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Patients with automobile, workers' compensation, and other non-conventional commercial insurance plans paid much higher prices than patients with HMO/PPO health insurance coverage for hospital.

Press release Introduction and executive summary Over the past 30 years the U. In contrast, the overarching goal of this report is to present a series of windows into the industry that convey its complexity, and that make clear the limitations of simplistic assumptions about labor and management. A more holistic understanding of the industry is important since its footprint accounts for an estimated one in every 22 U. A number of themes emerge: The UAW is transitioning from a union that primarily threatens to withhold labor to one that primarily enables work. This is evident in the expertise the union now brings to discussions of quality, safety, predictive and preventative maintenance, workforce development, team-based operations, and other such topics. In the face of increased market volatility, the UAW and the auto industry have in recent decades embraced work rules that allow for more modular and more flexible forms of production. Two decades ago, it would have been considered an important accomplishment to have two or three products built on the same platform and the same assembly line—allowing for much more flexible responses to variation in product demand. As a result of concessions made on the part of the UAW, the gap in wages and compensation wages plus benefits between the Big Three and transplants has fallen dramatically in recent years. Instead, all 50, workers who lost their jobs did so through voluntary separation packages. These and other comparable programs far exceeded what most displaced workers experienced during the recent recession. The impact on individuals, families, and communities was far less severe than it would have been otherwise. As a result of globalization and the growing presence of transplants, the geography of the U. This has implications for the politics around trade agreements, employment practices in transplants, and other matters. The upcoming collective bargaining negotiations are pivotal to the U. Embedded in the negotiations, however, were two signals of the transformational change that is a focus of this report. The two transformational signals were largely invisible to policymakers and the general public. First, the quality subcommittee one of over 20 subcommittees in the negotiations utilized an interest-based, problem-solving approach to bargaining and generated an innovative agreement to have hourly workers designated as Quality Operating System Coordinators QOSCs in key areas of all the plants, taking responsibility for driving standardized work processes and joining with team leaders to generate continuous improvement suggestions from work teams. Earning a black belt involves completing required coursework in statistical process control and related matters, as well as leading a major process improvement project through the stages of Define, Measure, Analyze, Improve, and Control DMAIC , typically generating savings of hundreds of thousands of dollars up to a million dollars. The proposal was rejected. Fast forward to , when the results of front-line engagement were increasingly evident. Even with 50, workers taking severance packages to depart from the company during the downturn, quality made year-over-year improvements. Reflecting on the two years of training for this first cohort of trainees, she said: No longer were we management and employee, we were team members pursuing the same goal. Cutcher-Gershenfeld, Brooks, and Mulloy , Back on the job, she describes the impact of the training: I am able to problem solve [and] coach team leaders. It is not just the statistical part; it is the basic DMAIC process for scoping problems and getting to root causes. Young further comments on the role of front-line knowledge: Company successes are not just due to the minds of the people at the top who are being paid all the money, but the minds of people at the bottom. This is not a false empowerment but truly and genuinely acknowledging that we have each chosen our part of the job and both are part of success. In reflecting on the experience, she adds that there are still cultural barriers in the minds of some: Black belt training has empowered me. People in management do respect you more. When I did pass, some begrudgingly shook my hand. You could see it in their faces: Cutcher-Gershenfeld, Brooks, and Mulloy , 53 As is evident from this last quote, despite considerable progress in valuing the distributed knowledge of the full workforce, there were still deeply embedded assumptions that had not fully changed. At the same time, the very existence

of hourly employees with black belts speaks of many deeply embedded assumptions that have changed. We share this story for three reasons. First, it is illustrative of a long-term transformation that has delivered results and changed lives. The QOSCs and black belts are just two of many pivotal examples that break from common stereotypes about the auto industry. When Congress and the Obama administration were debating a bailout of the auto industry, it was seen as troubled in ways comparable to the financial sector. Industry leaders were berated for flying corporate jets to testify before Congress. Unlike the financial sector, the auto industry in 2009 when the congressional hearings were taking place was already well along on a transformational journey. An improvement of this magnitude does not happen easily or quickly; it is the product of constancy of purpose over many years in product design and manufacturing. During the brief time that Cerberus, a venture capital firm, owned Chrysler it became very clear that running an auto company required deep expertise that was not easily acquired. Consider that a typical car will have as many as 10,000 components with an assembly process involving the coordinated efforts of over 4,000 workers. The heartbeat of an auto assembly plant is measured in the plant producing approximately one new car a minute. The challenge for the auto industry when the congressional hearings were taking place was not figuring out how to improve—that was clear, and improvements were underway. It was the cash-flow implications of the short-term unprecedented collapse in the consumer market. Working with the UAW, Ford met that challenge and is now a national leader in job creation, generating an estimated 18,000 new jobs in the United States since the recession, including jobs that had been slated for Mexico. Overall, Goolsbee and Krueger document that motor vehicles and parts manufacturing accounted for an estimated increase of 1.5 million jobs between June and July 2009. Although there is variability in profit sharing payouts, in the last four years autoworkers have received far larger payouts than have most U.S. workers. Indeed, the automakers' outsized contribution to the economic recovery has been one of the unexpected consequences of government intervention. Many viewed the UAW as part of the problem, citing what they saw as inflexible wages and restrictive work rules. Senator Bob Corker (R-Tenn.) Additionally, the union agreed to a lower entry wage in 2009 for up to 20 percent of the workforce, after which workers would receive the higher regular wage. In addition to drawing on material from the Ford-UAW book, this report also incorporates material from other sources with the overarching aim of presenting a series of windows into the industry that conveys its complexity. A combination of qualitative and quantitative data is featured to provide a visceral and comprehensive sense of the industry and its challenges. Not all the pivots described in the Ford-UAW book or in the industry more broadly were successful. There were certainly strategic choices in the 1970s and 1980s that, in retrospect, were ill-advised, and there are still pivotal challenges ahead. It has been argued that a transformation in employment relations requires aligned changes at the strategic level, the collective bargaining or institutional level, and the front-line workplace level (Kochan, Katz, and McKersie). In the domestic auto industry and particularly in the Ford-UAW case, we find evidence of transformational change at all three levels, though it is still incomplete, and there are many threats to progress. Thus, the aim of this paper is to make clear the limitations of simplistic assumptions about labor and management, pointing instead to a deep appreciation for the sources of resilience in an industry whose extended footprint accounts for an estimated 4.5 million jobs. The paper then takes a detailed look at labor costs and work rules to dispel some of the most persistent myths surrounding the auto industry. Next, it examines a number of factors shaping U.S. The 2008 and 2009 crises For the auto industry, the 2008 period was as cataclysmic as the recession that, for automakers, began in 2008. Putting the two crisis periods side-by-side helps illustrate how the industry copes with adversity, and is instructive about how both labor and management take into account the public interest to a much greater degree than almost any other industry. The logic of placing the two recessions side-by-side is evident in Figure A, which indicates that both represent the most precipitous declines in auto sales in the past half century. Reproduced from Goolsbee and Krueger

2: United Auto Workers – The Journal Record

An Auto Workers Journal The Uaw From Crusade To One Party Union Permanent revolution, on august 21 greek prime minister alexis tsipras went to ithaca to announce the end of the memorandum agreement with the troika true to.

Service sector in Indian industrial growth has obtained significant numbers. Automobile service industry is one of the largest in the world with a majority of the workers in unorganized sector of the industry. This study was carried out among auto service industry workers in Vellore urban area to assess possible occupation related morbidity. A cross-sectional observation study was carried out among automobile repair shop workers. A third reported cough for more than 2 weeks, more than a quarter reported gastrointestinal symptoms associated with work. Half of them reported musculoskeletal complaints associated with work with a quarter reporting un-intentional work place injuries. A tenth of them were found to have reduced pulmonary function on testing and nearly half had impaired sensory functions in peripheries. Half of the workers were unaware of health problems associated with their occupational exposures and thereby the use of personal protection is abysmally low. A very high proportion of workers had symptoms of cough, breathlessness, abdominal pain, abdominal discomfort and muscle aches. Almost a quarter of the workers had un-intentional occupational injuries in the last 6 months. Though they work in a high-risk environment with chances of fire hazard, falls and chemical exposures, none of the workshops had fire-extinguishers, first aid kits or any such safety devices. The service sector emerged as the major sector of the economy both in growth and share in gross domestic product GDP in the s. This sector has shown uniform growth and has shown that it is resilient even to the economic adversities even during down turn of the industry. The size of the automotive service market in India is estimated at billion USD. Studies among this sector has shown employees suffer long working hours combined with poor remuneration and little social security, in the event of disease, disability, or death. The owners of such small workplaces are generally found to discount the health hazards and leave it to the workers themselves to manage their health problems. The study was done in Vellore urban area within corporation limits. A cross-sectional study was designed, involving automobile repair workers from Vellore corporation limits. Recruitment was done after obtaining a written informed consent and the participants were administered a local language translation of a semi-structured, pilot tested questionnaire to find out exposure to potentially harmful environments, use of PPE and prevalence of health problems. Peripheral sensory neuropathy was assessed with 2 g monofilament and peak expiratory flow rates PEFs were found out using a peak flow meter. Workers who had entered the profession in the last 1 year were excluded from the study. Data entry was done using Epi-info 7. The age of the respondents ranged from 17 to 67 with a mean age of Of the surveyed workers, only 24 Work mostly learned through apprenticeship with various senior workers. The mean income of the workers surveyed was around INR a month. All of the surveyed workers reported more than 40 h of working time per week with 3 2. Table 1 Open in a separate window Half 53 of the surveyed workers were unaware of any occupational diseases associated with their line of work, though 32 A focused clinical examination of the participants revealed that 10 9. Table 2 Open in a separate window Cross-tabulations and tests of proportions were done to find out association between different variables. Table 3 Open in a separate window DISCUSSION The work environment observed during the course of the study painted a dismal picture with continuous working hours and no provision for rest, a very high proportion of workers reported work-related stress and poor job satisfaction. This is consistent with previous studies, which proves that blue-collar workers are more at risk of work-place stress than white collar workers. A very high proportion of workers had symptoms of cough, breathlessness, abdominal pain, abdominal discomfort and muscle aches, but only very few numbers has sought medical attention to the problems, main reason for which was poor finances coupled with high medical costs. The mean monthly income for the surveyed workers were INR , which makes spending on healthcare a luxury, which most of them cannot access. The lack of paid sick leaves and any social security net can be read along with any data on poor health seeking behavior. Though they work in a high-risk environment with chances of fire hazard, falls and chemical exposures, none of the workshops had fire-extinguishers, first-aid kits or any such safety devices. Furthermore, none of the workers

had received any formal training in workplace safety or administration of first aid. The findings of high prevalence of peripheral sensory neuropathy in the surveyed workers, when examined using a 2 g monofilament may be due to the subjective nature of the test and poor foot hygiene, as the examination was done in the workplace itself which was recognized as a limitation of the study. Also the validity of PEFV measurements using peak flow meters is sub-optimal, as the techniques of measurements are difficult to teach and highly subjective in nature this was a limitation. This study was aimed as a pilot study in giving directions for future research in health problems affecting unorganized and marginalized occupational groups such as automobile repair and service workers. Further research employing advanced techniques like blood picture, heavy metal assays, nerve conduction studies, biothesiometry, pulmonary function tests etc. Footnotes
Conflict of Interest: Market Research Reports, Statistics and Analysis. Indian auto component industry: A decade of growth and way forward. Leaving it up to the workers: Sociological perspective on the management of health and safety in small workplaces. Proportionate mortality ratio analysis of automobile mechanics and gasoline service station workers in New Hampshire. Am J Ind Med. Laryngeal and hypopharyngeal cancer and occupation: Results of a case control-study. Lead exposure among automobile radiator repair workers and their children in New York City. Impact of lead pollution on the status of other trace metals in blood and alterations in hepatic functions. Biol Trace Elem Res. Mortality of auto mechanics. Scand J Work Environ Health. Attwa E, el-Laithy N. Contact dermatitis in car repair workers. J Eur Acad Dermatol Venereol. Pulmonary function in automobile repair workers. Indian J Community Med. Workplace stress and prescription of antidepressant medications: A prospective study on a sample of Italian workers. Int Arch Occup Environ Health. Employee State Insurance Act.

3: UAW Local 12 Online

United Auto Workers who also are motorcycle enthusiasts spent time organizing food and delivering gifts to Lorain's homeless shelters. On Sept. 30, they used a Sunday afternoon ride to deliver.

But a caucus of industrial unions led by John L. The UAW rapidly found success in organizing with the sit-down strike, first in a General Motors Corporation plant in Atlanta, Georgia in , and more famously in the Flint sit-down strike that began on December 29, The next month, auto workers at Chrysler won recognition of the UAW as their representative in a sit-down strike. It was not reluctant to use violence against union organizers and sympathizers see The Battle of the Overpass. It took until for Ford to agree to a collective bargaining agreement with the UAW. The Communist faction controlled some of the key positions in the union, including the directorship of the Washington office, the research department, and the legal office. According to one writer, many UAW members were extreme individualists who did not like being bossed around by company foremen or by union agents. The AMF and Murray plants later closed and were relocated to other states after increasing competition forced retooling, modernization, and a reduction in per-unit labor costs. In , the Schwinn factory, hard hit by foreign competition and in need of complete modernization, also closed its doors and failed. GM would pay higher wages but refused to consider power sharing; the union finally settled with an eighteen-and-a-half-cent wage increase but little more. The UAW went along with GM in return for an ever-increasing packages of wage and benefit hikes through collective bargaining, with no help from the government. Reuther led the union during one of the most prosperous periods for workers in U. Immediately after the war left-wing elements demanded "": Reuther would pick one of the "Big three" automakers, and if it did not offer concessions, he would strike it and let the other two absorb its sales. The UAW negotiated employer-funded pensions at Chrysler, medical insurance at GM, and in supplementary unemployment benefits at Ford. Many smaller suppliers followed suit with benefits. The UAW expanded its scope to include workers in other major industries such as the aerospace and agricultural-implement industries. At the same time, it used this rhetoric to simultaneously rebuff the demands and limit the organizing efforts of black workers seeking to overcome institutional racial hierarchies in the workplace, housing, and the UAW. The UAW leadership denounced these demands and efforts as antidemocratic and anti-American. Three examples, William argues, show how the UAW use of working class nationalism functioned as a counter subversive tradition within American liberalism: The arrival of Volkswagen, Honda and other imports threatened the industry area. The situation for the automotive industry and UAW members heightened with the oil embargo. Rising fuel prices caused the U. This started years of layoffs and wage reductions, and the UAW found itself in the position of giving up many of the benefits it had won for workers over the decades. By the early s, auto producing states, especially in the Midwestern United States and Canada, had been impacted economically from losses in jobs and income. This peaked with the near-bankruptcy of Chrysler in . Specifically the Canadian division claimed they were being used to pressure the companies for extra benefits, which went mostly to the American members. The UAW has seen a loss of membership since the s. With the latest recession and automotive industry crisis of 2008-2009, GM and Chrysler filed for Chapter 11 reorganization. Membership fell to 1,500,000 active members in 2009, with more than 2,000,000 retired members covered by pension and medical care plans. UAW workers receiving generous benefit packages when compared with those working at non-union Japanese auto assembly plants in the U. More than 12, UAW members were paid this benefit in 2009. In 2009, the situation became critical because the global financial crisis and the related credit crunch significantly impaired the ability of consumers to purchase automobiles. Accordingly, the Big Three directed vehicle development focused on light trucks which had better profit margins in order to offset the considerably higher labor costs, falling considerably behind in the sedan market segments to Japanese and European automakers. President King was a vocal opponent of the right-to-work legislation that passed over the objection of organized labor in December 2009. The UAW took on the organization of academic student employees ASEs working at American universities as teaching assistants, research assistants, tutors, and graders under the "Uniting Academic Workers" slogan.

4: Safety and Health at Work - Journal - Elsevier

The United Automobile, Aerospace and Agricultural Implement Workers of America International Union "also known as the United Automobile Workers (UAW)-is a labor union mainly comprised of American automobile manufacturing employees but that also includes unionized casino and higher education workers.

5: Claims Journal - Insurance news and resources for the claims industry

Note: Citations are based on reference standards. However, formatting rules can vary widely between applications and fields of interest or study. The specific requirements or preferences of your reviewing publisher, classroom teacher, institution or organization should be applied.

6: United Auto Workers Union Asks Labor Board for a Do Over | JDJournal

U.S. auto production is nearing all-time highs, but American-made vehicles are increasingly loaded with parts imported from Mexico, China and other nations.

7: Woodworking | Blog | Videos | Plans | How To - America's Leading Woodworking Authority

Car dealerships are facing a roadblock: convincing workers in their 20s and 30s to work and stay in an auto retail business defined by long shifts, weekends on the selling floor, haggling and.

8: United Automobile Workers - Wikipedia

- Staff Writer, Kansas City Business Journal Dec 1, , pm CST The front-runner to become the new president of the United Auto Workers has a connection to Ford Motor Co.'s Kansas City.

9: United Auto Workers union News - Risk & Compliance Journal. - WSJ

United Auto Workers - The latest news about United Auto Workers from the WSJ Risk & Compliance Journal. Blog. Insights on corporate risk and how companies are tackling it.

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