



LOCAL 412 LEADER

Volume 40, Issue 2



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FALL 2020

ADJUSTING IN 2020

LOCAL 412 PRESIDENT'S REPORT

Jerry M. Witt



In March, with the unexpected arrival of the pandemic and as our country came to a halt, keeping our members, their families and work environments safe and remaining operational quickly became top priority to the UAW and Local 412. I want to thank all members of Local 412 for their cooperation, integrity and willingness in continuing to get the job done.

A thank you also is extended to our UAW members who kept Chrysler Engineering productive and Facility/Shipping and Receiving running CTC efficiently, and to our members who volunteered to come in to work when FCA asked, as the need grew.

A special acknowledgement and thanks go to our own front-line Nurses during this time, and our Caravan members for the exceptional job they did during the early unknowing stages of the pandemic.

Also, thank you to our members at Centerline/Mopar Center of Excellence, who continued to support FCA customers and dealer networks through World Class Logistics, and to the Public Sector, who continued to work as the pandemic grew.

An added thank you goes to our 412 members at Detroit Diesel and General Dynamics, who kept their plants and operations running smoothly.

Many families had to do some creative thinking as well, cancelling or delaying

planned vacations, and are still able to adjust.

The pandemic has been difficult, but it has also offered an optional view for living life and still maintaining our work ethic. Many have found working from home to be a positive experience, while others struggle. If you are one who has struggles, please reach out to your Local 412 EAPs (Elaine Copeman for FCA or Doug Crowell for General Dynamics) for a referral that may help you during these challenging times.

As President, I also want to thank all Local 412 Officers, Leadership, and Appointed Representatives for their dedication, diligence and hard work during this year, along with a thanks to all their families for supporting them.

Also, a final thank you to all Local 412 members for their support, faithfulness to our Local, and for helping and assisting their workplaces by working together to keep the workplace safe by following the rules in place.

BUSINESS AS USUAL

This has been a quieter year at the Local 412 Hall, with the cancellation of events and monthly Unit and Retirement meetings, but it doesn't mean your officers haven't been busy. Local 412 Servicing Reps and Officers have been finalizing Local Agreements, fighting discipline write-ups, suspensions, discharges, along with NLRB cases and Arbitration cases within our Local.

In the Public Sector, we've been involved in Loudermill hearings and MERC charges. Loudermill hearings are a part of the "due process" requirement that must be provided to a Public Sector employee prior to removing or impacting their employment property right or imposing severe discipline. The purpose of these hearings is to provide an employee an opportunity to present their side of the story before an employer makes a decision on discipline.

Michigan Employment Relations Commission (MERC) charges resolve labor disputes involving Public and Private Sector employees. In resolving these issues, MERC provides mediators, arbitrators, fact finders and conducts hearings for unfair labor practice cases.

The Bureau of Employment Relations is responsible for resolving disputes between Public and Private Sector employers and employees. An example of a successful MERC case was when Local 412 took on unfair labor practices against a former Macomb County Clerk. The Local won on all the charges against this former clerk, which gave way to resolving grievances and issues.

FCA NEGOTIATIONS UPDATE

The FCA Salary and Hourly Presidents from Locals 212, 1284, 1302, 1435, 1761 and the Elected Salary National Negotiators have been in constant communication with the International on a few issues, but especially the four

3% raises that we had on the Bargaining table, which was thought to be a done deal.

On October 15, 2020, we had a Conference call with our International Reps, that the Presidents, along with the Salary Negotiators, requested a letter to our Chrysler Department Vice President, Cindy Estrada, concerning these raises and a few other important items.



Precautionary measures taken for our members when the time is right. We miss you and hope to see you soon!

See **PRESIDENT** on Page 3

FINANCIAL STATEMENT

FOR PERIOD ENDING JUNE 30, 2020

FINANCIAL SEC'Y-TREASURER REPORT

Prepared by
TIM EDMUNDS



UNITS	FUND BALANCE	MEMBERS
#1 CHRY ENGR DESIGN & CLERICAL.....	\$41,453.00	702
#2 CHRY JEFFERSON ASSEMBLY.....	\$7,633.05	22
#7 CHRY STERLING STAMPING	\$1,434.06	28
#9 CHRY MOUND ROAD ENGINE.....	\$4,414.14	13
#10 CHRY ENGR TECHNICAL.....	\$42,050.07	723
#14 CHRY ENGR BODY/MAINT SHOPS	\$6,200.42	232
#17 CHRY WARREN TRUCK ASSEMBLY	\$1,286.34	33
#18 CHRY WARREN STAMPING.....	\$5,539.52	22
#21 CHRY MARYSVILLE.....	\$3,055.13	23
#23 CHRY DETROIT PARTS (MOPAR).....	\$2,480.43	6
#25 CHRY TRENTON ENGINE.....	\$4,195.49	92
#27 GENERAL DYNAMICS ENGR/TECH.....	\$1,956.45	105
#28 GENERAL DYNAMICS ENGR/DESIGN.....	\$14,780.51	102
#30 UNITED WAY FOR SOUTHEASTERN MICHIGAN	\$2,302.17	11
#32 CHRY INT'L PRODUCT ENGR	\$6,146.74	11
#35 CITY OF WARREN ATTORNEYS.....	\$2,301.18	10
#36 36TH DISTRICT COURT.....	\$1,628.49	9
#44 ST. CLAIR SHORES PROFESSIONAL EMPL.....	\$5,942.51	16
#49 MACOMB INFORMATION TECHNOLOGY.....	\$5,060.13	1
#51 CHRY STERLING HGTS ASSEMBLY	\$4,248.12	47
#52 CLINTON TOWNSHIP T.O.P.....	\$4,891.49	44
#54 COMPASS-CTC	\$3,728.69	18
#57 NURSES	\$8,050.41	26
#59 CITY OF WARREN ADMIN/WATER	\$9,686.05	45
#61 VALUE BEHAVIORAL HEALTH.....	\$7,517.97	64
#62 ROMEO LIBRARY	\$2,389.38	32
#65 HEALTH MGT SYSTEMS OF AMERICA.....	\$2,661.33	3
#70 OCHA THERAPISTS	\$3,558.05	4
#75 MACOMB COUNTY SUPERVISORS.....	\$34,441.42	135
#76 CLINTON TOWNSHIP WATER	\$5,131.84	23
#78 WASHINGTON TWP SUPERVISORY	\$1,368.60	2
#84 DETROIT DIESEL	\$12,581.02	275
#85 MCLAREN.....	\$28,798.72	23
#86 DETROIT LEGAL ASSISTANTS.....	\$977.79	6
#91 ROMEO DISTRICT LIBRARY	\$2,075.69	7
#92 WASHINGTON TWP WATER & SEWER.....	\$1,909.33	7
#93 WASHINGTON TWP DEPARTMENT HEADS.....	\$1,646.38	5
#95 MACOMB COUNTY CORPORATION COUNSEL.....	\$995.42	6
#97 CARAVAN FACILITIES	\$13,664.14	40
#98 MACOMB COUNTY HEADSTART, MCCSA	\$3,837.31	36
#99 WARREN MUNICIPAL FEDERAL CREDIT UNION	\$371.42	4
UNITS TOTAL	\$314,390.40	3,013

* DID NOT RECEIVE DUES CHECK

Disclaimer: Financial report pending approval at the next Joint Council/Executive Board meeting.

PREVIOUS MONTH'S
BALANCE .. \$1,563,884.78

INCOME:

DUES	\$265,344.13
RETIREE DUES #412	\$1,510.95
RETIREE DUES #314	\$46.90
INITIATION FEES.....	\$500.00

REIMBURSEMENT:

SPORTING EVENTS.....	\$400.00
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INTEREST:

STOCK DIVIDEND	\$23.40
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FUNDS:

VETERANS	\$600.00
NEW BUILDING.....	\$1,000.00
412 RETIREES.....	\$138.00

GROSS INCOME THIS MONTH \$269,563.38

NET INCOME THIS MONTH \$269,563.38

DISBURSEMENTS:

GENERAL FUND:

OFFICE SALARY	\$41,020.85
LOST TIME.....	\$1,239.23
TRAVEL, MEALS, ETC.....	\$542.64
PAYROLL TAXES	\$22,795.19
INSURANCE - MEDICAL	\$4,770.04
COMPUTER MAINTENANCE / REPAIRS	\$600.00
OFFICE EQUIPMENT - MAINT. AGREE.....	\$526.92
PER CAPITA TAXES	\$210,372.85
POSTAGE	\$164.79
STORAGE RENTAL	\$261.16
LOCAL PUBLICATION /PRINT - MAIL.....	\$9,982.60
SUPPLIES	\$197.84
WEB HOSTING.....	\$532.77
SOCIAL & RECREATION EVENTS	\$800.00
BANK CHARGES/ERRORS.....	\$84.60

FUNDS:

BUILDING MAINTENANCE.....	\$5,906.56
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UNITS FUNDS:

LOST TIME.....	\$111.75
OTHER.....	\$2,134.55

GROSS DISBURSEMENTS \$302,044.34

LESS PAYROLL DEDUCTIONS \$10,771.96

NET DISBURSEMENTS \$291,272.38

FUNDS

GENERAL.....	\$742,964.73
NEW BUILDING	\$396,826.17
EDUCATION	\$21,718.01
BUILDING MAINTENANCE.....	\$3,302.07
RECREATION.....	\$17,753.29
PUBLIC SECTOR	\$5,733.58
LOCAL 412 RETIREES.....	\$11,047.71

LOCAL 314 RETIREES.....	\$7,155.81
VETERAN'S COMMITTEE.....	\$(3,295.34)
WOMEN'S COMMITTEE.....	\$(150.15)
CHAPLAINCY	\$596.83
STRIKE SUPPORT	\$3,001.06
CIVIL RIGHTS.....	\$739.64
COMMUNITY SERVICE	\$(794.42)
YOUTH COMMITTEE.....	\$117.00

NEW MEMBER ORIENTATION..... \$21,069.39

TOTAL FUND BALANCES..... \$1,542,175.78

TOTAL DUES..... \$213,134.25

UNIT P/C \$2.83

TOTAL CASH ASSETS \$1,542,175.78

P/C TAX/ TOTAL CURR. LIAB. \$164,890.62

NET CASH WORTH \$1,377,285.16



We were assured that they were still negotiating with FCA to get these raises straightened out, so that everyone would get four 3% raises by the end of the 2023 National Agreement. We were also told a resolution would be coming soon as negotiations are still underway with the Company on this matter.

LOCAL 412 HALL UPDATE

At the time of this writing, we are preparing to open the Local 412 Hall and restart our Unit meetings. I have been in contact with our UAW Region 1 and International Leadership the past few months on this subject. I received an email on Friday, October 16, 2020 saying if the Local chooses to conduct Unit meetings or social events, we need to ensure that the proper mandates and protocol/rules by the State of Michigan Department of Health guidelines are followed. This includes social distancing and wearing of masks.

The revised rules for gatherings from the Michigan Health Department state no more than 50 people at a non-residential gathering (at this time). If any Unit feels uncomfortable, it is not mandatory to start up the Unit meetings. It is up to your Chairman and Bargaining Unit.

Your Local Officers are discussing having an Executive Board meeting, Chairpersons only, in January or February to discuss the issues facing us, as a Local. We feel it's extremely important and necessary to get the Leadership back together.

In August, the Local requested three companies to supply a quote for redoing our parking lot. After reviewing all three, it was decided that the HD Sealcoating asphalt company would renovate our parking lot. They removed and replaced eight portions that were beyond normal maintenance, cleaned and filled cracks with hot rubber, deeper cracks were cleaned and prefilled with silica, then seal coated with commercial sealer, along with a new striping layout. Needless to say, the parking lot is now in a lot better shape and looks great at a reasonable cost. Thanks to the due diligence, cost conscious and frugality of our Local 412 Trustees and our Financial Secretary.

HOLIDAY BLESSINGS

As 2020 comes to an end, we

know this has been a difficult year for everyone and for our country, but we still have a lot to be thankful and grateful for. Let's continue to pray for everyone who has personally faced and experienced the COVID-19 virus and for those who still could face this dreaded COVID-19 virus. Let's continue to pray for our nation, our elected leaders, along with our families, friends and all God's children on earth. Local 412 wishes you a very merry and blessed Christmas in the celebration of the Birth of our Savior and Lord. We pray the blessings of God be upon all our members, their families and friends and especially...Be Safe!

"I am crucified with Christ, nevertheless I live; yet not I, but Christ lives within me: and the life which I now live in the flesh 'I live by the faith of the Son of God', who loved me, and gave himself for me."

– Galatians 2:20



In Memory of
HAROLD ADAMS
former
UAW Local 412
President

We would like to send our deepest condolences to the family of former UAW Local 412 President Harold Adams, who passed away on April 12, 2020. His service to the membership will never be forgotten.

An excerpt from Harold's obituary:

Harold Adams was the son of Vernon Coffman Adams and Maude Hartley Adams-Jeffrey. He had 3 brothers who preceded him in death, Charles V. (Sunny), David J. and R. Douglas; also half-brother, Allan, stepfather Irving and stepmother Eudene. He also leaves behind his two half-sisters, Sharon Wiley and Karen Adams.

Harold married his high school sweetheart, Barbara, and they were together for over 54 years, before she passed away in 2007. He was the proud father of 4 boys, Mark Jeffrey (Diane), James Douglas (Ann), Scott Hartley (Robin) and Harold Yates, Jr. (Michael/deceased), and their respective families. He had 8 grandchildren and 11 great-grandchildren, whom he loved dearly and who kept him forever young at heart.



Originally from Detroit, Michigan, he was a pattern maker by trade. Making cars out of wood for the Chrysler Corporation for over 30 years. He was also a proud member and former President of the UAW Local 412, where he started one of

the first prayer groups for workers dealing with addiction, mental health and wellness.

Harold was a champion for workers' rights and anyone who needed him. He belonged to Emmanuel Bethel Church of Royal Oak since its groundbreaking. He was also a member of Westminster Presbyterian Church of Rogers City during he and his wife's retirement in Northern MI.

He was a devoted husband and father, as well as a beloved uncle, grandpa and friend. He leaves behind an amazing landscape of hearts and lives that he has touched, who will forever remember his laugh, the twinkle in his eyes, the kitty in his belly and the song and compassion in his heart.



Surviving a COVID-19 Pandemic

As a country, we're in uncharted waters. This pandemic (COVID-19) virus has put us all on our heels. This passing year has been challenging, needless to say. With the state restrictions and Personal Protective Equipment (PPE) requirements, these changes have made our lives that much more difficult.

The news is all most of us had as we looked for updates or an answer to why and how this happened. Upon everyone's return to work was when reality set in, as to how our lives have changed.

When the Governor mandated restrictions for the "Big 3" to return back to work, the Company and UAW met to clarify what those requirements for PPE would be.

We, as Local leadership, know how hard it's been. We all have watched as the front-line workers – from our police/fire to grocery stores and gas stations – stay open to provide service to keep the state running. However, we've also seen

the effects of how tragic this pandemic has been. The amount of people who have lost jobs because of businesses that have shut down has been a tragedy that none of us would have ever thought we'd go through in our lifetime.

While away, your leadership was on multiple conference calls each day of every week. The constant communication was in preparation for our return to work, or for those who FCA considered could work from home. I can say I personally know that from the beginning your leadership worked hard putting ideas into action which turned into plans.

Your Unit Leadership all came back early to make sure the work environment you were returning to was safe. The UAW made sure that what the company rolled out during these meetings was being followed. Your International UAW Representative accepted my invitation to come to CTC and review our safety protocol.

I know at times, when coming



through the only entrances that are open, our Security does the best with what they have. Needless to say, they are short staffed, underpaid, and are definitely feeling the pressure of covering this building.

The nursing staff that covers the plants show up every day, they are one of our front-line heroes. In all, it's been difficult times for everyone. However, remember that it's been even tougher for some others who have been far more affected during all of this.

We, as a Union and as Americans, have been watching history that our children and grandchildren will read about in school one day; a history that I would never have wanted to see or live through. We have missed out on so many events because of this pandemic – Veterans Committee's Memorial/Veterans Day ceremonies, and the

Recreation Committee's Local Golf Outing and Children's Christmas Party.

Also cancelled was our annual Labor Day Parade, which I hold very near to my heart. That's a day I've always attended when our unions (including UAW, Teamsters, OPIEU, Carpenters, Electricians, Pipefitters, Teachers) and so many other unions come together. It truly makes you realize the size and magnitude of how big the family of unions is.

When you talk with our members who have retired, they can tell you stories about their time worked and what benefits helped them while working. In addition, they will also mention, since retirement, what the UAW has done to help them live their American dream.

I'm lucky to be a legacy member of UAW Local 412, from which my mother retired from General Dynamics Unit 28 in 1993. I was raised in a single-parent household, and didn't have everything that I have been able to provide for my family. However, we had enough, and I knew I was lucky that my mom worked in a great organization – *the UAW!*

When you're out and about handling regular family business, thank those front-line workers for their fortitude and strength in keeping this state rolling forward. Let them know they are appreciated.

Stay close to your loved ones and hopefully this soon will pass.



The Year of Change

A Greek philosopher once noted, "Change is the only constant in life." Although none of us knew this abrupt change in our lives was coming, it's here; whether we like it or not. What can we do to make the best of this experience? How we use this opportunity can be life altering in a positive way, both physically and mentally. The choice to make a change for the better is up to us.

This year has been challenging physically, as well as mentally. Loss of activity and weight gain may have quietly attached itself to us while

working from home. Let's fight back by stepping outside for a walk in the neighborhood or local park, following along with a yoga session in our living room or buy a set of weights and create a routine. These ideas can replace the hike into work, fast-walking the halls at break or taking a fitness class at lunch.

Let's follow through by pushing our envelopes and create new habits and new interests making healthy physical changes within ourselves.

It can also be an excellent time to take care of our mental health. Try different types of meditation through new apps or *YouTube* videos. Set up counseling sessions with a telehealth professional easing anxiety of meeting face-to-face by talking from your favorite chair. These can be great ways to start the path to a positive forward outlook. If you are an FCA employee, your health insurance

See UAW/FCA EAP on Page 9



2ND VICE PRESIDENT REPORT

by GREGG GIBBONS



requested the ability to work remotely where possible and for the company to agree to a pilot program. So, something good happened out of this.

questionnaire indicating we are approved to work. On the days we go into the office, we need to show this approval to the security guards before we can enter the complex.

There have been eight retirements since this COVID-19 crisis started.

COVID-19 Brings Many Changes

I hope everyone is healthy and doing well during these very unique times. We have been very fortunate that none of our members have contracted this virus to date. If someone would have told me last year that we would be dealing with a pandemic, I would never have believed it. Now that we are several months into it, we're adjusting to our new normal.

The biggest change experienced in Unit 28 was working remotely. During the first several months of this pandemic, we were requested to work from home every day. Over the last few months, some of us have been transitioned back to work in the office. We started out coming back one day a week and now we are in the office two days a week.

During our 2019 negotiations, we

be productive. Although we had several technical issues to work through, things have gone well with remote work.

Life at the office is much different now. Of course, we all need to wear a mask unless we are sitting at our desk and can maintain social distancing. There are signs posted throughout the building reminding us to wear our mask, maintain six feet social distancing, wash our hands and, of course, stay home if you are sick or have been exposed to someone with COVID-19.

Many of the cubes have been configured with Plexiglas partitions to provide better separation from our co-workers. Every morning, we are required to fill out a health



Many of these members would have retired this year, but several decided to move up their retirement, so they would not have to return to work under these conditions.

We planned to hire several

designers, however, due to COVID-19, we need to wait. Fortunately, there have not been any indefinite layoffs over the last several months.

As you are aware, our Unit, Joint Council, and Executive Board meetings have been cancelled until further notice. I am optimistic that, as conditions improve, we will start up our meetings again. These meetings are where we make many of our decisions and facilitate communication.

LOCAL 412 TRUSTEES REPORT

CHARLIE WILSON, SCOTT TROTTER, KEN MITCHELL

As your Local 412 Trustees, we would like to start off by saying that we hope everyone and their families are doing well during these trying times.

Since the last Trustees report, we did

a bi-annual financial report in July and will be doing another financial report in January. Everything was accounted for and up to date. We also did an inventory of the storage unit at the

Local at that time.

After many bids and multiple discussions at previous Joint Council meetings on what would be the best option for the Local moving forward, it was decided that the best option was to have the parking lot stripped and resurfaced. The cost was just shy of \$22,000 and work was completed a few months back.

In closing, we would like to take this time to wish all UAW Local 412 members and their families a safe and happy holiday season.





corporation, but also by the U.S. Centers for Disease Control and Prevention (CDC).

We should give credit to the corporation for taking a stand in trying to protect each of us as we return to economic and financial normalcy. Let's face it, if FCA didn't

and/or discharged and is being taken very seriously.

Many of you may not be aware of the process as to what to do when answering the FCA Building Entry Questionnaire. It is your responsibility to read the questions carefully and answer them honestly. If you knowingly falsely answer "yes" or "no" and are caught by FCA, it can, and most likely will, result in mandatory discharge.

For those who are not yet aware, if you answer "yes" to any of the questions, your badge will be immediately shut off and you are to remain home until contacted by your supervisor and FCA's Medical Department. The Medical Department will determine the proper steps which are to be taken and will instruct you accordingly. Those steps could include anything from being required to obtain a COVID-19 test up to quarantine, with an undetermined maximum time off until given the "all clear to return to work" by the FCA Medical Department.

Take note, unless you yourself test positive with COVID-19, quarantine time is *not* paid time off. The only exception to this is when an area within the corporation has been compromised and the company decides to quarantine you with pay while the compromised areas are cleansed of COVID-19.

If you feel this system is unfair, as I am sure nearly all of you feel it's not, you have the right to contact your UAW International Representative and encourage them to work out a better solution with FCA. Please don't just leave this in the hands of your Union representation, as they are only a few voices of many.

On a better note, we were able to complete the Nurses Contract and, with the Union's involvement, we have been able to hire 13 more nurses throughout FCA plants. In addition, we were finally able to return the last six of our Union brothers who have been laid off since April. I'd like to take the time to welcome each of the nurses into the Union and each of the 6 mechanics back to work.

I would like to wish each of our members and their loved one's good health and wellbeing, not only during this pandemic but all the days ahead.

May you all have a great holiday season and stay safe.

Protecting Yourself and Others


For all of us, these have been very trying times; especially for those of us who have had or have loved ones who have fallen ill with COVID-19. Besides the obvious of doing all we can to avoid getting and spreading COVID-19 to others in which we come into contact, I'd like to take the time to reiterate what exactly is required of each of us as we proceed through the days ahead.

First up is PPE. Though many of us may not agree PPE is enough, it really is the only thing that there is to offer during this time; not only by the

offer the opportunity to return to work, unemployment for many of us by now would have ended, leaving many in financial devastation.

Although PPE is not everyone's favorite, it is each of our own responsibility to follow the set-in-place "PPE Code" to not only protect ourselves and those we love but for every other person we are required to work with from day to day.

On a side note, PPE is being monitored and enforced by FCA. Discipline can lead to being written up



AMALGAMATED ENGINEERING, PUBLIC AND PRIVATE SECTORS

LOCAL 412 LEADER

President.....JERRY WITT	TrusteeSCOTT TROTTER
1st Vice President.....JOHN GRUNALT	TrusteeKEN MITCHELL
2nd Vice PresidentGREGG GIBBONS	Sergeant-at-Arms..... ROY FOWLER
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ALL JOINT COUNCIL, EXECUTIVE BOARD, UNIT, COMMITTEE, COUNCIL AND RETIREE MEETINGS AT THE LOCAL 412 HALL ARE CANCELLED UNTIL FURTHER NOTICE DUE TO THE COVID-19 VIRUS.

UNIT CHAIRS			
Unit 1 M. HAYES	Unit 25 T. BALTRUSAITIS II	Unit 54 J. COOMBS	Unit 84 T. BURNS
Unit 2 T. STANK	Unit 27 J. SIMPSON	Unit 57 C. VALDRY	Unit 85 M. HONKANEN
Unit 7 T. SMITH	Unit 28 G. GIBBONS	Unit 59 S. KARPUK	Unit 86 D. BEAUFORD
Unit 9 D. FOURNIER	Unit 30 E. FORTSON-YELDER	Unit 61 A. WARREN	Unit 91 M. SWANWICK
Unit 10 J. GRUNALT	Unit 32 A. MAURUS	Unit 62 T. BULSZEWICZ	Unit 92 D. MINCHELLA
Unit 14 K. MITCHELL	Unit 35 C. MURPHY	Unit 65 N. HNATIUK	Unit 93 D. BERSCHBACK
Unit 17 D. MOCZULSKI	Unit 36 M. MCCALL	Unit 70 S. CHARFOOS	Unit 95 F. KRYCIA
Unit 18 T. MACKER	Unit 44 B. BABCOCK	Unit 75 L. EMERSON	Unit 97 S. FREEMAN
Unit 21 M. LAVENS	Unit 51 B. YOMBOR	Unit 76 T. BAUMGARTEN	Unit 98 S. NEWTON
Unit 23 R. WATSON	Unit 52 K. REED	Unit 78 C. KRAWCZYK	Unit 99 K. DIMARIA-MOLLISON

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EDITORIAL POLICY

The **LOCAL 412 LEADER** welcomes articles from readers. Articles may be submitted electronically or typewritten to editor@uaw412.org. Each article submitted should have an original copy submitted and mailed to the address listed below with the writer's signature and Unit number provided. Keep articles clear and concise, stating your reasons behind a viewpoint. Articles are subject to editing for clarity and space. Name may be withheld for adequate reason. Photos submitted must have identification of those pictured. The views and opinions expressed in this publication are those of the individual writers and does not necessarily reflect the official policy of Local 412. Acceptance of advertising copy for the **LOCAL 412 LEADER** does not constitute Local 412 endorsement of any company or its products. Address Local 412 correspondence to:

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Dave Goodwin, Margie Murdock, Robert Del Papa, Ron Taras, Roy Lee

Weekly WCM Board Reviews

Due to social distancing and in-person meeting guidelines in place, Management and the WCM Team had to figure out a way to continue moving forward in these unprecedented times with the weekly WCM board reviews.

On Wednesday, July 15th, Metal Shop BIW Build kicked off the new virtual style WCM board review through Google Meet. The structure of the review has stayed the same and there

was a lot of great information shared. The new TVI (VI&V) and Propulsion (Powertrain) groups have both kicked off their weekly board reviews without a hitch.

We must continue to stay engaged in the program through suggestions, kaizens and safety tags. Even though budget restraints throughout the rest of the year could possibly hinder the implementation of suggestions, it is still

extremely important to log all of your ideas/upgrades. This is a perfect time for whoever in your area handles all of the suggestion and kaizen databases to go back and close out old issues and open tags from previous years that are still open and need to be addressed.

Continue to input tool and equipment upgrade suggestions and kaizens for advanced technologies and tooling that keep us moving forward and ahead of our competitors. *Your input is imperative!*

Those of you who regularly attended the in-person board reviews should have received a meeting invite through your corporate email. If not, please let your supervisor know and have them forward you the link to all future meeting invites.



Michael Parker

Ergonomic Home Office Guidelines

As 2020 progresses and we continue to adjust to altered lifestyles and employment environments due to this pandemic, it's important to make changes and adjustments to your work area to increase your productivity and avoid any type of discomfort.

When you get in to drive a car, the first thing we do is adjust the seat and mirrors to achieve a clear line of sight. Both of these adjustments are needed to make driving more comfortable and safer. As many of us to continue to work from home, it's important to set up your work area or apply some of these same principles.

Some important questions to ask yourself are: What is the type of work you do and what type of equipment do you have? How many monitors do you have? Are you using a laptop? Do you reference paper a lot? Do you have sufficient light to see paperwork? What type of position do you spend the majority of your workday? Do you have a good chair?

Location: Find a spot that provides the least amount of distractions that will lead to increased productivity. If

you participate in a lot of Zoom calls, find that location that visually works the best and provides an isolated environment.

Your Desk: A good desk should have plenty of room to accommodate all of your stuff and provide proper screen positioning, roughly 20 inches from your eyes. The desk height is also important as it needs to co-exist with your desk chair to put you in a comfortable position (*refer to Occupational Safety Health Administration guidelines*).

Adjustable desks are nice and much more popular today. They provide an alternative working position by either a crank or electrically for sitting or standing.

Your Chair: A good chair should be height-adjustable, and the lumbar support should also be height adjustable to fit the small of your back. When you are seated, you shouldn't feel any pressure at the back of your knees. A good office type chair will help make sure your feet are hitting the floor and your thighs are parallel to the floor.

Back Support and Seated Posture: Posture is very important, properly sitting at your workstation means having your back straight, your thighs and forearms parallel to the floor and your feet flat on the floor or supported by a footrest if your desk-height isn't adjustable.

Hand / Wrist Position: Your hands and wrists should be in line with your forearms, don't prop up your wrists to type on a keyboard. If you have the room under your desk for your legs, a slide-out keyboard tray can be installed in certain situations.

Head and Neck: Your head should be level, eyes looking slightly downward focusing on a point between the top of your screen and the middle of your monitor. Your upper arms

should be hanging naturally at your sides and your shoulders relaxed.

Lighting: Proper lighting and having indirect lighting in the form of table or desk lamps is preferable to overhead lighting, such as ceiling fixtures



or fluorescent bulbs. If you have the situation where bright light is shining into your eyes or on to your monitor from behind you, it is important to screen out unnecessary light if possible.

According to OSHA, vertical blinds work best for east/west facing windows and horizontal blinds for north/south facing windows.

Make sure you take time throughout the day to stretch and get your body in motion and give your eyes and body a well-deserved break from sitting.

UAW HEALTH & SAFETY TRAINER REPORT

Charles Shepherd, Jr.

Charles.I.Shepherd1@fcagroup.com • 248-576-3049



CTC Safety Training: Pandemic Response Protocol

Due to the COVID-19 pandemic, safety training (at CTC) will no longer be administered in the safety training office, located on the 4th floor at the Education node. Unfortunately, the safety training office does not have adequate space to isolate employees from droplet transmission nor adequate ventilation to protect against aerosol transmission of the COVID-19 virus.

Subsequently, without adequate conditions to keep CTC employees safe while training, our only safe alternative is to utilize the Center for Disease Control recommended virtual training. In order to accomplish virtual safety training, Operations Management will be required to provide a computer for use, within the department, and a training location that meets social distancing requirements (headphones may be needed as well).

The scheduling protocol for safety training will not change, only the venue of the training that takes place. Google Calendar will still be utilized to send an

appointment request for safety training with the required criteria within the appointment request, as usual. The appointment request should include the full name or names of the employees in need of training and their T-ID number, department number and safety training courses requested.

Upon the date and time of the scheduled appointment, Departmental Management will be required to have the employee fill out a safety training sign-in sheet, previous to the administering of training. The sign-in sheet must be fully completed and promptly returned to the safety training office to be filed by the Safety Trainer to satisfy audit criteria guidelines.

Also, we will utilize Google Meet to provide communication with the employees to answer any questions or concerns while training. Employees will be required to establish communication with the Trainer, via Google Meet, immediately before starting the web-based training, in the new Training Hub.

Quite often, employees will have questions concerning the training curriculum, training format and experience technical difficulties. The interaction between the employees and the Trainer is essential to employee understanding of their role and responsibilities in FCA's safety program. Typically, this is when the Trainer will emphasize that we train employees to recognize hazards for

New H&S Rep at General Dynamics

Hello Local 412 members,

My name is Kevin Dietz and I am excited to be your new UAW Local 412

Health and Safety Rep. at General Dynamics. I have

worked at GD for five years as a Driver Mechanic in Unit 27 and I am committed to ensure safety in the workplace.



KEVIN DIETZ
586-212-0731
Dietzk1@gdls.com

abatement, not to satisfy a minimum requirement.

The necessity to switch to virtual safety training should serve to offer Operations Management another viable option to comply to safety training needs and to improve the percentage of usage concerning training. Virtual training should provide the Safety Trainer the ability to train more employees at a time.

It is our strategy to utilize this necessary and temporary change to the safety training protocol to provide a competitive advantage over other FCA facilities. Other FCA facilities have been forced to reduce their numbers of employees being trained, due to social distancing guidelines and lack of resources. *Working to Keep You Safe!*

GD Supports Development

by Joe Simpson, Unit 27 Chairman

Over the course of the past 6 months, we have learned a lot about the transmission of respiratory viruses and ways to protect ourselves while at work. There have been numerous changes to policies, rules, and health & safety equipment; such as partitioning Plexiglas barriers in some areas.

One thing that hasn't changed much was us continuing to come to work every day and supporting the development of future defense systems for our country. Our shop is designated as critical infrastructure, as we are part of the defense industrial base. All of our members continued to work during this pandemic and with many additional hours to meet the government contract deadlines. Our shop is currently working 7 days, and around-the-clock shifts. Because of the nature of our work in the shop, none of us have had the option to work remotely.

We also continue to travel to test sites and government bases. At the time of this writing, we have 16 mechanics and inspectors supporting activities in Ohio, Maryland, Arizona,



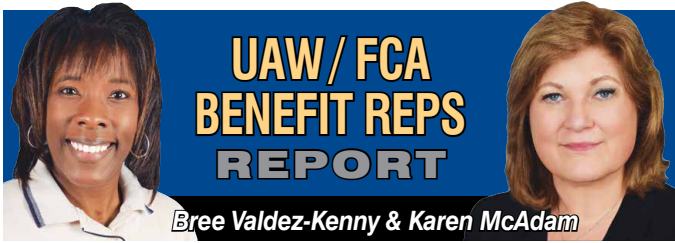
New Mexico, Texas, Alabama and northern Michigan. We were able to negotiate with the company to allow most people the option to drive to locations, if they were not comfortable flying. For people driving, we were able to secure 2 days of travel time for locations in the western parts of the country.

We have hired 26 driver/mechanics since last year, of which 10 driver/mechanics and an additional stock handler have all started during this pandemic. Since April, we have been required to wear masks in the shop, so the phrase changed from "learning all the new faces" to "learning new sets of eyes."

Secretary of the Army Ryan McCarthy and Vice Chief of Staff of the Army General Joseph Martin visited our shop in April to personally thank us for our dedication and perseverance during this difficult time.

Although we have had a number of possible COVID-19 illnesses in the shop areas, all of those incidents have resulted in negative tests. The few people on our campus who were confirmed with COVID-19 were mostly in the office areas. I believe this shows that our members are doing their part by keeping some distance, sanitizing frequently, and being more conscience with activities while at work and at home.





UAW / FCA BENEFIT REPS REPORT

Bree Valdez-Kenny & Karen McAdam

UAW/FCA Benefits Update

Open Enrollment vs Rolling Enrollment

Open Enrollment process – a period of time determined by FCA when UAW-FCA members are able to elect or make changes to selected benefit options without certain restrictions.

Rolling Enrollment process – allows UAW-FCA members to make changes to their current medical coverage. Members must be in their current medical plan for at least 12 months prior to electing a different health care plan. There is a 30-day process period for the health care plan to take effect. The new medical plan will become effective the 1st of the following month after the election has been made. The medical plans available for enrollment are: Standard Care Network (SCN) and Blue Care Network (BCN). Blue Preferred Plus PPO is a grandfathered plan and is not available for new enrollment.

Call Benefit Connect at 888-409-3300

or visit the website via the HUB to make changes to your health care plans.

Dental and Vision Plans

Delta Dental is the default dental plan. Depending upon area of residency, United Con-

cordia and Aetna are alternate options for dental coverage. Davis Vision is currently the only vision plan available to members. Again, please call Benefit Connect at 888-409-3300 or visit the website via the HUB to make changes to your health care plans.

Disability Benefits

There are two different disability benefits for eligible UAW-FCA members: Sickness & Accident (S&A) and (Extended Disability Benefits EDB). S&A is short-term disability, weekly benefits paid for a max duration of 26 or 52 weeks. EDB is long-term disability, monthly benefits paid for a max duration of 13 weeks or 10 years or age 65. The EDB goes into effect after S&A has been exhausted during a disability leave. The maximum duration of both disabilities depends upon seniority at the time the disability claim is initially made.

Voluntary Extended Disability Benefits (VEDB) pays a member a monthly

disability benefit after EDB benefits have been exhausted. Members pay a premium, which is deducted from each paycheck. This benefit is available only to In-Progression members. To be eligible for these benefits, a member must have at least one year of seniority at the time of the disability leave.

For questions regarding the VEDB plan or to enroll into the plan, please call Benefit Connect at 888-409-3300.

To be eligible for any disability benefits, you must have met these requirements: have at least 1 year of seniority, be disabled (injured or sick and unable to work), and be under the care of a doctor. Please remember to contact Sedgwick at 888-322-4462 if you need to start a disability claim.

Please visit the UAW/FCA Benefits Corner on the UAW Local website for updated information regarding benefits.

As a continuous reminder: log on to *Benefit Connect* to view/update your beneficiaries to your Group Life plans. Log on to *Merrill Lynch* to view/add beneficiaries to the UAW 401(K) Savings plan.

Contact Karen McAdam at 248-576-4346 / karen.mcadam@fcagroup.com or Bree Valdez-Kenny at 248-576-0216 / bree.valdez-kenny@fcagroup.com with any questions.

UAW/FCA EAP from Page 4

is BCN or BCBS and therapy cost is nothing for the first 20 visits with a participating provider.

The COVID-19 pandemic has increased stress for people worldwide, with millions experiencing prolonged periods of fear, anxiety and social isolation – conditions that are known to increase craving, consumption, and risk of relapse in individuals with Alcohol and Substance Use Disorder.

Now may be the perfect opportunity to take those important first steps and work on the person you know yourself to be or create a better you. Why not take this opportunity to use our UAW/FCA-negotiated substance abuse benefits and make a commitment with a residential rehabilitation and recovery program?

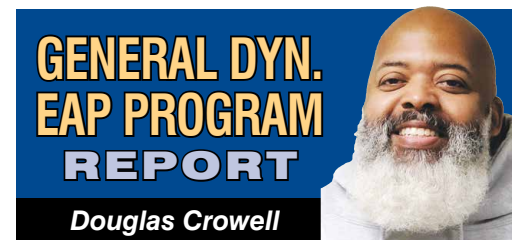
Whether you have BCN or BCBS, insurance can cover the cost of your treatment and stay at many excellent residential recovery facilities. There are different types of treatment avenues for various types of addiction and mental health programs including trauma,

depression and anxiety, to name a few.

As your UAW/FCA EAP Representative, your call to me is always confidential. If you, or those in your family, are struggling from overwhelming depression or anxiety, adults and adolescents, call or email me. I'll help you with any questions you may have and will provide you direction with referrals and resources on your path to positive change.

OTHER AVENUES FOR HELP:

- Ask your primary care physician for a mental health referral. Go to www.Michigan.gov/StayWell
- Call the **Mental Health and Substance Abuse** phone number on the back of your insurance card for a referral in your area.
BCBS.....(800) 346-7651
BCN.....(800) 662-6667
- **United Way 2111-800-552-1183**
 Referrals to programs to assist with food, housing, financial assistance, utility assistance and more



GENERAL DYN. EAP PROGRAM REPORT

Douglas Crowell

Serving This Membership

Hello Brothers and Sisters of Local 412,

My name is Douglas Crowell with UAW Local 412, serving Units 27 & 28. I am the newly International Appointed Employee Assistance Program (EAP) Rep. I started my activism with the UAW in November of 1994, with UAW Local 235. I served as an Executive Board Member for 9 years. I was also active with VCAP, Community Service Committee and functioned as a Committeeman in the absence of the elected official.

I am excited and overjoyed to serve the members of UAW Local 412 Units 27 & 28, as well as all of my General Dynamic Land Systems family. Thank you for this chance to share and assist you in this new capacity of my life.



CHAPLAIN'S CORNER

Mark Dean, Chaplain

with great love and faith. From people donating Personal Protective Equipment (PPE) to our first responders, peacefully marching together against racial injustice, the spirit of this country always gives me hope. Sometimes, we allow



The Power of Good and Love

Greetings Brothers and Sisters,
It is my prayer that you are doing well in this unstable time known as 2020. This year has been one of the most difficult times that I can ever remember. Though the tests have come and our very being has been pushed to the limits; with a worldwide pandemic, a nation of social unrest, and an election year that has been unsettling to say the least.

Even with all these trials that have come against us, I have seen people stand up and fight all of these things

the minority report to influence the majority truth.
The truth is we always find a way to be better together when we choose to see what is right, rather than focusing on what is wrong. A positive outlook of love and hope will always overpower a negative report of evil and darkness.
Never forget we have the choice on what will influence our decisions. My prayer is that you allow the power of good and love to choose your path. Reject the negative report, no matter where it may be coming from; if its

social media, the news, or people that surround you. Allow hope to dominate your mind and give you peace.
As Romans 15:13 says "May the God of hope fill you with all joy and peace as you trust in him." I believe we, as UAW brothers and sisters, have always been called to lead the way in social equality and fighting for the safety of all! Let us continue to fight the good fight for all those who can't fight for themselves, and be the tip of the spear. When we lift up the least of us, we will lift up all of us.

IN MEMORIAM

Local 412 extends our most sincere sympathies to the families and friends of these members.

NAME	DIED	UNIT			
Ronald Foley	12.2.19		R F Gibson	3.18.20	
Donald Kloka	12.6.19	1	Donald Koski	3.24.20	1
Lawrence Satterlund	12.9.19	80	Mary Martinez	3.30.20	1
Delbert Holliday	12.12.19		Kenneth Homburg	3.31.20	1
Leonard Brozgold	12.22.19	1	Harold Mink	4.4.20	1
Brian Obyrne	12.24.19	17	Terrence Finley	4.4.20	10
George Bootka	12.26.19	14	Gregory Smith	4.5.20	1
William Calucci	12.31.19	1	Edgar Pierce	4.6.20	10
Ruth Brunton	1.3.20		Frank Edgerton	4.7.20	18
Gilbert Price	1.12.20	9	Harold Adams	4.12.20	14
James West	1.12.20	1	William Simpson	4.12.20	53
Gary Grava	1.14.20	14	Joseph Xerri	4.13.20	1
Donald Jakrzewski	1.18.20	10	Nanette Mixon	4.14.20	57
Mervin Krueger	1.20.20		Lucy Stiller	4.26.20	
Paul Robbins	1.20.20	25	Norbert Wisniewski	4.30.20	1
Robert Lewis	1.24.20	1	William Gill	5.3.20	10
Gregory Vanzweden	2.1.20	10	Barbara Davis	5.6.20	15
Richard Grodzki	2.2.20		Walter Hoenele	5.6.20	1
James Feuer	2.3.20	1	Stephanie Ostrowski	5.10.20	1
Phillis Skuszinski	2.9.20		Robert Pemberton	5.12.20	10
John Somjak	2.11.20	1	Lillie Squalls	5.18.20	15
Harrison Myers	2.17.20	1	Robert Werthman	5.19.20	14
Thomas Zurlinden	2.21.20	1	Steven Timko	5.20.20	14
Donald Middaugh	2.23.20	10	Theodore Rowe	5.20.20	10
Bonnie McQuire	2.27.20		Curtis Tolbert	5.21.20	1
Aaron Woodruff	3.2.20	1	Paul Kamm	5.21.20	1
Martha Griggs	3.18.20	1	Geraldine Rohr	6.11.20	
			Walter Mokienko	6.12.20	14
			John Moutafis	6.15.20	15
			Charles Newman	6.19.20	1
			Richard Etrick	7.1.20	10
			William Watkins	7.3.20	9
			Raymond Nawrocki	7.9.20	1
			Paul Robinson	7.11.20	1
			Herman Puz	7.17.20	7
			William Martel	7.30.20	10
			Pauline Belkowski	8.3.20	
			Geraldine Bradley	8.4.20	
			Michael Cairns	8.7.20	10
			Lennie Smith	8.10.20	1
			Gerald Tuscany	8.13.20	
			Hillery Barney	8.17.20	14
			William St. Clair	8.20.20	
			Rita Gorajczyk	8.23.20	
			Elmer Mullen	8.24.20	1
			George Davis	8.29.20	1
			Thimble Humphrey	8.30.20	1
			Edward Ramsay, Jr	9.3.20	1
			Thomas McDade	9.11.20	10
			Ida Harris	9.16.20	15
			William Lecocq	9.17.20	
			William Ruskin	9.19.20	1
			Frederick Bailey	9.24.20	14
			Kenneth Covalle	9.29.20	1
			Richard Sanders	9.30.20	18
			Paul Gajda	10.3.20	1



RETIREE CHAPLAINCY CHAIR

Frankie L. Stewart Anderson



In Unity There Is Strength

To All Retirees of Local 412,

I began to think of each one of you I have not seen and often would pray for your good health, traveling mercies, family issues and other needs you may have had. Today, my concerns and prayer are that God will keep you safe from COVID-19.

Perhaps some of you have had a bout with it. If you are reading this, then I know God has answered prayer and kept you alive. We (Bill Davis and I) would love to see each of you, but knowing that is not possible at this time. We had plans for an extremely exciting year of speakers and events.

Being quarantined has changed our lives. I have been thinking how each of you may be adjusting to this new way of living, hiding behind a mask. As I would often thank God for each of you making it to our monthly meetings safe during the winter months as well as the construction sights, I now pray that you are safe from the COVID-19.

Recently, I received a letter from our Regional Director, Frank Stuglin, informing us that many retirees have died because of this coronavirus. Many of us have lost a loved one, a friend, or perhaps a fellow Union brother or sister. We hope that this virus will one day pass, and once again we can come together for our monthly meetings. When that will be, none of us knows the time or the

hour. Nevertheless, we must do what is best for our health and others. Social distancing has become the new normal for our life wherever we go.

Although we are practicing this social distancing, we can remain unified in life. This brings me to another thought – *UNITY!* A few years ago, I was in a conference up north at the Walter & May Reuther Family Educational Center. I purchased a t-shirt that said, “*In Unity There Is Strength.*”

As this article is being written, our country is facing a lot of difficult situations, chaos, anger, sadness, poverty, loneliness, bitterness, and racial tension. Unemployment and businesses have closed, creating hardships unconceivable. One can only wonder what is next.

Getting back to the *unity* and *strength*, as we who are in our late 70s and older recall, the Union was strong because we stuck together. No matter what the battle was, we stayed united. If we could go back in history to when Walter Reuther and his brothers were fighting for the organization of the UAW and the strength that was needed to make the UAW the greatest union in America, we could say they moved mountains.

Our country has been so divided, and our Union has also! We have had our issues, as a Union, but nothing like our country is faced with. If only people could forget what party they support, and realize we are people who need each other.

Our country was founded because people were searching for religious freedom. They came here searching for a place to enjoy life. America was built by immigrants and the Native Americans who were already here.

Our democracy made it possible for



people to reach certain places in life that, without a fighting spirit, America would never have been America – the home of the brave. We also helped other countries and the less fortunate.

It is sad to think of our country becoming a dictatorship and people losing the rights that are in our constitution because of political stupidity and a lack of unity. On my t-shirt it says... “*We can move mountains when we’re united and enjoy life – without unity we are victims.*”

My brothers and sisters of this great UAW Union, we must come together and fight for our children’s, grandchildren’s and great-grandchildren’s futures. They are entitled to the democracy that this country was built on.

Some of us may not have been afforded certain opportunities because of the color of our skin, but going backwards is not progressive. Many of our struggles have also been because of our disobedience to do the right things. But if we give up our democracy, we will become victims. We must stand united, and gain the strength to stay together as one nation, under God, with liberty and justice for all. *God Bless you and God Bless America!*

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BRIAN L. WALKER
is at the



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2005 Tobsal Court • Warren, MI 48091

Tuesdays from 3:00 p.m. to 4:00 p.m.

Second **TUESDAY** of the month
10 a.m. to 12 noon

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OPTICAL CENTERS



MONTHLY MEETINGS

Executive Board	2nd Tuesday	5:30 pm
Joint Council	3rd Monday	5:30 pm
Master Mechanics Council	Last Tuesday	4:30 pm
Retired Workers Chapter....	2nd Tuesday	10:00 am
Technical Council	4th Thursday	5:00 pm
Product Council	2nd Thursday	5:00 pm
Hourly & Skilled Trades Council	1st Monday	4:00 pm
Public Sector Council	Last Wednesday	5:30 pm
Defense Council	1st Tuesday	5:00 pm



**LOCAL 412
LEADER**

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Happy Holidays
from your
Local 412 Family

*President Jerry Witt, the Executive Board,
Joint Activities Representatives, Secretarial Staff,
and Leader Editor would like to wish our members
and their families a happy and safe holiday season.*

