

UAW Continuous Improvement Representative

Resume Submittal Guidance

UAW Local 42

Position Overview

UAW Local 42 is seeking a highly motivated, knowledgeable, and engaged bargaining unit member in good standing to serve as the Locally Appointed Continuous Improvement (CIP) Representative. This position works in close coordination with the Nationally Appointed UAW CIP / Production Standards Representatives and is expected to demonstrate a comparable level of understanding regarding continuous improvement processes, production standards, and plant operations. The representative serves a key role in supporting initiatives that enhance product quality, operational efficiency, employee involvement, and overall plant performance, while helping ensure that improvement efforts align with the interests and needs of the membership and the broader goals of the facility.

Available training and subject matter expertise from the local and international UAW will be utilized as appropriate. Altering schedules to assist members on various shift patterns may be necessary at times. Maintaining communication with the Local Union structure as appropriate is expected. This is a locally appointed position. Any supporting documentation, credentials, and relevant experiences should be provided on the resume.

Key Responsibilities

- Work on a daily basis with the Nationally Appointed UAW CIP / Production Standards Representatives to support continuous improvement efforts and maintain alignment/balance on plant/member priorities within the framework of the CBA.
- Promote and support the connections between product quality, operating efficiency, employee empowerment, and adherence to established production standards.
- Maintain a consistent and visible presence on the shop floor to engage with employees, identify concerns, and support open communication between the workforce and leadership.

- Assist in identifying production, workflow, and process-related issues and contribute to the development of practical solutions that improve both member experience and plant performance.
- Encourage member participation in continuous improvement initiatives by fostering collaboration, sharing information, and promoting constructive problem-solving.
- Support efforts to sustain continuous improvement by reinforcing standards, monitoring ongoing concerns, and helping ensure that improvements are effectively communicated and maintained.

Knowledge Requirements

- Developed understanding of Continuous Improvement principles, methods, and practices as they apply within a manufacturing environment.
- Working knowledge of applicable Collective Bargaining Agreement (CBA) language related to Continuous Improvement, production standards, and employee protection.
- Familiarity with job standards, quality systems, overtime practices, health, safety, and ergonomic considerations within the plant.
- Clear understanding of plant roles, departmental responsibilities, and the importance of cross-functional cooperation in supporting operational success.

Qualifications

- Strong verbal and written communication skills, with the ability to communicate effectively with both leadership and bargaining unit members.
- Demonstrated ability to build productive working relationships across multiple levels of the organization.
- Sound problem-solving, analytical, and decision-making skills, with the ability to assess issues and support practical resolutions through member engagement and input.
- High-level of engagement, initiative, and visibility on the shop floor, with a commitment to active employee interaction.
- Demonstrated commitment to improving workplace conditions, supporting worker participation, and contributing to positive operational outcomes.

Expectations

UAW Local 42 leadership expects the Continuous Improvement Representative to serve as an active, visible, and dependable presence on the shop floor. This individual should demonstrate professionalism, accountability, and a strong commitment to collaboration while supporting continuous improvement efforts throughout the facility and ensure the obligations of the CBA are met. The role is essential to strengthening communication, encouraging workforce involvement, and helping ensure that improvements in plant performance are achieved alongside meaningful improvements in the overall member experiences.