

UAW LOCAL 402 BARGAINING CHAIRMAN REPORT
Please attend your membership meetings!

SPRINGFIELD ORDER BOARD AS OF 11/15/2011

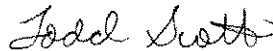
Line #1 5741 Line set: 20.05 days

Current Production: Line #1 91 units per shift Open jobs: 0

Last person working: #26622 Belle Seniority date: 3/19/04

- On Monday, the company started to utilize temporary workers as provided under the language that was negotiated and ratified in both the 2007 and 2010 National contracts. The temporary workers are **UNION MEMBERS!** These new members will have the same rights as all our current union members as provided in the contract and the UAW Constitution!! Although the local union and the company are not in agreement of what defines a "scheduled and unscheduled absence" to supplement the current bargaining unit members, our issue is with the company and not with our new members. Clearly we would like to resolve these issues with the company rather than have to file grievances.
- The language involving Vacation replacements and Temporary workers is very different for each group. Examples:
 1. Temps are limited to 10% of the bargaining unit and can be used year round. Vacation replacements may only be used during the first Monday in May through the second week of September.
 2. Temps earn wages per the new hire wage chart, currently at \$14.53/hr. and they are eligible for wage increases under the progression table. Temps also receive a reduced health insurance benefit after a certain timeframe. Vacation replacements earn \$13.59/hr. with no increases or health insurance.
 3. Temps will have to serve a 60 day probationary period once they are hired as a full time **seniority** member. If a vacation replacer is hired they will not have to serve a probationary period and their seniority date will relate back to their date of hire as a vacation replacement.
 4. Temps will receive overtime pay in excess of 40 hours worked per week. Temps cannot work premium overtime or holidays unless all seniority members have been solicited prior.
- Upcoming holiday is November 24-25, Thanksgiving. Please remember you must work all regularly scheduled hours the day **prior** (Wednesday) to Thanksgiving in order to receive holiday pay!!!

Solidarity Forever!



Todd Scott, Bargaining Chairman
UAW Local 402