



Solidarity News



Fall 2023

Hello, Brothers and Sisters.

Sorry for the delay with the newsletter this year. It has been a rough year with a shortage of parts, mandated overtime, opt-out, and layoff days. The big thing of course is we are going to do 10-hour shifts at the end of October which will be a challenge for all of us. In the past, we worked a lot of overtime with 10-hour shifts and every other weekend. We hope that isn't the case going forward. People are asking how long it will last. There is no end date. It could go on for a long time. The company held tight to the 10-hour schedule in negotiations. Just so everyone understands, they wanted to go to 10-hour shifts right after the new contract started. We did hold them off. Then they were going to launch 10-hour shifts in January when C.L.I. started up. That start-up didn't go well for them so they couldn't do it then. The Company's reasoning does not make any sense to us but they tell us that it will be a cost savings by only running the factory for four days instead of five. I am happy that we fought the company in contract negotiations and held the language that they can only mandate every other weekend. The company really wanted to be able to mandate every weekend.

We just had our first Shrimp Feed in 6 years. From all the things we heard, everyone enjoyed it. We had very good attendance. The attendance numbers were 240 active employees and 310 retirees. We will not be having a Christmas Party this year because of the expense that is created by having two big gatherings in one year. We must get permission for the expenditure from International when we do these events. We are going to continue having them. Time will tell on the cadence we will use going forward.

Please remember to put your cell phones away while on the shop floor. Several of our brothers and sisters have been disciplined or terminated for this company rule.

Our longtime Union Brother, Harry Young, has retired. Carrie Lesoken has taken over as the Union insurance representative on 1st shift. Terrance Dowling is also now on 1st shift and will be helping as needed. Our 3rd shift insurance reps will be Phil Birkett with LeRoy Black training as well.

Remember to fulfill the requirement to receive the HBR money. You have until the end of the year but do it sooner if you can.

In closing, I hope everyone has a safe and happy holiday with their families.

Thank You.
Yours in Solidarity,
Dave Zearfoss
Union President
I.A.M. Local 175

Dates To Remember:

- Oct. 18 to Nov. 1 – Open enrollment for Company Insurance benefits.
- Oct. 23 – 27 Temp. Lay-off for model year change over, *unless notified by your supervisor.*
- Oct. 30 – Start of 10 hour day schedule.
- Nov. 1 to Nov. 15 - Shift Preference election for next year (2024).
- Nov. 19 – Monthly Meeting:
 - Nominations for elected officials.
- Dec. 17 – Monthly Meeting:
 - Voting for elected officials.
- Jan. 2 - Honor of Shift Preference takes effect.
- Jan. 21 – Monthly Meeting:
 - Elected officials sworn in.

PA-UC:

When filing for Pennsylvania Unemployment Compensation (PA-UC). If only working a “Partial Week”, indicate that you worked “Part Time”. Claim the “Gross dollar amount” of the hours that you “Actually Worked”. If you grossed less than \$778 for the week, you should be eligible for some money. If you have any doubts about filing, just call the toll-free number. Keep redialing until you get through and expect to be on hold for a period of time.

UC and General Questions

- 888-313-7284
- Mon. – Fri. from 8:00 am - 4:00 pm

Apprenticeship Program:

Congratulations to this year’s Apprenticeship Program Trainees.

1. Dakota Mackley – Maintenance Mechanic
2. Kelsey Schellinger – Maintenance Mechanic
3. William Noonan – Maintenance Toolmaker
4. Dakota Richardson – Maintenance Electrician

Out of the initial 86 employees to submit interest, 22 employees applied for the position, 10 of which were interviewed. The new apprentices started their new positions, effective June 12, 2023. We hope to keep the apprenticeship program going and adding new apprentices yearly.

Safety:

- Forklift Driver Safety:
 - You are the certified operator and are responsible for all the requirements for safe operation of the PIV (Powered Industrial Vehicle).
 - Remember to always wear a seatbelt when on a forklift.
 - Watch for pedestrians walking between the flow racks (even though they shouldn’t be, they still do).
 - Slow down and sound the horn at cross aisles and other locations where vision is obstructed.
- Pedestrian Safety
 - Do not walk behind a forklift while it is in motion.
 - Walk within the walkway.
 - Be aware of your surroundings.
 - Same rules apply for all PIV, including tuggers, and maintenance bicycles.



October is Breast Cancer Awareness Month

Breast cancer is the most common cancer affecting women in the United States. Around one in eight women will develop breast cancer over her lifetime. Awareness surrounding breast cancer is incredibly important as early detection, often through screening, can catch the disease when it is most treatable. Breast Cancer Awareness Month is a time to show support and solidarity for those affected by breast cancer. It is a time to celebrate the survivors who fought the disease and honor those who were lost.

October is Domestic Violence Awareness Month

Domestic Violence is something we don't talk a lot about, but it affects so many people. It's crucial to raise awareness and make people's voices heard because someone you know could be a victim. Domestic violence is a crime that can result in serious injury or even death.

Be prepared for winter driving:

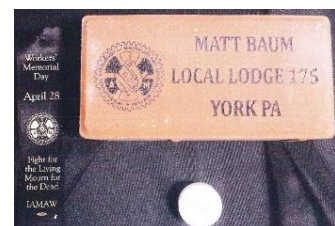
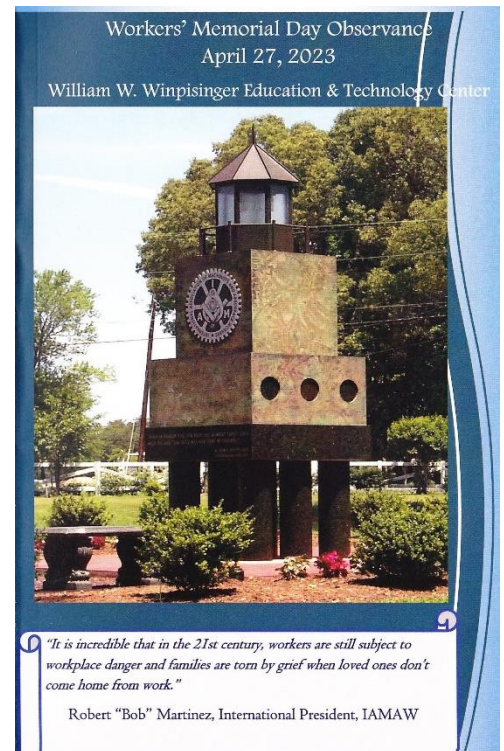
Carry a winter emergency travel kit. Listen to weather and travel advisories, if it's not an emergency do not travel in bad weather. Keep your gas tank at least half full. Slow down and increase your following distance. Avoid sudden stops and starts. Make sure your phone is fully charged.

Workers Memorial

Every year for Workers Memorial Day, the IAM holds a ceremony outside at the William W. Winpisinger Center to honor our fallen members. Traditionally only the names of workers who lost their lives while at work are memorialized and engraved on a brick to be honored at the memorial site. In 2020 the IAM Local 175 eboard voted to include any Local 175 member who is actively employed regardless of where they passed away.

The IAM Workers' Memorial was completed in 2001. It was dedicated to remembering those who lost their lives while on the job. The bricks surrounding the Memorial bear the names of fallen members along with bricks donated from lodges and proud members of the IAMAW.

On or around April 28 each year, a ceremony is conducted at the memorial to remember those who lost their lives and rededicate ourselves to prevent on-the-job injury and death to workers. The Memorial site is open to visitors year round.



I.A.M.A.W.
Tyson Lodge Local 175
5615 SUSQUEHANNA TRAIL
MANCHESTER PA 17345

Local Lodge 175 Monthly Meeting:

Come to a monthly meeting. All dues paying members and retirees are invited to attend. Meetings are held the 3rd Sunday of every month at 1:00 PM.

Special Thanks to those who contributed to this edition of the Newsletter: Harry Young, Michelle Grimes, Tara Hahn, Derrick Jacobs, Mike Kunkle, Dave Zearfoss

Visit our website at:

www.iamlocal175.com



Find us on:
X (Twitter) and Instagram

District 98 Union Hall

As you may have heard, the District 98 Union Hall where we held the monthly meetings has been sold. Beginning August 20, we have been holding the monthly meeting at the new hall. The day and time have not changed and will continue to be held on the 3rd Sunday of the month at 1:00pm.

Directions from Interstate 83:

From York:

Follow I-83 North. Take exit 28 (Strinestown) from I-83 North.

Turn right onto PA-297 North (Susquehanna Trail). Destination will be on the right.

*District 98 IAMAW Union Hall located at:
5615 Susquehanna Trail, Manchester PA 17345*