



MAYWOOD/SCO UPDATE #19



DATE: 08/06/09

SUGGESTION PROGRAM

There are currently 2,671 open suggestions; out of the 2,671 only 2 suggestions are at the finance level. Labor Relations has told the Shop Committee that the remainder of the suggestions are at the Team Leader level. If you have an open suggestion, get with your Team Leader and address this with them. If you have a suggestion that has been implemented already and you have not received an answer or have not yet received compensation for, ask for a meeting with your Area Manager and have them explain to you why the suggestion has not been taken care of.

The past Senior Management leadership has always supported the suggestion program; our current Senior Management leadership sees no value in this program and does not want to support it. What they are actually saying is that they do not want or value our input or opinions.

The Senior Management keeps sending mixed signals to this Union. They say we need to find ways to be more competitive. I thought this is what the suggestion program was for, to find ways to make us more competitive through cost savings. This is not the message Management is sending the employees. This is a shame because there is a lot of good cost saving ideas out there.

Only 2 suggestions have been paid out so far this year. We will continue to work on this issue of resolving these open suggestions.

MICRO MANAGEMENT

Rolls-Royce Indianapolis will never be successful or competitive until the Senior Management stops micro managing the team leaders. Let Team Leaders and Area Managers do their job, they do know how.

I am being told when the Committeeperson goes and talks to the Team Leader about settling an issue or grievance, the team leaders are saying they do not have the authority to make any decisions. I have met with Labor Relations and they tell me just the opposite. So, I need to ask the Senior Management leadership which way is it?

In the past, Labor Relations would only get involved if you made a call or went to see them.

In thirty-one years, I have never witnessed the morale as low as it is today; both salary and hourly employees, in all plants. It is a shame that the current Senior Leadership does not see this at all.

I am glad Mr. Gallo was so impressed with the way Germany runs their factory. Maybe, just maybe we would be just as good or even better if the Senior Management Leadership would treat this work force like adults and not like children. Maybe, the Senior Management should take a page out of their own ethics book and treat all employees with dignity and respect.

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