 6 at the company's "Lunch on the Lawn" to protest along busy Harrison Avenue in solidarity with the laid off janitorial and maintenance department service (MDS) workers.

"The demonstration shows that all of the members are in full support of the struggle," explained President Jeff Bronson.

"We won't stop until justice is served," said Jeff.

The action was a response to management's flagrant violation of our Labor Agreement when

they replaced union workers with in-sourced contract workers from KIMCO and TrueGreen. Union workers see this as a move by the company to erode their union's jurisdiction over bargaining unit jobs and a test of the workers' determination to defend these jobs.

Janitors and MDS people were treated as guests of honor as they stood for a group photo while the union crowd looked on and shouted



"Bring them back!!" "Bring them back!!"

Department Steward Rob Harris, who is a laid off janitor from Plant 6, said he was grateful to see the large turnout from the membership. "I got a lot of feedback from the other laid off people and they were happy too," said Brother Harris.



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