



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

September, 2014

Unity and Focus During Uncertain Times

With the announcement that another 425 of our members will be facing indefinite layoff on October 20th, the sobering fact is that over 25% of our active membership at the beginning of the year will be out of work.

There are plenty of people that are already comparing this to the farm economy collapse that crippled much of the Midwest in the 1980's. If you look only at the key indicators, it's easy to make that comparison. Leading up to the downturn of the 80's you saw huge gains in farm income, a dramatic rise in the value of farmland, increased farm size, significant growth in grain exports, and advancements in agricultural technology that led to more grain being produced per acre.

Obviously, maintaining a healthy farm economy is of critical importance to not just to the members of UAW Local 865, but to the Quad City Area and the entire Midwest. The 1980's farm collapse led to thousands of our members being laid off, many losing multiple years of service and thousands losing everything. It led to the bankruptcy or sale of many Ag related employers in the Quad Cities, creating a huge supply of out of work skilled talent in a community that now had a much smaller demand for their services. It also fundamentally changed the way the Company runs the business. Losing hundreds of millions of dollars because of low demand for machinery and a dealer network that was already filled with tractors and combines that nobody had ordered. Many of the farmers that did need those machines could no longer get financing due to the rapid depreciation of the land value they had purchased at the inflated prices of the 1970's boom.

It also led to the sudden change in what had historically been the focus during Bargaining. The bargaining power used to make gains in wages and benefits during the growth of the 50's, 60's, and 70's was abruptly reversed. How do you leverage the ability to strike when a company is bleeding money, already, has too much product on hand and would welcome a break in having to meet payroll while the excess inventory sold, and a labor market saturated with out of work skilled labor?

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 Richard Collinson
Zone 5 Matt DeLoose
Zone 6 Rhino Dotson
Zone 7 Russ Walker





The uncertainty of the 80's and the endless layoffs naturally led to a bargaining focus that was on job security and survival, not on wages and benefits.

So what's the difference for UAW Local 865 members when comparing the 1980's and today? Many of the reasons for low demand and uncertainty are the same. The difference is that unlike in the 80's, the Company no longer produces as many machines as it can before they even have buyers. That means once grain prices come up and farmers need machines, there is no need to sell off excess inventory before ramping up production for the upswing. Unlike the 1980's when the Company would post a \$100 million loss, the management strategies they've adapted because of surviving the 1980's, like them or not, will enable them to continue making strong profits.

Some things that UAW Local 865 Members and the UAW members working at other facilities covered under our collective bargaining agreement need to remind themselves daily of are:

1. We are going to have many of our members out of work. Many of them have families that depend on them. We need to do what we can to help get them through it. Maybe you went through this before in the 80's and you feel nobody helped you, so why should you help anyone? Because if we are ever going to be united in our efforts to better ourselves, our retirees, and our future members that haven't even hired in yet, we need to give a damn about each other. In the upcoming months there will be drives and programs implemented to try and help our members that may be out of work. These are our UAW Brothers and Sisters. Those may just be words to some, but if they are words we choose to live by, each of us will be better for it.
2. Focusing on giving our farmers a product that is clearly built with a higher quality of workmanship than any other machine in the world gives us unbelievable bargaining power and makes the case for new work without having to say a word.
3. Don't fall into thinking that the current farm economy means we should lower our sights as we head into bargaining. There's a big difference in bargaining when a company is losing millions and when they continue to make billions. Be realistic in expectations on the gains you would like to see, but be vocal about them also. There are plenty of things that we would all like to see happen. Make a list in your head divided between what you would like to see happen, and what you're willing to fight tooth and nail to see happen (or not happen). You will find that they are different lists.

Yes times may be uncertain and it's only human to think about the now, but helping each other through the hard times and working together towards improving our ability to collectively bargain a better way of life is why this Union was founded. It remains just as important today as it did then.

United Auto Workers Local 865



The Skilled Trades Committee would like to address skilled trade work being done by some of our members that work in production. We realize some members, may just not be aware of many of our duties. We are here to help production flow as quickly and smoothly as possible. Putting down ergo mats, moving fixtures/cabinets and clamp repair all fall under skilled trades job classifications. It may not seem like a big deal when a clamp is broken on a fixture and it is welded out of the way. Eventually, a skilled trades person will have to fix that, and what was originally a five minute fix has the potential to turn into something else. Skilled Trades workers have very specific training.

Many clamps have a coating on them that should not be welded on. An operator may be exposing themselves to an unseen danger if they are inhaling these vapors. Certain materials can be welded on, only under the necessary precautions.

Work orders are how the skilled trades departments justify their existence. If we were to perform work without a work order, then essentially we aren't given credit for the work performed. This is why so much emphasis has to be put on work orders. SAP is the system used for tracking manpower, workload, and availability of the trades. When an operator doesn't generate a work order, and performs the work themselves, the company is unaware of that repair and so is the skilled trades department. We would appreciate you putting in a work order immediately, after you realize there is a problem, and giving us a chance to repair it.

Thank you,

UAW LOCAL 865 Skilled Trades Committee

The next Monthly Membership Meeting is on Saturday, September 27th at 9:00am. Regular orders of business.

October's Membership Meeting will be held on Saturday, October 25th 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!

United Auto Workers Local 865



Congratulations to our recent retirees!

Ron Rennick

Larry Duncan

Dan Dooley

Randy Ward

Since October of 2009, there have been 354 retirements.

"If capitalism is fair then unionism must be. If men and women have a right to capitalize their ideas and the resources of their country, then that implies the right of men and women to capitalize their labor."

- Frank Lloyd Wright

Total Active Membership

1,707

K008	694
F002	479
V020	81
V002	90
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	52
U010	9
000	1