

# UAW Continuous Improvement Program / Production Standards Representative

---

## Resume Submittal Guidance

UAW Local 42

### Position Overview

UAW Local 42 is seeking a highly qualified, motivated, and knowledgeable bargaining unit member in good standing to serve as the Continuous Improvement Program (CIP) / Production Standards Representative. This position is responsible for advancing workplace performance, supporting a positive employee experience, and helping drive overall plant efficiency through effective continuous improvement practices and sound production standards administration. The representative will serve as a critical link between workforce concerns, contractual compliance, and operational objectives, ensuring that improvement initiatives, manpower planning, and production standards are managed in a manner that supports both member well-being and organizational performance.

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. This is an appointed position requiring vetting and concurrence through a Local, Regional, and International UAW process. Any supporting documentation, credentials, and relevant experiences should be provided on the resume.

### Key Responsibilities – Continuous Improvement

- Promote and support continuous improvement initiatives that enhance quality, operational efficiency, safety awareness, and the overall employee experience.
- Maintain a consistent and visible presence on the shop floor to engage directly with employees, identify concerns, and gather real-time feedback on workplace conditions and processes.
- Interpret and apply Collective Bargaining Agreement (CBA) language related to Continuous Improvement, job standards, and related workplace practices.
- Support member involvement and worker empowerment efforts by encouraging participation in improvement discussions and problem-solving activities.

- Collaborate with union leadership and company representatives to identify opportunities for process improvement and help implement solutions that strengthen plant performance.

### **Key Responsibilities – Production Standards**

- Maintain engagement in all aspects of manpower planning, including line balancing, ergonomic considerations, workload distribution, and production pitch evaluation.
- Attend and actively participate in all manpower meetings with company leadership to advocate for fair and effective staffing decisions.
- Serve as the primary point of contact for manpower-related matters, providing guidance, clarification, and follow-up on staffing concerns.
- Prepare and communicate manpower data, observations, and updates to the UAW Local Union structure as appropriate in a timely and organized manner.
- Monitor shift preferences, employee transfers, and workforce movement to ensure alignment with contractual provisions and operational needs.
- Review weekly manpower changes, including new hires and staffing adjustments, and assess their impact on production standards and workforce balance.

### **Qualifications**

- Strong working knowledge of Collective Bargaining Agreement (CBA) language, with the ability to interpret and apply contractual provisions effectively.
- Existing experience or strong familiarity with production standards, manpower planning, line balancing, and workplace process improvement is a plus.
- Excellent communication, interpersonal, and leadership skills, with the ability to work effectively across multiple levels of the organization.
- Ability to work collaboratively with union leadership, bargaining representatives, and company management while maintaining professionalism and credibility.
- Strong organizational, analytical, and problem-solving skills, with attention to detail in reviewing manpower data and operational issues.
- A clear commitment to continuous improvement, employee advocacy, and achieving positive outcomes for the membership.

### **Expectations**

UAW Local 42 leadership will place significant trust in this role to support both continuous improvement efforts and all manpower-related responsibilities. The successful candidate will be expected to demonstrate strong engagement, sound judgment, and a thorough understanding of contractual language while serving as an effective communicator and advocate for the membership. This individual should be capable of building productive working relationships with members, union leadership, and company representatives in

order to help drive fair, informed, and constructive outcomes that benefit the workforce and the organization as a whole.