

MAM

RICULTURE

THE MAGAZINE FOR UAW LOCAL 2069 MEMBERS ~ Vol.06122024



It has been a very busy few months at the plant. Volvo's hosting a dealer event that is going on at the customer care center and the track. Dealers from all over the country are coming to NRV to experience our new truck. To showcase the people that deserve the credit we have actual drivers that work in our plant driving and talking to the customers to let them know you not only build the trucks the customers are driving, but that you are the best truck builders in the industry.

Bill Richardson, Tim Hodge, and I had the pleasure of meeting with Lars Ask and group from the Global Works Counsel on Wednesday May 29. Most of this group was from all the Volvo plants in Europe and all were Union Members. The purpose of the visit is to meet and discuss issues with other Unions that represent workers in other Volvo factories. We discovered we have a lot of the same issues as most other plants such as obtaining and retaining new hires, upcoming changes in respective factories and with the only difference being that Europe does not seem to have the parts issues that we are experiencing here in the US.

Hats off to Kathy Nunnally, Nick Ferra, Tena Simpkins, and anyone else involved in getting red shirts to our members. The plant is being covered in Red as a sign of solidarity. Also, thanks are much deserved to Willy Price and the entire Veterans Committee. The Run to the Wall event was not only successful, but enjoyable. All our Standing Committee's work hard, not only to help the Members of our Local, but the Community as well. Thank you.

Volvo is still hiring so be on the lookout for new hires. The hiring is because of retiree's, attrition, and the needed manpower for the 6700. Remember, we were once new to this factory as well and it was nice to get a piece of advice or a helping hand.

Everyone please mark your calendars for our Annual UAW Picnic which will be held on August the 18th from the times of 2pm and 5pm. I hope to see each and everyone of you with your family there that day.

Remember to check on our 2069 webpage @ region8.uaw.org/uaw-local-2069 and our 2069 Facebook page for any new information or news. Travis Porter, Chris McDaniel, and others work hard on to keep these pages updated for accurate information.

I hope everyone gets to enjoy their Union won 4th of July holiday. Remember our Nations Independence came with a cost so be sure to thank our Service men and women for their service. Without their continued sacrifice and the sacrifice that others have made thru this Nations existence we would not have the freedoms that we enjoy today.

In Solidarity,

Bílly Ogle



UAW Local 2069 President

Billy Ogle

Benefits Representative Kenny Shepherd



Greetings all,

I would like to thank the membership and the Executive board for allowing me to attend the 2024 retiree conference in Treasure Island, Florida on April 22nd through 26th. It was a great conference.

Assistant director of region 8, George Palmer, opened the conference and spoke briefly on the historic vote that happened on April 19, 2024, for Volkswagen. The Volkswagen employees voted by a margin of 73% to Unionize. He stated, "it proves what happens when people stand in Solidarity, when we stand together, no force is greater." He introduced region 8 director Tim Smith.

Director Smith talked about how the retirees are the backbone of our Union and thanked each retiree for what they do. He also spoke on the historic vote at Volkswagen and that they had a long road ahead of them. Next step at Volkswagen was to get an election committee in place, get a temporary bargaining committee in place, and then to start negotiating their 1st contract. After they negotiate, they will have an election for all elected positions.

He also spoke about organizing and that they are getting calls daily to organize and that we are not going to give up and will continue to organize.

Also, spoke on the upcoming Presidential election and how important it is to the Union and all the gains we have had over the past few years. "No other President has ever stood on the picket line with auto workers. President Biden stood with auto workers and supported our cause."

Again, I would like to thank the membership and the Executive board for allowing me to attend the retiree conference.

I have started working on retiree healthcare for 2025 but am in the early stages of getting information from the Company and do not have an update currently. I do not foresee making any changes to the non-Medicare plan for next year at this time but should have more information by the next retiree meeting in August. If we stay with the health reimbursement account, any retiree, spouse, or surviving spouse that are non-Medicare will have open enrollment again in November into December for their plan for 2025. I will have more updates on this in the coming months.

I have asked for numbers for the Medicare advantage plan, and I should have this information by the end of July, so I should have an update on the Medicare advantage plan cost for 2025 in August as well.

Kenny Shepherd





As we reach the mid-point of the year, there have been many challenges with the implementation of the 6700 into production alongside of the legacy truck. We are still seeing a lot of parts issues that are causing delays with the builds and shipments. As we move forward we must continuously focus on safety, and the quality of the trucks we build.

So far this year, there are several issues that your Union Reps and I have had to address with the company, and here are just a few as we head into the later part of 2024: Issues over FMLA, S&A, Article 45-Attendance points, Article 40-Work standards, Article 15- Promotion and transfer, Article 34-Vacations, Article 3- Non-Discrimination, Article 19- Overtime, and several other articles.

Documentation

Make sure you document everything that involves your job, from missing parts, to work incomplete. Keep all records of your vacation and personal day sheets, and all call records to the plant. Keep all paperwork and emails to Alight and get an accurate record of your attendance points. If you put in a job bid or shift preference, see that your committeeperson has a copy also. I highly encourage each of you to contact HR and make sure All of your info is up to date. You can find their phone number and email contact information on Violin, have your supervisor get you that information, or simply stop by their office.

Management Misconduct

If something is said to you or anyone else by your supervisor, BTL, or any other member of management that is derogatory, maligning, or considered harassing in any way; record what was said, the time, day, and witnesses that were there. Make sure you keep a notebook, and everything is documented. Under Volvos Policy # WP03 "Harassment is defined as any unwelcome or unsolicited verbal, non-verbal, physical, or sexual conduct that creates an intimidating, hostile, or offensive working environment." There is a link on Violin on how to report Code of conduct violations of management.

What to do if you have a grievance?

If you have a grievance issue that the supervisor cannot resolve, have your supervisor contact your committeeperson immediately. If it still cannot be resolved, then it will get put in writing for you to sign. Your grievance will then follow the grievance procedures outlined in Article 6. Remember, documentation is a key aspect in resolving grievances.

Make sure you have a Prescription or Medical Card

Have you recently been prescribed pain medication or medical marijuana? Ask HR for a copy of the company's Policy WP-13 Substance Abuse Policy 01/01/2023. Read and understand its entirety. Take time to ensure your prescriptions and MM cards are up to date.

3rdPartyTimeStudies

The company is having a 3rd party do time studies for the new breakdowns involving the 6700. It is in everyone's best interest to maintain a steady performance without coming in early or working through your lunch or break periods. Communication with your off shift, and validating you are doing the exact same work, is key to making sure work standards are the same for both shifts. In the past the company has used shifts against each other, and that needs to stop. We have cycle times and line sets for a reason.

Work Keys and Caps Test

We recently had several openings that required passing scores on the Work Keys Test. The company offered the test in the latter part of April and asked to use the Union Hall because of the large class size. Most of these jobs are now filled. There will be another test offered around 6 months from the last date. Work keys are offered two times in a year. If you have taken the Work Keys Test, check with HR to make sure your test scores are on file. The following Jobs require a completion of the Work Keys Test: Facilitator, Hazmat, E-coat Tech, Waste Water, Robot Paint Operator, Automation Technician, and Trainer. The Caps test will not be offered until the first part of 2025. This is the test for the Skilled Trades Apprentice program. This test is only offered every two years.

Pay Raise

Effective July 1, 2024, all production and maintenance employees who were at the top pay rate the previous year, and skilled trades should have received a three percent (3%) general wage increase. Check your ADP account to make sure your pay is correct. If it is not, contact HR and let your committeeperson know.

Summertime is here and with that comes a much-needed break for many with the Summer Shutdown. I hope you have a safe and enjoyable time off, and may you make the most of your time with family and friends. Let us move forward when we return; revived and refreshed. It is extremely important that we all stay focused and continue to be our best, and to build the best truck possible here in the NRV.

Tony Burnette





As I am writing this article, we are down to only one job description that is still not agreed upon. This process has been so long and trying on several levels, and I know it is frustrating to all of you. Trust me, we have stayed after it the whole time, just sometimes your urgency is not everyone's urgency.

On May 29th, the Company and Union hosted 19 people from the Swedish Metal Workers Union. The local Union leaders that were in attendance were Tim Hodge, Billy Ogle, and myself. We have a lot of the same type issues as the Swedish Union, even though their Union is totally different than ours. They sit on the Board and make decisions together most times, where the Unions in the U.S. are more reactive to something that has happened. We visited with them at the Customer Center and had a tour there and took a brief distant tour of Plant 2. We came back here to the plant, and they got to take a quick tour here.

Later we had a 30-minute meeting with all the Union folks, and another 30-minute meeting with all the Union folks and the Directors, Rex Johnson, and Sally Walker. Sally did a great job of keeping everything flowing on time and very positively represented our plant. The Swedish folks were very complimentary about our plant and new truck. They enjoyed walking the line here and seeing how we work. They did present the Company and Union with a token of their appreciation. A crystal bowl made in Sweden. All in all, it was a good day for all that participated!



As promised, I am going to highlight a few of our members to introduce them to our Union brothers and sisters in the upcoming articles. The first one I am going to highlight is Taylor Johnson. Taylor is a Material Planner Expeditor and has been with the Company almost 2 years in that role. Taylor is very animated, and has an infectious laugh, and is an adventurous person. If you know Taylor, she is a social butterfly. Taylor loves to travel and try new things. She spends a lot of time with her family and especially enjoys spending her time with her nieces and nephews. Taylor is a member of the Junior Women's Club of Pearisburg in her spare time. They do a lot of outreach projects to help folks in the community. Some of Taylor's other favorite things to do is attend new movie releases. She has 4 planned for this month. She also enjoys listening to music and going to concerts. She has 10 concerts she is planning to attend this year. As I have told you before, I am a huge sports fan, and as Taylor read my last article, she stated then that she was a Dallas Cowboy fan. I may have to hold that against her, Just kidding Taylor. Thank you again Taylor for participating in this article and being a Union member. Look in the next newsletter to see another member or two highlighted.

As Summer is about to begin, we do have a few going to UAW Summer School for training. I hope they have a good trip and bring that information back to share with others. One of our own Alternate Committeepersons, Lori Duncan, will be participating.

We are coming up on our Shutdown period too. Please be careful on your vacations and enjoy the people you are with. Enjoy your time off. If you are one of the ones working during shutdown, please be careful in here too. My guess is we will have a lot of contractors in here and a lot of activity in the plant. Every year the statement is said "This is the biggest shutdown ever". So many projects packed in a two-week window.

Remember red shirt Wednesdays, and your monthly Union Meetings!

Bill Richardson





I would like to thank each of you that attended the Veterans Committee Memorial Day Ceremony and the service at the Southwestern Virginia Veterans Cemetery. Your showing of appreciation and respect is very much appreciated. Thank you to all the Veteran Committee members for all your hard work in putting together a wonderful ceremony and tribute to our fallen heroes. Thank you to the Local leadership team and membership for your support.

With summer shutdown upon us, I would like to encourage you to seek out and visit some of the Veteran Memorials around the country. Take the time to visit some of these and teach your children about the history of our country and the sacrifices that were made to ensure you have the freedom to travel and live without fear of persecution. Instill in your children, as well as yourselves, a sense of pride, respect, appreciation, and patriotism for our country, flag, and our nation's military heroes.

Remember the quote from Marcus Tullius Cicero, "Poor is the nation that has no heroes, but poorer still is the nation that having heroes, fails to remember and honor them."

On July 4th, we will have just celebrated 248 years of independence. On this day in 1776, Congress adopted the Declaration of Independence declaring the nation's freedom from British rule. Teach your children the meaning and importance of this day. Teach them that along with being independent, you get a lot of freedom, but you also get a lot of responsibility. Be responsible and teach your children to be responsible as well.

In closing I would like to encourage you to be active in this Local and educate yourself on the importance of a union at this plant. Get involved in the committees, support the events hosted by the committees and most importantly let us join together and build a strong union here.

The Veterans Committee welcomes you all, Veteran or not, to join us. Please see a Veteran Committee member to join or to pick up literature that we have for union member Veterans. Thank you all for your support.

William Price

Veteran's Committee Chair William Price



Southwest Virginias Veterans Cemetery

Application for UAW Veterans Card					
Local Union:	Region:				
Name:					
Address:	AW BI				
City, State, Zip:	INT IL				
Branch of Service:					
Telephone Number:					

UAW Local 2069 Veterans Committee





Riders in Washington DC



Veterans Committee wreath placed at "The Wall"





Since our last Newsletter, your Education Committee has been busy promoting our weekly red shirt Wednesday and selling the current stock of UAW T-shirts. I want to thank everyone who purchased a union shirt and especially those that helped sell them.

When we wear these red Union shirts it shows nothing but solidarity and that is the image we want everyone to see. When plant visitors walk the line, we want them to see a "Sea of RED." It takes each and every one of us to make a difference. You matter and you are being noticed. Let us keep going! If you would like to purchase one of these shirts, please see myself or another committee member and we will make sure to take care of you.

There is a standing rule in the plant now of no photographs. Please do not post selfies or other photographs taken inside the plant to social media. Instead, we highly encourage you to go to the union hall to show your support and take your photos there. You may also take them from home, your vehicle, or other public places.

We have exciting news to share! This Fall we will be presenting the membership with a "Mini Education Conference." This 2 hour event will mimic the training we attend at Black Lake. It will be held at the union hall Saturday, October 12th. You will hear from our Local 2069 leadership; all Standing Committees and refreshments will be served. Everyone is invited to attend, and we will be providing you with a QR code to register for soon.

As always, if you are interested in joining our Education or another committee, please do not hesitate to reach out. Everyone is welcome to join!

In Solidarity,

Kathy Nunnally



Education Committee Chair Kathy Nunnally

WEDNESDAY

Union members wear red shirts on Wednesdays as a sign of solidarity. When a sea of red shirts greets management, it's a way to let them know that the workers stand together.

to 1989 with the Communications country wanted to show solidarity Workers of America (CWA) whose members began wearing red on Thursdays to commemorate the death of Gerry Horgan. Horgan was a CWA chief steward for Westchester County in New York who died of head injuries after being struck by a speeding car on a picket line. That vehicle was driven by a scab, the teenaged daughter of a

manager. She was never charged for his death.

Wearing the red shirt to show solidarity took on new meaning during Wisconsin's Gov. Scott Walker and his relentless attacks on This modern tradition goes back labor in 2011. Unionists around the with Wisconsin and donned red shirts once a week.

> Today, it remains an act of showing unity, both to one another and the world. It's not anti-management; it's a positive statement of workers standing together.

Below are photos from the April Education Training conference held at Black Lake (Courtesy of Nick Ferra)









Education Committee Sponsored





Red Shirt Wednesdays







Women's Committee Chair Tena Simpkins

Greetings All,

The Women's Committee have been working on several fundraising events that will be coming up throughout the year. As of writing this we have been busy planning the Yard/Bake sale, which will be held on June 22nd.

We will be doing the Making of Apple Butter Event on September 21st, and we are asking for the membership to come out and help. It will be an enjoyable time!

In October we will be doing a Jacket/Coat drive. If you wish to donate they can be new or used in good condition. Look out for more information in the coming months.

Also, we have been working on designing our Breast Cancer T shirts. This year shirts will not only be about Breast Cancer. We are doing something different this year and we are going to recognize all Cancer.

We have recently made a \$2000 donation to Relay for life and a \$2000 donation to Cancer for Kids. If you would like to work on a Hard-working Committee, we would like to have you join our team UAW Local 2069 women's Committee.



Tena Símpkíns





Chaplaincy Committee Chair Scott Wright

Greetings All,

Hope everyone enjoys this 4th of July holiday and a well-deserved rest for vacation shutdown, coming up at the end of the month. We have some exciting news, as Mrs. Benzena Eaves has started a new chapter for retired members from our local to join the Chaplaincy. They will have regular meetings after the normal Retirees meeting.

The retirees Chaplaincy will still fall under our local here at Local 2069. If anyone is interested in joining the retirees Chaplaincy, they can contact Mrs. Benzena. Or if you are an active member interested in Chaplaincy here at the local, please feel free to contact me. We meet on the last Friday of the month at 2:45 pm at the union hall. You can also contact us by email: <u>uaw2069chaplaincy@yahoo.com</u>

Stay blessed, my Brothers and Sisters

In Solidarity,

Scott Wright



In Memory

Of Recent Deceased Retirees

Daniel Jennings 5/29/2024

James Warden 5/26/2024

Clarence Webb 5/2/2024

James E. Phillippi 4/10/2024

Donald Vaughn 4/8/2024



Constituition & Bylaws Committee Chair Kenny Jessie

Greetings all,

In May I attended the Constitution and Bylaws standing committee training in Black Lake Michigan. I would like to thank the membership for the opportunity to represent our local and gain knowledge that will be used to better our local bylaws. The Bylaws committee is working to change wording and language to meet the International Unions current standards on bylaws, it is a lengthy process and progress has been made. But we still have a way to go before it is complete. As a member and committee chair it is important to pass along knowledge of things that each member should know being a member of the UAW.

Under the Constitution Article 41 Section 4. Duties of Local Union Members it reads, it shall be the duty of each member to participate in Local Union meetings; to vote in Local Union and International Union elections; and to become educated and active in policy discussions of the Union.

Being active and knowing what is going on in our local makes our local stronger. As a member you have a voice in the local, make your voice heard by attending your monthly meeting and voicing your concerns and vision to move our local forward.

As summer shutdown draws closer and vacations plans are almost here enjoy your well-deserved time off, enjoy your time with family and friends but also remember to take time for yourself. I hope to see you at the next monthly meeting. Information and knowledge make our local grow stronger together.

Kenny Jessie





The civil and human rights committee would like to thank the membership for allowing us to attend the conferences and conventions throughout the year to help further our education to serve you better. In May 21-26 in Houston TX, we attended the CBTU convention the theme was *never back always forward hate cannot erase us.* Also, this month we will be celebrating Juneteenth.

At our last monthly meeting, our membership voted to send two committee representatives to the upcoming A. Philip Randolph Institute convention July 15-18 and NAACP July 13-17.

If you would like to know more about the civil and human right committee or want to learn more, we have meetings every quarter after the union meeting.

In solidarity,

Víckí Meadows



Congressman Bennie G. Thompson – US Representative for Mississippi



Allow me to introduce myself to you all. My name is Nick Ferra and I have been with our local union for almost 6 years now. I am honored and humbled to serve as the newly elected chairman of our community service committee. I am grateful for the opportunity to contribute to our community in this capacity and to work alongside dedicated individuals who share a passion for making a difference.

Community service lies at the heart of our union's values, and I am excited to lead our efforts in giving back to our local community. Together, we have the power to make a positive impact, not only within our workplace but also in the lives around us.

My vision for our committee is one of collaboration, compassion, and action. I believe that by working together we can address the needs of our community in meaningful ways. Whether it's organizing food drives, volunteering at local shelters, supporting educational initiatives, or supporting all of our local committees. There are countless many ways and opportunities we can lend a helping hand.

However, we cannot do it alone. That is why I am calling on you to join us on our mission to serve others. Your time, dedication and skills are invaluable assets that can truly make a difference in the lives of those in need. Whether you are a seasoned member of our local or brand new, there is a place for you in our Community Service Committee.

If you are interested in joining with us or have ideas for future projects, please don't hesitate to reach out. My email is listed below. Together we can build a stronger, more compassionate community for all. Thank you for your support and I look forward to working alongside you in the future.



Members of Local 2069 attending the Community service committee conference at Black Lake

Every Wednesday, as members of the UAW local #2069, we proudly wear our red shirts, a symbol of solidarity and strength. But it's more than just a shirt. It's a statement. It's a visible reminder of our commitment to each other, to our union, and to the values we hold dear.

Wearing our red shirts every Wednesday is a powerful tradition that unites us as one voice, standing together in support of fair wages, safe working conditions, and the dignity of all workers. The list can go on. It's a way to show the world that we are part of something bigger than ourselves, that we are part of a movement for positive change.

I want to take a moment to thank everyone who participates in this tradition week after week. Your dedication does not go unnoticed, and your solidarity strengthens our union in ways words cannot express. Together we are sending a message: we are united, we are strong, and we will not be divided.

For those who have not yet joined us in wearing our union red, I encourage you to do so. It's a small act that carries great meaning and it's a visible way to show your support for our union and the principles we stand for. Together, we can make a change for the better but it's up to us as members to make that change.

So, let us continue to wear our union red knowing that we are part of something truly special. Together we can build a brighter future for ourselves, our families, and our community.

In Solidarity,

Níck Ferra



Recreation and Conservation Committee Chair

Dawn Harvey



AUGUST 18TH, 2024 FROM 2 - 5PM UAW Local 2069 Family Picnic

Please come out and join our Local 2069 for a day filled with

lots of fun, activities, music, and great food!

Randolph Park

5100 Alexander Dr. 24084 For any questions please call: Dawn @ 336-648-2340 or email at dawnharvey551@gmail.com Registration will be at the event.

Union Labels Committee Chair

Erroll Hash

4TH OF JULY

LOOK FOR THESE UNION-MADE PRODUCTS

Happy 4th of July!

BURGERS AND DOGS

- Ball Park Franks
- Dearborn Sausage
- Hebrew National
- Always Tender Pork Tenderloins
- Excel Fresh Meats
- Farm Fresh
- Farmer John
- Hormel

TOPPINGS

- Gulden's Spicy Brown Mustard
- Heinz Ketchup
- Open Pit French's
- Franks Red Hot
- Vlasic Brand Pickles
- Amaral Ranches Lettuce

BUNS

- Alfred Nickles Bakery
- Stroehmann
- Arnold
- Francisco

Union Label & Service Trades Department, AFL-CIO

SIDES

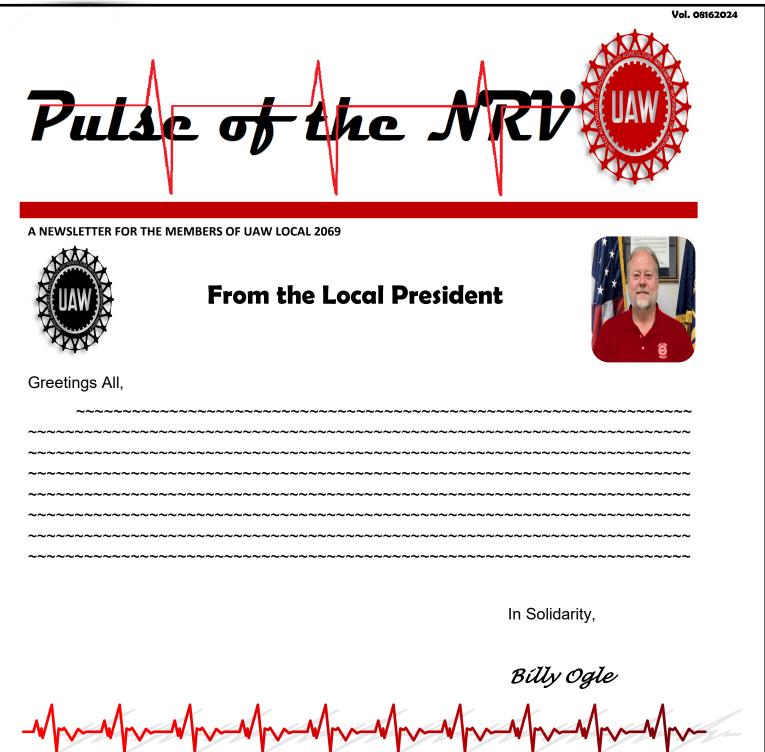
- · Van Camps Baked Beans
- Suddenly Salad
- Sandridge Foods Salads
- Kraft Foods
- Mission Foods







Check out the all *NEW* online Monthly Newsletter on the UAW Local 2069 website after shutdown.













Return Service Requested

July 2024

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

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