



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, 2014

Nominations and Elections for State CAP, Area CAP, UAW Deere Council, UAW Ag Imp Council, and UAW Skilled Trades Council were held during July's Membership Meeting. The following members were elected to those positions.

President Steve Doye
Vice President Rico Diaz
Recording Secretary Joe Flynn
Financial Secretary Rachael Dean
Guide Cody Smith
Sgt-At-Arms Josh Saunders
Head Trustee Bud VanKlaveren
Trustee Vickie Scott
Trustee Pam Davidson
Retired Member Marvell Porter

Chairperson Lucas DeSpain
Zone 2 Chad Bern
Zone 4
Zone 5 Matt DeLoose
Zone 6 Rhino Dotson
Zone 7 Russ Walker

Illinois State CAP Council
Rico Diaz Drew Clevenger

Quad City Area CAP Council
Josh Saunders Dave DeBaillie
Luke Thiessen Desmond Hardaway

UAW Deere Council
Rhino Dotson Ken Park

UAW Ag Implement Council
Rachael Dean

UAW Skilled Trades Council
Jon Goff Jeff Lindzy
Dave Thompson



Last month's newsletter gave some examples of what we, as a membership, can do to increase our **bargaining** power. Focusing on being a workforce that comes to work reliably, truly caring about providing premium workmanship, using our skills to improve a process in our department that has room for improvement, and always looking out for /helping each other will determine our leverage at the bargaining table. Over the next several newsletters, each of those will be talked about at a more in-depth level, along with other info about what we can expect as we close in on the final year of our current contract.

Wages and benefits are of course the most visible and direct metrics to gauge whether or not a contract has improved the quality of life of those that work under it, but there's much more to it than that. Finding ways to grow our membership is another piece of the pie. If we sit back and let the market be the sole determining factor in how many of us have jobs, we're leaving something very important on the table.

Let's pretend that orders pour in and our brothers and sisters that are currently on indefinite layoff are recalled. There are roughly only 250 of our members that will be retiring anytime soon. That means that if things continue as they have for the past several years, those of us in the bottom half of seniority, will pretty much be there for the next 20 years. Those of us on 3rd shift will either stay on 3rd shift, or be on the bubble for the next 20 years. Those of us reduced out of our departments/classifications will continue to have that happen as orders fluctuate. The market/grain prices will always be a big factor in determining that...but that doesn't mean we should just accept it as the only factor in the equation.

We must grow our membership by focusing on not only bringing outsourced work back, but being such a dependable and quality minded workforce that the company would be fools to look anywhere else when planning future work. We must grow our membership by bargaining language that provides training and resources to us on future manufacturing technology. It's easy to say that we want new profitable work brought into the factory, but if only a handful of our members are trained in what it takes to get that work, we're spinning our wheels.

The company provides resources and training to their suppliers on what it takes to build parts for them. Their top suppliers are even classified as "Partner Level". By being a workforce that builds a product that exceeds our customers' expectations, and by bargaining language to guarantee training and transparent consideration on future manufacturing technology, the make/buy decision makers stop asking the question of where should we build that part, and start asking the question of why wouldn't we have our UAW workforce build that part.

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A few years ago, Harvester Works was blessed with a special visit from a very special boy. For those of you that were retired before this visit, hired after this visit, or because of working the off shift you missed out on the experience, **please click on the picture below** and read what this boy's mother has to say. This is who we are. This is what true solidarity is. Not just with each other, but with our fellow man (or boy). Whether it is your own child or someone else's...being a part of something that has such a positive impact on a young life provides a feeling that is hard to beat. **Thank you to the Membership of UAW Local 865 and to the Management of John Deere Harvester**

Works for making this happen.



865 Members Randy Samuelson, Jim Dichiser, and Terry Edwards hanging out with Cole during a recent bike trip up to see him and his family

If you are unable to follow the link in the picture to the story, you can go to:

www.wisconsinwomanwrites.com

and read the "Open letter of gratitude to John Deere"

There will be a Special Membership Meeting on Saturday, August 16th at 11:00am. Nominations for the Zone 4 Committeeperson election will take place during this meeting.

The next regular Monthly Membership Meeting is on Saturday, August 23rd at 9:00am. Regular orders of business.

The Membership Meeting for September will be on Saturday, September 27th at 9:00am.

Your Children/Grandchildren will always be welcome at your monthly Membership Meetings. Even if you don't need to bring them with, consider doing it anyway!

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Congratulations to our recent retirees!

Noveta Henry Jerry Jernigan *

Bob Colvin Jeff Conroy

*** A very special THANK YOU to J.J. for his years of service to our Employee Assistance Committee. J.J.'s dedication to helping others has made a huge difference in the lives of countless UAW Local 865 Members. He will be missed a great deal!**

“We are each other’s harvest; we are each other’s business; we are each other’s magnitude and bond.”

- Gwendolyn Brooks

Total Active Membership	
	<u>1,718</u>
K008	699
F002	482
V020	83
V002	89
C005	64
C006	55
D005/D006	6
L005	43
Q001/Q002	19
M026	11
R005	25
R009	4
R020	25
R037	7
T001	23
T010	9
U001	54
U010	9
000	1