



# UNITED AUTOMOBILE ♦ AEROSPACE ♦ AGRICULTURAL IMPLEMENT WORKERS OF AMERICA (UAW) ♦ LOCAL 933

Representing Hourly Employees of Allison Transmission, Inc., Rolls-Royce Corporation, Ryder Integrated Logistics, ABM and Ford Indpls. HVC

Gary Holmes  
President

John Snow  
Chairperson/Rolls-Royce Unit

George Freeman  
Chairperson/ATI Unit

James Kemp  
Chairperson/Ryder Unit

Rico Bacon  
Chairperson/ABM Unit

Kimberly Garth  
Chairperson/Ford Indpls. HVC

November 14, 2023

Brothers and Sisters of UAW Local 933 Allison Transmission,

On behalf of the Community Service Committee and the UAW Local 933 Leadership, we are committed to providing you with the necessary information and guidance on what steps to take in the event of a labor dispute. Our utmost priority is to keep the membership informed and equipped with the knowledge needed to navigate through this situation effectively.

Our Collective Bargaining Agreement is set to expire November 14, 2023 at 11:59 p.m. We implore you to remain informed via official union channels to receive the most dependable and precise information. We ask that you please support our efforts as much as you possibly can in order to remain strong and secure a contract that meets our unified standards.

In Solidarity.

Alyssa McCammon  
Community Service Chairperson/ATI

Tammy Pace  
Community Service Chairperson/RR

Gary Holmes  
President

Scott Lawson  
Financial Secretary

AM/TP/GH/SL:sr  
opeiu1  
afl-cio

## **WHAT TO DO WHEN IT IS TIME**

Start removing your personal belongings from the property NOW!

- ~ DO NOT LEAVE YOUR WORK STATION UNTIL YOU HAVE BEEN INSTRUCTED TO DO SO BY LOCAL 933 LEADERSHIP
- ~ WHEN INSTRUCTED TO LEAVE, DO NOT TOUCH ANY EQUIPMENT, COMPUTERS, ETC.
- ~ GRAB YOUR BELONGINGS AND LEAVE IN A RESPECTFUL AND PEACEFUL MANNER
- ~ NO YELLING
- ~ NO CURSING
- ~ DO NOT TAKE PICTURES
- ~ NO SABOTAGE
- ~ DO NOT GO HOME; GO DIRECTLY TO UAW LOCAL 933

**SUBJECT TO CHANGE**

IF YOU ARE CURRENTLY ON MEDICAL LEAVE, YOU WILL CONTINUE TO RECEIVE YOUR BENEFITS. IN THE EVENT THAT YOU ARE TO RETURN TO WORK DURING THE STRIKE, PLEASE REPORT TO THE UNION HALL.

### **THE FOLLOWING INFORMATION IS NEEDED TO REGISTER FOR STRIKE ASSISTANCE BENEFITS:**

- Your Legal Name
- Home Address
- Telephone Number
- Accessible Email Address
- Social Security Number
- List of dependents and their following:
  - Social Security Number, birth date, and Insurance Information
- Bank Routing Number
- Bank Account Number
- Insurance Information
  - Life and Health

**Please remember to bring your cell phone or tablet with internet capability**

## **STRIKING RULES**

1. Every Local 933 member is responsible for completing their 4 hours of strike duty per week or you will NOT be paid. **NO EXCEPTIONS!**
2. If you are unable to fulfill your duties for any reason at your designated time, you need to leave early or arrive late; you will need to make up that time in order to be paid.
3. Arrive to your assigned location at least 15 minutes prior to your start time.
4. There will be 12 different picket locations to cover , 24 hours a day
5. Members are to remain respectful to others and adhere to the Union By-Laws, UAW Constitution, Federal, State and Local Laws.
6. Members should dress for the weather and prepare accordingly.
7. Children of SCHOOL AGE may accompany you on the picket line
8. NO alcoholic beverages, substances, or weapons are allowed
9. NEVER impede or block traffic from entering of exiting the facility
10. NO loitering at the union hall. Space is limited so once you have completed your purpose, please leave the hall and parking lot.
11. Make sure you receive your strike duty shift and location as well as your day and time to register for benefits. If you have not received this information please contact the hall immediately.
12. Bring all of the required documents to sign up for benefits!
13. Please be sure that all of your information is CORRECT before submitting your information for benefits. Any mistakes may not be a quick fix and can result in delayed pay or benefits.
14. DO NOT SPEAK TO THE MEDIA! If you are approached, please direct the media to your strike captain.

## **STRIKE ASSISTANCE INFORMATION**

**Eligibility:** You must be a member in good standing, On Active Payroll  
You must participate

### **Frequently Asked Question**

**Can I hold another job while on strike?**

**YES**

If your gross pay is LESS THAN \$500 you are eligible for strike pay and medical assistance as long as you fulfill your strike duties.

**Members will be determined not eligible to receive Strike assistance under the following conditions:**

- 1. If unemployed prior to the strike**
- 2. If receiving sick and accident benefits**
- 3. If receiving workers compensation benefits**
- 4. Effective February 21, 2023, if you earn gross wages of \$500 or more per week during the strike.**

### **IN ORDER TO RECEIVE YOUR STRIKE ASSISTANCE PAY:**

You MUST report to the Union Hall weekly at  
2320 South Tibbs Avenue, Indianapolis

Please have all of your information available

### **To sign up...**

**We will have a QR Code available, you will enter all of your information, DOUBLE CHECK that everything is correct and all of your information will be sent directly to International.**

**We will not have assigned days and times to sign up for benefits until we are actually on Strike and International is here for sign up. At that time, we will make a schedule and everyone will be notified. You MUST come to the hall during your designated time or you will not receive benefits!**

\*Strike Benefits begin day one

\*Strike Assistance is made available after the 8th day

\*Weekly benefits are \$500

### **Holiday Bonus**

A bonus check is issued if eligible for a strike check during the week prior to the Thanksgiving and Christmas Holidays

## **Tax Information**

Weekly strike benefits ARE taxable  
\$600 yearly will require IRS form 1099 MISC

## **Additional Benefits**

- \* Basic Group Life Insurance- maximum benefit amount \$50,000
- \* Transition Bridge- for surviving spouse
- \* Contract must have TB in the language
- \* Medical Assistance
  - ~ Doctor
  - ~ Hospital
  - ~ Prescription
  - ~ Cobra Option

### **Excluded Benefits:**

- \* Dental
- \* Vision
- \* Audio
- \* Sick and Accident

## **Probationary and New Hires**

Probationary and new hires may become eligible for weekly strike assistance ONLY if they join the Union by paying the Initiation Fee and current months dues before the strike commences. In the event a worker has completed and signed an application for membership and a Union Checkoff Card before the strike commences, they would be considered a member in good standing and would be entitled to Strike Assistance.

## **Strike Penalty for Delinquent Members**

Any member who is or becomes delinquent in their dues and later acquires good standing membership by fully paying the amount in arrears and reinstatement fee at least ONE YEAR PRIOR to strike, shall not be penalized for their delinquency.

Any member who is delinquent and does not pay the full amount of dues in arrears and reinstatement fee at least one year prior to strike, shall be penalized TWO WEEKS strike benefits.

## **Medical Leave**

Any member who has been receiving sick and accident benefits or workers compensation during the strike will be entitled to Strike Assistance after they have been released by their doctor to return to work.

Any member who is receiving Strike Assistance during a strike and becomes ill to the extent that they are unable to return to work when the strike ends, but is not eligible for sick and accident benefits shall continue to receive Strike Assistance until released by their doctor to return to work or until the number of weeks they would normally receive sick and accident benefits under the terms of the most recent collective bargaining agreement have been exhausted.

## **Picket Line Do's and Don'ts**

We aim to communicate a positive message and a positive image of the UAW. Certain conduct, described below, works against our goal of a positive strike, can have serious financial consequences, and will not be tolerated. Picketers must comply with the following instructions:

1. There will be a designated Strike Captain in charge of the picket line. You are to follow his/her instructions at all times.
2. Do not, in any way, obstruct entrances or exits of the premises. Do not interfere with, or swarm, persons or vehicles entering or exiting the property.
3. Hold no conversations with any truck drivers or other persons who attempt to make deliveries.
4. Do not, in any way, encourage people or delivery drivers etc. to leave the premises or stop working.
5. The precise number of pickets allowed will depend on the size of the area to patrol. Keep the size reasonable. Gathering/swarming in large intimidating groups can lead to limits on the number of pickets and/or monetary damages.
6. You are ONLY to carry the picket sign provided by the UAW. Do not bring your own picket sign nor alter the sign that is provided in any way.
7. You are not a picket without a picket sign. Carry a picket sign at all times that you are picketing.
8. Picketing is confined to public areas surrounding the employers premises, at the designated picketing areas. As a general rule, there should be no picketing on private property or in the streets. The picket sign should never go near a gate reserved for other contractors.
9. Conduct picketing ONLY where you have been directed by the designated Union representatives.
10. Be enthusiastic in your support of the strike. Chanting and yelling is Okay, as long as your chants and yelling do not contain threats, slurs, or other forms of harassment based on ethnic or national origin, race, religion, gender, sexual orientation, etc.
11. Do not record the license plates or any other identifying information of the vehicles entering or leaving the premises.
12. Do not engage in arguments. Avoid confrontations. Do not make physical contact with anyone under any circumstances. Do not throw anything at the picket site.
13. Do not behave in an intimidating manner. This includes, but is not limited to, carrying picket signs in a threatening manner, displaying weapons, following individuals to and from the picket site, making comments/references about

individuals families, and making such comments as “we know who you are,” “we know where you live,” “accidents happen on jobsites,” and “we will remember you,” etc.

14. Do not photograph or record people entering or leaving the premises.
15. Alcohol, drugs, and weapons of any kind are prohibited on the picket line. Do not come to the picket line under the influence of alcohol or drugs.
16. Do not litter. Maintain a clean picket area.
17. Do not scatter nails or tacks, or other material around the picket area. Do not tamper with private property around the picket area.
18. In the event you are approached by law enforcement, please be cooperative and refer them to the designated Union representative.
19. If spoken to, state that we are protesting Allison Transmissions unfair labor practices. **DO NOT SAY ANYTHING ELSE!**
20. Leave the premises immediately if you fear for your personal safety.
21. Report any threats directed at you or others to the picket captain immediately.

## **PLEASE REMEMBER!!!!**

We must conduct our behavior as we would at work! We can be passionate about our goal, but we cannot let our emotions get the best of us. If you break a law, use alcohol or drugs, etc. and the company is aware of this offense, they can decide to terminate your employment and you will not return to work when the strike is over

### **STAY SAFE!**

#### **\*PARKING\***

Please arrive to your picket duty as early as possible! If you are unable to find a safe and reasonably close parking spot, please contact your Strike captain immediately and we will do our best to make arrangements.

#### **\*Trading of Strike Duties\***

At this time, there will be no trading of Strike duties. If you do not show up for your assigned duty, you will not be paid!

If you have any questions please contact your strike captain, the hall or any of the contacts listed.

## **RESOURCES**

If you find yourself in need of resources to receive financial help, food, energy assistance etc feel free to contact any one of us from the Community Service Committee. We can provide you with lists of resources in your area. We will also have creditor letters available. Some creditors will be willing to work with you

while on strike, but please do not wait until the last minute to notify them or ask for assistance.

**All of your information will remain confidential**

**Alyssa McCammon 765-729-7370**

**Jessica McGinnis 317-403-7622**

**Tammy Pace 317-694-8278**

**Chasity Wiggins 317-777-5920**

**Jermaine Mitchell 317-450-1544**

**Katie Turner 765-346-1984**

**Scott Hatton 317-517-4207**

**Melissa Gonterman 317-501-2766**

**Brian Utterback 317-850-8733**

**Darryl Hardy 317-970-1669**

**Deltus Mullins 317-438-6909**

**Latoya Williams 317-692-9181**

**Sebron Worthy 317-457-3034**

**Rachel Harding 317-446-4886**

**Shane Duncan 317-281-9282**

**Katrina Warren 317-625-2553**

**Our EAP Rep will be available to help anyone in need of EAP services.**

**Benefits Reps will be available for benefit questions.**

**Members of the Chaplaincy Committee will be available for your needs.**

**Important Contact Information**

**Union Hall 317-247-6661**

**Jimmy Hall (EAP Rep) 317-474-1351**

**R.W. Sims (ATI Chaplain) 317-504-3579**

**Karen Thomas (Chaplaincy Committee) 317-625-7256**

If you or someone you know may be interested in donating cut and split firewood we would greatly appreciate any help! Wood donations can be taken to the hall. If unable to deliver to the hall, we can try to arrange for someone to pick it up.

If you have not done so, please be sure to sign up for the UAW Texting Service.

**All information within this packet has been obtained through Strike Assistance Training, The Strike Assistant Program Local Union Handbook and example packets from other local unions.**

