



UNION SPIRIT

Vol. 18, Issue 11
December 2007

Mitsubishi Unit Premier Unit Interlake Unit

Members Efforts Shine this Holiday Season!!

President's Report by Ralph Timan

The Local has been involved in numerous activities in all three units over the past month. The outcome of these activities is in large part the results of your efforts but also unit leadership as well. Let me bring you up-to-date on what's happening in your Local.

In mid-October we received word that member BJ Richardsons' son was injured in active duty while serving our country in Iraq. Army Spc. Ryan Richardson works as a cavalry scout and was patrolling, in advance of a larger contingent of troops, when an explosion occurred when he stepped on and triggered a buried Improvised Explosive Device. While his injuries were serious and extensive, miraculously his torso and legs are okay and Ryan is now on the road to recovery.

We believe this is the first time that a members' child or dependant, who is currently serving in the military, has been injured in the line of duty. When word first broke of this story members were asking what we could do. It was determined that passing of Get Well cards around the plant, and a collection, was in order to send our best wishes for a speedy recovery to Spc. Ryan Richardson. Over \$800.00 was collected and delivered to Ryan and his family in late November. I want to thank Ron Dixon, Keith Durst and Marty Whitley for all their support with this effort. I also want to thank you, the membership once again your generous spirit during this difficult time for the Richardson family.

At the Interlake Unit we had a breakthrough on an ongoing battle over Health and Safety. The company has finally backed off its position on refusing to allow an International UAW Health and Safety representative in the plant. Plant

members into the U.S. Marine Corps Reserve Toys for Tots Santa's Workshop "In recognition of our support for our community's children through McLean Country Toys for Tots." This honor is the result of our continued collective efforts

to make a difference in our community. This could not have been done without the efforts of our Skilled Trades Committee and Bargaining Committeeman Jim Tarr who annually coordinate the collection efforts on the shop floor and the purchase of the toys. Each year our Locals' efforts continue to be recognized as one of the top non-for-profit contributors to the Toys for Tots campaign across the country. Again, congratulations to everyone, united we do make a difference!



Pictured above: Ralph Timan, Army Spc. Ryan Richardson and Keith Durst

Manager Ron Bakos has agreed to allow us to conduct an on-site training session, run by the International UAW. The first training session will be on Electrical Hazard and Arc Flash and will be open to both members and management involved in this type of work. This is an OSHA certified program, backed with OSHA grant money. Once this training program is complete we are hopeful it will lead to more in plant training and further cooperation in the areas of Health and Safety in Pontiac. This is great news for every member in our Pontiac unit as we head into 2008.

On November 5th our Local was recognized for its continued support of the Toys for Tots Campaign here in Central Illinois. We were "inducted" as inaugu-

At the same time at our Interlake Unit in Pontiac, we are beginning our 2nd year of the Toys for Tots campaign in the Livingston County area. There we take a different approach to the campaign as we partner with UAW Local 2096 (caterpillar workers). By partnering with another Pontiac local union we are able to increase our efforts to make a difference in the community. Keeping the efforts localized is important for us to establish a charitable community identity in Pontiac as well. In each campaign both our employers, Mitsubishi and Interlake, are contributing to Toys for Tots efforts in the community. This type of partnership and cooperative spirit, between labor and management, on charitable issues is commendable and should be recognized as well.

Chairperson's Report



By Fred Morissette

Big Three Negotiations

Eighty-one percent of production workers and seventy-one percent of skilled trades workers ratified the new Ford contract. The Ford agreement did not require a strike like the General Motors or Chrysler agreements. The new four year agreement covers approximately 54,000 active workers and more than 122,000 retirees and surviving spouses.

Consumer Price Index

The consumer price index three month average that is applied on December 3, 2007 is the average for August, September, and October. This average was 197.533, which was a drop of \$0.01. Our previous COLA was \$0.26 but because of the drop for the three month average, COLA will now be \$0.25 cents an hour.

2008 Production

On December 3, 2007 Executive Vice President Jerry Berwanger put out a memo informing us that MMNA has been analyzing the schedule for next years' production. Looking back at 21 days of non-production this last year, I am glad to see management using common sense and decreasing the line speed. By slowing the line down to forty eight jobs per hour this eliminates the need for 12 down days next year, at the projected build schedule. As long as jobs are not combined, this will give you more time to do a quality job on every car. Keeping quality up is important, especially when our models are getting older and are in direct competition with the new Lancer and Outlander at the dealerships.

As we all know, the bottom line is we need a new product. This membership

has shown their commitment to Mitsubishi Motors in many ways both financially, and by putting a quality product out the door on a daily basis. Keep up the good work.

Transnational Meeting

The majority of the Bargaining Committee met with Vice President Jimmy Settles on November 13th and 14th, as well as our new International Assistant Director Scott Bean and our new International Servicing representative George Nano. We got a chance to meet with the Bargaining Committee from NUMMI and they informed us of the possibility that their facility might lose the Toyota Tacoma truck platform. If this does happen, it would place them in a situation where they would have excess capacity and would force them into a situation of underutilized capacity. We discussed upcoming negotiations and we also got a chance to meet with a couple of the GM Bargaining Team members to review and discuss the General Motors Hi-liter, as well as their actual language. This was a very informative meeting that was crammed into a couple of days in Detroit.

Christmas Holiday

Friday December 21 and Wednesday January 2 are the qualifiers for the Christmas Holiday. Enjoy this time off with your friends and family.

| Domestic Sales Oct. 2007 | Units | 2006 |
|---|-------|---------|
| Galant | 1,973 | ↓ 8.8% |
| Eclipse | 1,528 | ↓ 10.7% |
| Spyder | 560 | ↑ 8.1% |
| Endeavor | 1208 | ↑ 18.7% |
| Total domestic sales 5,269. Decrease of 7.9% from October 2006 | | |

| Domestic Sales Nov. 2007 | Units | 2006 |
|--|-------|---------|
| Galant | 2,194 | ↓ 10.2% |
| Eclipse | 915 | ↓ 47.8% |
| Spyder | 449 | ↑ 5.9% |
| Endeavor | 980 | ↑ 8.9% |
| Total domestic sales 4,538 Decrease of 17.8% from November 2006 | | |

| Manpower | |
|----------------|-----------|
| Production | 1188 (-2) |
| Skilled Trades | 185(+1) |
| Apprentices | 5 (-2) |
| Supplemental | 65 (-1) |
| Laid Off | 691 (-5) |

| October Grievance Report | |
|--------------------------|---|
| Termination | 1 |
| Discipline | 1 |
| Total | 2 |

| November Grievance Report | |
|---------------------------|---|
| Discipline | 5 |
| Backfill | 1 |
| Med. Placement | 1 |
| Temp. Transfer | 1 |
| Total | 8 |

| Total Domestic & Export Sales | Unit Oct. | Unit Nov. |
|-------------------------------|-----------|-----------|
| Galant | 2,640 | 2,726 |
| Eclipse | 1,777 | 1,091 |
| Spyder | 637 | 502 |
| Endeavor | 1,523 | 1,155 |

| Export Sales Oct. & Nov. | Country | Units Oct. | Units Nov. |
|--------------------------|-----------|------------|------------|
| Galant | Quatar | 6 | 2 |
| | Kuwait | 205 | 169 |
| | Oman | 24 | 12 |
| | Bahrain | 20 | 26 |
| | Jebel Ali | 51 | 246 |
| | Russia | 361 | 77 |
| Total | | 667 | 532 |
| Eclipse | Brazil | 38 | 5 |
| | Mexico | 35 | 48 |
| | Canada | 176 | 113 |
| | Puerto | | 10 |
| Total | | 249 | 176 |
| Spyder | Mexico | 4 | 4 |
| | Canada | 73 | 49 |
| Total | | 77 | 53 |
| Endeavor | Puerto | 59 | 42 |
| | Canada | 175 | 64 |
| | Mexico | 81 | 69 |
| Total | | 315 | 175 |

Total export sales for Oct. & Nov. 2,244.

Premier Bargaining Chair Report

By Bill Raleigh

As you may have already heard, a favorable decision has been rendered in our VSP arbitration case. Until the Union and its lawyers have had more time to look through the documents, the details are being withheld. I can only hope that the time has come that we can move forward as smoothly and quickly as possible.

Currently we have one grievance that is active and is in the pre-arbitration stage. We are having growing concerns of how the RTO's are being handled. Who is eligible on a particular day, are they pre-approved or not, should they be?? RTO are a MMNA policy. At the request of MMNA, Premier has decided to adopt this policy to help with financial relief. As your Bargaining Chair can tell you, RTO's are not negotiable items therefore, when the company implements these types of policies, there is very little input allowed for negotiations. My main concern is that you get your 40 hours a week, that has been negotiated, and that RTO does not interfere with how PTO is distributed. It's not about seeing if you get 32 hours or 24 hours, it's about making sure you get your 40 hours. The company has the right to implement these policies and my job is to make sure

they do not interfere with contractual items.

We are approaching the December shutdown and, just like any other shutdown, many changes will occur. I caution everyone that safety is our number one priority. As in the past, this shutdown will be no different in that the work always gets done one way or another. We just need to keep the bumps and bruises to a minimum as much as possible. I will also caution everyone to communicate with your supervisor as to where you are with the job, what line breaks are and when they will be. Regardless of how many shutdown you have been involved with in the past, there always seems to be some kind of change. Do not take these kind of issues for granted because they may become potential problems.

On October 2, 2007 there was a meeting between the company and the UAW. The topics ranged from trying to settle two pre-arbitration grievances, along with working on a more understanding relationship on grievances procedures and how to handle them. There appears to have been some type of strain on our ability to communicate since our arbi-

tration case in mid September. We discussed how they have been handled in the past and why. We also discussed things that we may need to change that will better accommodate our needs. Along with many of the names that have changed, so has the company and the unions' needs, with having a new Servicing Representative who has brought with him years of experience as a Steward and Bargaining Chair. The company appeared to be very acceptable to these changes which I hope can help create a better understanding of our needs in order to better serve our members.

On another note, I want to pass along get well wishes to Jack Altman, Gill Montesdeoca and Mike Ryan. Also, it's nice to see Dennis Eeten and John Dupage back to work. I would also like to send get well wishes to Rick Virden's wife who is recovering from open-heart surgery.

Additionally, I would like to say congratulations to Rudy Garcia and his family. Rudy's son, Rudy Jr., is a soccer player for Bradley University and they have qualified for a trip to the NCAA Final Eight in Columbus Ohio. Well Done Rudy!!

President's Report (cont. from pg. 1)

On November 8th Lt. Governor Pat Quinn visited the Mitsubishi plant for a short tour of the facility and to see the quality of work being done by our members. Following his tour we were able to talk to him about a number of issues. Lt. Governor Quinn listened intently when we expressed our immediate concerns about upcoming contract talks and the need for next generation product at our plant, a commitment to our future. We provided details on the sacrifices our members have already made to help Mitsubishi. We asked if the state could do anything to entice Mitsubishi to expedite future investment in our plant, noting we would be very supportive. Additionally, he asked about our laid-off members, expressed the need to bring the facility back up to full speed and everyone back to work. Before he left the building we asked him to come down to the shop

floor and take a look at our Veterans Wall of Honor and Veterans week display in the Communications Center. Lt. Governor Quinn has been an outspoken supporter of Veterans issues in our State and across the Nation and he knows the challenges that Veterans face when they come back home. He was very impressed with the display and the efforts, of both the company and the Union, to recognize those who served our country in the armed forces.

In mid-November delegates from our Local had the chance to participate in what may be a once in a lifetime event at our UAW Region 4 CAP (Community Action Program) Conference in Dubuque, Iowa. While all Presidential candidates were invited to speak, including the Republican candidates many of whom didn't even respond. Only the Seven Democratic Presidential candidates chose to address our delegation of

over 300. This was the first time a UAW member delegation had been addressed by so many Presidential candidates at one time. Yes, it was an impressive conference by all accounts, while all the candidates were together on many of the issues affecting labor; each one had their own way to get there. When you hear them speak on issues such as Health Care, Social Security, the Iraq War, Protecting Pensions, Worker Rights and Trade agreements that is when you begin to understand the differences between them on these important issues.

The conference was big news in Iowa, as the first Presidential caucus is set for January 3, 2008. Media coverage was expansive, including reports on the local TV news. After the first day the headline on the local paper read "Looking for the Union Label", with pictures of the five candidates who spoke to us on Monday.

President's Report (cont. on pg. 4)

We Need Your Help! Working To Protect Auto Jobs While Helping to Preserve the Environment

(Article from UAWire at www.uaw.org)

Congress will soon take up wide-ranging energy legislation that includes an important compromise on Corporate Average Fuel Economy (CAFE). The UAW supports the CAFE provisions and is urging representatives and senators to vote for this measure. It's critical that UAW members follow up on our efforts so far by letting members of Congress know we support this important compromise.

The CAFE provisions will raise fuel economy standards for cars and trucks to an average of 35 miles per gallon by 2020. This aggressive new standard will mean big savings for consumers at the pump and reduce greenhouse gas emissions.

At the same time, these CAFE provisions contain key features sought by the UAW to protect and expand jobs for American workers. These include:

- Anti-backsliding language that will

require automakers to produce smaller, more fuel-efficient passenger cars in the United States, thereby protecting the jobs of tens of thousands of workers who assemble and produce parts for these vehicles.

- Continuing the longstanding practice of having distinct fuel economy rules for passenger cars and light trucks. This ensures that light truck production and jobs will not be adversely impacted by the new rules.
- Language extending and then gradually phasing out the credits earned by automakers for producing flex-fuel vehicles. This will continue the incentive to produce these vehicles, while moderating the transition to the new fuel economy standards.
- Assistance to the automakers for retooling facilities to produce advanced technology vehicles and their key components in the United

States. This will help to accelerate the introduction of these vehicles, while ensuring that the cars and trucks of the future are built in this country and provide jobs for American workers.

We think this is a good compromise on CAFE. Please contact your representative and senators this week. Urge them to vote for the energy legislation containing the compromise CAFE provisions. Let them know that these provisions are good for energy security and the environment, and also are good for the jobs of American workers. You can call your members of Congress by using the following toll-free number: (877) 331-1223.

Your efforts have already made a difference! Now let's finish the job by getting a responsible CAFE standard enacted. Many thanks for all of your help on this priority issue for UAW members.

“Looking for the Union Label” - in Dubuque



Delegates Tom Shrier & Ralph Timan with Presidential Candidate Senator Barack Obama



President Timan following a discussion with Presidential Candidate John Edwards

President's Report (cont. from pg. 3)

Our conference was front-page news all week long; I don't think we could expect the same coverage from the Pantagraph, do you? At the end of the conference a mock Presidential convention was held. Delegates were asked to cast a per-capita weighted vote for which candidate they supported. Coming in first was Sen. Barack Obama followed by John Edwards. In next months' paper we will break down the conference in more detail and provide you more insight on the candidates and the issues as you prepare to vote in the February 5th Primary.

Finally in late breaking news we have received word that our Premier unit has won its arbitration case against Premier in regards to the VSP buy-outs for active members. We will have more details to follow once we have reviewed the ruling. Congratulations are in order to both Servicing Rep Mark Haasis and Bargaining Chair Bill Raleigh on a well prepared case and just ruling.

In closing—enjoy the Holiday season with friends & family!!

NOTICE!!

UAW LOCAL 2488 EDUCATION COMMITTEE SCHOLARSHIP APPLICATION FORMS

Applicant must:

- * Be a dependent of a member of UAW Local 2488 (either natural child or a dependent child living at home).
- * Be a senior in high school (or age and academic equivalent for GED or home schooled student) and attending college the following year on a full-time basis.
- * Have a grade-point average of at least 3.0 (based on a 4.0 scale) or higher.
- * Include a 250 word or less essay on "The Future of the Labor Movement".
- * Include high school transcript with application.

Applications will be available at the Union Center and UAW Plant office beginning November 1, 2008. Completed applications (including transcripts) and essays must be returned to the Union Center, signed by both the applicant and member parent, before January 15, 2008 or by mail postmarked no later than the 10th of January.

15th ANNUAL LOCAL 2488 TEAM HANDICAP BOWLING TOURNAMENT

Open to all union members, retirees, spouses and dependents over age 18.

TOURNAMENT DATE: Sunday, February 10, 2008
CHECK-IN: 12:15pm; BOWL: 1:00pm

USBC Certified; Entries Close at Midnight on January 25, 2008

Top 3 teams pay, plus plaque for 1st place

ENTRY FEE: \$25.00 per person

Each entry must be paid in full payable to UAW Local 2488.

Mail entries to: UAW Local 2488 Tournament Management
10226 E 1400 North Rd, Bloomington IL 61704

CIRCLE LANES
1225 HOLIDAY LN.
BLOOMINGTON IL

1st Place team wins \$1,404.00 (based on 32 teams)

Entry forms may be picked up at the Union Center, UAW Plant Office or the website at www.uaw2488.org.

Announcing Online Classes at the University of Illinois Labor Studies Program

Can I earn a degree from the University of Illinois entirely online?

In spring 2008 Labor and Industrial Relations is offering our first online courses. Each semester we will offer more courses. Soon we will apply for the creation of a new B.A. degree where all labor studies courses can be taken online. If you also take your general education requirements as UIUC or UIS online courses, you will be able to earn a UIUC Labor Studies degree entirely online.

Who do I call if I have a question about Labor and Industrial Relations' Online Courses?

Contact Prof. Steven Ashby, Online Coordinator, at skashby@uiuc.edu. Prof. Ashby is in the ILIR Labor Education Program's Chicago office at (312) 996-8733. Or contact Prof. Monica Bielski at mbiel-ski@uiuc.edu. Prof. Bielski is in the ILIR building on the UIUC campus at 504 E. Armory. Call her at (217) 333-0980.

The university has a special department, Academic Outreach, to assist non-degree, off-campus students to enroll in online courses. Information you will need to know in order to register for LIR online courses, including policies and procedures, is on the UIUC Academic Outreach website at: <http://www.continuing.ed.uiuc.edu/oce-sites/outreach/Registration.cfm>

You may register in any LIR online labor studies course as a non-degree student. Individuals who are employed full-time usually limit their academic load to one or two courses at a time, but you can enroll in up to three courses at a time. Non-degree students are not eligible for student loans. When LIR has established its B.A. degree, the LIR courses you've taken will all apply toward your labor studies degree. If you have questions about which course(s) to take, contact Prof. Steven Ashby at skashby@uiuc.edu.

These classes have been approved and are reimbursable through your UAW negotiated tuition reimbursement program. It's never too late to begin or finish that College education. Online courses are a great way to balance work, life and school.

November Benefits Report

For the month of October, 39 medical and dental insurance claims were resolved through the UAW Benefits office resulting in additional payments of \$13,137.30. This brings the total for the year to 384 claims totaling payments of \$265,194.87.

Two work comp bills were handled by the UAW benefits reps for the month of October. This resulted in additional payments of \$906.00. The yearly total is 31 bills totaling payments of \$81,611.11.

Class Schedules for Spring 2008

It that time again to talk to our children who are 19 years of age or older (but

younger than 25). Class schedules need to be turned in to avoid a lapse of coverage.

Tuition Assistance Program

Just as a reminder, all applications for this benefit must be submitted back in prior to the end of 2007 in order to take advantage of the 2007 tax year.

BC/BS of Illinois Website

This site proves to be very useful to our members. Not only can members use the site to check on providers who are in our network but they can also use the site to review claims as they are being processed. Check it out, www.bcbsil.com

Christmas / New Years Greetings

We hope that all members and their family enjoy the time they have away from the plant during the holidays. As always we look forward to hearing from our members if you are having any problems that you may need help dealing with. Please contact us, Kathy Noble – 888-8008, John Powell – 888-7366 or Gary Nichols – 888-8015.

UAW Local 2488
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Bloomington, IL 61704

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Workers Compensation Attorneys

From Katz, Friedman, Eagle, Eisenstein, Johnson and Bareck will be at the Union Center on the following dates to answer Workers Compensation questions.

Richard Johnson

Wednesday, **January 2 & 16**, 2008
10:00am—5:00pm

Phil Bareck

Call for an appointment

Downstate Injury Hotline

1-800-444-1525

REMINDER

Anyone who needs to register to vote or update their address must do so by Tuesday, January 8, 2008. New registrations or changes can be taken by Deputy Registration, by mail or with your County Clerk.

Recapitulation as of October 31, 2007

| | |
|-------------------------------|------------------|
| Income | 92,242.55 |
| Expenditure | <u>85,719.22</u> |
| Excess of Income over Expense | 6,523.33 |
| Regular Dues received | 1630 |
| Per Capita Taxes | |
| International Union, UAW | 44,596.61 |
| IL State CAP Council—Region | 2,877.20 |
| Transnational Council | 90.93 |
| IPS Steel Council | 33.10 |
| IPS Council Pooled Arb. Fund | 59.31 |
| Retirees Council (Ret. Dues) | <u>9.10</u> |
| Total Per Capita Taxes | 47,666.25 |

Thomas Shrier, Financial Secretary
A more detailed financial report is available at the Membership Meetings.

Region 4 News Update

UAW members at the Region 4 Joint CAP Conference in Dubuque IA listened to seven candidates seeking their support for President of the United States.

After several days of discussion, delegates cast their vote in support of United States Senator Barack Obama. The support shows where the pulse of the leadership and activists are and where the membership is leaning.

Nationally, members at UAW Locals across the Regions are casting their votes so the International Executive Board may have a better understanding of where the membership is before deciding whether to endorse a candidate nationally.