

2019 LOCAL CONTRACT PROPOSAL

Highlights

- * Personal music devices now allowed (no ear buds)
- * New team leader term limits, annual votes
- * Double charge hours for any forced overtime
- * New SPM locker room
- * Parking lot sealed and re-stripped. Major repairs as well.
- * Additional burden carriers and fork trucks
- * No more early start Monday/late day Friday.
- * New vacation sign up procedure
- * New skilled trades added
- * Ring in/out at turnstiles
- * 9 total turnstiles
- * 6 new ice machines added
- * New signs in parking lot for foreign car and contractor parking
- * Look at new vendors when Canteen contact expires
- * Parking lot swept monthly, May-October
- * Signs posted in parking lot for trash cans



Your bargaining team
 (L-R) Derek Cronin, Zane Connerly, Chad Millspaugh, Ed Kreller, Jeremy Randolph
 (not pictured - Chris McAtee)

A message from your bargaining team

Your Shop Committee was able to strike a tentative agreement with management. These negotiations began back in August 2019. In the time since then we have been out on strike, endured a COVID-19 layoff, went on emergency status and then to critical status. Management’s objective was to reduce head count. They wanted to outsource jobs in the crib, waste water treatment and facilities maintenance, just to name a few. Your Shop Committee pushed back on management, stood their ground and made some gains that this membership wanted. This was the longest set of negotiations in the history of Local 440. Your Shop Committee stuck together in their efforts to best represent the members. This bargaining team spent countless hours writing proposals and waiting on management to respond. After 20 long months, we are able to present a tentative agreement that we believe in. We fought for the demands the membership gave us, and feel we made significant gains in the face of management’s wish list.

Highlights (cont)

- * Shower curtains to be replaced on a needed basis
- * DCS ventilation targeted for completion at end of '21
- * Union bulletin boards relocated per Union request
- * New tool replacement procedure
- * Union and management will continue to look for area to locate picnic tables so family can come to the plant to eat
- * All shop rules reduced 1 step (except for Doc 8)
- * Repopulate waste water treatment
- * New work secured

Management's wish list

- * Management wanted Fastenal to fill all Fastenal machines throughout the plant.
- * Management wanted to outsource the work in the crib, a total of 8 jobs.
- * Management wanted to outsource waste water treatment, a total of 5 jobs.
- * Management wanted to exit facilities' PMs, a total of 2 skilled trades jobs.
- * Management wanted to alter paragraph 71 language to eliminate the rule of contacting committee person on continuation of work for skilled trades.
- * Management wanted to eliminate the chance to cancel overtime per paragraph 71 once it was accepted.
- * Management wanted to only allow one transfer sheet per month per paragraph 63.
- * Management wanted to have production take over the layout work in the tool room.

DEMANDS DENIED!!!

Important dates coming up

April 19th and 20th - Informational meetings and voting. Meetings will be held as follows:

2nd - 11:30 April 19

3rd - 7:30 April 20

days - 3:30 April 20

We will hold informational meetings and vote immediately after the meeting is adjourned.