

USWA LOCAL 5429 HANDOUT MARCH 1, 2004

As the previous handouts we will be trying to address questions/concerns we have been receiving from the membership.

The main one being is there going to be or when is a layoff going to take place. We have NO information as of this writing that there is going to be a layoff. We get the same answers that were conveyed to everyone during the quarterly review meetings. Article 6.10 in the contract states that the *Company will notify the employee and union (3) or more working days in advance before being laid off.* There is nothing stating they have to notify us any sooner, so we are assuming they won't. On this same subject we get asked do we think the work being slow is because of this being our contract year. Everyone has their own opinions on this and the only way we will know for sure is when we see what happens after September 1, 2004. When upper Company Management was asked this question they responded to us, it has nothing to do with it, well as stated above only time can answer this.

Just to inform everyone that our website is up, there are some corrections/additions needed etc. On the website there is a PDF file which contains our contract, so check it out this will be a great tool/resource for our local the address is www.uswalocal5429.com we will be making corrections and posting points of interest going forward.

Previous handouts had addressed the concerns about our Workers Compensation Insurance and Disability Insurance carriers. Zurich is gone and Liberty Mutual is our Workers Compensation carrier and Guardian is our Disability Insurance carrier hopefully this will take care of a lot of our problems we were having. The one change the Company is making effective March 1, 2004 is that the Disability Insurance will be handled by HR not the nurses as in the past, the nurses will still handle the Workers Compensation issues. So if you have any Disability problems go to the help desk located in Human Resources and they will direct you to who you have to see. As we stated in previous Handouts you have to report your injury to the Company either through your supervisor or the nurse. You don't have to see the Company Doctor.

That is your choice of doctor to handle your injury as long as they are New York State Workers Compensation certified. If the procedure is going to cost over \$500 it has to be pre-approved this is New York State law so that is why it is important that you report to us also through, one of the 3 workers compensation agents, if you don't know who they are contact your steward and they will get them in contact with you.

The March shutdown week is approaching, just a reminder that if you are off to call 800-209-8124 to initiate your claim on Monday March 15. There has been some concern on the volunteer work being available the Company says it is not going to contest anyone's unemployment legibility over this.

By now everyone has had their department meetings about our misuse of Company time. The Company does have the right to supervise, in the Contract Management Rights Clause Article 12.1, but not the right to harass or discriminate, if you think you are being singled out, you need to get in contact with a steward so the situation can be addressed. If you are talked to by a supervisor about lengthy breaks, lunch time etc. you need to ask *this or could this lead to disciplinary action* if they say yes then you have the right to have union representation present. One thing through all of this, we need to remember, it isn't other members or departments fault if they are doing something your Supervisor doesn't allow. As stated early, the company has the right to supervise per Article 12.1 of our contract, but they don't have the right to Harass or Discriminate. When we get upset with the other member or department, the only thing we do is to cause division amongst us and that is what we don't need or want anytime, but especially this year. We need to remember we do produce the world's finest cutlery and that is our strongest asset.

**WHEN WE STAND TOGETHER IN
SOLIDARITY AS ONE WE HAVE THE
STRONGEST VOICE WITH MANAGEMENT.**

IN SOLIDARITY

YOUR EXECUTIVE COMMITTEE

ROGER, JJ, LOU, PHIL, LEO JR. **NOTICE:**

**MONTHLY MEETING CHANGE FROM 3/21
TO 3/14 @ 7:30 PM**