

# *NAU Newsletter #2*

Hello and welcome to the second installment of the Nexteer Automotive United newsletter. I just want to take a second and thank everyone who has helped me get the ball rolling on this little group. Now with that being said let's get down to business shall we?

On Thursday June 17, 2010 from 5:00am to 9:00pm the voting on the contract will take place. There will be signs and people out to direct you on where the polling stations are. I encourage all of you to go out and vote for whatever you believe in on the contract.

On this edition of the newsletter I want to go over the shift premiums, and the attendance program. Let's start on the shift premiums.

Shift premiums will be cut along with the other concessions that Nexteer would like us to make. Our current shift premiums are 7% on B-shift (2<sup>nd</sup>) and 10% on C-Shift (3<sup>rd</sup>). Here is what Nexteer proposed in the (M.O.U.). 2.5% for B-Shift and 5% on C-shift. It is a 45% reduction on B-shift and 50% reduction on C-shift, but that's just the tip of the ice berg. They also want to change on how and what time the shift premiums are paid out. If the contract passes there will be new time in place to payout the shift premiums. B-shift shift premium will start at 2:00pm and or before 6:00pm, and C-shift will start at 8:00pm and or before 12:00am. So let's say I was on A-Shift (1<sup>st</sup>) and my department was planed A for 9 hours, that last hour would have NO shift premium due to the fact that A-Shift starts before 2:00pm and before 6:00pm. So now let's' say that I came in early at 2:00am there would be NO shift premium there either, due to the fact that I didn't start my shift before 12:00am. So take it like it is I guess, I will say this, there won't be as many people coming in early like there is now if the contract passes.

Let's move on to the attendance program Nexteer wants to change. Right now here is the outline of our point system that is in place at the moment.

### **No-fault Attendance Policy**

- Tardy/Late = 1 point
- Absent = 3 points
- Leave early = 1 point
- Each additional day absent = 1 point
- Sick Leave of Absence = 1 point per occurrence

We get 18 points with this point system. From points 1-12 we get a weekly notice. From points 13-17 we get offered Work and Family Services. Once we hit 18 points then it's a discharge from the company. Here is the proposed new point system. I pretty much stay the same until you ask to leave early.

### **New No-Fault Attendance Policy**

- Tardy (Less than 4 hours) = 1 point
- Tardy (More than 4 hours) = 3 points
- **Leave early without approval = Corrective Action**
- Absent = 3 points
- Each additional day absent = 1 point
- Sick Leave of Absence = 1 point per occurrence

We still have 18 points, but WOW, Corrective Action if we need to leave early? I tried asking the union what the corrective action would be and I was told it would be the digression of the supervisor. Now to me that's no way fair. If the supervisor dislikes you and you need to leave early for whatever reason then he/she would have the tools need to discharge you. Who in their right mind would give management that much power? I know I would be on pins and needles knowing that if I had to leave that I might be the last time I step foot in the plant.

That's it for this time gang. Remember voting on the contract it on 6-17-2010 from 5:00am to 9:00pm.