

VOICE OF THE 2069



THE MAGAZINE FOR UAW LOCAL 2069 MEMBERS

Uaw2069.org ~ voiceof2069@yahoo.com

Vol. 4

uawlocal2069 on

December, 2019



Local 2069 Hall Hours Monday-Friday 7:30 a.m.-4:00 P(540) 674-5130 F(540) 674-2531

PRESIDENT OF THE 2069

Matt Blondino



UAW Local 2069

Brothers and Sisters

The company issued the Warn Act (Workers Adjustment and Retraining Act Notification) which requires 60 day notice of a layoff on Thursday November 21st. The layoff will affect 700 brothers and sisters starting the week of January 19th 2020. Layoffs are never easy. The trucking business that we are in, has highs and lows. It is the nature of the business that we work in. The layoff process is a long process over the next two months. Please do not feed into rumors. Wait for the information to come from your supervisor on when and whom will be affected. There is a lot that this will be there first time going through a layoff here at Volvo. I know that it can be a confusing and stressful time. I have been through my share of layoffs as well and know that feeling. We will get through this unfortunate downturn. We also will hope that the market picks back up as soon as possible to get everyone back to work.

GM negotiations and their strike are over now. Over 46,000 UAW GM workers went out on strike Sept 16 to Oct 25. It was the longest strike in 50 years for the auto industry. They ratified a new 4 year contract that was approved by a 57% membership approval. UAW Mack Trucks also were in negotiations this fall. They too went on strike with a little over 3500 members nationwide on October 12. They were on strike just at two weeks. They were able to get a new 4 year agreement. We all followed this closely to see what the outcome would be. We also supported our Mack brothers and sisters during these times as well. Even when the company would not allow us to take a picture inside the plant to show our solidarity. Membership showed up at the call to go to the flag pole. Hourly and Salary members were in solidarity together to show our support as one. It was overwhelming to see all the red shirts throughout the plant on these days as well. Some of us even wore red every day to show support for UAW Mack until the strike was over. We too were affected by the Mack strike. The strike did shut us down for week as well. Those things happen when we depend on Mack for our engines. No different if we went on strike we would eventually affect them from building engines.

Through these negotiations there are valuable lessons we can take from this. One is save, save, save! If you take one thing away from this. It is to save money for a rainy day. We should try and save two months of salary in case it ever comes to that. And that isn't something you can wait the week before to do. It takes planning and saving. We always need to be prepared. March 2021 will be here before we know it. No one wants to see it come to a strike but reality is, sometimes it comes to that. Secondly is that we are stronger together not divided. From the front office to the paint shop, from the Methods lab to the warehouse. We saw that we are one when provoked! This was just a show of support and look at how we came together.

November and December have been busy months at the plant. The end of the year is normally busy months due to trying to finish the year out and get customers their trucks.

The company added 600 trucks back to the build rate for these two months. This brings the total of trucks to the end of the year to 6600. Yes the company planned on having layoff weeks. The week of thanksgiving and the following week were planned. Yes by contract they can move a holiday to another week if mutually agreed upon. After they added 600 trucks the company wanted to move those holidays yet again. The local union refused to move them again. By contract the only place those holidays can go, is back to their original dates, if that layoff week has been cancelled. That is what occurred and that is why the holidays were moved back. Layoff weeks are always subject to change, we see this a lot around summer shutdown. The company is notorious for saying we will be down 3 weeks sometimes 4 weeks only to cancel those down weeks.

Due to production being scheduled December 14. The recreation committee was fortunately able to move the UAW Christmas party up to Dec 7th. That way all members were able the opportunity to attend. Thanks to the recreation committee for being able to make that happen. And the E-board for approving the date change.

With the announcement of a layoff towards the end of January. Keep our brothers and sisters that will be affected in your thoughts and prayers. In closing I want to wish everyone a happy holidays coming up with family and friends. And enjoy your union won holidays off that we would not have provided by this company without a union. Be safe in your travels during the holidays as well.

Matt Blondino

Pictured below is Hourly and Salary members for UAW Mack show of support!





BARGAINING CHAIR

Greg Shank



Hello to all,

Well, it sure has been a crazy couple of months here at NRV. The strike at Mack has had a big effect on our business. With us being down for a week and a half, it has put us behind for the remainder of the year. And with that, there has been a domino effect of changes. We were told that we need to make up 600 trucks by the end of the year. The first thing the company decided to do was work a voluntary shift on Veterans Day and Hunting Day. Then they cancelled the down week the week of Thanksgiving. As a result of that, the holidays no longer are being moved and now we are working December 14th, 21st and 23rd. January 2nd and 3rd are still up in the air as to whether it will be short work week. We should know more about that as we get closer to the Holidays.

As far as the layoff, we now have been given a number of 700 starting the week of Jan 20th. Unfortunately, it is a part of our business. Most of us have been through at least once, some of us, including myself, multiple times. Hopefully, this downturn won't last very long and we can get everyone back to work real soon. While this process goes on the next couple of months, try not to get caught up in rumors going around the plant. The cut line will change one way or the other a few times as the manpower is worked on, it always does. So, even with the number that has been given, it will be some time before anything is final. Also, the company is going to offer a buyout package for some employees to retire. That also will reduce the number some, depending on how many people take advantage of the offer. Then, with the expansion projects we have coming, and potential new work coming in, it should help us possibly cut down on the duration of the layoff for some employees.

With Mack's contract being finished, International is coming in to hear step 4 grievances. Dave Snyder will be here the first week in December for them. Most of them are termination grievances over attendance as well as a few others.

I also would like to reiterate from last month, do NOT go into a meeting about your FMLA without your Union Rep. Also if your approval is different from what the doctor filled out, we need to know. There have been some mistakes made, so we need to be aware of them so we can try to correct them.

With this being the last newsletter this year, I would like to Wish EVERYONE a MERRY CHRISTMAS and a HAPPY NEW YEAR!! Be safe, enjoy your time off and time with your families!!

In Solidarity,

Greg Shank

SALARY BARGAINING CHAIR

Bill Richardson



Greetings All,

I would like to say happy belated Veteran's day to all the veterans in the plant! This, to me, is not a Company or Union thing, this is a Country thing. We live in the best Country and have the best military in the world. We would like to thank all of our veterans for all of your contributions, and sacrifices, to keep our country free!

We have a lot of holidays coming up that we will be able to share family times and enjoy the company of friends and neighbors. Let's take advantage of these times. It could be a memory that will last forever.

Here at the plant there has been a lot of confusion with a lot of issues around the holidays, potential Mack strike extending, and potential layoff. Fortunately for the Salary group we were able to not have the issues with the holidays, due to our business related work, we were able to stay on a more regulated schedule thru out the holidays.

Another great thing is the Mack strike wasn't as long as feared. That had most of us unsure of our status going forward. Thank goodness that crisis was avoided, and hopefully our brothers and sisters at Mack got a contract that will keep workplace harmony for the 4 years they negotiated. The upcoming layoffs I know are on everyone's mind, and I understand that. We have been in several conversations with the Company about it, but they are trying to finalize a line rate to know how many it will affect. There is nothing in stone yet. When we know something we will spread it along.

We are coming up on some potentially chaotic times. In those times we tend to get overloaded on our jobs too. If you are in that situation, please ask your boss for overtime. Do not allow someone else to do your work. We don't give up our work unless the Union negotiates it. That is how we got the work we currently have, it was negotiated.

As I have stated many times before, we will be going into negotiations in a little over 14 months. The window keeps getting closer and closer. We need to keep in mind that things don't always go as we plan, and be prepared. We need to have at least 2-3 months bill coverage in the bank and food in the refrigerators..... I don't like to end my article like that all the time, but it is very important that we are ready for potentially the worst scenario.

Remember red shirt Wednesdays, and your monthly Union Meetings!

In Solidarity,

Bill Richardson



BENEFITS REPRESENTATIVE

Kenny Shepherd



Greetings all,

I wanted to share the communication schedule for retirees that are Medicare eligible that are migrating to IngenioRx on 1/1/2020.

All members will receive a mail drop in December, not later than 12/15. This will let members know about the new Pharmacy number (available 24/7 beginning 1/1/20). This will include a general introduction to IngenioRx as your new pharmacy manager.

Members with mail order home delivery will receive a mail drop end November to early December. This will tell members what to do to ensure a seamless (hopefully) transition to IngenioRx for your home delivery prescriptions. It will remind you that you MUST contact them after 1/1/20 for the 1st refill. Prescriptions for controlled substances will not transfer.

Members who have specialty prescriptions will also receive a mail drop at the end of November to early December. This will inform members of the new IngenioRx specialty Pharmacy and the fact you have the option to continue to fill specialty prescriptions using the current pharmacy.

I will try to keep all members informed of the transition to this program. We have been using IngenioRx since early this year for all active and non-Medicare eligible members and it has gone pretty well.

Most of you have received your open enrollment packets and you already know what the monthly contribution will be starting January 1, 2020, but I wanted to let you know just in case you did not get the communication.

For non-Medicare eligible members the monthly contribution will be \$277 per month. For Medicare eligible members the monthly contribution will be \$163 per month.

For those that will be going on Medicare in the coming year, please remember that I need a copy of your Medicare card when you receive it, this applies for your spouse as well. I need a copy so I can make sure your monthly contribution is reduced to the \$163 per month and that you are enrolled in the Medicare eligible plan.

In Solidarity,

Kenny Shepherd

Voluntary separation agreement (Buyout)

In an effort to reduce the impact of the pending layoff, the Company and the Union have negotiated a Retirement Incentive Bonus Program for specific eligible employees. The goal of the program is to offer a retirement incentive bonus to Production and Maintenance Core Group bargaining unit employees, in classification affected by the layoff.

The number of employees who are affected by the pending layoff will be reduced by each Core Group eligible employee who elects to take advantage of the retirement incentive program.

As such, due to the criticalness of maintaining our skilled trades workforce and the fact that the employees assigned to our skilled trades classification are not affected by the recently announced layoff, skilled trade employees will not be eligible to participate in this retirement incentive program.

The conditions of the Retirement Incentive Bonus Program are:

The retirement incentive bonus will be offered up to one hundred twenty (120) New River Valley Plant Core Group Production and Maintenance Bargaining Unit employees, excluding employees assigned to skilled trades classifications, who are currently eligible to retire or who may become eligible to retire prior to or on February 1, 2020.

Acceptance of the retirement incentive would not affect any pension benefits to which the employee would be contractually entitled.

Eligible Production and Maintenance Core Group bargaining unit employees, in classification affected by the layoff will receive a retirement incentive bonus of thirteen thousand dollars (\$13,000).

Those employees eligible for the retirement incentive bonus have until midnight on December 13, 2019 to submit a Retirement Incentive Bonus Election Form. The Form can be picked up in the lobby of the Labor Relations Department.

Employees who submit a Retirement Incentive Bonus Election Form will have seven (7) days from the date of the form to revoke their election to retire. Upon the expiration of this seven (7) day revocation period, the declaration of retirement is irrevocable and cannot be changed or rescinded.

Employees who participate in the Retirement Incentive Bonus Program will be retired at an agreed to date with the Company, but no later than March 1, 2020.



UAW EAP Representative

Wayne Burnett



EMPLOYEE ASSISTANCE PROGRAM

As I write this article, we are getting our first blast of winter weather as a mass of cold arctic air covers two thirds of the nation and temperatures plummet into the teens. We are also quickly approaching the holiday season, with Thanksgiving only a couple of weeks away and Christmas about six weeks out. While I'm not looking forward to the cold weather, I am looking forward to the holidays and having some extended time off to be with family and friends, and I want to extend wishes for a safe and blessed holiday season to you and your family.

It is exciting to see the activity and construction going on here at the factory and new construction taking place on Volvo's newly acquired property as the company prepares to expand our onsite production well into the future. But sadly we have also been made aware of the layoff that will take place after the first of the year. Even though no official date for the layoff has been set or number of affected employees has been announced yet (at the time of writing this article), we know from passed experience that a layoff affects more than the employee, it affects the entire family.

Going through a layoff and losing a steady source of income and benefits is one of the most stressful things a person / family can go through. I have been there myself several times and personally understand how it feels to be without a job for a period of time. I hope the layoff will not be a lengthy one and I wish there was a way to lessen the impact to those affected, but there's not.

However, I do want to remind everyone about EAP resources that are available to you and your family right now and want to encourage you to take advantage of them while you can. The EAP offers individual and family counseling services to deal with stressful situations that we may be going through. It offers professional assistance for financial issues such as budgeting, debt consolidation, taxes, and planning for the future, to name a few. It also offers legal consultation and assistance for any legal issues that you are dealing with. If you desire to use the EAP you can call Health Advocate at 877-240-6863 to get things started or you can call me at 540-616-8178 for more information.

By the time this newsletter is distributed and you read this article we will be nearing the Christmas and New Year shutdown. Again, I want to wish everyone a blessed & safe holiday season and if there is any way I can assist you in dealing with EAP related situations, please call me at the phone number I mentioned above.

In Solidarity,

Wayne Burnett

EAP Representative, UAW Local 2069



UAW Chaplaincy

Robert Miles



Greetings All,

It's about time to Celebrate the Holidays with the one's we LOVE and enjoy Good Food, Great Laughs and catch up on things going on in each others lives. It's a Festive time to be enjoyed by All.... A FAMILY ACROSTIC ...

F—ORGIVING & ALWAYS THERE FOR YOU
A—CCEPTING OF OTHERS
M—AKING YOUR LIFE BETTER
I—NTEGRITY TO DO THE RIGHT THING
L—OVING YOU....NO MATTER WHAT
Y—OU LOVE & CHERISH PEOPLE IN YOUR HEART...THE ONE'S WHO
MATTER MOST.

Along with everything going on during the time Off don't forget those who are less fortunate.

We will have another Can Food Drive for Local Groups that provide assistance for people in our Community. Be on the lookout for our Boxes and our entrances to the Main plant & Weld and Paint Shops.....God Bless You & Your Family during this Season of Love....

In Solidarity,

Robert Miles—Chaplaincy Committee Chairman



WOMEN'S COMMITTEE

Peggy Summers



Greetings all,

Women's Committee would like to wish everyone Happy Holidays

Thanks Everyone for the support in buying the breast cancer awareness shirts. Also I would like to send a fond thank you to the ladies that are not on our committee as well as the ladies from our committee for helping us in selling the t-shirts.

We still have all sizes.

We are going to set up and sell the shirts at the Union Hall, I will post the dates and time.

Thank You,

Peggy Summers





BYLAWS COMMITTEE

Mike Mathena



Greetings All,

With regards to the past strike events of Mack Trucks, I wanted to educate you on what our Bylaws states. This is taken directly from our UAW Bylaws handbook. If you do not have a copy of this book or have any questions about how our Bylaw work and what all it entails, please see a Bylaws committee member or seek out your Committeeman.

In Solidarity,

Mike Mathena - Chairman of the Bylaws Committee

ARTICLE VIII: STRIKES

Section 1:

In the event of a strike authorization, a Strike Committee shall be established. It shall consist of the President, duly elected Executive Board Officers, the Plant Bargaining Committee, the Community Services Committee, and such other members as may be designated. All members are required to perform their strike duty as established by the designated person or persons authorized by the Local Union to conduct and/or supervise the strike. While on strike, members shall conduct themselves in a sober, peaceful and lawful manner.

Section 2:

All members of the Local Union must participate in the event of a strike, unless officially excused by the Strike Committee.

Section 3:

Striking members may be released to take an outside job if conditions on the picket line permit, subject to the rules required in the Strike assistance Program and Local Union Bylaws. No member or members of the Local Union shall be allowed to cross picket lines without membership authorization. Any member crossing picket lines without membership authorization shall be subject to any or penalties the membership may impose upon the member charged.

Section 4:

During a prolonged strike, the Strike Committee will set up a Commissary Committee to explore ways and means to see if food can be purchased at wholesale prices to sell to the striking members at cost price.

UNION LABELS

Chris Via



THE TABLE

- ❖ Homer Laughlin China (GMP)
- ❖ Fiestaware (GMP)
- ❖ Anchor Hocking (GMP)
- ❖ Libbey Glassware (USW and GMP)
- ❖ Claus Knives (USW)
- ❖ Pyrex (USW)
- ❖ CorningWare (USW)
- ❖ Bennington Pottery (UNITE HERE)

THE FEAST

FRESH WHOLE TURKEY

- ❖ Butterball (UFCW)
- ❖ Foster Farms (UFCW)

HAM

- ❖ Appleton Farms Ham (UFCW)
- ❖ Black Forest Ham (UFCW)
- ❖ Butterball Ham (UFCW)
- ❖ Cook's Ham (UFCW)
- ❖ Farmland Old Fashioned Pit Ham (UFCW)
- ❖ Farmland Original Pit Ham (UFCW)
- ❖ Hormel Honey Roasted Ham (UFCW)
- ❖ Tyson Ham (UFCW)

STUFFING

- ❖ Manischewitz (UFCW)
- ❖ Strohmann Bakery Products (BCTGM)

CRANBERRIES/CRANBERRY SAUCE

- ❖ Ocean Spray (IAMAW)
- ❖ Dole (IBT)

VEGETABLES

- ❖ Andy Boy (UFW)
- ❖ Muranka (UFW)
- ❖ Eurofresh (UFCW)
- ❖ Birds Eye (UFCW)
- ❖ Mann's (UFCW)
- ❖ Sunripe Produce (UFCW)

POTATOES

- ❖ Dole Fresh Potatoes (IBT)
- ❖ Mann's Fresh Culinary Cuts Sweet Potato (UFCW)
- ❖ Betty Crocker Specialty Potatoes (BCTGM)

BREAD

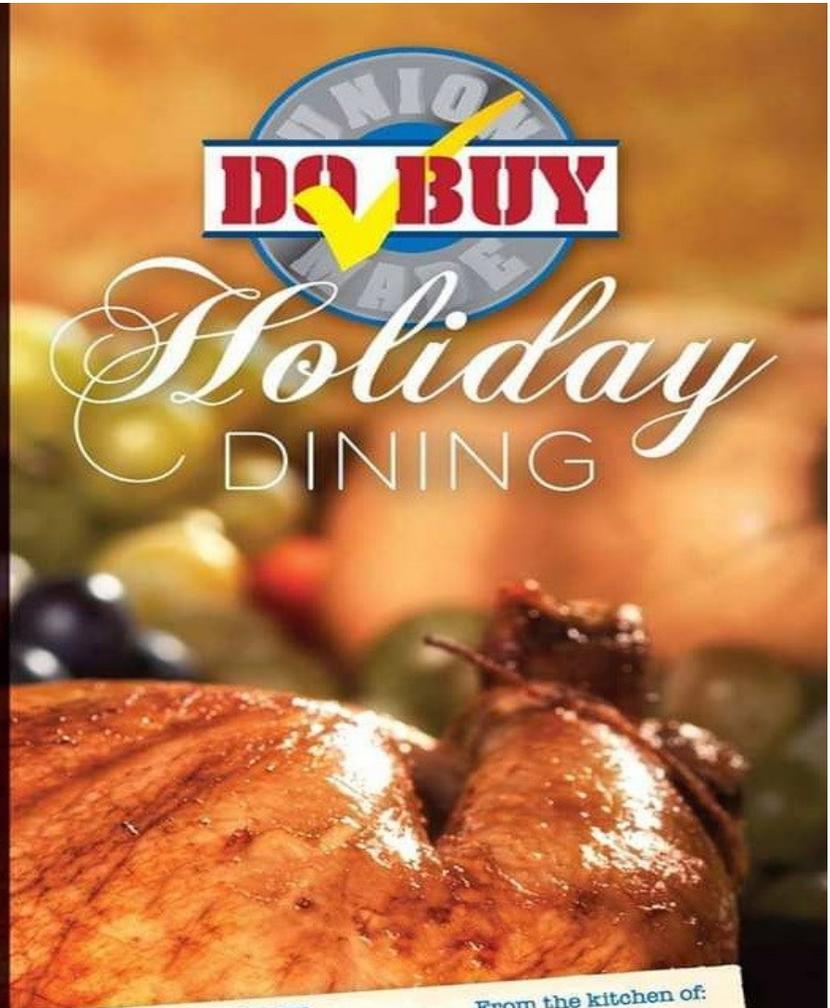
- ❖ Pillsbury Rolls (BCTGM)
- ❖ Strohmann Bakery Products (BCTGM)
- ❖ Aunt Millie's Bread Products (UFCW)

PIE

- ❖ Entenmann's (BCTGM)
- ❖ Marie Callender's (UFCW)
- ❖ Pillsbury Pie Crust (BCTGM)
- ❖ Sara Lee (BCTGM)
- ❖ Banquet Fruit Pies (UFCW)

PIE FILLING

- ❖ Kroger brand pumpkin puree (UFCW)
- ❖ Food Club canned pumpkin (UFCW)
- ❖ Del Monte Fresh Apples (IBT)



RECIPE

From the kitchen of:



Union-made Double Layer Pumpkin Cheesecake

- 2 (8 ounce) packages of Horizon or President Choice cream cheese, softened
- 1/2 cup of Domino Sugar
- 1/2 tsp Kroger or other union label vanilla extract
- 2 union-label eggs, like Horizon
- 9 in. prepared graham cracker crust from union-label grocery store
- 1/2 cup Kroger brand pumpkin puree
- 1/2 tsp cinnamon
- 1 pinch ground cloves
- 1 pinch ground nutmeg
- 1/2 cup Giant brand or other union-label frozen whipped topping, thawed

DIRECTIONS

Preheat oven to 325 degrees F (165 degrees C).

- 1) In a large bowl, combine cream cheese, sugar and vanilla. Beat until smooth. Blend in eggs one at a time. Remove 1 cup of batter and spread into bottom of crust; set aside.
- 2) Add pumpkin, cinnamon, cloves and nutmeg to the remaining batter and stir gently until well blended. Carefully spread over the batter in the crust.
- 3) Bake in preheated oven for 35 to 40 minutes, or until center is almost set. Allow to cool, then refrigerate for 3 hours or overnight. Cover with whipped topping before serving.

Reprinted from UFCW



EDUCATION COMMITTEE

Pam Lyons



Frequently asked Questions About Union Status During Permanent Layoff

Will my union dues be deducted from my sub-pay while on layoff?

Yes. If you are laid off and receive SUB pay (negotiated benefit from the UAW), you are paying one hour dues a month through payroll deduction. You are a member in good standing with a voice/vote.

How long am I in good standing?

The amount of time you receive SUB pay determines how long you are a dues paying member. After SUB pay is exhausted, you are entitled to "out of work" credits, which keeps you a member in good standing.

What are "out of work" credits?

When you are laid off, you are entitled to "out of work" credits under Article 16 Sections 26 and 27 of the Constitution. This means that you are in continuous good standing for the first 6 months **after sub pay runs out**. You have a voice/vote.

What happens after the 6 months?

If a member would like to keep his/her "out of work" credits continuing after the 6 month period, the member must notify the Local Financial Secretary, either in person or by certified mail, by writing a letter stating they want to keep their good standing. This must be done during the last 10 days of the 6th month.

Do I need to do this every month after 6 months?

Yes. During the last 10 days of each month, you must notify the Local Financial Secretary either in person or by certified mailing.

How do I get my letter to the Financial Secretary?

You can drop your letter off in person at the union hall. If it's after business hours, there is a grey drop box by the front door. Or you can mail a certified letter to the following address:

UAW Local 2069
P.O. Box 306
Dublin, VA 24084

Do I pay dues while having "out of work" credits?

No



RETIREE'S COMMITTEE

Pat Owens



Greetings all,

I hope your fall season has been safe and full of adventure. We have some great weather for getting out and about until the most recent cold snap. It was a short Fall season for me. Last month we had a good presentation from the local Dublin, Va. Police Chief who cautioned us on how to sense and discover when someone is (Scamming) you or your family. We hope to have more of these presentations from the county and state officials who all have a unique exposure to these events.

During the past two months we have learned of the passing of the following retirees.

Frank Malaski

Charles Duncan

James Cook

Doris Peak

Linda Cook

The wreath laying for the Vets has been scheduled for Saturday December the 14th at the SW VA Cemetery located at 5550 Bagging Plant Rd. Dublin, Va. We count on UAW retirees and current workers to help Park cars and place wreaths .

UAW local 2069 is the original corporate sponsor of the SWVAVC Volunteers So please encourage them to come help. Please arrive by 11;00am.

Our annual holiday dance date has been moved up one week to December 7th. 7pm-Midnight. The change is due to the production scheduled for the 14th. This enables all to attend the dance.

Hope to see you there!

Thanks

Patrick Owens -

Retiree's Chairman

Retiree meeting Schedule for 2020

10:00 am the Second Tuesday

February 11th April 14th

June 9th August 11th

October 13th December 15th



CIVIL & HUMAN RIGHTS

Diane Burks



Greetings All,

The NC/SC/VA Civil & Human Rights Council quarterly meeting was hosted by UAW Local 5287 on Saturday October 26, 2019 at the International Civil Rights Center & Museum in Greensboro, NC.

Our tour guide was extremely knowledgeable about the Civil Rights movement. The museum is a historical landmark and educational facility that promotes understanding of the struggles for equality, justice and freedom.

It is the birthplace of one of the most political movements in America's history. The museum brings history to life through vivid photography, artifacts, video reenactments and interactive galleries.

Learning about the ongoing struggles to end discrimination. Seeing the original lunch counter and stools where four young black men sat in 1960 at a Woolworth counter in Greensboro, NC where only white people were allowed to eat.

The museum tells their story of the real impact of what they went through that started a movement that changed a nation and inspired the world. We still have a lot more work to do as a society.

The Civil & Human Rights Committee would like to thank the membership for allowing us the opportunity to have attended the Council meeting.

In Solidarity,

Diane Burks -Chair



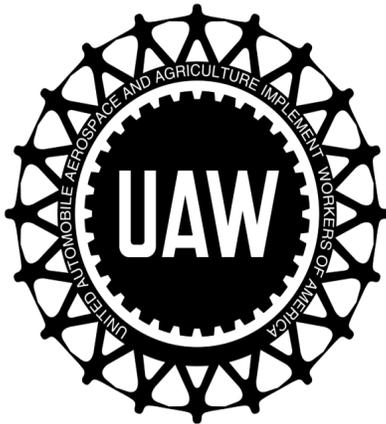
UAW Local 2069

PO Box 306

Dublin, VA

24084

Return Service Requested



January 2020

| Sun | Mon | Tue | Wed | Thu | Fri | Sat |
|-----|---|--|--|-----|-----|-----|
| | | | 1  | 2 | 3 | 4 |
| 5 | 6 | 7 | 8  | 9 | 10 | 11 |
| 12 | ¹³ 2nd shift Salary Meetings | ¹⁴ 1st / 3rd Shift Meetings | 15  | 16 | 17 | 18 |
| 19 | 20 | 21 | 22  | 23 | 24 | 25 |
| 26 | 27 | 28 | 29  | 30 | 31 | |

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