

MAYWOOD/SCO UPDATE #243



DATE: 3/18/08



On 3/14/08 the Shop Committee was informed by Local Management that effective 3/25/08, 64 hourly employees will be laid off.

The Union feels very strongly that we were mis-led during Negotiations about the layoff of employees. Management led this Union to believe that layoffs were non-existent, due to Retirements, VTEP, and Deaths. This layoff is targeted at the employees with less than one (1) year of seniority, so the company doesn't have to pay benefits showing that Management's intent is to load their inability to manage on the hourly employees.

This Union feels this layoff is improper and will be exploring future action against Rolls-Royce Corporation with the advice of the International Union.

Since the Ratification of the Agreement on March 4, 2008, Operations Management and Labor Relations has been very upset because the Union would not lower our Wages, Health Care or do away with Profit Sharing. Now these managers say we have to send a message to the hourly workers, (we don't know what this means).

The Shop Committee would suggest the UAW members work within the rules at all times. By this we mean that we should come to work every day on time and try our best to do our jobs. We should question our team leader or Foreman if they have us working outside our classification, (make sure routings is correct & machines operating properly), we should know what is required, all jobs should have work standards that would let us know what is expected of us.

Safety has to be our number one concern. If for any reason the job doesn't appear safe, (example: guards missing, can't read on and off switches, oil leaks on the floor, etc.) you should let your Foreman know and he should call Health and Safety.

You should check your overtime records daily in the overtime book to make sure these are correct, if not, insist your foreman get them right. You should have your Foreman show you your time is correct on a daily or weekly basis.

If any meetings are being held in your department or if any members of Management want to question you or talk to you, you have a right to have your Union Representative present. (Example: start up meetings)

We will work through these type issues and we, as a Shop Committee, know this is only an Operation Leadership and Labor Relations program to prove they are needed.

During the training sessions Labor Relations and Mr. Gallo gave the Management group, I was told that when they announced that some of the discharged employees were not going to come back to work the Management group clapped. This just shows the class of salary employees. I am glad the UAW employees never lower ourselves to their level. I wonder if they will clap when they have their salary reduction later this year.

REMEMBER BUY AMERICAN & BUY UNION MUST BECOME MORE THAN A SLOGAN!

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