



# UNION REPORT

**FROM THE PRESIDENT**

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Brothers and Sisters:



Union Report #7

February 1, 2018

We heard you loud and clear. Company Representatives are also listening. We appreciate your support, please continue to make your voices heard. Remember Protective Concerted Activity is your right.

I want to address issues that have been raised. A meeting was held with Plant Service workers related to the company's proposed intent to outsource their work. If in fact some felt that my comments were insulting or uncaring, for that I do apologize, it is not and was not my intent. My frustration is toward this Company and their Representatives that has made it clear of their intent to do away with our jobs.

Some are concerned because they did not get the answers they wanted. Being as we do not have Job Security Language in our contract, the Company can exercise their legal option as they have in the past to outsource work for economic reasons, provided one (1) they allow the Union to conduct what is called Decisional Bargaining which involves negotiating between the parties where the Union is given the opportunity to match what we will call a price to win. The Company's Price to Win Cost for Plant Service Workers is \$30.95 an hour which is inclusive of all benefits... Second (2) if we cannot meet the Price to win cost and the Company still insist that they will outsource work then they are required by Law to enter into what is called effects bargaining where the parties negotiate to try and address what the company can do for the people whose jobs they have thrown to the curb.

Can a Strike save my job? Without Job Security language protecting your job thru the Contact period the company could do the same next week, next month, or next year. Their options are external to our Company Union Agreement unless we have limiting language included in our contract. We have proposed two provisions for Job Security language for the bargaining unit which would include all represented employees. As the Company stated when we passed these proposals across the table "That's not in the Company's 5 year plan."

**We have been, and will continue to represent all Bargaining Unit Members.** We will continue to do so to the best of our abilities, any rumors to the contrary is not true. We will leave no stone unturned in our efforts to protect all jobs. My door is always open please feel free to come to the Hall.

There is a reason why "United we Bargain, Divided we Beg." Only with your Help and Support can we make a difference.

Fraternally  
Johnny Stevens  
DBR/President Local Lodge 709