

York Area Labor-Management Council
2005 Labor-Management Cooperation Award Nomination

Company Name: Voith Siemens Hydro Power Generation, Inc
East Berlin Road, York, PA 17404

Union: Local Lodge 1400, District Lodge 98, IAMAW (Machinist Union)

Company Contact: John McCambridge, Director of Human Resources.

Union Contact: Clark Ruppert, Jr., Business Representative, District Lodge 98
Chuck Fleegle, President LL 1400,
Lonny Dietz, Chairman Shop Committee -

Voith Siemens Hydro Power Generation, Inc. York, PA - serves as headquarters of Voith Siemens Hydro In North America. Other North American locations include Chattanooga, Tenn.; Annapolis, Md; Alpharetta, Ga.; and Mississauga, Ontario, Canada.

The York, PA facility is one of the world's oldest and largest engineering and manufacturing facilities dedicated to the production of hydroelectric equipment.

The Key products are turbines and control systems for hydro power plants. They work with heavy metals - manufacturing and refurbishing Hydro Turbines.

I believe that Voith Siemens and Local Lodge 1400 IAMAW deserve the award because:

1. The company and union have been having Mutual Interest Meetings (joint company union meetings) on a regular basis for about 20 years.
2. There are about 160 union employees at Voith.
3. We have not had a strike since Voith - purchased the company from Allis-Chalmers in 1986.
4. We negotiated and the membership ratified our current labor agreement about six (6) weeks before the prior agreement expired. The Agreement expired on September 26, 2004 and we ratified the renewal agreement on August 14, 2004.
5. The new agreement included a wage increase upon ratification and yearly increases; increases in pension and other benefits.
6. The new agreement also included an early retirement and a reduced work schedule for those close to retirement. We have many employees who will be eligible for retirement in the next 10 years. This was done so that we could hire some new employees to learn the skills. Most of these jobs are high skilled jobs that require years of experience.

7. We have not had an arbitration case in the last nine (9) years. We are able to resolve our grievances either ourselves, or in a few cases with the assistance of a Federal Mediator.
8. We have worked together, in slow times, to avoid permanent forced lay offs as much as possible by using a voluntary temporary layoff provision of the agreement. During a temporary layoff the company continues to provide the same benefits as when the employee is working full time. As such most of our lay offs have been voluntary.
9. The company agreed to join the IAM National Pension plan, which gives the employees a better benefit.
10. We are working on improving our joint safety committee.
11. We have an Apprenticeship program with a joint union/management apprenticeship committee.

While we have our differences, we have been able to work them out to the mutual agreement of both sides.

Sincerely,

Clark Ruppert, Jr.
Business Representative
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