



**United Auto Workers**



# Local 865

Union Hall: (309) 755-5274

UAW Local 865

630 19<sup>th</sup> Street

East Moline, IL 61244

Est. October 26<sup>th</sup>, 1942

Committee Office: (309) 765-6888

February, 2014

It was just announced that 121 of our Local 865 brothers and sisters will be laid off effective March 28<sup>th</sup>.

Please know that if you are one of our members that just received notice of layoff, your Local Union will be there to help you in any way that it can. If you have any questions regarding your benefits while on layoff, LAMAS list language, or any other programs that could be of assistance to you, please do not hesitate to call either the Union Hall or the Committee Office.

Also know that there is already conversation taking place with other area Labor Organizations as to the availability of any additional assistance the community can provide.

Over the years many of our active and retired members, including many of the current Local Leadership, have been affected by layoffs. The frustration and uncertainty about your future is completely understood.

**Please do not hesitate to reach out with any questions you may have.**

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

|                                     |
|-------------------------------------|
| <b>Chairperson</b><br>Lucas DeSpain |
| <b>Zone 2</b><br>Dave McDonald      |
| <b>Zone 4</b><br>Megan Denny        |
| <b>Zone 5</b><br>Ken Park           |
| <b>Zone 6</b><br>Rhino Dotson       |
| <b>Zone 7</b><br>Russ Walker        |

# ***United Auto Workers Local 865***



## **Now is the time to become more active in your Local Union.**

Over the next 2 years there will be some very important events in our Local Union. Not only will these events impact every single one of our current members, they'll affect future Local 865 members as well. We owe it to our families, our fellow brothers and sisters throughout the chain, and the people that will look back on us 20 years from now to take them seriously.

Let's look at CIPP as just one example. CIPP turns 20 years old this year. From 1994 until 1997, departments phased out the Standard Hour Plan that had been around for almost 50 years and implemented CIPP. There have been changes to CIPP over the past 20 years...but at its core, it is the same.

In 2015 our current labor agreement will expire. We've all heard it before...an active membership is a strong membership. Maybe the word Solidarity sounds outdated...but its definition is just as critical to our bargaining power now as it was 50 years ago. As labor laws, technology, society, and global economics change, the way we make gains in our wages and benefits will also change. We cannot rely upon the way we did it in the past to make gains in the future. We must keep what works and constantly be looking for new ways to grow stronger. As we look for ways to improve our ability to bargain and grow, Solidarity is what determines just how effective those improvements are. Over the past 40 years, corporations have chased cheap labor around the globe. In recent years, corporations including Deere have started returning some of that work home as the productivity and quality of the American worker can't be beat. While bargaining power can come in many different forms, being irreplaceable and united are at the top of the list. We could have the best negotiator in the world representing us, but the measure of their success will be determined in large part by the unity and determination of the group as a whole.

We have our Local 865 elections in a matter of months. The leadership that is elected will be representing all of us in 2015 bargaining. No matter who those people are, they need our support and unity behind them, not only in labor negotiations, but in the normal day to day administration of our contract throughout their term.

If you want to be more active in the Local Union, do it! If you don't know how, ask your steward, call the Hall, talk to your committeeperson, show up to a membership meeting and introduce yourself. Maybe being in a leadership role or part of a Local Union committee doesn't appeal to you, maybe you don't feel comfortable speaking out...that's ok too.

## *United Auto Workers Local 865*



You can be an active member by showing up to a membership meeting once in a while. You can be an active member by requesting your Steward and having a step 1 if you feel something isn't right. It's easy to be frustrated with an issue at work and complain about it at dinner that night, but that doesn't make it the right thing to do. Exercise your right under the labor agreement to speak with your Steward. Maybe it's easy to go tell the Steward about your issue at break and ask them to take care of it...but when you request your Steward from your module leader it shows that you know your rights and you want your issue addressed. Maybe it's easy to stop in the Committee Office during lunch and get an answer, but by requesting your Union Steward and involving them, you've made that Steward stronger and more knowledgeable for the next time.

Hold your elected leadership accountable for their role in the labor agreement. Maybe you don't like the answer you get, make sure someone explains it to you so you at least understand why that was the answer. Don't just walk away frustrated because you didn't like the answer. Ask for the language and history that supports it. Ask them how that could be addressed in the future. Understand that your Steward and Committee person are probably even more frustrated with how long the grievance procedure is than you are. Tell them that you get that it may take a long time, but you want communication on where it's at as it moves forward. If you haven't heard anything for a while, ask your steward to check its status. If you feel communication is lacking, speak up. If you feel communication is excellent, speak up about that too!

**The next 865 Membership Meeting is on Saturday, February 22<sup>nd</sup> at 9:00am. During this meeting, the nominations for the Local's UAW Constitutional Convention delegates will take place. Of the many cost saving discussions that will take place at this year's convention, a proposed monthly due's increase from 2 hours per month to 2.5 hours per month could be voted on. If you plan to be nominated and run for 1 of the 3 delegates our Local Union has, please be at the meeting to accept the nomination or turn a letter of acceptance in to our election committee prior to nominations. The Convention Delegate election will take place on Tuesday, March 4<sup>th</sup> in Detroit, MI.**

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## *Congratulations to our recent retirees!*

|                          |                       |
|--------------------------|-----------------------|
| <b>Michael Pancrazio</b> | <b>Larry Wieneke</b>  |
| <b>Roger Sanders</b>     | <b>Michael Thomas</b> |
| <b>Terry Danks</b>       | <b>James Mumma</b>    |
| <b>Curtis Tucker</b>     | <b>Brian Kelso</b>    |
| <b>Thomas Pyle</b>       |                       |

*There have been roughly 300 retirements since*

**There is no stability  
without solidarity and  
no solidarity without  
stability.**

Jose Manuel Barroso

| <b>Total Active Membership<br/>1903</b> |     |
|---|-----|
| K008                                    | 765 |
| F002                                    | 516 |
| V020                                    | 98  |
| V002                                    | 100 |
| C005                                    | 66  |
| C006                                    | 57  |
| D005/D006                               | 6   |
| L005                                    | 51  |
| Q001/Q002                               | 19  |
| M026                                    | 15  |
| R005                                    | 23  |
| R009                                    | 4   |
| R020                                    | 26  |
| R037                                    | 8   |
| T001                                    | 22  |
| T010                                    | 9   |
| U001                                    | 56  |
| U010                                    | 9   |
| 000                                     | 39  |