



United Auto Workers



Local 865

Union Hall: (309) 755-5274

UAW Local 865

630 19th Street

East Moline, IL 61244

Est. October 26th, 1942

Committee Office: (309) 765-6888

August, 2013

Reminder: Please make sure that you're using your new insurance cards when filling any prescription. If your pharmacy has your old card on file and submits the claim using that card, it will most likely be denied.

2013 Labor Day Parade

Help celebrate Organized Labor in the 2013 Labor Day Parade! Bring your family and join both active and retired Local 865 members as we ride in the Quad City Labor Day Parade.

When: Monday, September 2nd, 2013

Where: Staging area for the parade is in the John Deere Harvester Works parking lot. (Near gate 4)

Info: Please be at the UAW Local 865 staging area in the Harvester Works parking lot by 10:30am on Labor Day. There will be people at the parking lot entrances that can direct you to the Local 865 staging area.

There will be carts or trucks for you to ride on in the parade. There will be plenty of candy available to throw out along the parade route.

UAW Local 865 Solidarity Party

Please mark your calendars for our Local Union's upcoming party. More information will be coming, but the party will be on October 5th, 2013 at Jumers Casino in Rock Island.

Tickets will cost \$5.00 for you and a guest. There will be prize drawings, food, and entertainment. There will also be a limited number of discounted hotel rooms available for you to reserve. You can make reservations by calling [Jumers Hotel and Casino](#) at 1-800-477-7747.

Tickets will be available for purchase in the Committee Room or at the Union Hall.

President Steve Doye
Vice President Rico Diaz
Recording Secretary Joe Flynn
Financial Secretary Dan Dooley
Head Trustee Bud VanKlaveren
Trustee Pam Davidson
Trustee Vickie Scott
Guide Cody Smith
Sgt-At-Arms Quentin Boyer
Retired Member Marvell Porter

Chairperson Lucas DeSpain
Zone 2 Dave McDonald
Zone 4 Megan Denny
Zone 5 Ken Park
Zone 6 Rhino Dotson
Zone 7 Russ Walker



Why we support Human Performance (HP)

“You should have known better.” “We have a policy, if you followed the policy this wouldn’t happen.” Do statements like those sound familiar? HP throws out those ideas and replaces them with reality. If we truly adopt the HP mindset, we accept that an individual does what they do for reasons that make sense to them at the time, given the specific set of circumstances they faced. It’s easy for Labor Relations to tell employees they should have known better after something happens. But what does that really fix? How does blaming the individual solve anything if one person is the only thing focused on? If Harvester policies were so clear and easy, why wouldn’t everyone follow them? Perhaps there’s more to an incident than simply the UAW Member not following policy. Maybe the policy is outdated, ambiguous, largely circumvented by management, doesn’t directly address all the angles, is poorly communicated or contrary to other written communication. Most policies are written from the viewpoint of people who have never worked on the shop floor and lack a genuine understanding of what goes on in a working person’s world. In some cases, there’s a rule or policy that doesn’t exist except for in the minds of managers. How can anyone be expected to follow that? (24 hour notice for PVD comes to mind.)

HP demands the entirety of a situation be considered rather than blaming the worker. That’s the easiest option with the poorest chance of hindering recurrence. HP accepts, as an absolute fact, there are prescribed methods for doing things, yet over time, there’s a drift from the prescribed method. Such a drift is normal, predictable and should be expected by any of those wanting to take an honest look at any situation. Yes, there’s a policy. No, it won’t always be adhered to 100% until the end of time. That’s nothing new or shocking – it’s reality. For example, after a conversation with your child about expected behavior, they do something outside of your expectations. Is the best approach to tell them they should have known better and react with discipline or should you first assess their action as well as what you told them? Did you clearly communicate expectations? Did you say it in a way that they could easily understand and follow? Why did they do what they did? Were there reasons that would have made sense to them at the time? Sometimes, discipline is warranted, but not always when you get past the surface of a situation and look at all factors leading up to an incident.

A core principal of HP is that people show up for work each day wanting to do a good job. People are fallible and even the best will make mistakes. Bad things sometimes happen despite good intentions. Discipline is supposed to be a way of correcting behavior. We can only correct things if we first understand them. HP is the best way to understand behavior.

In Solidarity,

Local 865 Shop Committee

Congratulations to our recent retirees!

Michael Connell

John DeCapp

Gerald Jacobs

Bernard Mack

Daniel Folker

Jerry Hall

John Mekus

Carl Romani, Jr.

Robert "Bud" Roselle, Jr.

John Shewell

The UAW and Immigration Reform

Immigration Reform can be a highly controversial topic if you watch the talking heads on TV. The following is a short statement taken from an article put out by the International UAW on why having a "Pathway to Citizenship" supports the foundation of social justice that the UAW was built upon.

"From our earliest days, the UAW has been a leader in the struggle to secure economic and social justice for all people. Our commitment to improving the lives of working men and women extends beyond our borders. It encompasses families from around the globe, and keeping families together is integral to helping shape the future of American economic stability, and protecting and preserving workers' rights."

[Click here to read the entire article!](http://www.uaw.org/articles/uaw-statement-passage-border-security-economic-opportunity-and-immigration-modernization)

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"Labor is prior to, and independent of, capital. Capital is only the fruit of labor, and could never have existed if labor had not first existed. Labor is the superior of capital, and deserves much the higher consideration."

- Abraham Lincoln

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From the family of David Sajak

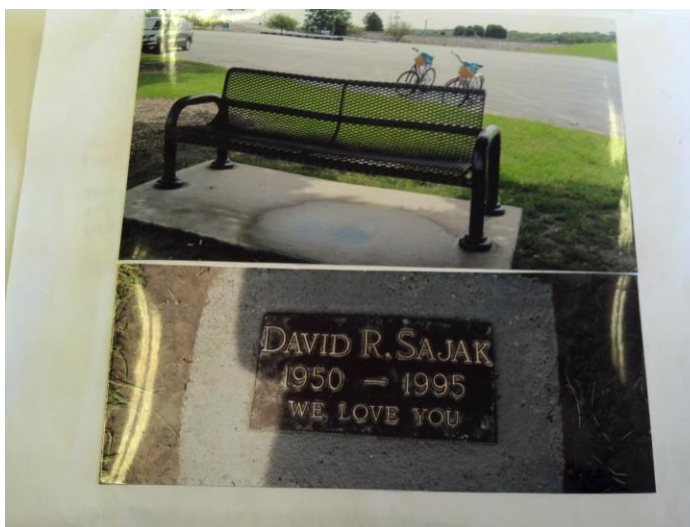
UAW Local 865 member, David Sajak passed away while working his shift at Harvester Works back in March of 1995. A collection was taken up for Mr. Sajak with the money to be used for a bench and plaque in his honor.

Mr. Sajak's family wanted to make sure that everyone was aware that after 18 years they were finally able to get approval from the Moline Park Board to get David's bench and plaque placed in Ben Butterworth Park.

A heartfelt thank you goes out to everyone that donated towards David's memorial.

Sincerely,

Debi (Sajak) Gustafson & Dana (Sajak) Donald



Total Active Membership <u>1988</u>	
K008	759
F002	515
V020	101
V002	102
C005	66
C006	59
D005/D006	6
L005	50
Q001/Q002	20
M026	16
R005	22
R009	4
R020	26
R037	8
T001	23
T010	8
U001	55
U010	7
000	86