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**AMALGAMATED
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UAW Local 1005 Members,

Welcome back to Table Games and Slot Technicians into JACK Casino. I hope that you and your family have stayed safe and healthy over the past few months and continue to do so as our country works through eliminating the threats of Covid-19.

While you were out, we all witnessed people of the United States and the entire world taking actions to stand up in protest of the death of George Floyd and the systemic racism that has plagued our country for its' existence. The UAW has a long history of standing up for equality of all races, religions, and national origins. Long standing UAW President Walter Reuther marched alongside Martin Luther King Jr. in 1963 for the March on Washington for Jobs and Freedom. The UAW continues the work of President Reuther to this day. No one, inside or outside of the workplace should be discriminated against for their race.

Safety- The health and safety of all members, patrons and staff of the casino has to be a priority in discussions between the Union and the Casino. The UAW continues to push for companies to go above and beyond the guidelines to keep everyone safe at all facilities we have members working in. Since the casino reopening discussions started and as guidelines may change, the Union has pushed for extra precautions to be taken. While each facility has taken different approaches, it is still the Company's responsibility to keep you safe and free of being infected with Covid-19. Any health concerns should be taken directly to your immediate supervisor, the Company HR Department, or your Union Representative. Follow all safety protocols of reporting any illness. At no time should you feel unsafe at work. The Union and the Company have agreed on starting a Safety Committee made up of one individual from each Union of the Council and members of Management. As this committee matures throughout this process, we hope to see great strides in safety and security of our members and everyone on the site.

Contract Negotiations- As this layoff happened, the contract negotiations entered economics with the current contract on a day to day extension. Talks on the contract had to take a backseat to the immediate concerns of layoffs, pay, healthcare, unemployment, PTO, recall rights. We still have many members who will be out on layoff and we continue to negotiate with Management to extend their rights also. When we get any updates with the contract negotiations or agreements on the effects of the layoff and recalls, we will communicate that to the membership immediately.

Recall- Recalls from a layoff is a function of Management and is the practice throughout all industries. Under section 9.4 of our contract, you will find the language for layoff and recalls as the skillset plays a major part in our industry. Supported under that section of the contract and subsequent sections, the employer did reach out to the Union to discuss their plans on staffing and did welcome feedback from the UAW leadership. If you have a scheduling conflict or problem, first bring that to the attention of the HR Department. If they cannot, or refuse to help you, please contact a Union representative immediately.

The words "Available Work" has also been a Management term during this recall. As far as we see in the gaming industry as casinos open, they see a quick spike in business and the need of more table games dealers. Then within a week or two, there is a decline in business. As defined by the Company, available work would mean those individuals that are still on a layoff status that would be the first to NOT be

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scheduled during that downturn. Ultimately allowing that person to apply for unemployment benefits without having to wait for a layoff notice from the Company. The Union has been in contact with Ohio Unemployment and question Management on any new information concerning the business needs. Especially in the Table Games Department, Management has reported that they will assess the business in daily, weekly and monthly increments to make the proper adjustments to the staffing and games to be opened. As more people get called back on active rolls, the Union will also continue to monitor the recalls closely as to when the UAW may request a re-bid for Table Games.

Pay in March- Each member should have received their average wage for the remainder of March. This pay by the employer was achieved by constant negotiations by the Union throughout that first weekend of the layoff. Those discussions took approximately 4 days for the Company to realize that they should be paying the members for the time that members were not eligible to work due to the shutdown. Of course, the Union's demands were for the Company to pay the full time off, but that was up until the extra stipend from the Ohio Unemployment was implemented and at that time, the Union backed off the position of pay throughout the layoff. If you have any concerns on those pay issues, first take them to the company HR Department. If that does not resolve your issue, please contact a Union Representative.

Healthcare during layoff- The COBRA healthcare coverage with the Company paying the premiums that members had the option to continue their health care benefits was only achieved by the persistence of the Union demands of the Company to do the right thing in a time of a pandemic. As the Union was receiving notice on a conference call, you were receiving an email from the company detailing "their" plans to continue your healthcare and the process to do so. Company's rarely just hand over any type of benefit and this was another example of what a constant push from the Union gets for its' members.

PTO- The Union is adamantly opposed to any pre-approved PTO to be cancelled. We have made that position known to the Company and we continue to bargain over the effects of the return to work in all aspects of PTO. What we have achieved so far is an understanding that any hours worked on your return to the Casino does count towards your PTO accrual. It has been a known position from the Company that Table Games is a different classification than most in the Casino due to the members able to apply for PTO time off a year in advance. The Union continues to take the stand that a member requesting PTO timely under the guidelines before the shutdown, should not hinder your right to take the days off after the shutdown. As this subject continues to be argued from the Union to the Company, we will update you as it develops.

Please continue to be safe inside and outside of the workplace. Bring all concerns of safety to Management and the Union for answers. Your department has working representatives. This means they are not always available at every second of the day so also feel free to call the hall at 440-884-7979 and someone there can get you in touch with the appropriate representatives.

Elections- You should have received a notice of upcoming elections of UAW Local 1005 officers and Bargaining Unit Shop Committee Representatives and Chairmen. The election will take place July 16th, 2020 and for members wishing to run for office, letters of intent may be picked up at the hall and returned by mail. They must be postmarked on or before Tuesday June 23, 2020 for more details please consult the separate election posting.

In Solidarity,

Mike Caldwell

Mike Caldwell
UAW Local 1005 President

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