

Solidarity House

8000 EAST JEFFERSON AVE.
DETROIT, MICHIGAN 48214
PHONE (313) 926-5000
FAX (313) 823-6016



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

DENNIS D. WILLIAMS, *PRESIDENT* GARY CASTEEL, *SECRETARY-TREASURER*
VICE-PRESIDENTS: CINDY ESTRADA • NORWOOD JEWELL • JIMMY SETTLES

July 18, 2016

Mr. Allen Clarke, Vice President
Aerospace Labor and Employee Relations
Honeywell Inc.
115 Tabor Road
Morris Plains, NJ 07950

Dear Mr. Clarke:

The UAW Health and Safety Department has uncovered a number of concerns related to the South Bend facility. In order to follow up on those concerns and to help the union consider additional health and safety proposals, I am requesting that the Company grant the Union access to the plant to conduct a health and safety review.

In solidarity,

Rudy Gomez
Coordinator
UAW National Aerospace Department

RG:jc
opeiu494

Honeywell

August 9, 2016

Rudy Gomez
Coordinator
UAW Aerospace
Solidarity House
8000 East Jefferson Avenue
Detroit, MI 48214

Via email to rgomez@uaw.net

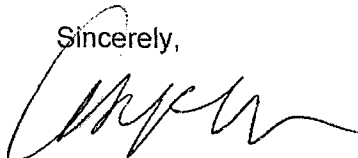
Dear Rudy,

This letter is in response to your letter dated July 18, 2016, post marked July 21, 2016, and received by me on July 28, 2016. As you know from my prior communication, and as we both have done throughout these negotiations, sending at least a copy of any correspondence to me via email will help assure timely receipt and response.

Your letter requests union access to the South Bend facility to "follow up on" a "number of concerns" the union has allegedly "uncovered" related to the South Bend facility. Please explain how this request is related to your representational duties. Also, please explain exactly what the concerns are and what information you are looking for so the Company can evaluate your request.

Your letter also requests access to the plant to conduct a "health and safety review" in order to "consider additional safety and health proposals." Please explain exactly what information you are looking for and why access to the plant is necessary to obtain the information, particularly in light of the fact that four members of the bargaining committee have worked in the South Bend facility for a combine time of more than 35 years and are presumably very knowledgeable about overall health and safety at the facility. The Company needs this information in order to evaluate your request.

Sincerely,



Allen R. Clarke
Vice President, Labor and Employee Relations, Aerospace



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

DENNIS D. WILLIAMS, *PRESIDENT* GARY CASTEEL, *SECRETARY-TREASURER*
VICE-PRESIDENTS: CINDY ESTRADA • NORWOOD JEWELL • JIMMY SETTLES

August 16, 2016

Allen R. Clarke
Vice President, Labor and Employee Relations, Aerospace
Honeywell International Inc.

Dear Mr. Clarke,

This letter responds to your August 9, 2016 letter requesting additional information about the Union's request for access to the South Bend facility to conduct a health and safety review. The health and safety of employees are terms and conditions of employment and mandatory subjects of bargaining.

The Union's request to access the facility, and the Union's rescission of the Local 9 tentative agreement on health and safety, stem from the participation of several bargaining unit members in a best-practices seminar led by the UAW Health and Safety Department. After that seminar, several Honeywell bargaining unit members raised concerns about certain possible unsafe practices at the South Bend facility. Those unit members thereafter met with our Health and Safety Department and the following concrete issues were raised:

- **Dichromate** – improper handling and disposal, improper cleaning of residue that attaches to clothing workers wear outside that plant and at home.
- **Isocyanate paint** and **chromate primers** - improper use.
- **Combustible dust buildup** -- improper ventilation in the carbon machine shop.
- **Hazardous Waste** -- Absence of decontamination process for employees who handle hazardous waste. Inappropriate handling and storage of hazardous waste.
- **Machine light curtains** -- incorrect wiring throughout the plant.
- **Air scrubber** in the Anodizing Department – improper exhaust mechanism.

- **Exhaust Hoods** – improper maintenance and control of aerosols in the binary and AO paint rooms.
- **Mold Press area in Carbon** -- Water has been observed dripping onto electrical boxes.

The only reasonable way for the UAW Health and Safety Department to address these concerns is to have access to the facility and observe operations first-hand. Please contact me as soon as possible so that we can schedule a time for the UAW Health and Safety Department to fully investigate, inspect, observe and conduct a complete health and safety review of the facility. The Union intends to develop a comprehensive bargaining proposal to address any issues that come up during the review process. I trust that Honeywell will be a full partner in this effort to make the facility an industry leader in health and safety.

Sincerely,

Rudy Gomez

Rudy Gomez
Coordinator
UAW Aerospace

RG/lh
opeiu494/afcio

Honeywell

August 23, 2016

Rudy Gomez
Coordinator
UAW Aerospace
Solidarity House
8000 East Jefferson Avenue
Detroit, MI 48214

Via email to rgomez@uaw.net

Rudy,

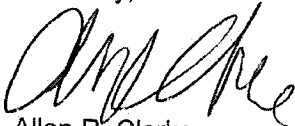
This letter responds to your August 16, 2016 letter identifying the specific areas of concern for which you seek access to the South Bend facility. We are not aware of any health and safety issues in the areas you identified, but appreciate any opportunity to assure the UAW's Health and Safety Department that we are operating safely. We especially appreciate the opportunity to facilitate the resumption of negotiations on our new contract.

Accordingly, we would be happy to provide access to the areas identified in your letter so that you can complete your revised proposal. We can accommodate a member of the UAW's Health and Safety Department the week of September 12, 2016. We assume that you or another member of your bargaining team will want to accompany the union's health and safety expert. A company HSE leader and a member of the company bargaining team will accompany you at the site.

Please let me know as soon as possible which date you prefer and provide the names of the union's health and safety expert and bargaining team member who will participate in the visit, along with confirmation of whether each is a U.S. citizen (for ITAR compliance purposes). Consistent with the union's stated purpose in requesting access to the facility, we expect and hope the union will agree that the information gathered during the visit will be used solely in connection with our collective bargaining negotiations and not disseminated for any other purpose.

While we are in South Bend, can we also plan to resume negotiations?

Sincerely,



Allen R. Clarke
Vice President, Labor and Employee Relations, Aerospace



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

DENNIS D. WILLIAMS, *PRESIDENT* GARY CASTEEL, *SECRETARY-TREASURER*
VICE-PRESIDENTS: CINDY ESTRADA • NORWOOD JEWELL • JIMMY SETTLES

August 24, 2016

Allen Clarke
Vice President, Labor & Employee Relations, Aerospace
115 Tabor Rd.
Morris Plains, NJ 07950

Dear Allen,

This is in response to your August 23, 2016 letter. I will let you know who will accompany the UAW Health & Safety Representatives as soon as possible. We also look forward to resuming negotiations during that week.

Prior to these negotiations, the Company presented a business overview in which it explained the challenges we face with respect to internal process quality, customer satisfaction rankings and other performance issues. Ironically, the issues that divide the parties today do not relate to the challenges identified by the Company in its business overview. I suggest we refocus the bargaining to address those core challenges, especially if it is true that the Company is facing ISO re-certification issues in South Bend. I believe the experienced UAW bargaining unit employees can help. To that end, I request that the Company end the lockout, return these experienced employees to work and ensure that we do not lose the confidence of our customers.

I also suggest that the parties immediately utilize the various tools and training offered by the Federal Mediation and Conciliation Service related to labor management cooperation. I would be happy to check on the availability of a FMCS mediator/trainer for the week of September 12, 2016.

Finally, I do not believe the Company has responded to my August 9, 2016 letter regarding Letters of Agreement; Memorandums of Understanding and other Ancillary Agreements or my August 11, 2016 letter regarding subcontracting. I would appreciate the Company's responses as soon as possible.

Sincerely,

A handwritten signature in blue ink that reads "Rudy Gomez". The signature is fluid and cursive.

Rudy Gomez, Coordinator
UAW National Aerospace Department

RG:blp
opeiu494/afl-cio

cc: Ginny McMillan
 Scott Sommer



Honeywell

August 26, 2016

Rudy Gomez
Coordinator
UAW Aerospace
Solidarity House
8000 East Jefferson Avenue
Detroit, MI 48214

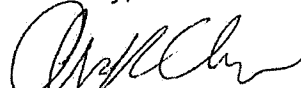
Via email to rgomez@uaw.net

Dear Rudy,

In response to your August 24 letter, we are pleased that the Union is finally ready to resume bargaining and that you have accepted the Company's suggestion to do so the week of September 12th. We trust you will come prepared to bargain. The Company will continue our focus on bargaining in good faith to reach an agreement that is fair to our employees and supports our business in a challenging aerospace environment. As you know, the sooner we reach an agreement, the sooner our employees can return to work.

Your suggestion to seek mediation assistance from the Federal Mediation and Conciliation Service is perplexing. As you know, the Company has encouraged the Union to allow the mediator to assist the parties in reaching an agreement since May. We are pleased that the Union now recognizes the value of the FMCS mediator's expertise and assistance and continue to welcome his participation.

Sincerely,



Allen R. Clarke

Vice President, Labor and Employee Relations, Aerospace

[HOME](#)[KEY ISSUES](#)[FACTS & FIGURES](#)[LATEST NEWS](#)[FAQS](#)

Honeywell, UAW to resume negotiations

Honeywell is pleased the union is finally ready to resume negotiations and has accepted the company's suggestion to do so the week of September 12, 2016 in South Bend, IN.

Our last negotiation session was June 8, 2016. That's when the union committed to letting us know when it would be prepared to resume bargaining. In those 10 weeks that employees have been out of work, the union did not request bargaining. It did, however, rescind two tentative agreements reached before the contract expired, leaving us further apart than when we last met in June.

Honeywell remains committed to bargaining in good faith and looks forward to reaching an agreement so our employees can get back to work and support our business in these challenging times for the aviation industry.

Our last comprehensive proposal includes pay raises over the term of the contract and the same healthcare available to nearly every other Honeywell employee in the U.S.

MEDIA CONTACTS

Scott Sayres
Honeywell Aerospace
Scott.Sayres@Honeywell.com
+1-480-257-8921

Bill Kircos
Honeywell Aerospace
Bill.Kircos@Honeywell.com
+1-602-214-4318

[HOME](#)[KEY ISSUES](#)[FACTS & FIGURES](#)[LATEST NEWS](#)[FAQS](#)

Honeywell, UAW to resume negotiations

Honeywell is pleased the union is finally ready to resume negotiations and has accepted the company's suggestion to do so the week of September 12, 2016 in South Bend, IN.

Our last negotiation session was June 8, 2016. That's when the union committed to letting us know when it would be prepared to resume bargaining. In those 10 weeks that employees have been out of work, the union did not request bargaining. It did, however, rescind two tentative agreements reached before the contract expired, leaving us further apart than when we last met in June.

Honeywell remains committed to bargaining in good faith and looks forward to reaching an agreement so our employees can get back to work and support our business in these challenging times for the aviation industry.

Our last comprehensive proposal includes pay raises over the term of the contract and the same healthcare available to nearly every other Honeywell employee in the U.S.

Scott Sayres
Honeywell Aerospace
Scott.Sayres@Honeywell.com
+1-480-257-8921

Bill Kircos
Honeywell Aerospace
Bill.Kircos@Honeywell.com
+1-602-214-4318

Steve Brecken
Honeywell Aerospace
Steven.Brecken@Honeywell.com
+1-480-307-3592

NEWS FROM THE UAW[®]

For immediate release: Tuesday, August 30, 2016

Statement on continued lockout of UAW members at Honeywell

Despite UAW members making a good faith effort to return to bargaining with Honeywell, the company, through a press release issued Aug. 27, continues to show that it does not intend to end the lockout that has affected nearly 360 working men and women.

Instead of working to resolve outstanding issues, the company's press release blames the union for the lack of bargaining sessions and attempts to bargain in the press by criticizing the UAW for rescinding two tentative agreements.

The real story is that during the last three bargaining sessions, after it locked out employees, Honeywell made clear that it is unwilling to move on health care -- the issue that most divides the parties. Honeywell has insisted that it retain the right to unilaterally change or terminate medical and other benefits during the term of the collective bargaining agreement. What is really happening here is that Honeywell has repeatedly refused to end the lockout while bargaining continues.

Since the last bargaining session, the company has made no indication that it has a new proposal on any topic of negotiations. The union, meanwhile, has never turned down a request by the company to meet.

The upcoming bargaining session is, in fact, the direct result of a July 18 request the union made for access to the South Bend plant to conduct a health and safety inspection. Honeywell offered the week of Sept. 12 for the inspection. The request was made due to various issues raised by employees after attending a UAW-sponsored health and safety seminar. The concerns raised by employees led the union to rescind a tentative agreement on health and safety so it could develop new proposals to address the employees' concerns.

The other tentative agreement the union rescinded concerned employees' free speech rights in the workplace. The union rescinded the tentative agreement only after learning that language proposed by Honeywell violated the National Labor Relations Act.

During the last 10 weeks, the union has been in frequent communication with Honeywell and the federal mediator. It is disappointing that the company's first action after agreeing to meet with the union the week of Sept. 12 was to issue a press release undermining the union and the bargaining process. Nevertheless, the union is hopeful that the company will come to the meetings ready to negotiate.

###