



**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

July, 2014

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

Although it might seem like it's still a long way off, October 2015 will be here before you know it. The Union and the Company will sit down and begin negotiations on a new labor agreement only a very short time before that. The results of any negotiation between parties are determined by the bargaining power of each side. If you were to be able to measure our bargaining power, the whole would be made up of many small things and a few big things. Some of those things are controlled by the market, some by the politicians that we vote for, some by the trade laws of other countries, some by the geographical area we live and work in. It's very easy to feel like you have no influence on those things. As individuals we are weak, it is by sticking together that we are strong.

<b>Chairperson</b> Lucas DeSpain
<b>Zone 2</b> Chad Bern
<b>Zone 4</b> Danny Thacker
<b>Zone 5</b> Matt DeLoose
<b>Zone 6</b> Rhino Dotson
<b>Zone 7</b> Russ Walker

It is by being a premium workforce that we truly have the power to bargain for premium wages and benefits. Not premium individual workers, but a focused group...looking out for each other and helping each other. The company likes to compare the wages and benefits we've negotiated to other employers in our region. It is hard for them to make that case when we can show that we are a better workforce than what those employers have. When our absenteeism is lower than everyone else, that's power. When our workmanship is better than everyone else, that's power. When we can take a product or process that they've come up with, use our skill and knowledge to improve upon it, giving our customers a truly distinctive machine right on time, that's power.



We all want to improve the quality of life that our families have. We all want to make gains in wages and benefits on the next contract. How many of us realize that those gains can't be realized by sitting back and expecting our Bargaining Committee to make it happen? The Bargaining Committee's ability to deliver those things to us comes from the strength of the workforce they represent.

We currently have 1,729 active members. 622, or 36% of those members hired in after the 2009 agreement and this will be the first contract negotiation they've been through here. 793, or almost 46% of those members hired in after the 2003 agreement, but prior to the 2009 agreement, so they've been through one contract negotiation. That means that 82% of us have either zero or very little firsthand experience in working through contract negotiations. If we think for a second that the company doesn't already know that, we're naïve. By coming to work reliably, holding ourselves to the highest level of workmanship, not letting the day to day shop drama effect our commitment to making our customers a product that exceeds their expectations, by giving a damn about each other, and by supporting those we elect to represent us, we sit at the bargaining table not as a workforce the company claims they can't afford to pay, but as a workforce they can't afford to replace.

Former UAW President, Bob King said, ***"In life we get what we are willing to accept or what we are willing to fight for."***

If you're willing to accept what you have, that's on you. But if we're ready to stand together and fight for what we want, improving our bargaining power by being a superior workforce is a big part of the equation.

**"Solidarity"** – *Unity or agreement of feeling or action, especially among individuals with a common interest; mutual support within a group: unanimity, unity, like-mindedness, agreement, accord, harmony, consensus, concurrence, cooperation, cohesion, fraternity, and mutual support.*

**What have you done today to win the fight next year?**

# *United Auto Workers Local 865*



Just a reminder that when requesting work from Skilled Trades, please submit a work order with a column location and Imd number. We realize that grabbing a Trades person as they drive by is easier, but it benefits everyone to put the work order in. The company tracks manpower, response time, work load and availability through work orders. It will directly benefit the operator because the work order goes into the job list.

It will be documented, and you will not be forgotten about. The column and Imd number with a brief description will allow the tradesperson to respond faster to you. By documenting repairs we can justify the work load to add additional Trades people and hopefully cut back on the amount of contractors. Finally if you see a tradesperson go by, many times they are on their way to another job that a fellow co-worker has submitted a work order for. It's not right to jump in front of another UAW member that has followed protocol.

Thank you,

***UAW LOCAL 865 Skilled Trades Committee***

The next Local 865 Membership meeting will be held on **Saturday, July 26<sup>th</sup> at 9:00am**. Along with regular orders of business, this meeting will include elections for State and Area CAP Delegates, Deere Council Delegates, our Ag Imp Delegate, and Skilled Trades Delegates. You should be receiving a letter in the mail detailing the election process for those Delegates. This will also be the first Membership Meeting after our UAW Constitutional Delegates return from the Convention in Detroit. Please be prepared for discussion on what they have to report back to our Membership.

**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!**

# United Auto Workers Local 865



***Congratulations to our recent retirees!***

**Michael Leonard      Oscar Roraff**

**Dale Koenig      Juanita Darin**

**Charles Knox II**

***“When there is no  
peril in the  
fight...there is no  
glory in the  
triumph.”***

- Pierre Corneille

Total Active Membership	
	<b>1,729</b>
K008	705
F002	484
V020	84
V002	89
C005	64
C006	56
D005/D006	6
L005	44
Q001/Q002	19
M026	12
R005	25
R009	4
R020	25
R037	7
T001	23
T010	9
U001	54
U010	9
000	0