



# LOCAL MOTION

VOLUME 75 • ISSUE 4

<https://region1.uaw.org/local400/>

WINTER 2022

## GOOD-BYE FORD ROMEO ENGINE PLANT

The poem “Rebirth” reminds us that at every end exists a new beginning. Rather than remain stagnant, we must adapt to change, as it is inevitable. American memoirist, popular poet, and civil rights activist Maya Angelou once said, “If you don’t like something, change it. If you can’t change it, change your attitude.” With the closing of the Ford Romeo Engine Plant by the end of the year, we all must adapt and grow with change.

Ford Romeo Engine has been a world class leader in engine production since 1990. Prior to that, it was the premier Ford Tractor Plant until it’s closing in 1988. In that time, we have always adapted to change. We have seen thousands of people come from other facilities, go out to others, and even some who have left and returned. We have watched entire generations grow up with us, teach us, and learn from us. We have shared in weddings, new babies, loss of loved ones, and all of the trials and tribulations of the co-workers and friends we call family.

Some of our people came from the Tractor Plant, some from other plants when we began building engines, some from plants that closed over the years, and some have never known any other place to call



There will be moments when you will bloom fully and then wilt, only to bloom again. If we can learn anything from flowers, it is that resilience is born even when we feel like we are dying.

~ Alex Elle, “Rebirth”

home. But, no matter your origin, we have welcomed and enveloped everyone into our second family. No matter the change in leadership (8 Local Presidents and 7 Chairpersons since 1990), the products we made, or the adversity we faced, one thing stayed constant – the bond of our people as a family.

We, the officers of Local 400, have all shared in that family bond. Some of us have known no other home, others have been brought in to the family from other places (Utica/Chesterfield). It pains and saddens us that though we fought intensely for the preservation of our home, Ford Motor Company still opted to displace hundreds of

people rather than grow with a loyal workforce that is second to none in quality, safety, and other metrics that helped to accelerate their success.

Many have expressed fear for the future of Local 400. We are still a strong amalgamated Local with many units and members. It may take an adaptation to change, but Local 400 still has the ability to survive and flourish for years to come. Local 400 turned 80 years old this year. We did not get there by giving up when things got difficult. We will, as always, find ways to grow and succeed together as dedicated UAW members.

### A Note from the Leadership...

To all the Members of Romeo Engine Plant:

Johnny, Chris, David, and Jim would like to thank you all for those memories and bonds we have shared throughout the years. Thank you for allowing us to be a part of your lives both in and out of the plant. Even though we all will still run into each other from time to time – either in our personal lives, because we have moved

on to another plant together, or as a retiree – we are saddened that this chapter of our lives has ended. However, we are grateful for the chapters we have already written together and hopeful for the new ones to come. From the bottom of our heart, we wish you all the success and blessings that you so richly deserve in you and your family’s lives. Until we see you again...



Johnny Verellen



Chris Dilbert, Jr.



David Murray



Jim Sorgi

### REPRESENTING UAW MEMBERS from...

- ◆ Utica Trim
- ◆ Chesterfield Trim

- ◆ Romeo Engine
- ◆ Ford Highland Park
- ◆ Yanfeng USA, Highland Park
- ◆ MPG – Hourly
- ◆ Learning Designs, Inc.

- ◆ Wes Pro Fleet – Switchers
- ◆ ABM – Romeo
- ◆ Utica Schools Clerical
- ◆ MPG – Salary
- ◆ ImagAmerica

- ◆ Bridgewater Interiors
- ◆ ABM – MI Proving Grounds
- ◆ Utica Schools Maintenance
- ◆ Union Sorters of America
- ◆ Flex-N-Gate, Shelby





from the  
**FINANCIAL  
SECRETARY-  
TREASURER**

**David MURRAY**

**2022 FINANCIAL REPORT: SEPTEMBER & OCTOBER**

**Balance as of Sept. 1, 2022 ..... \$662,862.77**

**INCOME**

09/01/2022 - 10/31/2022

Regular Dues .....	247,122.52
Sub Dues .....	397.26
Initiations .....	3,000.00
Reinstatements .....	120.00
Conference Hotel Refund .....	22.74
Retired Workers Chapter .....	3,742.25
Retiree Club .....	240.00
Rent .....	250.00
Exchange .....	1,111.40
Interest .....	21.52
<b>TOTAL INCOME .....</b>	<b>256,027.69</b>

**DISBURSEMENTS**

09/01/2022 - 10/31/2022

Wages .....	49,511.67
Lost Time .....	7,662.71
Expense Allowances .....	1,650.00
Reimbursed Conference Costs .....	3,338.33
Payroll Withholding .....	(17,280.31)
Payroll Withholding Forward .....	16,790.90

Payroll Tax Employer .....	5,320.46
Computer - Laptop .....	2,032.77
Conference Airfare & Hotel .....	7,659.19
Donations .....	1,250.00
Insurance - Employee Benefits .....	3,052.83
Local Motion .....	8,170.25
Maintenance & Repairs .....	3,127.55
Meeting Expense .....	761.05
Pension Allocations .....	1,408.32
Per Capita Taxes -	
August & September adj Rebate .....	151,902.74
Postage .....	216.54
Recognition Shirts for	
Active Members .....	20,160.00
Registration Fees .....	150.00
Retired Workers Chapter .....	1,506.55
Retiree Club .....	119.56
Retiree Picnic .....	6,286.62
Supplies .....	474.90
Telephone & Internet .....	977.40
Utilities .....	967.84
Exchange .....	1,551.81
<b>Total Disbursements .....</b>	<b>(278,769.68)</b>

**Total to Account for at  
October 31, 2022 ..... \$640,120.78**

**ALLOCATION of CASH ASSETS**

Commercial Checking - Comerica .....	\$68,093.44
Deposit on Hand .....	-
Petty Cash .....	345.00
Money Market Account - Comerica .....	369,564.77
Money Market Account - Chase .....	202,117.57
<b>Total Cash Assets .....</b>	<b>\$640,120.78</b>

**FUND BALANCES**

General .....	\$537,031.56
Education .....	37,424.68
Recreation .....	4,672.49
Retired Members .....	2,953.43
Community Service Fund .....	770.07
New Member Orientation .....	5,561.00
Local 400 Retiree Club .....	17,314.91
Retired Workers Chapter .....	34,392.64
<b>Total of All Funds .....</b>	<b>\$640,120.78</b>

**STATEMENT of ASSETS,  
LIABILITIES and NET WORTH**

Total Cash Assets .....	\$640,120.78
<b>Current Liabilities:</b>	
Per Capita Tax- Int'l UAW	
Net of Rebate .....	58,361.59
Per Capita Tax -	
Affiliates and CAP .....	2,817.89
Accounts Payable - General .....	14,000.00
Total Current Liabilities .....	(75,179.48)
Net Cash Worth .....	\$564,941.30
<b>Fixed Assets:</b>	
Building & Land,	
50595 Mound Rd., Utica, MI .....	\$514,468.17
Furniture & Fixtures at Cost .....	72,798.87
Total Fixed Assets .....	587,267.04

**GRAND TOTAL NET WORTH**

**at October 31, 2022 ..... \$1,152,208.34**

*Fraternally Submitted by  
David Murray  
Financial Secretary/Treasurer*

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LOCAL MOTION

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Chris Dilbert, Jr. ....	President
TBD .....	Vice President
David Murray .....	Financial Secretary/Treasurer
Jim Sorgi .....	Recording Secretary
Jeremy Rickert .....	Chairperson/Romeo
Denise (Lavolia) Taylor .....	Chairperson/Ford Highland Park
Erik Emmons .....	Chairperson/MPG Hourly
Jason Germonprez .....	Chairperson/MPG Salaried
Pat Lewis .....	Chairperson/Bridgewater Interiors
Mark Hemphill .....	Chairperson/Yanfeng, Highland Park
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Ronda Laritz, Regina Patton	
Mary Ann Calabro .....	Chairperson/Retired Workers Chapter
Dominic Zerilli .....	Retiree Executive Board

**POSTMASTER, send address changes to:  
UAW LOCAL 400, 50595 Mound Rd., Utica, MI • Phone (586) 731-6270**



from the  
**RECORDING  
SECRETARY**

**Jim SORGI**

I would like to take a moment to wish all of the members of Local 400 and their families a very Merry Christmas and a

healthy, Happy New Year!

We recently had our annual Health Care Meeting with the UAW Medical Benefits Trust (VEBA) for retirees, and I was very happy with the turnout. The meeting was informative, and I believe everyone's concerns were addressed.

This year has gone by so fast. There have been some very good times as well as some very sad, with the loss of some of our members. My thoughts and prayers

go out to anyone who has lost a family member or loved one. Please try to stay strong and remember that in the UAW, we are all family and should always be there for each other.

May the Good Lord bless all of you and thank you for giving me the honor of serving this great Local. As always, I wish all of Local 400 health and good fortune in the new year! Remember: *Live each day as if your life had just begun!*



from the  
**RETIRED WORKERS  
CHAPTER CHAIR**

**Mary Ann CALABRO**

Happy Blessed Holiday All Retirees,

Well, another year has passed and our holidays are here once again. We all know, being retired, how our days, months and years go by so fast for us. Seems like yesterday we started working at our facilities and now, for many of us, we have been retired for many years already. We're grateful that we made great memories and friends as they became family to us.

As you have undoubtedly heard, Romeo Engine will be closed by the end of the year. Most of us know the pain of our doors being shut or the building

being sold. Our prayers go out to those who had to transfer and those who retired early when they did not want to let go of the plant that they grew with.

Our 2022 Annual Christmas Party is just days away! Please get your ticket (\$25 per person) quickly. Next year, 2023, could be our last Christmas party because, like many other unions, we are hurting with lack of Union dues. So, please don't wait! When it's too late, you may be sorry for not attending as a retiree. So, purchase tickets at Local 400 or mail in a check to Local 400.

On behalf of your Retiree Chapter and as your Chairperson, I'm wishing you and your family a blessed Merry Christmas along with good health for the coming new year!

Please send me your email if you wish to be on the Retiree News update:

[maryacalabro@yahoo.com](mailto:maryacalabro@yahoo.com)



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US...**

Keep up with all information, obituaries, and upcoming events at...

**UAW Local 400's website:**  
<http://region1.uaw.org/local400/>

**UAW Local 400's official  
FACEBOOK page:**  
<https://www.facebook.com/groups/UAWLocal400/>

**Get your Solidarity Magazine:**  
<https://uaw.org/solidarity/>

**To Our Union Brothers and Sisters in NEED of Prayers...**



*We're praying for You today!  
Father God, we lift up all those who are facing illness in their bodies. We ask that you would restore their health, soothe their pain, and ease their worry. Give them your peace, calm their fears, and let them*

*experience the healing power of Your love.*

*In Jesus' name. Amen.*

**ATTENTION ALL RETIREES**  
*(Including IPS, TOP, and SMALL UNITS)*

**Do You Know...**

**Retiree Chapter Meetings and Events are for ALL Retirees!**

You don't have to be from a Ford plant to participate – they are for, well – *YOU!* Come to some meetings, learn some valuable information and also about upcoming events/activities and, finally, have a great time meeting new people!

**MEMBERS BENEFIT CONTACTS**



**We're only a phone call away.**

**NESC Benefits**  
(800) 248-4444  
[myfordbenefits.com](http://myfordbenefits.com)

**Met-Life Insurance**  
(833) 552-3673

**Pension Check**  
State Street  
(800) 829-8833

**OPTUM-RX**  
(855) 811-2223

**Retiree Health Care Connect**  
(866) 637-7555  
[uawtrust.org](http://uawtrust.org)

**UAW Legal Services**  
(800) 482-7700

**AXZ Plans**  
(800) 348-7709

*\*In case of deceased, call*





# ALL ACTIVE & RETIRED Members of UAW Local 400

In the interest of financial responsibility and ability for the Election Committee to better provide a fair and equitable **SPECIAL ELECTION**, with the approval of UAW Local 400 Joint Council on November 9, 2022, a **SPECIAL ELECTION** will be held in one location – the UAW LOCAL 400 HALL.

In order to accommodate this change, the Election Committee has made available a 1-day, in-person nomination period (with the availability to still do certified mail for nomination forms) AND a 3-day election period, so all members will have an opportunity to vote. **THEREFORE:**

## RULES FOR CONDUCT OF THE ELECTION

1. Voting will be by secret ballot.
2. Voter must show positive identification and sign registration card at time of voting.
3. Each candidate will be allowed challengers during election and during counting.  
Challenger must be a member of UAW Local 400.
4. Challengers' names must be submitted to the Recording Secretary no later than **Thursday, December 15, 2022** by 12:00 noon.
5. All new members who have signed dues authorization forms from a participating employer and/or are current with their dues with UAW Local 400 are "members in good standing" and are eligible to vote.
6. A candidate shall have the right to submit her/his commonly known name as she/he wishes it to appear on the ballot.
7. Anyone wishing to withdraw must do so before 11:00 a.m., **Thursday, December 15, 2022** in writing. Any corrections, misspellings, etc. must also be received no later than this date.
8. Results will be tabulated by the Recording Secretary after the closing of the polls on 1/13/23 at the UAW Local 400 Hall, 50595 Mound Road, Utica, Michigan.
9. The Financial Secretary may be present at the polls at the time of voting for the purpose of guarding the records and books for which her/his office is responsible.
10. The Recording Secretary and his designated assistants shall remain neutral and not campaign for, or favor, any candidate.
11. Term of election: Fall/Winter 2025
12. Candidates may observe the printing of the ballots. Contact the Local 400 Recording Secretary for time and date after Thursday, December 15, 2022.
13. All reasonable requests for absentee ballots will be met for members (**on union or company business only**) by contacting the Recording Secretary.
14. Campaign mailings request must be in writing delivered by regularly used or dependable means to the Recording Secretary. Local 400 will comply with any reasonable request by a candidate to distribute campaign literature at the candidate's expense.
15. Retired and Active members are eligible for candidacy and/or to vote in this election.

## SPECIAL ELECTION NOTICE

### THREE ELECTION COMMITTEE MEMBERS AND FIVE ALTERNATES

By Joint Council action on November 9, 2022, authorization was given to hold an election for three (3) members and five (5) alternates of the Election Committee. All members in continuous good standing for one (1) year are declared nominated.

### 2023 ELECTION WILL BE HELD:

DATE/TIME:

**Wednesday, January 11 10:00AM - 5:00PM**

**Thursday, January 12 12:00PM - 7:00PM**

**Friday, January 13 7:00AM - 2:00PM**

PLACE:

**UAW LOCAL 400 HALL**  
50595 MOUND RD., UTICA, MI 48317

### NOMINATION ACCEPTANCES:

Nomination forms are available at the Local 400 office. Acceptances may be dropped off at the Local office during business hours from 8:00 a.m. to 4:00 p.m. on Thursday, December 8, 2022, **OR** acceptances may be by certified or registered mail addressed to:

**Jim Sorgi, Recording Secretary**

**UAW Local 400, 50595 Mound Rd., Utica, MI 48317**

*Nomination acceptance must be postmarked no later than midnight of December 8, 2022 and signed by the nominee.*

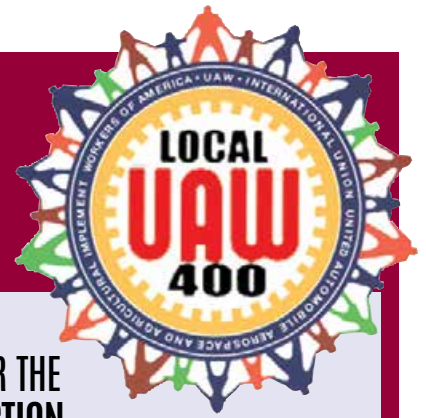
Drawing for position on the ballot will take place at the Local 400 Union Hall, 50595 Mound Rd., Utica, MI 48317, on Thursday, December 15, 2022 at 12:00 noon.

Ballots will be counted immediately after the closing of the polls on 1/13/2023.

*submitted by JIM SORGI, Recording Secretary, UAW Local 400*



# ALL ACTIVE LOCAL 400 Members In Good Standing



- AMERICAN BUSINESS MANAGEMENT (ABM) AT MPG
- AMERICAN BUSINESS MANAGEMENT (ABM) AT REP
- BRIDGEWATER INTERIORS, WARREN
- FLEX-N-GATE, SHELBY
- FORD, HIGHLAND PARK
- FORD, MICHIGAN PROVING GROUNDS (HOURLY)
- FORD, MICHIGAN PROVING GROUNDS (SALARY)
- FORD, ROMEO ENGINE PLANT
- IMAGAMERICA
- LEARNING DESIGNS
- UNION SORTERS OF AMERICA AT REP
- UTICA COMMUNITY SCHOOLS (CLERICAL)
- UTICA COMMUNITY SCHOOLS (MAINTENANCE)
- WES PRO
- YANFENG AUTOMOTIVE INTERIORS, INC. HIGHLAND PARK

By Joint Council action on November 9, 2022 the UAW Local 400 Special Election will be held on: Wednesday, January 4, 2023; Thursday, January 5, 2023; and Friday, January 6, 2023. If a runoff is necessary, it will be held on Wednesday, January 11, 2023; Thursday, January 12, 2023; and Friday, January 13, 2023 same hours and polling place.

All members in good standing for one (1) year are declared nominated. Nominations are open as of Thursday, December 8, 2022. Nominations may be dropped off in person, by the nominee, at the Local 400 office during the hours 8 a.m. and 4 p.m. on Thursday, December 8, 2022.

If not delivered to the Local office in person during said hours on Thursday, December 8, 2022, acceptance must be made by CERTIFIED OR REGISTERED LETTER addressed to: **Chairperson of the Election Committee, 50595 Mound Road, Utica, MI 48317**

**ALL NOMINATIONS MUST BE SUBMITTED DURING THIS NOMINATION PERIOD BY THE NOMINEE. Deadline for acceptance in person is 4:00 p.m. on Thursday, December 8, 2022. If mailed, must be POSTMARKED NOT LATER THAN MIDNIGHT, on Thursday, December 8, 2022.**

A candidate must include the following information with acceptance: **NAME, SOCIAL SECURITY NUMBER, CLASSIFICATION, SENIORITY, SHIFT, HOME ADDRESS, CURRENT PHONE NUMBER, and POSITION ACCEPTING.** A candidate should print name as she/he wishes it to appear on the ballot and SIGN the nomination acceptance. The nomination forms are available at the Local 400 office.

Although all members are automatically nominated by Joint Council action, a member may exercise her/his right to personally nominate a member of her/his choice for office. It is the nominator's responsibility to notify the nominee that she/he has been nominated. It is the obligation of the nominee to accept and sign such nomination and place her/his name in nomination within the 1-day nomination period.

The drawing for candidates' position on the ballot will be held on Thursday, December 15, 2022 at 12:00 noon at the Local 400 Union Hall at 50595 Mound Road, Utica, Michigan. Any candidate wishing to withdraw her/his name should do so by 11:00 am on Thursday, December 15, 2022. Ballots will be counted immediately after the closing of the polls on Friday, January 6, 2023.

## Acceptances Are Open For The Following Executive Office Positions:

### One (1) Executive Board Member-at-Large

ELECTION DATE/TIME:

**WEDNESDAY, JANUARY 4, 2023 • 10:00 a.m. - 5:00 p.m.**

-or- **THURSDAY, JANUARY 5, 2023 • 12:00 p.m. - 7:00 p.m.**

-or- **FRIDAY, JANUARY 6, 2023 • 7:00 a.m. - 2:00 p.m.**

PLACE: **LOCAL 400 UNION HALL, 50595 Mound Road, Utica, MI 48317**

MUST SHOW PROPER ID.

ELECTION COMMITTEE  
Carrie Murawski, Ramona Sowle

## RULES OF CONDUCT FOR THE SPECIAL ELECTION

1. Voting will be by secret ballot.
2. Voter must show positive identification and sign registration card at time of voting.
3. Each candidate will be allowed a challenger during election and during counting. Challenger must be a Local 400 member.
4. Challenger's names must be submitted to the Election Committee no later than 12:00 noon on **Thursday, December 15, 2022.**
5. All new members who have signed dues authorization forms and are "members in good standing" are eligible to vote.
6. A candidate shall have the right to submit her/his commonly known name as she/he wishes it to appear on the ballot.
7. Anyone wishing to withdraw must do so by 11:00 a.m. on **Thursday, December 15, 2022**, in writing. Any corrections, misspellings, etc. must be received no later than this date and time, also.
8. Results will be tabulated by the Election Committee after the closing of all the polls. Ballots will be counted at the Local 400 Union Hall on Friday, January 6, 2023.
9. Members must run on the day and shift assigned.
10. The Financial Secretary may be present at the polls at the time of voting for the purpose of guarding the records and books for which her/his office is responsible.
11. Members of the Election Committee shall remain neutral and not campaign or favor any candidate.
12. Candidates elected term will serve until the next general election.
13. Candidates may observe the printing of any ballots printed in-house. Contact the Election Committee or Local 400 Recording Secretary for time and date after the drawing for candidate's position on the ballot on Thursday, December 15, 2022 but before close of regular business hours on Monday, December 19, 2022.
14. All reasonable requests for absentee ballots will be met for members (**on union or company business only**) by contacting the Election Committee before Thursday, December 15, 2022. Campaign mailings request must be in writing delivered by regularly used or dependable means to the Election Committee. Local 400 will comply with any reasonable request by a candidate to distribute campaign literature at the candidate's expense.





**OPINION**

# Just Another Turn of the Page?

by David P. Sandoval, E-Board member

Inevitably, the end of one year and the beginning of the next arouses a range of emotions. Even for those less introspective, the end of the calendar can be an occasion for joy at having accomplished a personal goal, despair at the loss of a loved one, or any combin-

ation of positive or negative sentiments.

But the overriding feeling of each of those experiences come December is one of hope and optimism as we peer into the near future. We want the best for ourselves, our families, and our neighbors as we collectively move forward. In the words of the English poet Alexander Pope, "Hope springs eternal in the human breast."

On behalf of our UAW local, I wish you and those closest to you the very best for 2023. But in order to secure the prosperous future we all desire, it is essential that we prepare for it and that our aspirations are not based solely on wishful thinking.

Our Local currently suffers from a deficit of enthusiasm, and a surplus of apathy. It is essential that we turn around that mediocrity. Everything our organization does, from negotiating contracts, to maintaining our day-to-day business functions, and to holding social activities happens because we know that through our solidarity we are strong, and by becoming involved we foster that strength.

We bring that about through voting in our local's elections, running for offices, and consistently being on the lookout for new ways in which we can do our part. So let us view the arrival of the new year as a positive opportunity for all of us, and not merely as another turn of the calendar page.



The UAW Local 400 Softball Team had a remarkable year, finishing in third place out of 14 teams. This is the highest seeding going into the playoffs in 8 years. Their hard work earned them a bid to play in the Winter Dome Softball League that will begin in January, 2023.

This spring, the team will be playing at Belle Isle Park and Maharas Park – two of the most competitive leagues in Michigan.

**ATTN: All Retiring UAW EMPLOYEES**



Doug Gravelle, CFP  
Investment Professional

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## IN MEMORIAM

*The Officers, Representatives and members of Local 400 extend their deepest sympathy to the family and friends of these deceased retired members.*

### CHESTERFIELD

George Latimore  
Charles Monaghan  
Jagoda Novjanovski

### MPG HOURLY

Glen Mecum  
Earl Pace

### UTICA

Domenico Alvaro  
Natale Biondo  
James Gabrielson  
Robert Puleo

### ROMEO

Doug Fink  
Robert Howell

### YANFENG

Thomas Paris (Active)

*These passed members and friends are already missed.*





from the  
ROMEO ENGINE  
CHAIR PRO-TEM

**Jeremy RICKERT**

told that it was a small “family” at the plant and, as a young man, I didn’t quite get it. Soon enough though, it made sense! My co-

Brothers and Sisters,

The Holidays are upon us, and the end of Romeo Engine Plant is also here. Unfortunately, we will be making our last engine right before our Christmas Break.

Even though our great Union has found homes for our members, it saddens me that Ford Motor Company has once again chosen profit over people. The Romeo Engine Plant has always been the benchmark for engine plants and brought many tours from across this great nation. From other plants trying to copy the “Romeo” way, to the prestige of our Niche line, it has always been a world-class facility.

I often think of all the memories that Romeo has offered. From the great children’s Christmas parties, to our summer shut-down picnics, to quite a few that are only mentioned when reminiscing about “the good old days.” There have been so many unforgettable memories made there that will always bring a smile when we reflect on them.

When I hired in, I was

workers have truly become family; something a young 20-year-old never imagined would ever come to fruition.

I have had the pleasure to get to know so many great people over the years, including some who have passed on, but will never be forgotten. It has been a great pleasure to have had the opportunity to make those friends, family.

I know that many of us will go in different directions when we close, but this small family will always hold a special place in my heart. So, I wish everyone health and prosperity as they journey on to a new chapter.

I wish everyone a safe and happy holiday season. To all Romeo employees, we will have another chance to make some great memories on January 6th at Younger’s Irish Tavern in downtown Romeo. There will be appetizers and lots of stories to reminisce upon.

I would also like to thank you, for allowing me to represent you and this great family!



from the  
YANFENG  
HIGHLAND PARK  
CHAIRMAN

**Mark Hempill**

at Yanfeng, Highland Park. We are angry with the decisions due to poor planning that are not the fault of the hard-working members

Dear Brothers and Sisters,

You all know we lost our 3rd shift last month due to Warren Truck going down to only two shifts. Please understand that the Union does not have control over Stalantis’ mismanagement.

We write language in our contracts to protect our members in the event of a Reduction of Force due to events such as this. This language is there to protect seniority employees and to bring any back, as fast as possible, when new or more work becomes available. The Union does not, however, control when work is no longer available and members have to be on layoff.

You must understand that the Union does not want anybody laid off. We know that our members are doing their best to provide quality products to our customer. We know there is pride in all of the work you do.

We are proud of the growth that has happened over the last couple of years

of our facility.

As of yet, there is no return-to-work date for those who are on layoff. But, on a good note, we are able to bid on new work now that our quality has improved over the last 9 months. We (Yanfeng and your UAW leadership) are hopeful that we can bring new product in to our Highland Park facility, such as the new work we just added for our molding Department, and bring our people back.

For those still working, we need to continue to strive for better. The quality of the product we produce relates directly to the ability to bring our Brothers and Sisters back to us. If you see quality issues, notify someone immediately. Do not let anyone tell you to work outside of your process without specific leadership instructions.

Be diligent in your effort to maintain quality. The future of our Highland Park Facility and the livelihood of our Brothers and Sisters depend on it.

*Do you know of someone who works for a company who reaps all of the spoils and the workers get none?*

*Do they complain about terrible safety standards, overwork, low pay, or special treatment for certain people?*

*Do they want to improve the conditions for themselves and their co-workers?*

**Talk to them about joining a union!** Then, have them call Local 400, so we can help. The more we improve the facilities around us through collective bargaining, the better the lives of all of our family, friends, neighbors, and community will be. We would love to add to our family. Give us a call at 586-731-6270.



## ACTIVE & RETIRED MEMBERS **keepintouch**

Please remember Local 400 when you move or have any change in pertinent information. Along with the post office, pension board, or other organization you may have to notify, just give us a call at the Local or stop by so we can update your information. Then, you can continue receiving your **Local Motion** and we can keep you in the loop!



**FOLLOW US...**

Please use these Local 400 resources to keep up with union information, election updates, obituaries, upcoming events & more:



**UAW Local 400's official FACEBOOK page:**

<https://www.facebook.com/groups/UAWLocal400/>

**UAW Local 400's website:**

<http://region1.uaw.org/local400/>



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**LOCAL MOTION**

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# Local 400 Retired Workers Chapter's *Christmas Party*

**TUESDAY, DECEMBER 13, 2022**

at the

**MIRAGE BANQUET HALL**

16980 18 Mile Rd., Clinton Twp., MI 48038  
(East of Garfield Road)

Tickets: \$25 per person (Advance)  
\$35 per person (at the Door)

Doors Open: 11:00 a.m. (No saved seating)

Sit-down Dinner: 12:00 p.m. (promptly)

Raffles and 50/50 (must be present to win)

Adults Only • No more than one guest please.

