



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

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March 20, 2009

Mark Caruso, President  
UAW Local 892  
601 Woodland Drive  
Saline, MI 48176-1297

Dear Brother Caruso,

Your letter dated February 2, 2009 to Region 1A Director Rory Gamble concerning eligibility questions relevant to your Local's upcoming election has been referred to International President Ron Gettelfinger for an interpretation. The President has assigned me to investigate and respond to your request.

Local 892 represents workers employed by Automotive Component Holdings, LLC (ACH), a subsidiary of Ford Motor Company, at their Saline Plant. The facility is for sale and, absent a buyer, is scheduled to close.

The demographics of your local membership consist of members employed by ACH who are under the jurisdiction of the 2003 UAW-Visteon Agreement (CBA) as supplemented in 2005 and 2007 by agreement of Visteon, Ford, ACH and the UAW. These members are temporary employees that do not possess seniority and will not obtain seniority under the terms of the prevailing CBA.

A second group of Local 892 membership consists of members employed by Ford who are under the jurisdiction of the 2007 UAW-Ford National Collective Bargaining Agreement and were incumbent Ford employees working at Saline when the facility was originally transferred to Visteon ownership. ACH leases these seniority employees from Ford Motor Company and upon sale or closure of the Saline facility, these employees shall exercise their seniority rights pursuant to the UAW-Ford CBA to be transferred or placed into other Ford facilities.

A third group of Local 892 members consist of seniority Ford employees that have been transferred into the Saline facility to replace the existing ACH temporary employees to fill temporary assignments until the facility is sold or closed. These transfers are expected to continue until all of the available seniority Ford employees scheduled to be

loaned to Saline have had an opportunity to transfer or until all of the Visteon temporary employees are replaced. Upon sale or closure of the Saline facility, or other contractual provisions determining earlier transfer or placement, these employees shall exercise their seniority rights pursuant to the UAW-Ford CBA to be transferred or placed into other Ford facilities.

All of these members work assignments are co-mingled and are subject to the terms of the Local UAW Local 892-ACH Agreement for operational purposes.

Your letter asks for clarification of the following questions:

1. *eligibility of Visteon members to run for office*
2. *voting rights of Visteon members*
3. *eligibility of members who are indefinitely laid off to run for office*
4. *eligibility of members who are indefinitely laid off to vote (are they required to pay any dues, and are there any guidelines concerning the length of time they have been gone)*
5. *eligibility of Trades that are on temporary loan*

I will provide answers to your queries in the order presented.

1. Eligibility to run for office is determined by the International Constitution, the Local Union bylaws and the prevailing collective bargaining agreements. After review of each it is concluded that if otherwise eligible, Visteon temporary employees are eligible to seek all executive offices of the Local Union, as set forth in Article 38 of the Constitution, as well as any elected office that does not have collective bargaining or grievance procedure responsibilities. The prevailing CBA requires that in plant representatives be regular employees of the Company, therefore Visteon temporary employees may not run for in plant representation positions.
2. Visteon temporary employees that are otherwise eligible have the right to vote for all elective offices. Therefore they may vote in elections for all executive offices of the Local Union as well as in plant elected representatives.
3. Laid off members have the right to vote for all executive offices of the Local Union if they are otherwise eligible and have properly maintained their membership in good standing. Laid off employees may not vote for in plant representatives.
4. Otherwise eligible laid off employees must fulfill the obligations set forth in Article 16, Sections 18 and 19, including in certain circumstances the payment of dues, to be eligible to vote in local union elections.
5. Your question is vague. Skilled Trades employees that have transferred under the same conditions as Production employees maintain the same voting rights. If



you need further assistance on this matter you must clearly articulate the circumstances in question and resubmit them.

It should be noted that seniority Ford employees that have and will transfer into the Saline facility replacing Visteon temporary employees must meet the Local Union's requirement of having one year continuous good standing to be a candidate for office but will be eligible to vote in all elections if otherwise eligible upon the deposit of their honorable transfer card into the Local Union.

I am in hopes that this response answers your queries. If you have further questions concerning these matters, they should first be directed to your Regional Office.

Fraternally,

A handwritten signature in black ink, appearing to read "Dave Curson", with a long horizontal flourish extending to the right.

Dave Curson  
Director of Special Projects  
and Administrative Assistant to the President

DC:kmt

opeiu494

cc: April Bau, Recording Secretary, UAW Local 892  
Rory Gamble, Director, Region 1A  
Ron Gettelfinger, UAW President  
Garry Mason, Executive Administrative Assistant to the President