

## TAKE BACK YOUR UNION!

### -Issue 7-

For starters we would like to apologize for the typographical error which appeared in Section 3 of Issue 6. The cash amount referenced in the buyout should have been indicated as \$80,000 instead of \$85,000.

Ø In past issues we have touched upon our belief that there should be a very distinctive "line of demarcation" between Union and management; and in fact many of our current problems exist because our Union has allowed that line to disappear. Some examples include joint communications and meetings, joint projects in the appointed arena, and HVAC Line Leaders. The latest idea our Union has agreed to is the Team Leader which incorporates many duties currently done by supervision. The result is a Union member who will be supervising and reporting on production work of fellow Union Brothers & Sisters. Why would our Shop Committee help local management accomplish a further division of our membership? Hasn't the International done enough, with three production wage levels and forcing plants to negotiate stand-alone contracts?

Ø We would like to report on recent events up in Department 491. The hourly employees there have been pretty outspoken about what has been going on. As we are all aware Segment Leader Conley wrote a memo taking away hourly's paid lunch on weekends and holidays. He immediately received a "Thank You" reply from 491. (Which we have copies for distribution) That was on March 10th.

On the following Friday (March 19th) upper management (Plotar, Conley, Krajacic) conducted surprise meetings at the start of B & C shifts. The B Shift meeting was conducted without prior notification to the employees or the Union. Krajacic told the employees that he felt their dissatisfaction with COA issues was negatively impacting their ability to produce, and in addition, that they had bad attitudes. The employees promptly reminded him that prior to the implementation of managements new Operating System, they had always made a higher build number than they were now making. Later at the start of the C Shift, he had toned down his rhetoric, but the Union employees were ready for him. For 15 minutes, hourly after hourly rattled off a laundry list of mistakes, poor decisions, and ineffective operating systems that management had implemented. Krajacic basically had no defense or response. Will he listen and improve the situation? Of Course not! It is, however an excellent example of employees trying to defending themselves on the floor.

Ø A majority of the publications on the floor have shown that any changes to our current agreement will reduce our income, negatively impact our working conditions, and probably eliminate our jobs.

The "Take Back Your Union" publication provides you with similar information and addresses issues and instances specific to our plant. As we stated in the last issue, we encourage additional participation and feel it will ultimately lead to a significantly stronger membership. Also, we have talked to some of the people who wear

membership. Also, we have talked to some of the people who wear the "No Concessions" shirts, and have asked if they can do another order. They also asked us to remind everyone to wear them every Wednesday, and any other days they could.

Ø The Rochester Shop Chairman's Report was quite the eye opener and a breath of fresh air on several counts. First, it was good to see that amount and type of information. They provided their membership with details of management's unacceptable proposal. Our bargaining committee has not released this information. Our thinking is, disclose the facts and present the truth, without editing or omission! Second, it was good to see Union Representation just as outraged as the "Rank & File", calling management positions "ridiculous" and "the worse case of corporate greed" ever experienced. How does our Shop Chairman and Unit 1 President feel about it? Ask them!

From: The Rank & File  
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