



Voice of 2069

*Happy
St. Patrick's
Day*

Local 2069 Hall Hours: Monday - Thursday - 7:30 a.m. - 4:00 p.m. ~ Friday - 6:00 a.m. - 2:00 p.m.
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THE MAGAZINE FOR UAW LOCAL 2069 MEMBERS
Uaw2069.org ~ voiceof2069@yahoo.com

uawlocal2069 on
Vol. 02172024



UAW Local 2069 President

Billy Ogle



Greetings All,

It looks like frame rails are, again, going to be an ongoing issue. After speaking with the President of Metalsa, start up after Christmas did not go very smoothly. Not only did the equipment need time to get heated they were also plagued with breakdowns. The equipment is old, and the replacement parts are hard to find. Then programming the new equipment became an issue. That plant can run up to thirty-five sets of rails an hour and earlier in January they were only producing twenty-four sets an hour. I was told, during our conversation, that getting things back to 100% will take time.

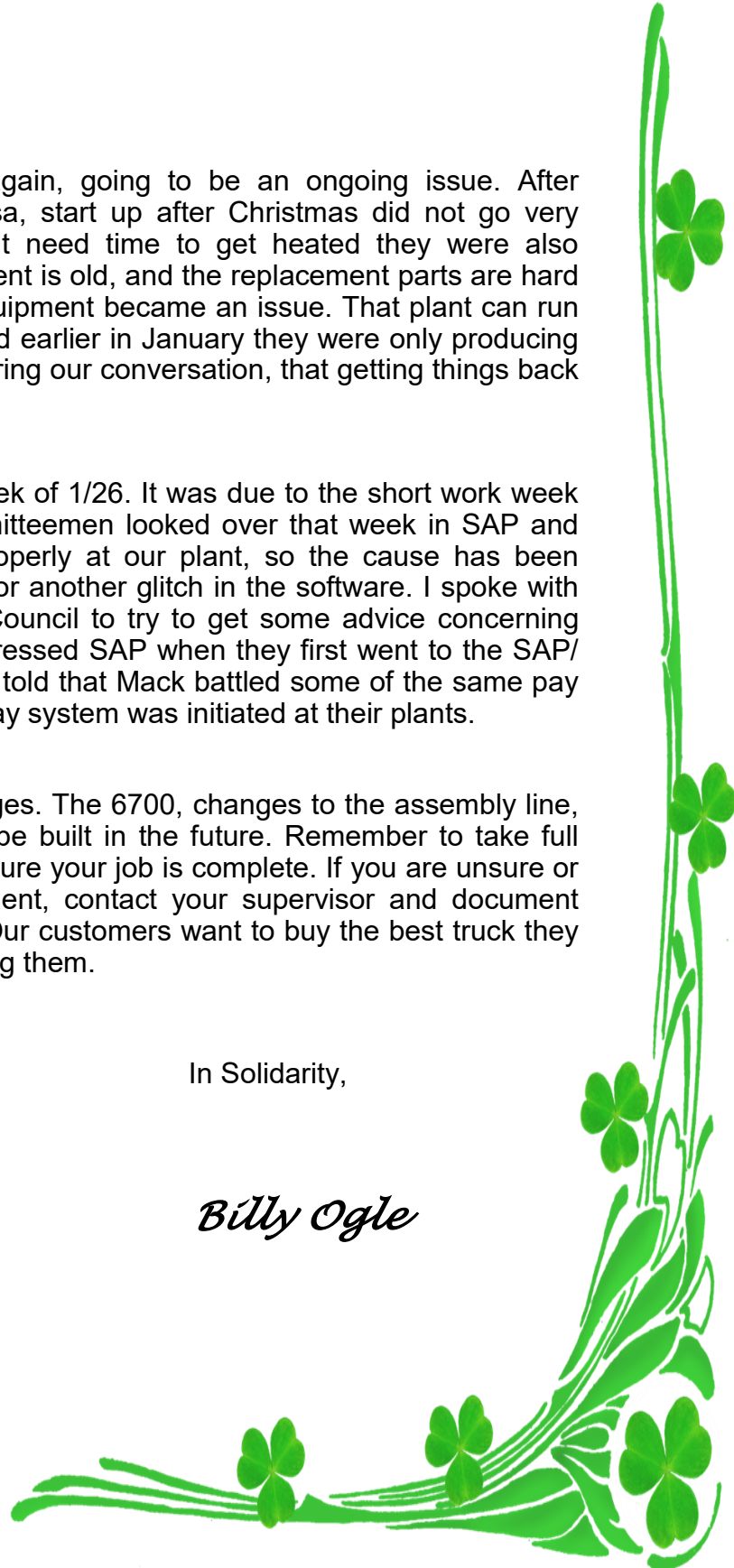
Again, pay was an issue the week of 1/26. It was due to the short work week coding in the SAP system. The Committeemen looked over that week in SAP and found that things had been coded properly at our plant, so the cause has been identified as being either Greensboro, or another glitch in the software. I spoke with Dave Durgin, President of the Mack Council to try to get some advice concerning these issues and to see how they addressed SAP when they first went to the SAP/ADP timekeeping pay system and was told that Mack battled some of the same pay issues for over 2 years after the SAP pay system was initiated at their plants.

This year will bring new challenges. The 6700, changes to the assembly line, even a change in the way trucks will be built in the future. Remember to take full advantage of your cycle time to make sure your job is complete. If you are unsure or have problems with your job assignment, contact your supervisor and document your problem by writing up the issue. Our customers want to buy the best truck they can buy, and you are the best at building them.

In Solidarity,

Billy Ogle

Happy
St. Patrick's
Day





Hourly Bargaining Chair

Tony Burnette

Greetings All,

It is hard to believe that springtime is here upon us. We have faced many challenges already this year with rail issues continuing. This has caused short work weeks, loss of production, and for many new hires a loss of income because they do not receive a union won benefit of SWW pay. With the implementation of the new truck and the new technology in the plant we have seen several setbacks, but we continue moving forward. The employee turnover rate in the plant has declined some, but we are still having issues.

Progressive Disciplines

There have been some instances where supervision want to skip progressive disciplines, go straight to fourth offense disciplines, and even termination in a punitive nature. Make sure you request a hearing with HR and your committeeman is present prior to being sent home, regarding discipline procedures. (Article 7)

Hostile Work Environment

A few employees have been labeled with Plant Conduct Rule #45 creating a hostile work environment. United States Labor Law states: For a violation to impose liability, the conduct must create a work environment that would be intimidating, hostile, or offensive to a reasonable person. An employer can be held liable for failing to prevent these. A hostile work environment may also be created when management acts in a manner designed to make an employee quit in retaliation for some action.

S&A and FMA issues

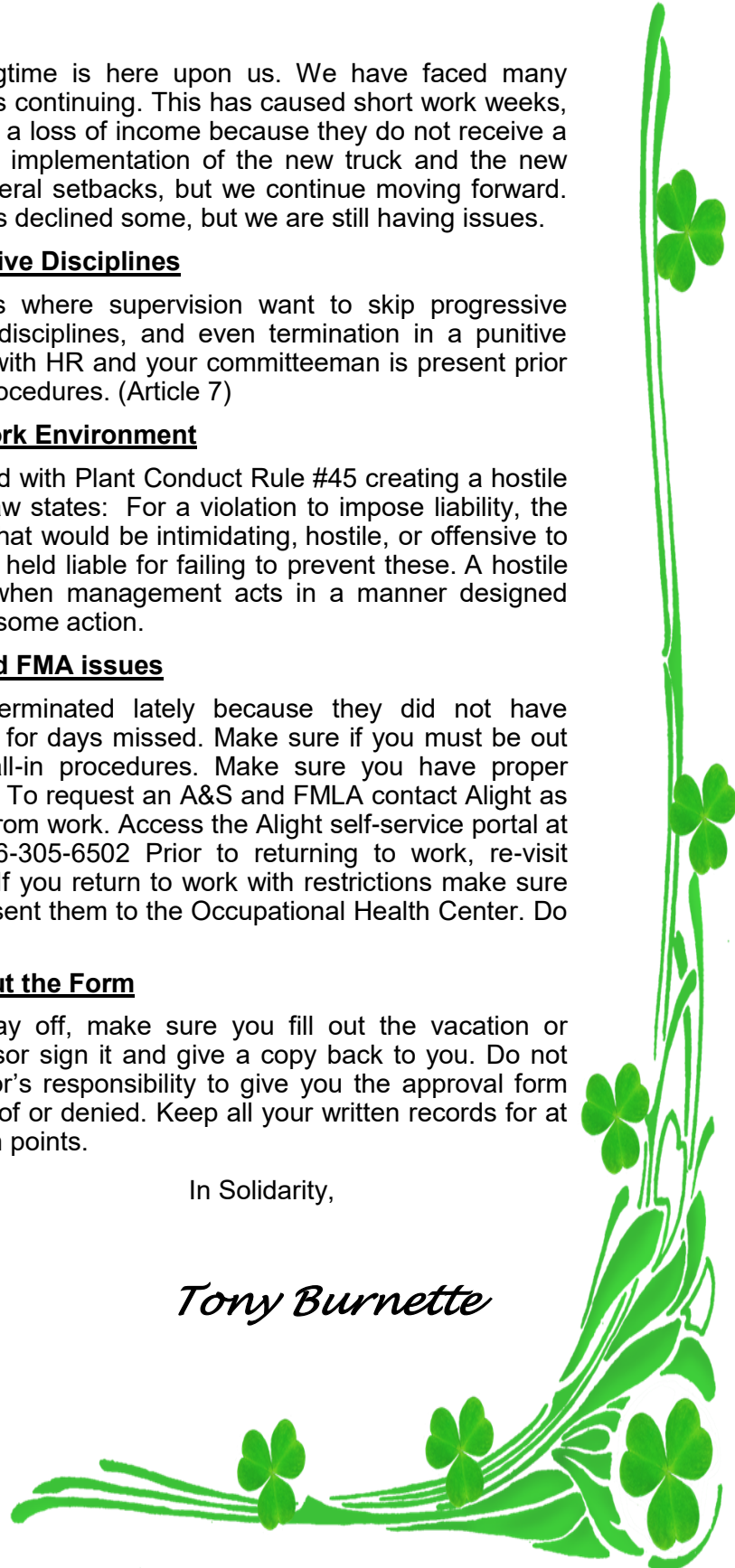
Several employees have been terminated lately because they did not have approved time off, and they were charged for days missed. Make sure if you must be out for S&A or FMLA that you follow all call-in procedures. Make sure you have proper documentation, and all days are approved. To request an A&S and FMLA contact Alight as soon as you know that you will be absent from work. Access the Alight self-service portal at VGNA.myleaveproservice.com or call 866-305-6502 Prior to returning to work, re-visit the Alight self-service portal or call Alight. If you return to work with restrictions make sure there is a beginning and end date and present them to the Occupational Health Center. Do not give them to your supervisor.

Fill out the Form

When you want to schedule a day off, make sure you fill out the vacation or personal day form and have your supervisor sign it and give a copy back to you. Do not make a verbal request. It is the supervisor's responsibility to give you the approval form back, stating that you are either approved of or denied. Keep all your written records for at least one year in case there are issues with points.

In Solidarity,

Tony Burnette





Greetings All,

Since our last newsletter, Lori Duncan has been named the Alternate Committeeperson in District I, the Engineering District. Congrats to Lori! Lori is a Lead designer in the Customer Engineering Department by trade. Lori has held many Union positions and has always been willing to step up when needed. She currently is the Salary Member at Large as well, which is an E-Board position. She has a lot on her plate, but I am sure she will do a great job, as always.

We are still struggling with manpower in Salary. There are several issues that are contributing to this as well. The first thing is the process of getting new employees here. There must be a requisition signed and taken before a manpower meeting on Fridays. Then it must be agreed upon and then I assume the Directors must make a business case to get the approval. Then the job would be posted internally, and we are not seeing a whole lot of that lately. If we do get one posted internally, and it isn't filled, then the external posting is where it goes. That process is new too. It is now posted in what is called Success Factors. The Manager that is needing the position filled is responsible for the posting along with a hiring agent in Greensboro. Then hopefully a qualified candidate is not filtered out, and we get someone to fill a position.

It has been painstakingly slow lately to get an external hire here. The problem is in several areas we have the new employees are behind the eight ball so to speak when they get here. We are currently releasing a new product. We have a legacy product that includes several different platforms to learn, including the electric truck, CNG models, current VN lineup, VHD, and the aforementioned new product offerings. A lot to learn. We are still roughly 30 people light in Salary. I know that doesn't sound like a lot in the plant, but when your workforce was just over 150 people, which is 20% of the people that were here, are not now.

The job description project that should have already been completed, is getting closer to having all the job descriptions signed. That is the first step to getting them sent out for a market evaluation for job values. This has been an experience to say the least. As I am writing this, I have signed approx. 60-65 of the 86 job descriptions in Salary. I will inform you all when they are completed, and we are advancing to the next step. Hopefully good things will come from this.

Salary Bargaining Chair

Bill Richardson

As most of you have seen this year is still a parts struggle. Frame rails and other components still seem hard to obtain. I know everyone was hoping to get back to some normalcy in our workdays and work schedules, but it doesn't seem like we are there just yet.

I have some information regarding Ergonomics. The Ergonomics team is contractually comprised of Company and Union Reps. The Union Rep. currently is Seth Rose, who is a Salary member and is a Manufacturing Engineer – Prosit. The Ergonomic Committee would like to remind everyone where the forms and the Ergonomic Request Collection boxes are. The Request Collection Box locations and forms are as follows:

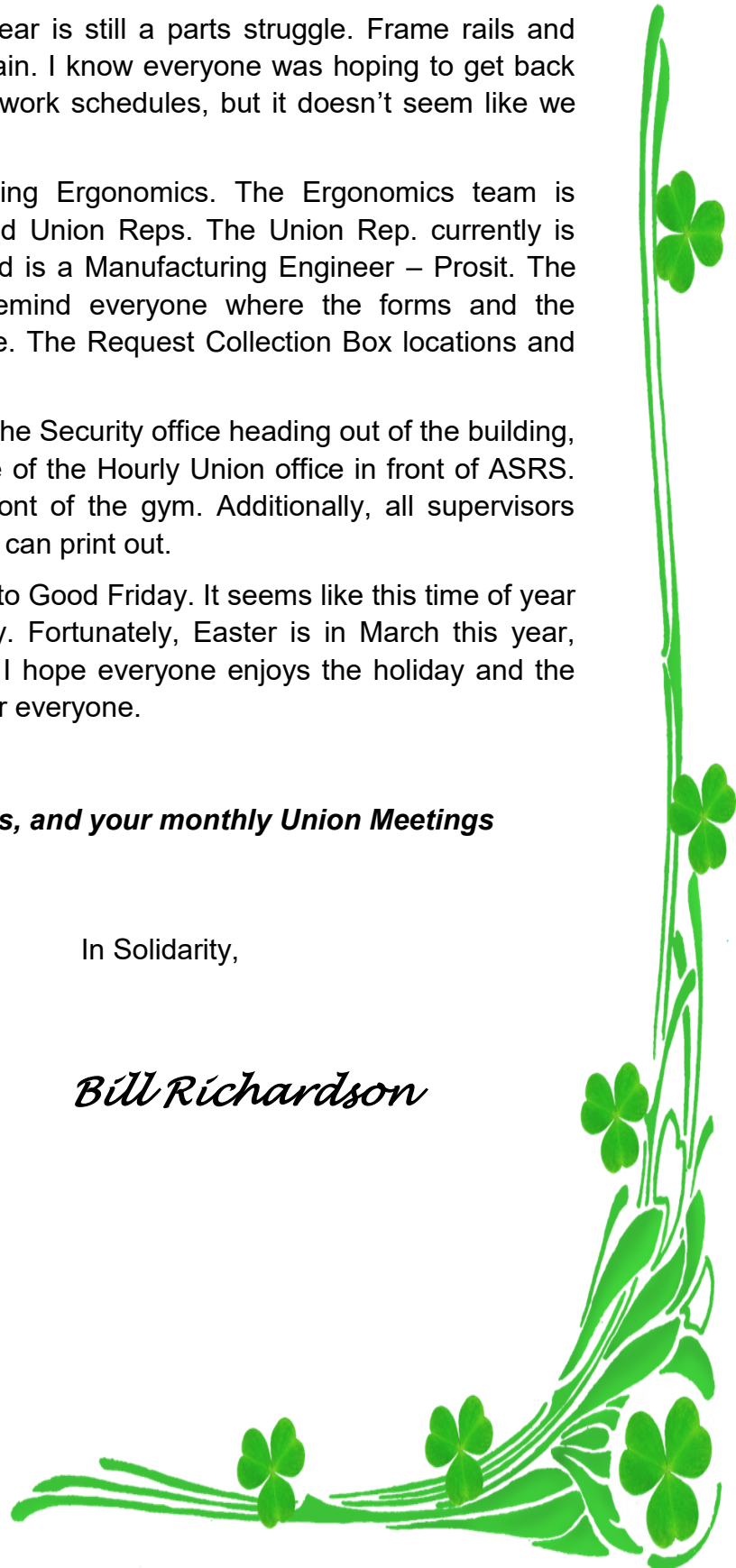
Left side of the hallway in front of the Security office heading out of the building, outside of Cab Factory cafeteria, outside of the Hourly Union office in front of ASRS. The forms are in the filing system in front of the gym. Additionally, all supervisors should have a PDF copy of the form they can print out.

Finally, we are now getting closer to Good Friday. It seems like this time of year goes so slow getting to the first holiday. Fortunately, Easter is in March this year, instead of April as it has been recently. I hope everyone enjoys the holiday and the short break we have there. Happy Easter everyone.

Remember red shirt Wednesdays, and your monthly Union Meetings

In Solidarity,

Bill Richardson





Benefits Representative

Kenny Shepherd

Greetings All,

We are over a month into the new year, and it has been a busy start to the new year. I just wanted to update everyone on our retiree healthcare and how things are going.

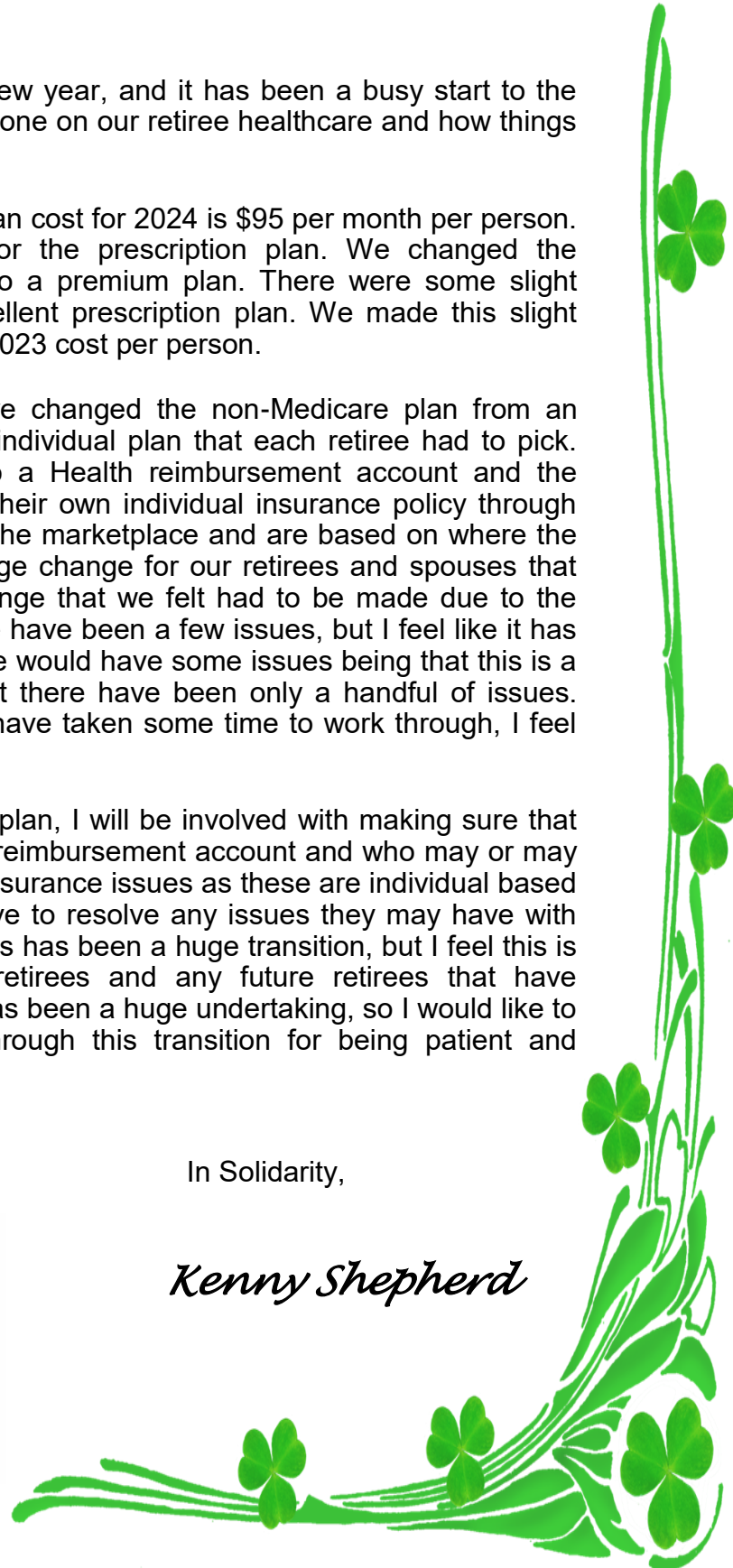
The Medicare eligible retirees plan cost for 2024 is \$95 per month per person. The plan stayed the same except for the prescription plan. We changed the prescription plan from an open plan to a premium plan. There were some slight changes, but overall, it is still an excellent prescription plan. We made this slight change to keep the cost level with the 2023 cost per person.

As everyone knows by now, we changed the non-Medicare plan from an employer-based insurance plan to an individual plan that each retiree had to pick. The Company is putting \$13,606 into a Health reimbursement account and the retiree and/or spouse must purchase their own individual insurance policy through Via benefits. These plans are through the marketplace and are based on where the retiree may live. We know this is a huge change for our retirees and spouses that are not on Medicare, but it was a change that we felt had to be made due to the rising cost of the old retiree plan. There have been a few issues, but I feel like it has been a pretty good transition. I knew we would have some issues being that this is a whole new system, and I am glad that there have been only a handful of issues. Even though the issues we have had have taken some time to work through, I feel like we are getting each one resolved.

As we go forward with this new plan, I will be involved with making sure that the Company is funding each retiree's reimbursement account and who may or may not be eligible. I cannot help with any insurance issues as these are individual based plans, so the retiree or spouse will have to resolve any issues they may have with their individual carrier. Again, I know this has been a huge transition, but I feel this is a great opportunity for our current retirees and any future retirees that have healthcare when they retire. I know it has been a huge undertaking, so I would like to thank each retiree that had to go through this transition for being patient and understanding.

In Solidarity,

Kenny Shepherd





Women's Committee Chair

Tena Simpkins

Greetings All,

The Women's committee has been very busy working and planning on several fundraisers for this year to raise money to give back to the community. Sometime in April we will start selling candy bars as a fundraiser. Later in the year we will be making homemade apple butter at the union hall to raise funds. So be on the lookout for information concerning this and other fundraisers we may spring up in the upcoming months.

This summer we will be having another yard sale like last year's which was highly successful. We hope to continue growing our success as a committee even larger this year. As always, I am proud of all my committee members for volunteering and helping raise the funds that give back to the local community.

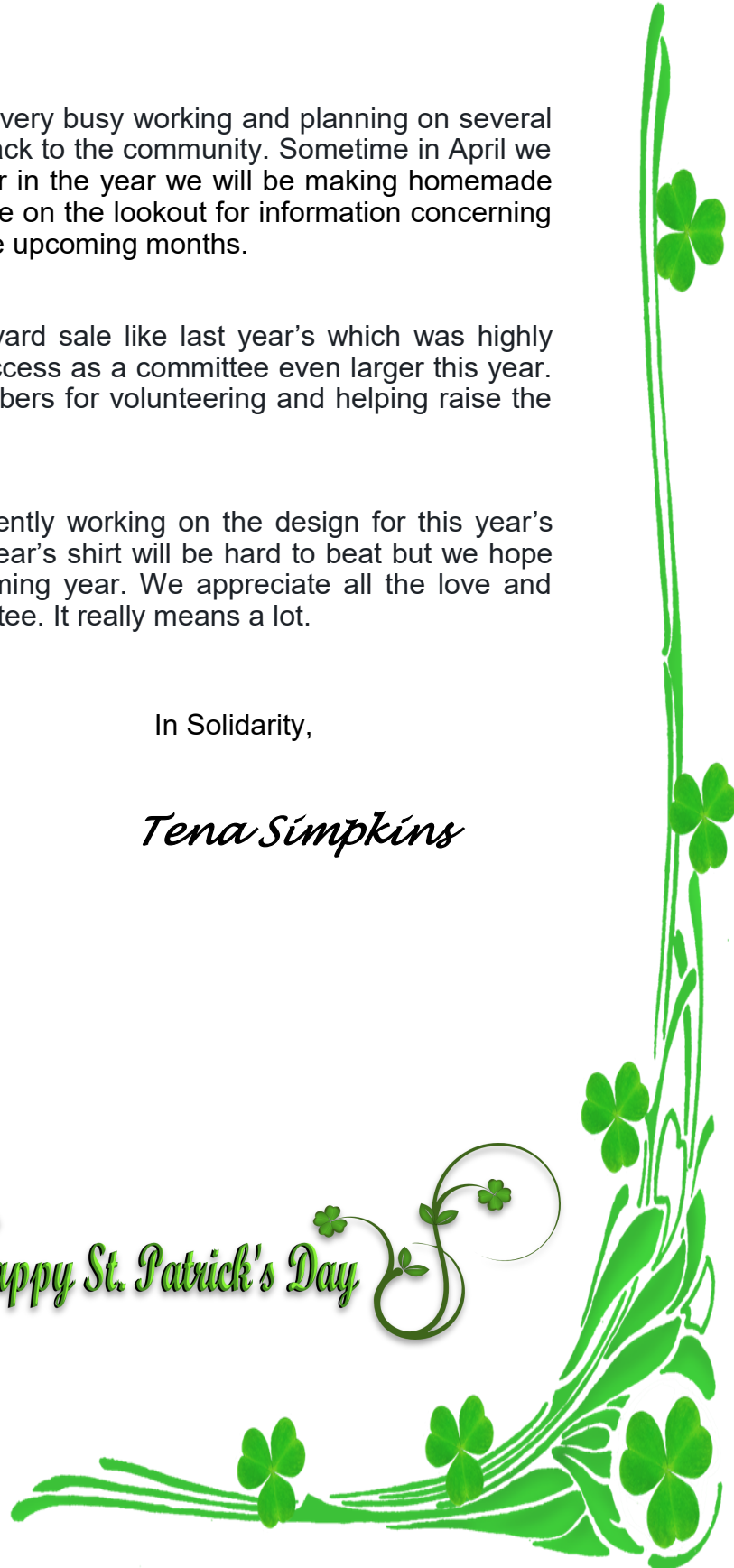
Last, I would like to mention we are currently working on the design for this year's Breast Cancer Awareness T-shirts. I know last year's shirt will be hard to beat but we hope to have a design everyone will love for this coming year. We appreciate all the love and support that this membership gives to our committee. It really means a lot.

In Solidarity,

Tena Simpkins



Happy St. Patrick's Day





Community Services Committee Co-Chair

Chelsea Riddle

Greetings All,

The Community Services Committee would like to thank you all for supporting us with our recent fundraisers which help to support our local communities. In December, we donated \$1,500 to Highland Ridge Rehab Center to provide gifts at Christmas for residents. Last summer we held a school supply drive at the union hall to hand out school supplies to families in need. These are just a few things we do to connect with our community. We have events/fundraisers in planning throughout the year.

In this article I would like to ask for help from our membership. We could always benefit from members joining our committee. I am listing the responsibilities and examples of what we do so that you may understand the hard work involved. The Community Services Committee is very important during times such as a strike. In times of disaster, we are supposed to be there to help. In 2017, hurricanes Irma and Maria devastated Puerto Rico. Some locals reached out and gathered volunteers to clean up debris and provided medical attention as well as food and shelter to those impacted. If you are interested in joining, please reach out.

In Solidarity,

Chelsea Riddle

Purpose of the Community Services Standing Committee

The Community Services Committee performs the important task of getting help for members and their families in time of need. If being there to assist when an emergency, natural disaster, or even just hard times strike is something you feel strongly about, then this is the committee to give your time and effort to. Some examples of community service activities include:

- ▶ hurricane relief
- ▶ organ donor awareness
- ▶ food drives
- ▶ blood drives
- ▶ support for laid off workers

The Community Services Committee works through public and private organizations to assure that members faced with problems in emergency situations get relief when needed.

Generally, strike insurance benefits are handled by this committee when local unions are forced to demonstrate their economic strength. This committee serves as the local's link with the community as we all work together to help those in need.



International Union, UAW

How do we help members needing....

General Resources

- ▶ Establish Peer Support Networks
- ▶ Provide Service Agency Information
- ▶ Develop a Referral Network
- ▶ Connect members to EAP

Worksite Closing Info

- ▶ Provide worksite closing information
- ▶ Provide employment program information
- ▶ Provide services information

Strike/Lockout Assistance

- ▶ Handle health and welfare problems
- ▶ Connect with community agencies
- ▶ Provide peer support and referral services

Disaster Relief

- ▶ Coordinate & identify community resources
- ▶ Recruit volunteers to assist Red Cross
- ▶ Collect info on members impacted
- ▶ Prioritize for those affected by disaster

HAPPY
Saint
PATRICK'S
Day





Veteran's Committee Chair

William Price

Greetings All,

First off, I would like to thank you for all your support in 2023. With your help we we're able to brighten the lives of many residents at the VA Hospital in Salem and our local Veterans of the NRV. The Veteran's Committee is only able to provide the support and blessings to these folks without your commitment to our mission, which is to 'Serve Those Who Have Served Us.' So, the Veterans Committee thanks you.

Your help is also needed to identify our Veterans here at Volvo. There is a special UAW Veteran card that we would like to distribute to our Veterans within the membership. Please contact me, any Veteran Committee member, or the Union Hall to update your status.

We are in the early stages of planning our Memorial Day ceremony in which we will be honoring our fallen soldiers, their families and those who are still missing.

Saturday May 25th, we will begin our observance of Memorial Day. The Ceremony will begin at 8:00 am and will also serve as the send-off to our Ride to the Wall. Please mark your calendars and consider joining us. Hotel reservations and routes are being planned now, so keep an eye out for more information.

A new T-Shirt is in the works commemorating this year's ride and will be available soon. Members of the committee are working as we speak on getting these printed, and out for purchase.

Again, I would like to thank you and the Veterans Committee members for all your help and support. I would encourage you to get involved on our committee or with any of the standing committees within Local 2069. Please let me know if you would like more information or if I can help in any way. Visit our Facebook page (UAW Local 2069 Veterans Committee), like, share and be a part of our mission to Serve Those Who Have Served Us.

In Solidarity,

William Price

Application for UAW Veterans Card

Local Union: _____ Region: _____

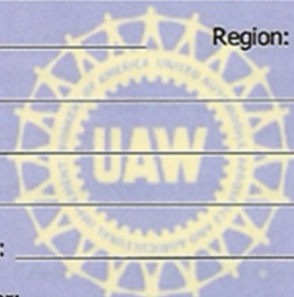
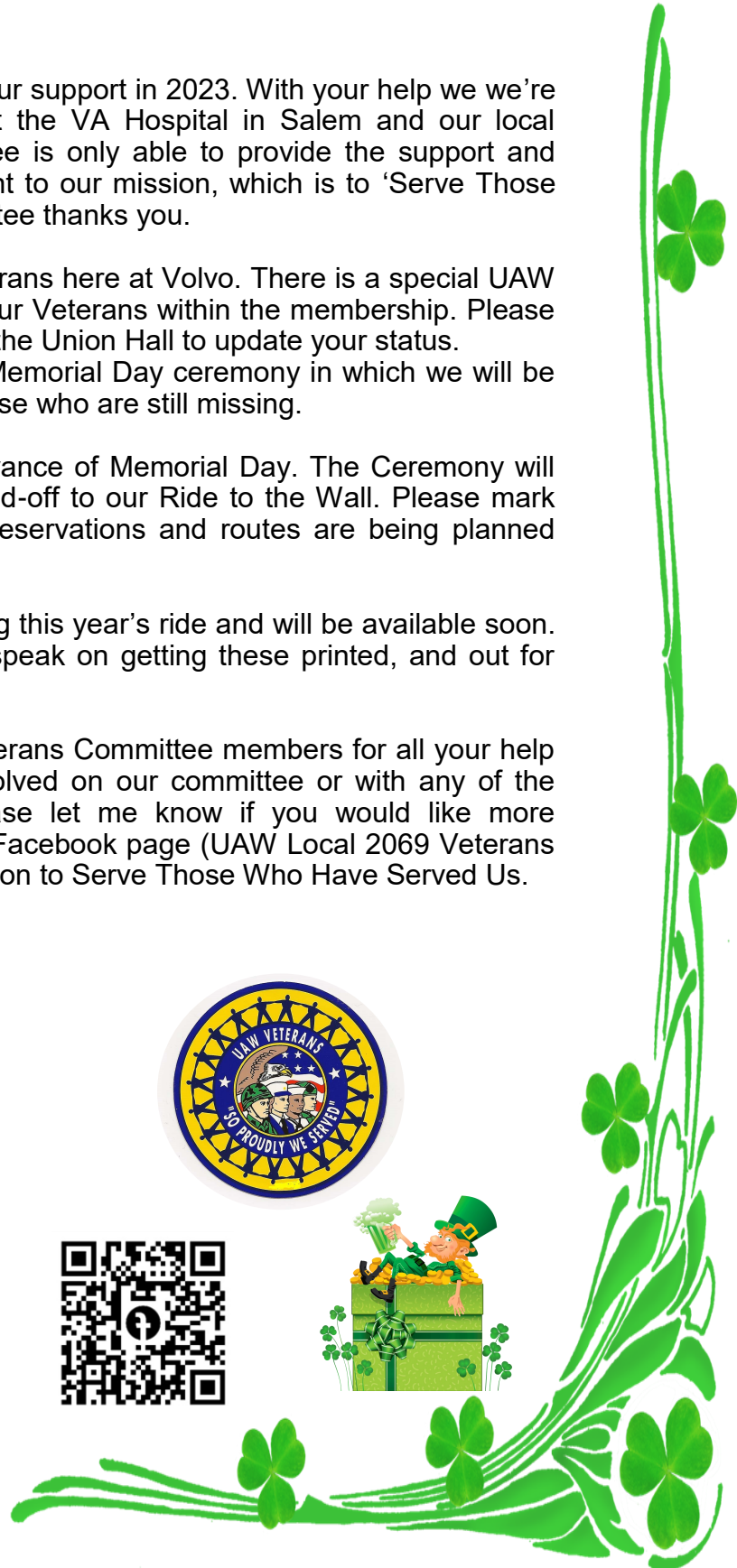
Name: _____

Address: _____

City, State, Zip: _____

Branch of Service: _____

Telephone Number: _____



Cap Committee Chair

Chris Via

Greetings All,

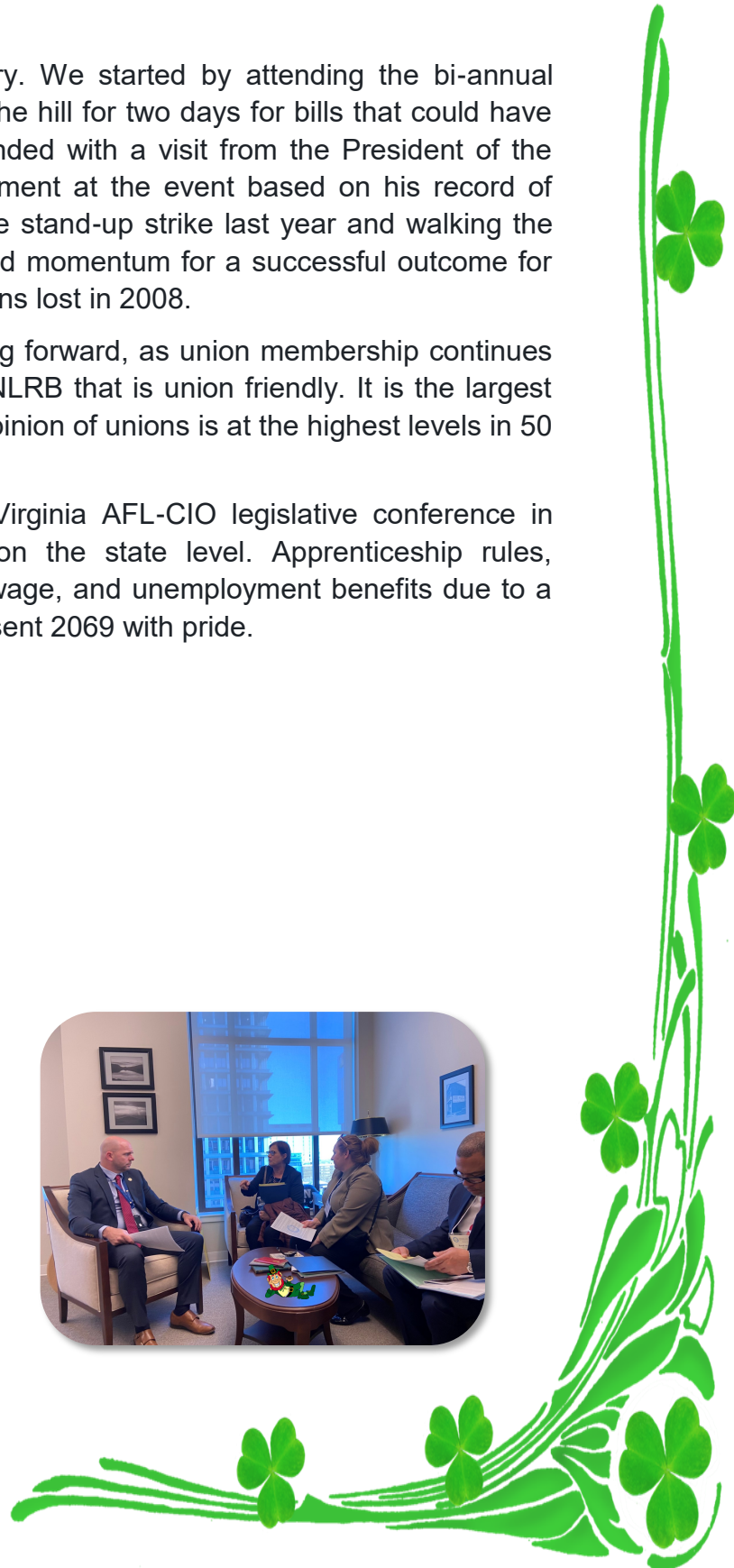
The CAP Committee had a busy January. We started by attending the bi-annual national CAP conference in DC. We lobbied on the hill for two days for bills that could have an impact on social security. The conference ended with a visit from the President of the United States. International made their endorsement at the event based on his record of standing with Unions and specifically backing the stand-up strike last year and walking the picket line. This carried a lot of weight and added momentum for a successful outcome for the big three winning back some of the concessions lost in 2008.

We all hope to ride this momentum moving forward, as union membership continues to grow, wages are rising, and we now have a NLRB that is union friendly. It is the largest labor movement in many years. General public opinion of unions is at the highest levels in 50 years. And the UAW is leading the way.

The Cap Committee also attended the Virginia AFL-CIO legislative conference in Richmond. We lobbied for bills affecting us on the state level. Apprenticeship rules, bargaining for public employees, \$15 minimum wage, and unemployment benefits due to a lockout, just to name a few. We will always represent 2069 with pride.

In Solidarity,

Chris Via





Chaplaincy Committee Chair

Scott Wright

Greetings All,

Please come join us for collective prayer at the flagpole on Thursday, March 28th (the day we work off for Easter). We will pray for our work family, our workplace, our nation, and our leaders. You do not have to be a part of our committee to be a part of the prayer group.

I would like to take a moment to thank two of our chaplains that have been pillars of the chaplaincy. Mr. Ricky Dishon and Mrs. Benzena Eaves. They have a servant's heart and do an amazing job serving our community. They both go above and beyond, and it is much appreciated.

The chaplaincy is here to serve the membership, and if anyone has a need or concern that we can help with, please let us know. We know it can be fast paced in the workplace. You can reach out to us on breaks, lunch breaks, and before or after shifts.

You can email us at: uaw2069chaplaincy@yahoo.com. We also have a private Facebook page: Local 2069 Chaplains.

In Solidarity,

Scott Wright

LOCAL 2069 CHAPLAINCY COMMITTEE



"To help our fellow workers in times of need when hearts are broken, opportunity is open".

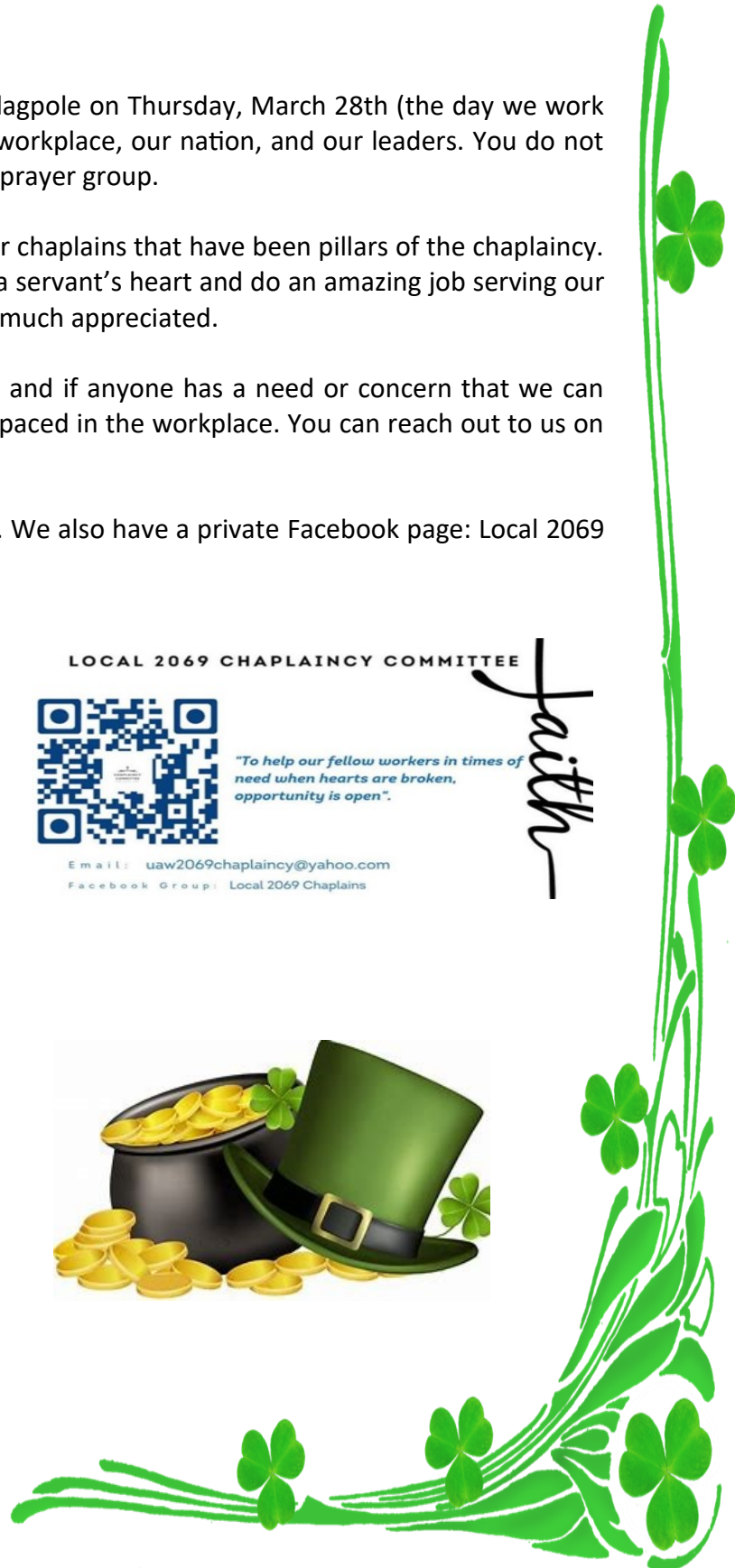
Email: uaw2069chaplaincy@yahoo.com
Facebook Group: Local 2069 Chaplains

faith

Easter reminds us that hope should never be lost for as dark the road may seem, there always lies light at the end of it. May all your prayers be fulfilled and may wonderful blessings be upon you and all your loved ones on this very special day. Happy Easter.



Read, Love and Learn



Union Labels Committee Chair

Erroll Hash



2024 UAW Union-Built Vehicle Guide

BUY USA • BUY UNION • BUY USA • BUY UNION • BUY USA • BUY UNION • BUY USA • BUY UNION

UAW CARS

Cadillac Celestiq
Cadillac CT4
Cadillac CT4-V
Cadillac CT4-V Blackwing
Cadillac CT5
Cadillac CT5-V
Cadillac CT5-V Black Wing
Chevrolet Bolt (Electric)
Chevrolet Bolt EUV (Electric)
Chevrolet Camaro
Chevrolet Corvette
Chevrolet Malibu
Ford Mustang Coupe
Ford Mustang Convertible
Ford Mustang Shelby

UAW TRUCKS

Chevrolet Colorado
Chevrolet Silverado Medium-Duty
Navistar (Regular and Crew Cab)
Chevrolet Silverado EV
Chevrolet Silverado Light Duty*
Chevrolet Silverado Heavy Duty
Ford F 150
Ford F-150 (Electric)
Ford F-150 (Hybrid)
Ford F-650/750
Ford Ranger
Ford Super Duty 250/350/450/550
GMC Canyon
GMC Sierra Light Duty*
GMC Sierra Heavy Duty
GMC Hummer Pick-up (Electric)

Jeep Gladiator
Ram 1500*
Ram 1500 Classic

UAW SUVs/CUVS

Buick Enclave
Cadillac Escalade
Cadillac Escalade ESV
Cadillac Lyriq (Electric)
Cadillac XT4
Cadillac XT5
Cadillac XT6
Chevrolet Suburban
Chevrolet Tahoe
Chevrolet Tahoe (Police)
Chevrolet Tahoe (Special Service)
Chevrolet Traverse
Dodge Durango
Ford Bronco
Ford Escape
Ford Escape (Hybrid)
Ford Expedition
Ford Explorer
Ford Explorer (Hybrid)
Ford Explorer (Police Interceptor)
GMC Acadia
GMC Hummer SUV (Electric)
GMC Yukon
GMC Yukon XL
Jeep Cherokee
Jeep Grand Cherokee
Jeep Grand Cherokee (Hybrid)
Jeep Wagoneer
Grand Wagoneer

Jeep Wrangler
Jeep Wrangler (Hybrid)
Lincoln Aviator
Lincoln Aviator (Hybrid)
Lincoln Corsair
Lincoln Navigator/L

UAW VANS

Chevrolet Express
Chevrolet Express (Cut-Away)
Ford Transit
Ford Transit (Electric)
GMC Savana
GMC Savana (Cut-Away)

UNIFOR CARS

Dodge Challenger
Dodge Charger

UNIFOR SUVs/CUVS

Chevrolet Equinox*
Ford Edge
Lincoln Nautilus

UNIFOR VANS

Chrysler Pacifica
Chrysler Pacifica (Hybrid)
Chrysler Voyager

These vehicles are made in the United States or Canada by members of the UAW and Canada's Unifor union, formerly the Canadian Auto Workers (CAW). Because of the integration of vehicle production in both countries, all of the vehicles listed as made in Canada include significant UAW made content and support the jobs of UAW members.

Vehicles marked with a single asterisk (*) are also produced in Mexico.

When purchasing a vehicle marked with a single asterisk, it's important to check the Vehicle Identification Number (VIN). A VIN beginning with "1" or "4" or "5" identifies a U.S. made vehicle; a "2" identifies a Canadian made vehicle; a "3" identifies a vehicle made in Mexico. Not all vehicles made in the United States or Canada are built by union represented workers. Vehicles not listed here, even if produced in the United States or Canada, are not union made.





REASONS TO THANK A UNION



1. Weekends
2. All Breaks at Work (Lunch)
3. Paid Vacations
4. FMLA
5. Sick Leave
6. Social Security
7. Minimum Wage
8. Civil Rights Act/ Title VII (Prohibits Discrimination)
9. 8-Hour Work Day
10. Overtime Pay
11. Child Labor Laws
12. Occupational Safety & health Act (OSHA)
13. 40-Hour Work Week
14. Worker's Compensation (Worker's Comp)
15. Unemployment Insurance
16. Pensions
17. Workplace Safety Standards and Regulations
18. Employer Health Care Insurance
19. Collective Bargaining Rights for Employees

20. Wrongful Termination Laws
21. Age Discrimination in Employment Act of 1967
22. Whistleblower Protection Laws
23. Employee Polygraph Protect Act
24. Veteran's Employment and Training Services (VETS)
25. Compensation Increases and Evaluations (Raises)
26. Sexual Harassment Laws
27. Americans With Disabilities Act (ADA)
28. Holiday Pay
29. Employer Dental, Life, and Vision Insurance
30. Privacy Rights
31. Pregnancy and Parental Leave
32. Military Leave
33. The Right to Strike
34. Public Education for Children
35. Equal Pay Acts of 1963 & 2011
36. Laws Ending Sweatshops in the United States



Youth Volunteers Wanted

Center for Development & Civic Engagement

CDCE (formerly Voluntary Services) is now accepting applications for the Youth Volunteer Program! The deadline for applications

Friday, April 26, 2024

The Summer Youth Program will begin the week of June 3, 2024, and will conclude on August 9, 2024

Youth Volunteers Must:

- ✓ Be at least 14 – 18 years old.
- ✓ Have a parent/guardian's consent.
- ✓ Attend MANDATORY training/orientation with their parent/guardian on Saturday, May 24th @ 10:00 am or Wednesday, May 29th @ 5:00 pm.
 - Training is held in the Auditorium, Building 5
 - Please have the Youth's Picture ID with you
 - *Acceptance into the program will depend on the number of applicants and assignments available. Attending orientation does not guarantee program acceptance.*



Contact CDCE Service at ext 2636 or cheryl.ponce@va.gov for an application



Local 2069
Wishing Everyone A









UAW Local 2069
P.O. Box 306
Dublin Va 24084



Return Service Requested

March 2024

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

These views and the opinions expressed in this publication are not necessarily those of the UAW2069 and / or International UAW