

UAW Local 2075



*“Need to know”
Information for the laid
off member*

Revised - June 17, 2015



REGION 2-B

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA-UAW

Carl Swartz, PRESIDENT

Andy Bertog, VICE-PRESIDENT

Paul Matson, RECORDING SECRETARY

Charlie Couch, FINANCIAL SECRETARY

In the unfortunate event that you may be indefinitely laid off there is certain rights and responsibilities that you will need to be aware of. They are as follows,

Recall Rights – P&M, Art 9, Sec 5, Ph (e)

If you are laid off during the life of the contract then you will retain recall rights for the length of the amount of seniority that you acquired at the time of such layoff or 5 years (after completion of probation period) whichever is greater. This means that you will be recalled in line of your seniority and prior to any new hire.

Example: If you had 10 years and 8 months seniority when you got laid off then you will have recall rights for a period of 10 years and 8 months or if you only had 2 years seniority at the time of layoff then you will have 5 years recall rights.

Upon being recalled you will have 5 days to report back to work unless in very rare cases and with good cause you may need more time. This would have to be approved by human resources.

Member in good standing – Const. Art 16, Sec 8 & Art 38, Sec 3, ph (5)

Member in good standing means a member who is up to date on his or hers membership dues.

In the event of an indefinite layoff a member will be eligible for what the constitution calls “Out of work credits” for a period of (6) months and if within the last 10 days of that 6th month and every month thereafter the member notifies the Financial Secretary in writing either in person or by certified mail that they wish to remain eligible for “out of work credit” they will continue to be considered to be a “Member in good standing”. However, if the member does not choose to do so then after the 6th month the member will automatically be noted on the Locals records as having been issued an honorable withdrawal card. This is important as it will affect your eligibility to vote, weather it is for triennial elections or on contract ratification and will also affect your ability to run for an office, if you choose, when you return to work if you have not met the requirements stated in the constitution and the local by-laws pertaining to length of good standing status for eligibility (1 continuous year for Committeeman or Officer and 180 continuous days for steward). During the period in which you are eligible for out of work credits and you properly notify the Financial Secretary of your eligibility you will not be required to pay any dues. Although if during your lay off you receive a vacation pay in lieu check in May equal to or greater than 40 hours pay you will be required to pay dues equal to 2 hours pay and this will restart your 6 months good standing status.

If at any time you fail to properly notify the Financial Secretary of your desire to remain in good standing and are automatically notated as being honorably withdrawn and wish to restart your good standing status at a later date then you will be required to pay all back dues plus an initiation fee in order to do so.

We are providing with this packet a “Good Standing Request” form that you can use as the written notice. Simply print a copy, sign and return to the Financial Secretary.

Honorable withdrawal transfer card – Const. Art 17

In the event you are laid off indefinitely and during which time you find employment with another local union you may obtain an “Honorable withdrawal transfer card” by contacting the financial secretary for Local 2075 at 419-221-7652.

Temporary employee rights

At the time of your indefinite layoff the company will have done an exit meeting. During this meeting a representative from the Human Resources office will go over with you a form titled **“Application for division seniority”** (Waiver), this form is used for a couple different reasons, the most common of which is to keep you from being called for a temporary job if you choose to sign the form. The other thing this form is used for is to keep you from exercising your seniority right to displace into another division of the plant. In some rare instances a member may choose to be laid off rather than go to another division so they will sign this form to do so. However, although that is truly the member’s choice we recommend that you do not sign this form as it will keep you from being called for a temp job in the event one comes open. This will allow the company to recall a lesser seniority employee for the opening and could allow his recall rights to remain intact longer than yours. If you choose not to sign the form at the time of layoff then you will be called in seniority order when a temp job comes open and at that time you will have the opportunity to turn down the job if you so choose and still retain your seniority call back rights to a permanent opening. However if you do choose to turn down the temp job then you will be required to come in and sign an Application for division seniority form (Waiver). Once a member signs this form they cannot revoke or undo this form and it will remain in effect until such a time that the member is recalled to a permanent opening.

Temporary jobs are just as they sound, meant to be temporary. The difference between a temporary employee and a permanent employee is basically the title and the temp employees are in a division of their own. Temp employees have all departmental rights as permanent employees and all of the same union rights as well. Temp employees benefits should start back up the first day back and will restart the extended benefit period once they would be laid off again.

Change of address

It is extremely important that you report any changes in your address, mailing address, phone number or contact information to both the company and the Local union. The company can be contacted by calling the Human Resources office and for the Local you should contact the Recording Secretary at 419-221-7652. This will ensure that you will be able to be contacted in the event of a recall or any other situation that may be beneficial to you.

Web site

Another source of information is through the use of the Local 2075 web site located at uaw2075.com. On this site will be listed a monthly updated seniority sheet. For security purposes the names will not be shown but all other information is and there are easy to understand instructions on how to locate your badge number. You will also find information on upcoming events there as well.

Benefits – P&M (Ins. Prog. orange book) Exhibit B, Sec VIII (b), pg 50 & 51

In the event of an indefinite layoff the member will keep his / her hospital, surgical, medical, prescription drug, dental, vision and hearing aid coverage until the end of the month following the month in which the layoff begins.

***Example:** If a member is laid off during the month of May his benefits as stated above will continue until the end of June.*

For every month after that in which the layoff continues the member will retain hospital, surgical, medical, prescription drug, vision and hearing aid (but not dental) coverage for the length of time stated

in the below chart.

<u>Years of Seniority</u>	<u>Max months coverage will continue</u>
Less than 1	0
1 but less than 2	2
2 but less than 3	4
3 and over	6

Example: If the member is laid off during the month of May and had 2.5 years seniority then his coverage for everything other than dental would continue till the end of October. Dental coverage would stop at the end of June.

If a member had 10 years seniority at the time of layoff in May then his coverage for everything other than dental would continue till the end of December. Dental would still end at the end of June.

401K (SSIP)

At the time you are laid off your SSIP (401K) contributions will automatically stop but if or when you are called back to work they will not automatically restart. You will need to go online and manually restart those contributions, reselect the amount of contribution and also your fund selections.

In addition to this you will need to know that if you are paying on a 401K loan when you get laid off and do not continue to make the payments on your own then you will be in default of the loan and the remainder of the amount owed will be considered by the IRS as being taxable money.

Contact numbers

Below is a list of contact numbers for each of the individual reps, feel free to contact them with further questions.

President.....	419-221-7650
Vice President.....	419-221-7651
Recording Secretary.....	419-221-7652
Financial Secretary.....	419-221-7652
District 1 Committeeman.....	419-221-7654
District 2 Committeeman.....	419-221-7653
Skilled Trades Committeeman.....	419-221-7657
District 1 Chief Steward.....	419-221-7649
District 2 Chief Steward.....	419-221-7656
Skilled Trades Chief Steward.....	419-221-7656
Benefits representative.....	419-221-7659
Safety Representative.....	419-221-7658
EAP Employee Assistance.....	419-221-7420

Here are two more important numbers that may come in handy.

GD Benefits.....	888-432-3633
Blue Cross Blue Shield of Mich.....	877-354-2583

Good Standing Request Form

I, _____ (please print) am currently a laid off member of Local 2075 and wish to remain a member in good standing after my 6 month period has ended. I understand that it is my sole duty and responsibility to present this signed request form in person or by registered mail to the Financial Secretary for Local 2075 within the last 10 days of every month beginning with the 6th month after lay off (UAW Constitution Article 16, Section 19). By doing so I am showing my desire to vote in any upcoming elections or contract ratifications. I also understand that failure on my part to do so will remove me from good standing as well as take away my ability to vote and will require me to pay all back dues and an initiation fee to get back into good standing if I have not yet been recalled to work.

In solidarity,

(Member's signature)

(Date)

GENERAL DYNAMICS
Land Systems



UAW Local 2075

EMPLOYEE ASSISTANCE PROGRAM

October 20, 2014

General Dynamics and the UAW understand how difficult the loss of a job can be and want to help you to make your transition as easy and painless as possible. We have contacted local social services to see what help is available.

Increased consumption of alcohol or self medication with legal and or illegal drugs can only make matters worse. If you increase your consumption of alcohol or medications to make yourself feel better, cope or forget you may be in need of professional assistance. Remember help is only a phone call away.

We, as your friends and coworkers, want you to know we are here to help you through this rough period. Professional assistance is available to you and your family through your Employee Assistance Program here at General Dynamics. Assistance may include emotional help through counseling or financial help setting up a budget and tips to make your money go further. The E.A.P. Representative is Arvee Carter and you may reach him at 419-221-7420 or your Union Representatives at 419-221-7953. You may also call Life Matters directly at 1-800-634-6433.

Help is also available on the internet at www.mylifematters.com, login password is gdll.

*Arvee Carter
UAW GDLS
EAP Rep*