



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

June - 2013

-Executive Board:

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

Welcome to the first edition of the UAW Local 865 online newsletter! Changing to a digital newsletter allows for the sharing of not only more information, pictures, links, and labor news...it's a great way for the Local Union to save a substantial amount of money over the coming years.

Benefits Updates

On February 15th, 2013, Mercer County Hospital in Aledo was purchased by Genesis. The new name is [Genesis Medical Center, Aledo](#). This facility was kept in our insurance network to avoid disruption for members living in that area. It is currently the only Genesis facility that is part of our provider network. If there are any changes to this in the future, you should receive communications from United Healthcare.



United Healthcare will soon be sending a letter out regarding our prescription drug coverage. This letter details administrative changes only. There will be no changes to our negotiated coverage or co-payments.



If you haven't already done so, registering at the [United Healthcare website \(myuhc.com\)](#) can provide you with detailed information about our provider network, covered services, and billing history.

-Shop Committee:

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



Chairman's Report:

By: Lucas DeSpain

"The only effective answer to organized greed is organized labor." - Thomas Donahue

Recently, Local 865 CI Representatives and Shop Committee met with United Steel Worker (USW) & International Brotherhood of Electrician (IBEW) representatives from Alcoa to discuss Human Performance. We've all been to the advocate training and wanted to have unfiltered discussion with other union reps on the HP concept and factory application. In the 6 years they've used HP, they've seen injury rates drop significantly and productivity go up which increases performance based pay. They've stumbled along the way and had obstacles to overcome within their union but the process is something they believe in and have fought to improve. While management pushes for pre-task brief quotas, we must strive for PTB quality. When we encounter an unsafe situation, we must clearly and effectively communicate the reasons we feel our safety is in jeopardy while demanding a safe and immediate solution.

The principals of HP go well beyond safety. Rather than blaming operators for quality defects, the science of HP advocates for determining root cause and contributing factors coupled with actual solutions to eliminate recurrence. Discipline isn't necessarily off the table but it takes a backseat to correction. When properly examined with the HP culpability model, root causes can be identified and actions for correction must follow. Correction for quality problems shouldn't come through the Labor Relations department but through error-proofing the task and exploring all possible methods of prevention. Performance shouldn't be impaired by stop criteria. The purpose of stopping is to take time to identify safety and quality problems at the onset so the task can be completed correctly the first time.

Safety and quality issues will not be eradicated through the use of HP. However, if we buy into HP and force our management counterparts to do the same, reductions in safety incidents and quality problems are guaranteed. Our collectively bargained CI Process is already established and in place to fix issues identified through the application of HP. There have been terrible accidents in recent years at Alcoa. We had our own recently at Harvester. All of them could be prevented and HP gives us the tools, process and authority to stop and seek help.



Congratulations to our recent retirees!

Leslie Anderson

William Bartels

Bryan Blaser

Terry Bullock Sr.

David Caughey

James Goderis

Michael Jones

Richard Mindrup

Donald Rumkus

Rocky Rogers

James Shelton

Lyle Austin II

Jimmy Carson

“My friends, it is solidarity of labor we want. We do not want to find fault with each other, but to solidify our forces and say to each other: ‘We must be together; our masters are joined together and we must do the same thing.’ – Mother Jones

Total Active Membership 2038	
K008	757
F002	517
V020	103
V002	101
C005	68
C006	59
D005/D006	6
L005	50
Q001/Q002	21
M026	16
R005	22
R009	4
R020	27
R037	8
T001	23
T010	8
U001	54
U010	6
000	130

Next Membership Meeting:

Saturday, June 22nd @ 9:00am

Buying a new car or
truck?

Click here to see the
UAW Made Consumer
Buying Guide.



We're all aware that recently there was a fatal accident involving a contractor at the Harvester Works. On Wednesday, May 15th, there was a gate collection for the Hasson family. Almost \$10,000 was raised. Your generosity is nothing short of amazing! Also, a big thank you goes out to our brothers and sisters at UAW Local 434 for helping collect donations down at Seeding as well.

Thank You!

GATE COLLECTION
for
HASSON FAMILY

Wednesday, 15 May
5:30 AM - 7:30 AM
&
2:30 PM - 4:00 PM