

UAW Local 1268 President Matt Frantzen's Emails

Monday, February 5, 2024

W-2

Several people have been receiving their W-2's today in the mail. They are also available to download on Employee Central. Keep in mind, if you received the signing bonus, sub or any other payment from the Corporation, you will need your W-2 for your taxes.

Conceal Carry Classes

In the past, these classes were offered at the Hall. It has been a while since we've had any. We've had a few members that have reached out to see if we can set this up again. If you are interested in taking this class, please let us know at the Hall (815-544-2111). We'll need to gauge the interest to see if we can get the instructor here. His pricing is \$85 if you don't have your CCL, it is \$35 if your current CCL is expiring. There aren't any dates set up yet, again, we're checking interest in this class first. There will be more information at a later date.

No updates on in labor market work at this time.

Let me know if you have any questions.

Matt Frantzen

President

UAW Local 1268

Ph. 815-544-2111

matthewfrantzen@uaw1268.org



Notice – UAW Hourly Seniority Employees

M-8 MEMORANDUM OF UNDERSTANDING ABSENTEEISM

Effective February 12, 2024, the new **No-Fault M8 Attendance Procedure** will be implemented and administered at all locations. Listed below are key items to understanding the new Attendance Procedure:

A 5-day DLO will only be served once when an employee reaches the 7-8.5 range.

Remaining point assessments up to 8.5 will be auto progression.

Disciplinary Action	Points	Duration – Active On-roll Employment	Recovery Period
Auto Progression	up to 6.5 (Written Warning at 6 points)	12 Months	Rolling
5-day DLO	7 thru 8.5	12 Months	Locked
Discharge	9	N/A	N/A

Type		Points
Absence		1
Tardy – First 4 incurred during a 12-month active on roll period		0.5
Tardy – Except as noted above or in a locked recovery period		1
Notification	Absence - Less than 1hr but before start of shift	0.5
	Tardy - Less than 30min but before start of shift	0.5
	Absence/Tardy - None or after start of shift	1

- ✓ **Notification for Absence** changed from 30 minutes to **1 hour** or greater (*no change for tardy notification*).
- ✓ Employee records **reset to 0 points** upon implementation of the new Attendance Procedure (*does not modify terms of active Conditional Reinstatement Letters*).
- ✓ One point **recovery for every 90 days** of on-roll employment without incurring any points, does not have a balance of more than two points (*no banking of points*), has 1 year of employment, and has not had more 2 sick leaves per year in the last 2 years.
- ✓ **Time to serve** attendance discipline changed from 14 days to **7 days**.
- ✓ **Turnaround** (employees may be sent home after 1 hour) will be assessed 1 point.
- ✓ Absences for **Urgent and Immediate Medical Treatment** will no longer be excused and will be assessed points. **The Company will not accept or consider medical notes for these absences.** (This does not change the medical documentation requirements for FMLA or S&A).
- ✓ Two (2) instances during the term of the Agreement for an **outpatient colonoscopy** procedure, provided satisfactory evidence is provided and management is notified at least 5 days in advance. An employee may request an additional day off provided they have PAA or vacation time to cover the absence.



Notice – UAW Supplemental Employee

Supplemental Employee Attendance Procedure

Effective February 12, 2024, the new *Supplemental Employee Attendance Procedure* will be implemented and administered at all locations. Listed below are key items to understanding the new Attendance Procedure:

Attendance Occurrence	Discipline Step
Auto Progression – 1 st Occurrence	Warning
Auto Progression – 2 nd Occurrence	Warning
Auto Progression – 3 rd Occurrence	Warning
Auto Progression – 4 th Occurrence	Warning
5 th Occurrence	Written Warning
6 th Occurrence	Discharge

- ✓ The **NEW** Supplemental Employee Attendance Procedure is now **6 steps**. This now includes both Absences & **Tardy** occurrences.
- ✓ The Company will not accept or consider medical notes as exceptions for these absences. (This does not change the medical documentation requirements for FMLA).
- ✓ Supplemental Employees will reset back to zero at the implementation of the new procedure.

Attendance Call-in Hotline

1.800.810.2271

Attendance Notification Application

<https://fca.fyi/callin>





Notice – UAW Hourly Seniority Employees

M-8 ABSENTEEISM – NOTIFICATION

Effective February 12, 2024, the new *M8 Absenteeism Procedure Notification* provision will be administered and enforced at all locations. Listed below are key items to understanding your responsibilities and the new changes:

- The 2023 Collective Bargaining Agreement requires employees to **notify the Company** of:
 - All **unscheduled absences** at least **1 hour** prior to the start of their shift
 - All **unscheduled tardies** at least **30 minutes** prior to the start of their shift
- Failure to provide proper *Notification* will be considered an occurrence in the Attendance Procedure and assessed points unless satisfactory reasons for failing to notify are provided:

Type of Occurrence	Points
Late Absence Notification (less than 1 hr. but before start of shift)	0.5
Late Tardy Notification (less than 30 min. but before start of shift)	0.5
No Notification (or after start of shift) Absence or Tardy	1

- Employees must use one of the 2 designated Notification systems:
- Employees **must report absences and tardies accurately**. Please reference the example of points assigned based on call in times and absence or tardy reason.

Call in Reason and Points Assigned Examples

Call in Reason	Call in Time (minutes prior to shift start)	Actual Attendance Occurrence	Points Assessed for Notification	Total Points Assessed
Tardy	30	Tardy	0	0.5*
Tardy	60	Tardy	0	0.5*
Tardy	<30	Tardy	0.5	1*
Tardy	No Call	Tardy	1	1.5
Tardy	30	Absent	1	2
Tardy	60	Absent	1	2
Absent	30	Tardy	1	2*
Absent	60	Tardy	1	2*
Absent	No Call	Absent	1	2
Absent	<60	Absent	0.5	1.5
Absent	60	Absent	0	1

*Depending on where you are specifically in the attendance procedure, your actual points accumulation will differ. This is an EXAMPLE only

Attendance Call-in Hotline
1.800.810.2271

Attendance Notification Application
<https://fca.fyi/callin>



Wednesday, February 13, 2024

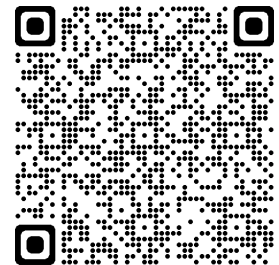
Emailed Northern IL Food Bank Volunteers Needed and Women's Committee's Crafters & Vendors Needed flyers. See thread for flyers.

Concealed Carry Classes

The Conceal Carry Class will be held on March 6th and 7th (5:30pm to 8:45pm) at the Hall. If you are interested in this class, you will need to fill out the paperwork on the link provided. The cost of this class is \$85 if you don't have a CCL, \$50 if you are a Veteran and \$35 if you are renewing your license.

Matt Frantzen
President
UAW Local 1268
matthewfrantzen@uaw1268.org

Concealed
Carry Class
Sign-Up



Wanted
Crafters & Vendors

For Saturday, April 6th 9am - 2pm

UAW LOCAL 1268 UNION HALL
1100 West Chrysler Drive
Belvidere, IL

One Vendor Per Commercial Product
30 Spots Available

10 x 10 Space With 2-8 ft tables
with chairs \$30.00
Weather permitting: outside spots,
No tables provided \$20.00

Please email: Name, Address, Telephone
Number, Email and Craft/Product to
Dawn Rogers
womcom1268@gmail.com



VOLUNTEERS NEEDED!

NORTHERN ILLINOIS FOOD BANK DISTRIBUTION

SATURDAY, MARCH 2, 2024

Please call the Union Hall at
815-544-2111 to sign up
Twenty volunteers are needed
to make this a success!

Please arrive by 8:45 a.m.
Distribution starts at 10:00 a.m.
and will be held inside the
Union Hall and will finish
around 11:30 a.m.

WE NEED HELP WITH:

- Unloading Truck
- Opening Boxes & Displaying Food
- Directing Traffic
- Distributing Food
- Carrying bags to cars

www.uaw1268.org



PHOTOS FROM FEBRUARY 3, 2024 NORTHERN ILLINOIS FOOD DISTRIBUTION @ UAW LOCAL 1268 UNION

Thursday, February 15, 2024

PDC layoffs

We were just informed that there will be a layoff of up to 120 members at the Yangfeng/Belvidere Assembly plant. Local 1178 will be working through this with those that will be impacted and what their options will be. What this means for Local 1268 is, those that weren't contacted from the original volunteer list, will not be contacted to return to work due to this layoff.

Profit Sharing

I've attached the posting below that was sent to us by the International Union. When we get the multiplier dollar amount, we'll get this sent out to everyone. To receive the profit sharing for 2023, you would need to have compensated hours (worked hours, bereavement, jury duty, vacation, etc...) during the 2023 year to be eligible.


Matt Frantzen

President

UAW Local 1268

Ph. 815-544-2111

matthewfrantzen@uaw1268.org



Solidarity House
8000 EAST JEFFERSON AVE.
DETROIT, MICHIGAN 48214
PHONE (313) 926-5000

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

SHAWN FAIN, PRESIDENT • MARGARET MOCK, SECRETARY-TREASURER
VICE-PRESIDENTS: CHUCK BROWNING • MIKE BOOTH • RICH BOYER

February 15, 2024

To: All UAW Stellantis Local Union Presidents, Vice Presidents, Recording Secretaries, Financial Secretaries, Hourly Chairpersons, and SBU Unit Chairpersons

Re: 2024 UAW Stellantis Profit Sharing Payment

Greetings, UAW Stellantis Family:

Today's news once again proves that the UAW Stellantis workforce is the most valuable and important component in the success of Stellantis. The continued dedication of all UAW Stellantis employees ensures that the 2023 Collective Bargaining Agreement will continue to provide our members and their families a huge payday that everyone has earned.


This past fall we stood up alongside our UAW President, Shawn Fain, your negotiators, my staff, and countless others to Stellantis demanding the continued share in the massive profits of Stellantis.

It brings my team and I great joy to announce that all eligible UAW Stellantis members, through their hard work, walking picket lines, and sacrifices, will receive **an average of \$13,860** in profit sharing payments for the 2023 Profit Sharing Plan Year. An employee's profit sharing will be based upon their compensated hours during 2023.

The payment will be made on February 29, 2024.

Again, the financial strength of Stellantis relies, primarily, on their UAW workforce as evidenced in their financial report earlier today. Our members are what makes this Company great, and all members deserve respect from Stellantis by providing, first, a safe working environment to all employees and in 2023 bargaining you, the membership, won more job security by demanding the Company to invest in America. The entire UAW Stellantis membership have made Stellantis one of the most profitable auto companies in the world.

Lastly, be proud of yourselves for standing up for not only what is right, but standing united, hand-in-hand, for what you deserve! To all of the divisions that made these profits possible:



Solidarity House
8000 EAST JEFFERSON AVE.
DETROIT, MICHIGAN 48214
PHONE (313) 926-5000

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

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February 15, 2024

To: All UAW Stellantis Local Union Presidents, Vice Presidents, Recording Secretaries, Financial Secretaries, Hourly Chairpersons, and SBU Unit Chairpersons

Re: COLA Update - March 2024

Greetings:

The Consumer Price Index three-month average for August, September, and October 2023 was 291.928. The three-month average index for Wage Earners and Clerical Workers (CPI-W) for the periods of November 2023, December 2023, and January 2024 is 291.081 computed as follows:

Applicable Consumer Price Index:

January 2024	291.800
December 2023	290.430
November 2023	291.012
3-Month Average	291.081

Cost-of Living Adjustment:

Previous COLA Float	\$0.21
Formula Adjustment	-\$0.09
Minus Diversion	\$0.00
Actual Adjustment	-\$0.09
New COLA Float	\$0.12

In solidarity,
Rich Boyer
Rich Boyer
Vice President and Director
UAW Stellantis Department

RB:as
opeu494afi-cio
cc: IEB
Top Administrative Assistants
Regional Assistant Directors
Regional Servicing Representatives
All UAW Stellantis Department Staff & Clerical

Todd Brien
Joe Ferro
Harvey Hawkins, Jr.
John Weyer

Friday, February 16, 2024

I was informed that the company has reduced the number of layoffs from 120 to 80. Those 80 will be laid off next week (Friday). The additional 40 will be laid off at a later date (this date has not been given to me). The company didn't say if those remaining 40 members will stay at Yangfeng or if they'll report to the Assembly plant. Those impacted may get that information before I do. If so, please let me know.

Anyone getting laid off, if your unemployment benefits have been exhausted and you are still within your benefit year, you will not be required to do anything with unemployment. Your documentation should already be uploaded into Employee Central. Use that form to request for SUB. If you haven't already uploaded your documentation, you'll need to do so when requesting SUB.

Matt Frantzen
President
UAW Local 1268
Ph. 815-544-2111
matthewfrantzen@uaw1268.org

Tuesday, February 20, 2024

BENEFITS UPDATES AND REMINDERS

SUB – If you payout vacation hours while you are drawing SUB benefits your SUB check should not be affected (if you do not receive your SUB check please contact the benefits office as soon as possible). **Anytime you payout PAA hours while you are drawing SUB benefits you will not receive a SUB check for that week.**

If you are working and drawing SUB benefits, please make sure you are entering the weekly **gross** amount you earn and make sure the pay stub (you upload) dates correspond with the week you are submitting a SUB request for.

CAREMARK – Recently sent out letters stating you may have to change the pharmacy you are using. **Starting March 1, 2024 if you live within a 5-mile radius of a CVS pharmacy you will have to use that CVS pharmacy. If you do not use that CVS pharmacy you will be responsible for the full cost of your prescriptions.** If you live outside of a 5-mile radius of a CVS Pharmacy more than likely you will be able to continue to use that pharmacy but you need to call Caremark (1-866-329-4448) before March 1, 2024 to confirm this.

UAW BENEFITS OFFICE

Charrise/815-547-2468/www.charrise.staten@stellantis.com
David/815-547-2118/www.david.ingram@stellantis.com

Unemployment Filing Instructions for 2024

Greetings Sisters and Brothers!

I hope this finds you well. As you read this, please know that I can only put out instructions for the majority of members. If you have specific questions, please call me at the hall for IDES related questions, and your Benefit Reps in the plant for SUB related questions. To begin with, it is important to know what your IDES Benefit Year end date is. If you are not sure, when you submit for SUB next week look at the paper that you are clicking on. For most people it will be a "Benefit Payment Explanation Sheet" and about half way down the sheet is where it will tell you what your Benefit year end date is (right above the line where it tells you that you have exhausted your benefits). For the majority of people, this date should be 03/05/2024. These instructions are intended for the vast majority of individuals who will need to file a new claim in March.

To begin, you will file a new claim the week of March 11. The hall will have help and computers available the week of March 11-15. This first set of instructions will be for the people who have not worked at all since last February. Again, this is the majority of the membership but not the entirety.

If you have not worked since last year and exhausted your benefits, you are going to be ineligible for IDES benefits. This will actually make things easy for you, because when you get your new UI Findings sheet stating that you are ineligible, you will simply upload it for your SUB and it will be work for the next year. For those who have not worked since last February, when you are prompted on the "employment history" screen for FCA I want you to put what most likely was what you would have entered when you filed last year.....

Most recent start date- 05/16/2022

Last day worked- 03/03/2023

Number of days worked- 210

Days per week worked- 5

Number of weeks- 42

Laid off/ Lack of work

Production (51)

There is a good chance that you are going to be showing a benefit of some kind (likely very small anywhere from \$40/ wk to \$80/ wk. Do not panic. The system automatically generates a UI Finding sheet that shows you are eligible for benefits. However, if you have not worked in the past year, you are actually ineligible. You will receive a reconsidered UI Finding sheet with the following paragraph stating your ineligibility.....(This is a reconsidered Finding. Section 607B of the Illinois Unemployment Insurance Act requires that a claimant work and earn wages equal to at least three times their new weekly benefit amount to qualify for a benefit year claim. It has been determined that you are ineligible for benefits because you have not worked and earned \$XXX.XX since 03/05/2023.) Once you have the reconsidered

UI Finding sheet with that paragraph, simply upload it to the Hub and that sheet will work for SUB for the next year.

The Rockford IDES office is aware of our situation, if you have a specific issue, I would recommend making an appointment and going to the Rockford office. You will need to call 217-558-0401. If you need help logging in, you can still call the 1-800-244-5631 helpline.

This next part is for individuals who did work and therefore acquired a new chargeable employer for IDES purposes in the past year. You will have to enter information for any employers that IDES prompts you for on your employment history page. As you will be eligible for IDES benefits, you will need to do everything that IDES requires from anyone collecting the State's money. This includes putting your resume on the Joblink and performing daily job searches.

For those individuals that have subsequently left their new employers' whether by quitting or by termination, you may have to appeal in order to get your IDES benefits. I will assist members on a case-by-case basis, but there is no guarantee as you are dealing with the State of IL and not a Union job or Union represented company that you were working at. For anyone in that situation, I would recommend coming to the hall and letting me assist you in filling your new claim.

Please make sure to file a new claim if your benefit year is ending!! Remember that SUB is contractually based off of unemployment, therefore everyone must make sure that they are compliant. Once again, we will have computers available at the hall the week of March 11-15. I would recommend trying to login at some point before then as most all will have to change their password. It is especially important to remember that if you have changed your phone number, you will need to contact the IDES helpline as they will have to change where your authentication text message will go.

United We Stand Strong,

Michael G. Moe

Financial Secretary UAW Local 1268

Thursday, February 22, 2024

There are still some spots open if you'd like to sign up.

If you haven't signed up yet, but are going to, make sure you get on the link and get registered. When you get that done, please send Joel a text letting him know that you recently signed up.

Anyone that has already signed up, you should have received the email below. If you didn't receive it, then you may need to get on the link again and get signed up. To attend the class, you must sign up on the link that has been provided. If you need the link again, let me know. He won't be able to allow you to

ceived the need to get class, you vided. If you need be able to allow you to

Good morning all,

I wanted to reach out to you all to inform you that I have received your submission to attend the Illinois Concealed Carry Course scheduled at the UAW 1268: 1100 W. Chrysler Dr, Belvedere, IL 61008 The course will be held in the main auditorium on the 6th and 7th of March, 2024 and class will start promptly at 7:30 PM. Please ensure that you do not bring any weapons or ammunition into the building for the course.

On day one I will hand out a sign in sheet for scheduling of the weapon range qualification. Location of range is 3857 Baxter Rd. Rockford, IL 61109. I will start on Saturday morning March 9th at 07:00 am and typically schedule individuals for every 30 minute increment throughout the day. You will be required to shoot 30 total rounds from 5, 7 and 10 yards, (10 rounds each station) and will need to hit the silhouette target 23 out of 30 shots to receive a passing score. Please be aware that I will have three separate semi pistols available if you don't currently have access to a firearm. I will charge \$20 for the ammunition required but you are welcome to bring your own ammunition and weapons.

Please be aware of the following info:

- Course pricing is \$85 dollars per person payable at the start of course
- All participants are required to attend both days of lecture and complete the range qualification in order to complete the course
- Military veterans with a copy of DD 214 or veteran ID card are exempt from the range requirement (please bring a copy of paperwork)
- Military veterans are also charged \$50 dollars for the lecture portion
- Please bring a valid form of Illinois ID (Drivers License or FOID card)
- If you are only attending for the refresher course. The Illinois State Police requires a minimum of 3 hours which can be accomplished on day one and the price for refresher is \$40. (Please reply to me directly and let me know you're only needing the refresher course so that I can have your certificates ready on the first day of class).
- You can expedite the processing of your application with the Illinois State Police by obtaining a TCN for the ISP fingerprinting server. If you are interested in doing this, Please respond to this email as I will try and see if one of the vendors is willing to come out to the union hall during class. (they typically charge 60-80 dollars per person for fingerprinting services). They will also need a minimum of 10 people usually to make it worth their while. Please also know that you DO NOT need to do fingerprinting if you aren't interested in paying extra, this only brings your waiting period from 90-180 days down to possibly 45-60 days. Also, fingerprinting with FBI or Military records does not count as the TCN Transaction Control Number is a specific number assigned to the Illinois State Police Server.

I believe that covers all information needed at this time. Please call or text my cell phone 610-366-0960 (texting preferred) if you have any other questions prior to the course!

Thank you and see you all soon!

Joel Ekberg
619-366-0960

Morning. Just letting everyone know, the Concealed Carry Class set up for March 6th and 7th is **full now**. If we have another set up, we will get that information out to everyone.

Thanks.

Matt Frantzen

President

UAW Local 1268

Ph. 815-544-2111

matthewfrantzen@uaw1268.org

NORTHERN ILLINOIS FOOD POP-UP

ARE YOU HUNGRY?

If you don't have enough to eat, Northern Illinois Food Bank's Mobile Market Pantry can help.

Northern Illinois Food Bank's Mobile Pantry distributes nutritious food in high-need areas.

Food is free so neighbors can thrive.

Please bring bags or boxes in which to package your food.



Food is distributed on a first-come, first-served basis, while supplies last.

Scan QR Code
to learn more



**NEIGHBORS.
EMPOWERED.**

www.SolveHungerToday.org/GetHelp



**THE FOOD FOR FAMILIES HAS BEEN
RAISED TO FED 150 FAMILIES.**

**PLEASE ARRIVE EARLY. THE DOORS
OPEN AT 9:00 A.M. FOR REGISTRATION
AND SEATING IS AVAILABLE UNTIL
DISTRIBUTION STARTS AT 10:00 A.M.**

DATE: SATURDAY, MARCH 2, 2024

DISTRIBUTION: 10:00 A.M.—11:30 A.M.

LOCATION: UAW LOCAL 1268 UNION HALL

**ADDRESS: 1100 W. CHRYSLER DRIVE
BELVIDERE, IL 61008**