

BARGAINING CHAIRMAN'S REPORT
BY TERRY FISCHER

As of November 2, 2015, we have 12 active grievances in Local 974.

2 – Discharges
10 – Issues
0 – Suspensions

The next scheduled arbitration dates....

Just cause arbitration dates : December 8th – Mapleton; December 9 – Tech Center; & December 10th – Bldg. KK

Issue arbitration dates: Cancelled – Panel Arbitrator was fired by the company. The International Union and the company are in the process of selecting another Arbitrator.

Indefinite layoff announcements.....

Caterpillar announced on September 24, 2015 significant restructuring, including slashing the work force between 4,000 to 5,000 positions by the end of 2016. Also, they are contemplating some facility closures and consolidations. Even though the Local has no specific numbers, management and salaried workers in the Peoria area have also been notified of cutbacks and layoffs. Some through a buyout offer. It has been reported that those layoffs did start before the end of October.

On September 30th, Caterpillar Labor Relations in E. Peoria announced more indefinite layoffs for Local 974 Bargaining Unit members. Both IMOD and TBU divisions announced 115 Local 974 Bargaining Unit members in each division would be indefinitely laid off starting on October 12th. This brings the total laid off members in Local 974 to date at 533.

The Company is continuing the weekly TLO shutdowns through the end of this year in some of the areas in E. Peoria, Mapleton, and just recently announced SPBU (Hose and Tire Facilities). There have also been announced TLO days for December 21, 22 & 23 for members in the E. Peoria facilities.

The announced movement of the Seal Ring Product Line jobs are moving back to the Caterpillar Facility in Mapleton from North Carolina is still progressing. The move is expected to be complete during the first quarter in 2016 and would bring approximately 200 jobs back into the Bargaining Unit of Local 974.

Grievance Chairmen for E. Peoria IMOD Division, Dave Neulinger, has been informed the company is bringing in work from G & D to the Undercarriage Division in Bldg. GG. They are looking to have these positions running production around the second quarter of next year, and would be approximately 14 to 21 positions.

I am planning on having Steward training after the first of the year. It will be held on a Saturday, and I will be getting with the Grievance Committee persons to set a date and coordinate the details. We will send out notices and post the date and time once everything is finalized.

I have held several meetings with the Grievance Chairmen and President Randy Smith to go over contract language issues in preparation for the 2017 negotiations. Several areas of major concerns for both Central & Local language is Union Representation, Grievance Procedure, Vacation changes from 2011 negotiations need modified, RIF language (reduction in force) and TPA language (temporary reassignment), TLO language (temporary layoff), Bereavement language updates, non-traditional employees, and wage inequities top the list of changes discussed.

Randy Smith, Mike McKinney, and myself attended the Ag-Imp/Cat Council meeting held on October 28th & 29th in Las Vegas, Nevada. Vice-President Norwood Jewell and Region 4 Director Ron McInroy went over some of the details on the successful, ratified contract reached with John Deere. The John Deere UAW delegates also reported on how the negotiations progressed. There was also discussion on what the impact with the Deere settlement could have towards the upcoming negotiations for CNH in 2016 and Caterpillar in 2017.

Again, I want to remind everyone with business being slow, management is micro-managing their workplace policies on the shop floor; personal time – breaks – cell phone usage – lunch times – start up and quitting times – absenteeism – etc. Be aware of what is happening around the work areas and be accountable for the time and actions in the workplace. However, don't allow management to violate your contractual and lawful rights. Get your Union involved on any work related issues that you feel have been compromised.

The Local has "Proud Union Home" yard signs. The cost is \$5.00. Stop by to purchase a sign at the dues office and show support for the Unions in our communities.

At the Fall UAW Conference in October, Randy picked up some 2016 Weekly Gun Raffle calendars. The cost is \$30.00, with a gun to be given away every week.

Our Memberships support of the Union is an important tool for bargaining. Show your support by getting involved and be active with your Union. All members are invited to attend the General Council meetings, Steward Council meetings, and Safety Council meetings. Dates and times of these are on the Local website, newsletter and on the bulletin boards in the shop.

In closing, Union Sister Geneva "Ginny" Nailing passed away on 10/31/15. Ginny was a *devoted* Union member and held many positions within Local 974 and the UAW International Union. I worked with her on the shop floor and at the Local Union Hall dating back to the 70's. I wish to express my sincere condolences to the Family, as She will be Dearly missed.

In Solidarity,

Terry

SOLIDARITY: Encourage and Show Your Support for Your Union – at Work, Home, and Out in the Community – WEAR UNION APPAREL!