

Northwest Ohio Recycling Committee of WCEI

This speaker will provide an insight of how they promote corporate recycling through labor-management cooperation, corporate interaction and partnerships, education, and community involvement. *Presenter: Ted Ransburg*

Chrysler LLC Toledo Machining Plant and UAW Local 1435

This group will present information encompassing many of the joint processes that contribute to their ongoing success including SMART manufacturing, continuous improvement, and joint programs with emphases on joint project selection, problem solving, TPM, and more. *Presenters: Tedd Carr, Alicia Langel, Tony Tomasi, Jason Myers, Molly Henry, Dave Gay, and Jeff Uchic*

EI Flag Award

The EI process at *TRW Automotive Fayette and UAW Local 1181* is the 22nd recipient of the EI Flag Award since 1990 when it was introduced to the labor-management community to provide public recognition of successful joint employee involvement processes throughout northwest Ohio. The award recognizes the active participation of management and union leadership as well as the hourly and salaried employees who commit their time, talents, resources, and creativity in the continual pursuit of excellence in their facility.

The public recognition that the award provides enhances the pride of employees working in organizations that have a joint leadership commitment to the employee involvement process. The award also encourages other business and union leaders to consider the favorable impact that such a process would have on their own work environment, customer relations, and an enhanced image for the entire community.

The vivid blue flag centers upon the letters “EI” emblazoned across the State of Ohio, and is flanked by logos of the Center and WCEI. The words “Pride”, “Quality”, “Cooperation”, and “Productivity” are in the four corners.

Each organization must meet specific requirements to initially receive this award. Those requirements are:

- Be affiliated with WCEI, involving and supporting labor-management practices.
- Have a minimum of one year’s performance as a joint process.
- Must have participation by both Union and Management.
- Be an Ohio organization.

About TRW Fayette & UAW 1181’s Joint EI Process:

During the summer of 2006, the center met with the labor and management leaders at their Fayette facility to assess their needs and how the Center and WCEI could help them move forward together to achieve mutual goals. Upon the recommendation of the Center, they, both Labor and Management, selected a joint leadership of 14 members and went off-site for three days of Steering Committee Development. They jointly developed goals and objectives for the success of their facility. In late 2006, they negotiated a CBA, and were invited to attend some WCEI monthly meetings. By Spring of 2007, they moved forward with internal joint mid-level training, selected facilitators, both union and management, to be trained in July of 2007. They have trained teams, cells, and leaders and are working toward greater efficiency and achieving recognition corporately.

About the Joseph Tomasi Spirit Award

WCEI recognized that it is essential to their mission and purpose to:

1. Recognize individuals, businesses, unions and organizations who have worked together to grow their relationship.
2. Promote process change and quality programs through education, training and employee involvement.
3. Build relationships which enhance employment security through job retention and expansion.

and they resolved to create an award which will recognize such efforts. It was further resolved that this award shall be known as the ***Joseph Tomasi Spirit Award***. Tomasi was a long-time promoter of labor-management cooperation, tireless advocate for northwest Ohio, former UAW Regional Director, and early supporter of the Center and WCEI.

Criteria for consideration of this award includes the following:

- The Labor-Management Center Staff will nominate (with input from WCEI members).
- Recommendations approved (supported) by the WCEI Steering Committee.
- Award to be presented at the annual conference.
- Must be a member in good standing.
- Must exemplify that communication and working together can grow a relationship between management and labor.
- Things to take into consideration but not limited to the following:
 - Employment Security
 - Quality Programs
 - Change Processes
 - Education & Training
 - Communications leading to mutual trust
 - Team Building
 - Jobs through retention
 - Jobs through expansion
 - Jobs through development

Keynote Speakers

Al Iacobelli, Vice President - Employee Relations, Chrysler LLC was appointed Vice President – Employee Relations on March 1, 2007. Prior to this position, he served as Director – Employee Relations Planning and Manufacturing Human Resources. In this position, he is responsible for all Chrysler LLC labor relations activities, strategy, employment security, economics and the manufacturing facilities human resource activities. He joined Chrysler in 1993 and has served in multiple capacities and leadership roles.

He is a graduate of Wayne State University with a Bachelor’s degree in Political Science and Economics, a Master's degree in Industrial Relations as well as a MBA in Finance from Michigan State University. He is also a graduate of the following Executive Management programs, Harvard Business School – Boston Massachusetts, International Institute of Management Development (IMD) – Lausanne, Switzerland and the INSEAD Business School – Fontainebleau, France.

Iacobelli is originally from Detroit, Michigan, and currently resides in Rochester, Michigan, with his wife and two children.

General Holiefield, Vice President, UAW, was elected a vice president of the UAW on June 14, 2006 by the delegates to the union’s 34th Constitutional Convention. He directs the Chrysler, Heavy Trucks and General Dynamics departments.

Holiefield served as executive administrative assistant to UAW President Ron Gettelfinger from June 2004 until his election as vice president. He is the first African-American to serve in the union’s top staff position. Prior to that, Holiefield served two years as an administrative assistant to Vice President Nate Gooden, who directed the UAW DaimlerChrysler Department. In the UAW’s successful 2003 national negotiations with Chrysler, Holiefield coordinated the national negotiating committees and staff assignments and played a major role in ratifying the national agreement.

Holiefield was appointed to the staff of the UAW in 1995 by then-President Stephen P. Yokich and assigned to the union’s Chrysler Department, then directed by Vice President Jack Laskowski. As a servicing representative, he worked closely with UAW members and local union leaders at Chrysler manufacturing and parts plants in Michigan and Indiana. In July 1997, Vice President Laskowski promoted Holiefield to the position of appeals board coordinator, with responsibility for handling arbitration cases for the UAW Chrysler Department. In November 1999, Vice President Gooden named Holiefield as an assistant director of the union’s DaimlerChrysler Department, and promoted him to administrative assistant in April 2002. Holiefield has been a UAW member since 1973, when he went to work at Chrysler’s Jefferson assembly plant in Detroit. In 1975, he transferred to the Chrysler axle plant on the lower east side of Detroit, where he quickly became active in UAW Local 961, working on various standing committees, including the Civil Rights, Community Action Program (CAP), Union Label, and Bylaws committees.

A longtime political and community activist, Holiefield is a member of the Michigan Democratic Party, a Life member of the NAACP and a member of the UAW Legal Services Board. General and his wife Marlene, who live in Macomb County, Mich., are the proud parents of three adult children — daughter Shaelyn and sons Chalfonte and General Jr. An avid car buff, General also enjoys riding horses, fishing and motorcycling. Holiefield was born on June 6, 1953, in Middletown, Ohio.

The Two-Minute Drill

Professor, author, and motivational speaker Clinton O. Longenecker, drawing on his experience and research will enlighten, inspire, and motivate us with information and techniques in leading and motivating others. His focus will be his latest book, The Two-Minute Drill. Clint earned his BBA and MBA at The University of Toledo and his Ph.D. at Pennsylvania State University. His primary fields of instruction include Organizational Development, Organizational Behavior, HR Management, Training and Development Systems, and Executive Leadership. His primary fields of research include Creating High Performance Organizations, Organizational and Management Development, Team Building, and HR Management Practices. Clint is also a Stranahan Professor of Leadership and Organizational Excellence.

Door Prizes

We greatly appreciate and thank the following Door Prize donors for their contributions:

- Toledo Mud Hens Baseball Club, Inc.
- The University of Toledo Department of Intercollegiate Athletics
- UAW Region 2-B
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