



UAW LOCAL 1250
INFORMATION BULLETIN
MARK PAYNE, PRESIDENT
KEVIN KALINOWSKI, CHAIRMAN

Local 1250

www.uawlocal1250.com

August 28, 2018

4% Performance Bonus Payment

Eligible hourly employees will receive the 2018 Performance Bonus payable during the week ending October 14th 2018. The average payment will be between \$2480.00 and \$2895.00 based upon 2080 straight time hours. Payments will be made in a separate payment. The Eligibility Year is September 17th, 2017 through September 17th, 2018, inclusive. To be eligible for a payment, an hourly employee must have seniority as of September 17th, 2018.

In-Progression employees are not eligible for a Performance Bonus. Instead they receive an annual base wage rate increase on the anniversary of their seniority date based upon their years of service. Probationary employees must have completed their probationary period on or before September 17th, 2018.

Payments to eligible employees off the active roll on September 17th, 2018, because of: retirement, layoff due to a reduction in force, medical layoff, FMLA leave, long-term military duty, public office leave, Peace Corps, or educational leave are eligible if they had qualified earnings during the Eligibility Year.

Temporary Part-Time and Short-Term Supplemental employees are not eligible for a Performance Bonus. Hours worked as a Temporary employee prior to converting to an In-Progression employee are not eligible for a Performance Bonus since In-Progression employees are not eligible for a Performance Bonus.

- Qualified Earnings include:*
- *Hourly Base Wages • Shift Premium • Crew Premium*
 - *Vacation and Excused Absence Allowance*
 - *Holiday Pay • Bereavement Pay*
 - *Jury Duty Pay*
 - *Apprentice Training Incentive Payment*
 - *Call-in Pay • Short Term Military Duty Pay*

TESPHE election options will be taken. FIA elections are available for this payment. Direct deposit will be in effect for the Performance Bonus.

Any employees subject to Income Withholding Orders (this includes Friend of the Court, garnishment, bankruptcy, and federal and state levies) will NOT receive their Performance Bonus until the information has been returned, reviewed, and determined all legal requirements have been met.

Receipt of the Performance Bonus will have no impact on determining eligibility to receive Unemployment Compensation or SUB payments.

(OVER)

Plant 2 & Aluminum Plant Going to Cold Idle

The Company has recently informed us that Engine Plant # 2 and the Aluminum Plant which has been idled for years now will transition to a cold idle phase. They intend on this transition

happening by years end. They will be purging all lines and leaving both facilities in place. We are disappointed with this news but will not give up on our quest to continue to bring new work and expand our Site. We will continue to make sure Cleveland will be part of the discussions during the upcoming National Negotiations. Together, we brought Plant 1 back to life, we intend to make sure you will not have to worry about your Job Security.

We will have 150,000 square feet of available space that will be made available when the Turbo operations transfer to the line, this will include the associated market area. *It is our intention to make sure that Cleveland will be the Engine of choice for the 4 Cylinder, the 6 cylinder and a future product in this area. We will also seek out electrification products as that appears to be the direction Ford is heading.*

Our Future.....Is Very Good

In addition to our 4 Cyl supplying the engine for the new Ranger and Bronco vehicles, we will also be retooling our V-6 Engine Assembly for significant improvements for our F150. Just like the Eco-boost was lauded as the engine of choice for Powertrain, the improvements for our V-6 engine will be significant in both fuel economy and power.

As a result of the 2015 National Negotiations, our site will be receiving \$211,610 of Tool Room equipment to help modernize and upgrade a Tool Room area that will be established near cutter grind. The machinery will allow us to machine repair parts that are currently purchased from an outside source. This delivery of machines is anticipated by December 5th, 2018. We will also be putting on **over 40** apprentices by the end of this year with the first 15 going on by the end of September, additionally, next year we will be putting on **another 27** apprentices.

We are also currently in discussions with the Company about transitioning more TPT's into full time and testing for the future hiring of additional TPT's. We will keep you informed in future updates.

Pre-Retirement Class at the Union Hall

The Education Fair went extremely well and we had many people express an interest in our upcoming Retirement Class at the Union Hall this December 12th 2018 10:00 AM-NOON and 6 PM - 8 PM. There will also be an online class available early 2019. For employees nearing retirement, this class offers a useful process for comparing the bottom line of receiving a paycheck to the bottom line of receiving a pension check. Attend this class if you want to make an informed decision on when it may be time to retire, plus get some valuable insights on tax and retirement rules. The class is covered by tuition assistance for eligible employees.

For registration, call the Union Hall at 216-367-3135 before October 31st, 2018. Spouses are welcome to attend.

Congratulations to the UAW Local 1250 Softball Team. They took 1st Place at the UAW Local 2000 Tournament over the weekend.
Job Well Done!

In Solidarity,

MARK PAYNE, PRESIDENT

KEVIN KALINOWSKI, EP1 BLDG. CHAIRMAN

UAW Local 1250 Bargaining Committee and Officers

Nadine Davis, Skilled Trades Chairman

Fred McCann, Bargaining Committeeman

Doug Buchan, Vice-President

Ron Erison, Bargaining Committeeman

Jack Federan, Financial Secretary

Beth Wright, Recording Secretary

Len Peterson, Retiree Chairman