



LOCAL 506 UNION NEWS

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IS LEAN MEASURED DAYWORK?

According to the “UE Guide to Wage Payments Plans, Time Study and Job Evaluation”, under a **Measured Daywork** system the **day work rate** for a job each month is determined by the average production on that job. In other words your pay can go up or down depending on the amount of work that is completed.

Obviously we have not had to encounter, nor will we ever put up with ever-changing monthly daywork rates based on any measure of production. So then why are we writing about this subject? Because there is a misconception by some workers that feel they are somehow being subjected to a form of measured daywork when they are not – our rates are and will be protected.

Hopefully we’ve dismissed the notion that we will be forced into some kind of measured daywork that affects our pay, but the underlying fear we know remains is due to the company’s casual attempt to use “TAKT” time or “Standard Operating” charts as a measure of a work performance. This matter has been “aired out” during officer’s and Step II meetings and we believe we’ve made some progress. Through those sessions, we’ve made the union’s position quite clear; we do not accept TAKT time or Standard Operating charted times as a means to speedup or discipline workers. If the company is true to their words, when they told us that, “Lean was developed to work smarter, not to get our hands and feet going faster”, then they will not need to impose unilateral benchmarks to gauge whether we’re performing enough work.”

NEW FEATURE ADDED TO NEWSLETTER

With this edition of the 506 NEWS, we will begin to feature articles submitted by two Divisional Chief Stewards each month. These articles will give members a chance to find out what is happening in divisions outside of their own. This month, you can read Building 6 Chief Steward Patte Dillen’s article on page 2 and Building 5 Chief Steward Dale Rosenthal’s article on page 5.

MAY DAY A TIME TO REFLECT

With the 1st of May fast approaching, I thought it would be a good time to review the significance of May Day in American labor history. Most Americans believe May Day is a holiday that has only been observed in Europe and in communist countries such as China, Cuba, and the former Soviet Union. Few would be able to tell you that the origins of this Holiday actually lie in American history and more particularly in the history of the American labor movement.

The latter half of the nineteenth century saw an explosive growth of industry in America. This explosion of industry gave rise to working conditions that can only be described as deplorable in the extreme. As employers searched for new ways

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APRIL MEMBERSHIP MEETING NOTICE

Agenda:

- Officers’ reports on important shop issues
- The Legislative Action Committee will recommend endorsements for the April 22nd Primary elections.
- Committee reports, Officer’s updates and general business matters will follow.

MEMBERSHIP MEETING DATE AND TIMES:

THURS., APRIL 17, 2008 (All meetings)
7:20 a.m.(3rd Shift)
1:00 p.m.(2nd Shift)
3:20 p.m.(1st Shift)