



# UAW LOCAL 1250

## IMPORTANT

### INFORMATION BULLETIN

Local 1250

uawlocal1250.com

September 14, 2023

#### **Strike Update**

At this time, we have been informed by the International Union that our location has not been selected as one of the Stand-up Strike locations.

We are currently working under an expired National Agreement. Please continue to work safely. Report and Remain on your job as usual, continue to build quality products and most importantly, Keep a Safe Work Environment. **Please be sure to review the Q&A on the back of this flyer.**

If we are called upon by the International Union to participate as a Stand-up Strike Location. WE ARE READY! You will be notified by Union Officials on how to proceed when the time comes. **Important Note:** In the event of Strike, RTA has informed us that we are NOT Authorized to utilize their parking lot. If you park there, you are parking at your own risk. Please plan accordingly. We are working on alternative options.

We understand the anxiety and confusion at this point. **Strike Registration** was created with the scenario of 1<sup>st</sup> Day of Strike (Friday 9/15/23) and 2<sup>nd</sup> Day of Strike (Saturday 9/16/23). Since we have not been called to Strike at our location. Going forward Strike Registration will take place on the 1<sup>st</sup> two days when a Strike is officially called at our location. Therefore, You DO NOT have to register this Friday 9/15/23 or Saturday 9/16/23.

**Strike Assignments**, you will follow your current strike assignments, however, your start date will be based on when and if our location is selected as a Stand-up Strike location. Your assignment will continue to follow the Master Schedule which you were assigned to.

#### **RUMORS**

We recognize there is speculation from those who are not involved in the negotiations, remember they are simply expressing their opinion, we need to disregard these rumors and reserve your final judgement once a tentative agreement is reached both nationally and locally.

**Remember, Unity and patience are our greatest asset during these crucial times. Together, we can and will make a difference!**

(OVER)

# Working Without A Contract | Know Your Rights

## Frequently Asked Questions



### 1. What expires upon contract expiration?

- Arbitration (but not the grievance procedure)
- Management Rights
- Union security (but not dues checkoff)
- No strike/no lockout

### 2. What does not expire upon contract expiration?

Other than the items listed above, the terms and conditions in the contract continue to apply when it expires. Those terms and conditions make up the status quo. The company cannot make unilateral changes to any mandatory subject of bargaining that is part of the status quo. The parties must bargain over changes to the status quo.

### 3. What are mandatory subjects of bargaining?

Mandatory subjects of bargaining are things that directly impact wages, hours, or working conditions. The list is long.

- Examples include wages, overtime pay, shift premium, incentive pay, bonuses, break time, seniority, health and safety, vacation, personal time, health benefits, pension, profit-sharing, subcontracting, work rules, price of food in snack machines...

### 4. How do I help enforce the status quo?

- Be on the lookout for any changes to work rules or any other mandatory subjects of bargaining. Report any changes to your committeeperson.

### 5. If we don't have a right to arbitrate disputes, how do I protect myself from being disciplined?

- Carefully follow all standard operating procedures, safety policies and supervisor's instructions.
- Call for a committeeperson if you are disciplined, asked to do work you are not trained to do or asked to do work that is unsafe.

### 6. What else can I do?

- Attend Local Union meetings to learn more about your right to engage in protected concerted activities with your co-workers and to help plan those activities at your plant.
- Refuse voluntary overtime.

### 7. What can't I do?

- Engage in a partial strike: You cannot do your regular work very slowly or do only some of your job duties and refuse to do others. An example of a partial strike is refusing to work mandatory overtime.
- Distribute leaflets that disparage the quality of the company's products.
- Damage company property.
- Threaten anyone, including supervisors or other employees, with physical harm.

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**In Solidarity,**

**WILMA G. THOMAS, PRESIDENT**

**UAW Local 1250 Bargaining Committee and Officers**

**Mark Cullen, Vice-President / Cynthia Fossett, Recording Secretary / Michael Wallace, Acting Financial Secretary  
Jason Cullen, Acting EP1 Bldg. Chairperson, Pat Smith, Skilled Trades Chairperson /  
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