



LOCAL 412 LEADER

Volume 39, Issue 1



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SPRING 2019



LOCAL 412 PRESIDENT'S REPORT

Jerry M. Witt

2019 A FULL SCHEDULE FOR LOCAL 412

All Local 412 Sisters and Brothers,

This year is going to be a busy and exciting year for the Local and its members, starting off on May 14th with our Local elections.

We have several units negotiating contracts. The UAW Chrysler Department has started preliminary meetings to prepare for the 2019 UAW/FCA National Contract Negotiations, which include nineteen UAW/FCA Local agreements. The actual UAW/FCA negotiations begin in late June or first part of July and will continue until a final contract has been ratified by the members later this fall.

General Dynamic National Negotiations and Local Agreements for Units 27 and 28 begin in September with their two Local agreements. Fifteen Public Sector Units continue to negotiate and ratify their local agreements between March and December.

RAINBOW SHEETS

In the last week of November, your President called UAW/FCA elected and dedicated Local 412 Officers and several of our dedicated Appointed Reps to organize, clearly define and combine the 2019 National Rainbow Sheet demands turned in by the membership.

This was not an easy task, as each de-

mand needed to be referenced to correct National language to which it referred, along with editing and labeling each demand as *new*, *revised* or *deleted* from the National Agreement language. After sorting and weeding out the duplicates, they were submitted to the UAW International Board; a total of 229 Salary and 98 Skilled Trades and Hourly demands.

Thank you to all the members who took the time to seriously consider what would make our contract stronger for all our Sisters and Brothers. Your input is important and has been heard. I also want to commend our 412 Leadership team on putting forth a 110% effort to help organize and clarify the submissions.

Many of our Salary membership demands reflect the demands of other SBUs within FCA at other locations under the other Local Salary Presidents such as:

- Outsourcing/Insourcing, manpower, stop NBU Resident Engineers and Hourly BU from doing SBU work
- Eliminating two-tier system
- Increase S&A Benefits for non-traditional employees, equal to traditional employees
- Increasing Salary Continuation for In-Progression employees, equal to Traditional employees
- Credit served as a Temporary Salary In-Progression employee be taken back to original hiring date (Hiring), along with benefits and vacation
- Raise FCA's Contributions to SBU's In-Progression employee 401(k)s
- Wage increases for all Hourly/Salary Trades and SBU employees (All Classifications)
- Bring back Cost of Living to both Active and Retired Employees
- Matching 401(k) for all SBU employees to 6%

- Hire all present NBU employees as SBU employees
- Eliminate PLM/Merits or Revise PLM/Merit Process with a fairer and more equitable system for all employees, including Appointed Reps. and Elected Officers
- Fix and Revise Grievance Procedure and Undisciplined Process (follow Progressive Discipline Process as stated in National Agreement)

SUBMITTED DEMANDS

Here are some of the Demands turned in by our Hourly Skilled Trades Membership, that match the demands of other hourly Locals.

- Increased Apprentices for both Hourly Skilled Trades
- HBU Attendance Program (Absence & Tardiness) is flawed and needs to be fixed
- Re-instate COLA and add to Pension Payments
- Significant Wage increases to restore all the losses in real purchasing power due to inflation
- Increase pension scale for BU Members per year of service
- Negotiate Inflation Bonus (Lump Sum Bonus)
- Negotiate additional days off for family matters for emergencies
- Stand-alone classification for painters & carpenters, and hire more painters and carpenters
- Revise/fix Section 64 Work Opportunity for Laid-off Employees
- Letter M-8- an occurrence drops off after a 12 month roll employment. No Lock in period
- More Vacation Time
- Section 88, subsection A – Overtime starts after 8 hours of work time (time and one half) not 40 hours

See **PRESIDENT** on Page 3

LOCAL 412 ELECTION: TUESDAY, MAY 14th

To elect the following Executive Officers for a three (3) year term:
President, 1st Vice President, 2nd Vice President, 3rd Vice President,
Financial Secretary-Treasurer, Recording Secretary, three (3) Trustees, Guide,
Sergeant-at-Arms, and Local 412 Retiree Representative to the 412 Executive Board

ELECTION SECTION on Pages 11-14



FINANCIAL STATEMENT

FOR PERIOD ENDING FEBRUARY 28, 2019

FINANCIAL SEC'Y-TREASURER REPORT

Prepared by
TIM EDMUNDS



UNITS	FUND BALANCE	MEMBERS
#1 CHRY ENGR DESIGN & CLERICAL.....	\$35,722.71	658
#2 CHRY JEFFERSON ASSEMBLY.....	\$7,783.71	26
#7 CHRY STERLING STAMPING	\$695.37	25
#9 CHRY MOUND ROAD ENGINE.....	\$3,712.60	21
#10 CHRY ENGR TECHNICAL.....	\$31,716.94	664
#14 CHRY ENGR BODY/MAINT SHOPS	\$6,264.90	260
#17 CHRY WARREN TRUCK ASSEMBLY	\$773.46	27
#18 CHRY WARREN STAMPING.....	\$4,440.12	21
#21 CHRY MARYSVILLE.....	\$2,288.95	23
#23 CHRY DETROIT PARTS (MOPAR).....	\$2,136.52	7
#25 CHRY TRENTON ENGINE.....	\$3,339.62	97
#27 GENERAL DYNAMICS ENGR/TECH.....	\$1,479.65	78
#28 GENERAL DYNAMICS ENGR/DESIGN.....	\$14,367.01	107
#30 UNITED WAY FOR SOUTHEASTERN MICHIGAN	\$1,702.53	9
#32 CHRY INT'L PRODUCT ENGR	\$5,581.04	12
#35 CITY OF WARREN ATTORNEYS.....	\$2,233.24	*
#36 36TH DISTRICT COURT.....	\$1,508.32	5
#39 MACOMB COUNTY PUBLIC WORKS.....	\$3,617.98	19
#44 ST. CLAIR SHORES PROFESSIONAL EMPL.....	\$6,445.70	17
#46 MACOMB COUNTY PROSECUTING ATTYS	\$21,838.64	44
#49 MACOMB INFORMATION TECHNOLOGY.....	\$4,224.24	23
#51 CHRY STERLING HGTS ASSEMBLY	\$3,297.90	53
#52 CLINTON TOWNSHIP T.O.P.....	\$3,733.81	42
#54 COMPASS-CTC	\$3,226.03	75
#57 NURSES	\$8,209.39	30
#59 CITY OF WARREN ADMIN/WATER	\$9,542.41	*
#61 VALUE BEHAVIORAL HEALTH.....	\$4,817.58	71
#62 ROMEO LIBRARY	\$1,619.61	*
#65 HEALTH MGT SYSTEMS OF AMERICA.....	\$2,498.62	3
#70 OCHA THERAPISTS	\$3,667.84	6
#75 MACOMB COUNTY SUPERVISORS.....	\$34,261.52	65
#76 CLINTON TOWNSHIP WATER	\$4,137.82	24
#78 WASHINGTON TWP SUPERVISORY	\$1,268.48	2
#84 DETROIT DIESEL	\$8,874.33	98
#85 MCLAREN.....	\$27,203.00	32
#86 DETROIT LEGAL ASSISTANTS.....	\$708.03	4
#91 ROMEO DISTRICT LIBRARY	\$1,866.03	*
#92 WASHINGTON TWP WATER & SEWER.....	\$1,504.69	6
#93 WASHINGTON TWP DEPARTMENT HEADS.....	\$1,389.22	5
#95 MACOMB COUNTY CORPORATION COUNSEL.....	\$831.82	3
#97 CARAVAN FACILITIES.....	\$14,264.87	147
#98 MACOMB COUNTY HEADSTART, MCCA	\$3,165.78	17
#99 WARREN MUNICIPAL FEDERAL CREDIT UNION	\$268.69	2
#100 TERRA CONTRACTING.....	\$3,224.40	0
UNITS TOTAL.....	\$305,455.12	2,828

* DID NOT RECEIVE DUES CHECK

PREVIOUS MONTH'S BALANCE \$967,992.76

INCOME:

DUES	\$243,061.79
RETIREE DUES #412	\$2,941.05
RETIREE DUES #314	\$58.45
INITIATION FEES.....	\$720.00

REIMBURSEMENT:

FUND TRANSFER	\$75,000.00
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INTEREST:

STOCK DIVIDEND	\$14.88
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FUNDS:

NEW BUILDING.....	\$1,000.00
UNITS.....	\$20.00

GROSS INCOME THIS MONTH.....	\$322,816.17
LESS FUND TRANSFER	\$75,000.00
NET INCOME THIS MONTH.....	\$247,816.17

DISBURSEMENTS:

GENERAL FUND:

OFFICE SALARY	\$33,451.89
LOST TIME.....	\$2,038.83
TRAVEL, MEALS, ETC.....	\$3,719.05
PAYROLL TAXES	\$11,471.52
PAYROLL DEDUCTIONS FORWARDED	\$1,090.11
INSURANCE - MEDICAL	\$4,908.37
REPAIRS/REPLACEMENT	\$495.00
BIBLES, FLOWERS, ETC	\$109.67
FURNITURE & EQUIPMENT	\$863.06
OFFICE EQUIPMENT - MAINT. AGREE.....	\$451.23
PER CAPITA TAXES	\$47,774.65
STORAGE RENTAL	\$226.19
REGISTRATION FEES.....	\$5,980.00
SUPPLIES	\$609.18
FUND TRANSFER	\$75,000.00
TRAVEL PAID DIRECTLY TO AIR, ETC.....	\$2,088.21
BANK CHARGES/ERRORS.....	\$59.52

COUNCIL REFRESHMENTS:

MASTER MECHANICS.....	\$841.00
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FUNDS:

BUILDING MAINTENANCE	\$13,550.44
412 RETIREES	\$1,266.35

UNITS FUNDS:

LOST TIME.....	\$718.01
REFRESHMENTS.....	\$1,289.75
OTHER.....	\$2,748.01

GROSS DISBURSEMENTS	\$210,750.04
LESS PAYROLL DEDUCTIONS	\$8,953.59
LESS FUND TRANSFER	\$75,000.00
NET DISBURSEMENTS	\$126,796.45

FUNDS

GENERAL.....	\$314,928.05
NEW BUILDING	\$380,826.17
EDUCATION.....	\$20,847.13
BUILDING MAINTENANCE.....	\$3,302.07
RECREATION.....	\$17,317.85
PUBLIC SECTOR	\$5,733.58
LOCAL 412 RETIREES.....	\$5,524.86

LOCAL 314 RETIREES.....	\$7,777.02
VETERAN'S COMMITTEE.....	\$1,828.21
WOMEN'S COMMITTEE.....	\$(390.15)
CHAPLAINCY	\$666.61
STRIKE SUPPORT	\$3,001.06
CIVIL RIGHTS.....	\$739.64
COMMUNITY SERVICE	\$1,315.87
YOUTH COMMITTEE	\$117.00

NEW MEMBER ORIENTATION	\$20,022.39
TOTAL FUND BALANCES.....	\$1,089,012.48

TOTAL DUES.....	\$193,403.15
UNIT P/C	\$2.74

TOTAL CASH ASSETS	\$1,089,012.48
P/C TAX/ TOTAL CURR. LIAB.	\$267,982.81
NET CASH WORTH	\$821,029.67



On February 28 and March 1, the FCA National Negotiation Team met at Solidarity House in Detroit to sort out and organize all of the FCA Local demands turned in by UAW/FCA Hourly and Salary members. The next step will be from April 8 through April 11 when we convene at Chrysler Council in Detroit to take the National demands before the Sub-Councils to discuss each demand and get them approved by the Sub-Council Leadership.

2019 UAW SPECIAL BARGAINING CONVENTION UPDATE

A few weeks ago, we were in Detroit to attend a Special Bargaining Convention. The following report on the convention was made by our UAW Chrysler Department Vice-President Cindy Estrada.

The 2019 UAW Special Bargaining Convention ended on Wednesday with chants of “*We are One!*” as UAW members set their union’s bargaining priorities for the next four years by overwhelmingly adopting a comprehensive resolution.

On the first day of the convention, UAW President Gary Jones announced the International Executive Board (IEB) is raising strike pay from \$200 a week to \$250 a week effective this month, and then to \$275 per week in January. “You know that we provide health insurance to workers and their families during strikes, but raising the strike pay is an important signal. Our members need to know that the IEB has their backs,” Jones said.

On the second day of the UAW’s Special Bargaining Convention, Vice President Cindy Estrada, director of the UAW FCA Department, introduced members of the National Bargaining committees and presented sector reports. The committee members will begin negotiations with the automakers this summer.

In her report, VP Estrada said FCA will open the first new auto plant in Detroit in nearly three decades. “You can build a plant right here in the city of Detroit with union wages and still make a profit,” she said.

In her remarks, VP Estrada emphasized how critical bargaining and the role of the UAW is to protect and maintain workers’ rights, safety on

the job, and quality. “One of the things we know is that if quality is left up to the company, they screw it up every time if they don’t have the input of the workers,” she emphasized.

She then introduced the Negotiators who were elected to be the National Negotiating Team for the upcoming 2019 UAW FCA National Negotiations:

- Tim Ferguson, Chairperson Local 1268, Region 4 Sub 1 – Assembly
- Tammy Wisner, Secretary/Treasurer Local 868, Region 8 Sub 7 – Office/Clerical
- Charles Bell Local 1700, Region 1 Sub 1 – Assembly
- Mario Richards Local 869, Region 1 Sub 2 – Stamping
- Lorenzo Jamison, Local 723, Region 1A Sub 3 – Engine/Axle
- Matt Jarvis Local 685, Region 2B Sub 3 – Engine/Axle
- Terry Perrino Local 1264, Region 1 Sub 4 – Skilled Trades
- Brian Cottingham Local 1166, Region 2B Sub 5 – Miscellaneous
- John Markovski Local 1248, Region 4 Sub 6 – Parts
- Mike Kalman Local 573, Region 2B Sub 6 – Parts
- Jerry Witt Local 412, Region 1 Sub 8 – Engineering

On day three, the delegates heard a rousing speech by Gary Jones, where he promised the delegates that our union will remain true to its history and legacy in protecting their interests and advancing their concerns, because **WE ARE ONE!**

Following the convention, the UAW FCA National Negotiation team will now take the resolutions that were submitted by the Locals and make sure they align with the overall vision of the UAW as adapted by the 2019 Bargaining Convention. The next step in the process in our preparation for the 2019 negotiations is for the National Negotiators to present the resolutions to their respective UAW FCA.

Councils during meetings will be held on April 9-11, 2019 here in Detroit.

PREPARE FOR A TOUGH NEGOTIATION YEAR

I state with conviction that your National Negotiation Team will fight for your demands and get the best contract we can. We cannot and will not promise we can win every demand, but we promise we will fight for every one of you. We will come back to you,

not to sell the agreement, but to tell you the truth; the good, bad and ugly. We will be transparent. We will ask for you to vote your conscience.

Be wise and start setting aside some cash in case we must strike FCA to get an acceptable agreement for the whole membership.

CARAVAN NEGOTIATIONS UPDATE

I recently had a discussion with Caravan UAW International Servicing Rep. Mark Taylor on Thursday, March 14th at our UAW Special Bargaining Convention in Detroit about the status of your agreement. Mark conveyed to me a lot of progress has been made on your contract, but the sticking point is wages.

Mark has been out to CTC numerous times recently, on top of the regular negotiating meetings, to try and convince FCA and Caravan Management Teams to get together and work out an agreement between them which would reward Caravan workers with a fair and equitable pay raise for the work they do.

MOVING FORWARD

We are still being overshadowed by the scandal that hit our great UAW Union, but at the same time I’m glad the devious and corrupt leadership within our organization were brought to light for their scandalous ways that affected and harmed every UAW member, both active and retired UAW members.

I shared those thoughts with you to say to every member within our great Local 412 membership that your continued support is greatly appreciated and needed, by not only our leadership but for our UAW/FCA 2019 National Negotiation Team leadership.

I am asking you not to get weary and give up our great UAW Union. As your President, I want to thank you for continuing to support your Local 412 leadership and the UAW. *Together we stand. Divided we fall.*

In closing, summer will be here soon. Set aside some of your time to relax and enjoy some fun time with your family and enjoying your hobbies!

*Every good and perfect gift is from above,
coming down from God the Father, who
created all the lights in the heavens, who
does not change like shifting shadows.*

– James 1:17



Representation Never Stops

The Local Officers have been, as usual, hard at work in their respective Districts from the FCA departments to Macomb County, and in the townships along with the city municipalities. The job of representation never stops. In all my years of doing so, I am proud of the Local 412 Servicing team and the job we've done working within the confines, or 4 corners, of the Contracts.

Some of the hard work that went on this past year shows that perseverance pays. A perfect example is the Macomb County workers in our Public Sector, when their jobs were threatened by the ousted Macomb County Clerk.

UAW Local 412, along with our Unit 75 members, stood up against the bullying tactics of Karen Spranger (County Clerk) and eventually had her removed from office utilizing their contracts and filing multiple grievances. This is just one example of how Unions (UAW and AFSCME) collaborated to make a wrong a right.

This is a big year with multiple contract negotiations coming. There are steps in the process when it comes to Collective Bargaining, starting with the selection of your negotiating team. Once selected, your respective Bargaining Committees will hand out demand sheets, commonly called rainbow sheets, providing input for your respective contracts both National



and Local. This was an opportunity to put your ideas on paper to be recognized.

Contracts will be negotiated and put into place for reasons of safe work environments, better medical benefits, wages, job security, paid holidays, paid vacations,

bereavement pay and better worker pay for military service members while still serving this great country.

The Unions, through Collective Bargaining Agreements (CBA), have come a long way, but still have a hard road to travel when it comes to putting the best negotiated contract on the table for our members. The UAW has been around since 1935, known as the International United Automobile, Aerospace and Agricultural Implement Workers of America. The UAW membership continues to grow each year with our numbers reaching 430,000 strong men and women to date!

Local Happenings

Some of the Local 412 functions that took place this past year were our 75th Anniversary Party, the Annual Golf Outing, Labor Day Parade and the Children's Christmas Party. All were big hits by the membership who attended and supported each event. Seeing the members with their families at the 75th Anniversary Party, taking time out of their busy life schedules and enjoying the event is reward in itself.

To see the Solidarity of our membership conversing together at all these events shows us the strength of our Union is here to stay.

The Annual 412 Golf Outing was again a max capacity event with perfect conditions. It couldn't have been better

for all the golfers who attended. There were plenty of scores recorded from low to high, but in the end it's about the Solidarity of not only working together but enjoying your time off together as a union member.

My personal favorite has always been the Labor

Day Parade on Michigan Avenue. Since my early days in the Union, I attended these parades with my children. If you have never gone, it is quite a sight standing amongst your brothers and sisters, active and retired, from all over the region.



The parade moved its location from Woodward Ave. to Michigan Ave., with staging outside the old historical Briggs Stadium (commonly known as Tiger Stadium) and now The Corner Ballpark, which houses the Detroit Police Youth Athletic League (PAL). We march down the historic avenue in solidarity with the many union members while the news media interviews and publicizes 'our day' on television.

The Local 412 Children's Christmas Party is a day to see the families of our membership with their children or, as some of us older members can say, grandchildren, to visit Santa Claus. Feeling the joy of the Christmas spirit is easy while the children, who have not a worry in the world, play with their toys, get their faces painted, pick out a balloon twisted into a character of some sort, a very talented magician and the singing Princesses, who literally put the children into trances with their beautiful voices. Refreshments of cookies and coffee let us sit back and reflect that the UAW is a wonderful family to be a part of.

The next time you see a Recreation Committee member or volunteer for these events (even though they don't ask for any type of credit), please show your appreciation for their efforts and give them a union handshake and hug for the hard work they put into these events. It wouldn't happen without them!

I look forward to another successful year and end with a quote from a personal hero of mine and a great Union leader, Walter Reuther...*"There is no power in the world that can stop the forward march of free men and women when they are of human brotherhood!"*





Significant Gains in Agreement

I would like to thank each and every one of you for all of the well wishes and prayers while I was recovering from my illness. You helped me get through the most difficult time of my life.

It was great seeing so many familiar faces at the February Executive Board

and Joint Council meeting.

I have been working with Scott Trotter at Unit 52 and we recently completed their contract negotiations. We believe that the contract agreement we have come to has made significant gains that the members

will be voting on in the near future. I'm looking forward to visiting more of our Units and members over the next several weeks and months and, like everyone else, I can't wait for the warmer weather that comes when spring arrives.



For news and updates from the International, Region 1 and Local 412, visit www.uaw412.org

COMMUNITY SERVICE COMMITTEE... Supporting Families with Food Drives

The UAW Local 412 Community Service Committee and 412 members showed their generosity this past holiday season in our second annual food drive supporting families at Westview Elementary School in Warren, Michigan. Located less than a mile of Local 412, Westview grades 3-5, educates around 380 students, 90% of which are below the poverty line and a handful of families who are homeless or in shelters. "We were able to make it a little easier for these families this holiday season and wanted to spread the spirit of what family and giving back to our community is all about," said UAW Local 412 President Jerry Witt.

Needs were met for both the Thanksgiving holiday and Christmas season. Members donated all the essentials for a wonderful Thanksgiving Day dinner, canned foods to supplement meals and all the fixings for dinner on Christmas Day. The little ones were not at a loss on Christmas morning with presents and clothing aplenty donated by our members. "We have made a great partnership with the administrators at the school and they were able to help us select the 25 families who needed it the most," said Community Service Committee Chair Bruce Oleskie. Local 412 appreciates the overwhelming generosity from its members. With pride and solidarity, it shows we can make a bigger impact working together, positively affecting our communities and those in need.



(L-R) Local 412 Recording Secretary Dennis Greathouse, Westview Counselor Jolene DuBay, Local 412 Joint Activities Representative Bruce Oleskie, Westview Principal Rebecca Akins and Local 412 President Jerry Witt.





Thank you to all of the Committee members of each Unit. It has been a privilege supporting and working with you over the years.

My time on the Executive Board has taught me many lessons that I will carry with me and use for the rest of

A Privilege to Have Served

I want to take this opportunity to announce that, after three terms on the Local 412 Executive Board, I will not be running for re-election. It has been a privilege and an honor to have had the opportunity to work with so many talented and dedicated members of Local 412 and Region 1 during my time representing you.

I want to thank all of the members on the Local 412 Executive Board who I have served with in the past and all of those I am currently serving with today.

my life. In my opinion, we are by far one of the strongest Locals in the entire UAW.

Going forward, I ask that when the elections are over we set politics aside and support those elected whoever they are. Holding a position on the Executive Board is not an easy one and the more support they receive from us, the more successful they will be representing us. Once again, thank you for your support over the years and remember... *Solidarity is our strength.*

KNOW YOUR WEINGARTEN RIGHTS

Read Word for Word to your Supervisor

If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I exercise my federal rights and respectfully request that my union representative, officer, or steward be present at this meeting.

Until my representative arrives, I choose not to participate in this discussion. Please do not request that I waive this right.



President.....JERRY WITT
 1st Vice President.....JOHN GRUNALT
 2nd Vice PresidentGREGG GIBBONS
 3rd Vice PresidentTOM BURNS
 Financial Secy-Treasurer.....TIM EDMUNDS
 Recording Secretary.....DENNIS GREATHOUSE
 TrusteeCHARLIE WILSON
 TrusteeBILL LAIRD

TrusteeSCOTT TROTTER
 Sergeant-at-Arms.....ROY FOWLER
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 Retiree RepresentativeROBERT BAN
 Joint Activity Rep.BRUCE OLESKIE
 Editor.....ROBERT DeI PAPA
 Co-Editor.....ELAINE COPEMAN

UNIT CHAIRS

Unit 1 M. HAYES	Unit 27 J. SIMPSON	Unit 54 J. COOMBS	Unit 86 D. BEAUFORD
Unit 2 T. STANK	Unit 28 G. GIBBONS	Unit 57 C. VALDRY	Unit 91 B. POLLOCK
Unit 7 T. SMITH	Unit 30 E. FORTSON-YELDER	Unit 59 J. GRASSI	Unit 92 D. MINCHELLA
Unit 9 D. FOURNIER	Unit 32 A. MAURUS	Unit 61 A. WARREN	Unit 93 D. SUSALLA
Unit 10 J. GRUNALT	Unit 35 R. CANESTRELLI	Unit 62 J. SMITH	Unit 95 F. KRYCIA
Unit 14 K. MITCHELL	Unit 36 S. MORGAN	Unit 65 N. HNATIUK	Unit 97 S. FREEMAN
Unit 17 D. MOCZULSKI	Unit 39 S. SLANEC	Unit 70 S. CAMPPELL	Unit 98 S. NEWTON (ACTING)
Unit 18 T. MACKER	Unit 44 G. CORLESS	Unit 75 L. EMERSON	Unit 99 K. DIMARIA-MOLLISON
Unit 21 M. LAVENS	Unit 46 P. BUKOWSKI	Unit 76 T. BAUMGARTEN	
Unit 23 R. WATSON	Unit 49 R. CHAGNON	Unit 78 C. KRAWCZYK	
Unit 25 T. BALTRUSAITIS II (ACTING)	Unit 51 B. YOMBOR	Unit 84 T. BURNS	
	Unit 52 J. HOLDEN	Unit 85 M. HONKANEN	

OFFICE STAFF

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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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www.promoplace.com/uawlocal412

Want Local 412 apparel with the convenience of online ordering and shipping to your door?

YOU ARE IN LUCK!

The new UAW Local 412 apparel website is live. Men's and Women's polo shirts, hats, T-shirts and jackets are available at launch. New items will be added over time, so do not forget to check back often.



VISIT

www.promoplace.com/uawlocal412 or click on the MERCHANDISE tab at www.uaw412.org

Free shipping on all orders. For bulk orders, contact the Local for discount pricing at (586) 754-2450.





Semi-Annual Audit Concludes...“All In Order”

Greetings Local 412 Brothers and Sisters Active and Retired,

The Local 412 Trustees recently performed the semi-annual audit at the hall for the months of July through December 2018, and are pleased to report that all was accounted for and in order. Along with the items we purchased over the years, we have had some additional items to include in the audit. We purchased a new defibrillator, file cabinets and flat screen monitors mounted in the hall.

Our President Jerry Witt and Financial Secretary Tim Edmunds are always looking for ways to save the Local money. Our Local has been paying for a storage unit for years, so Jerry, Tim, Bruce Oleskie and the Trustees were able to locate a shipping container for \$2,200. This will pay for itself in the first six to eight months and makes it convenient to store items right here at our Local.

Since the last Trustees report, the Local had some items in dire need

of repair. The icemaker, located behind the bar, stopped making ice and required some attention. Also, the concrete around the storm drain in the rear parking lot deteriorated, causing the drain to sink below grade, posing a potential safety issue. The HVAC unit, mounted on the roof of the Local, failed back in December and had to be replaced. This was a major undertaking, requiring the use of a crane to remove the failed unit and install the new unit.

The Financial Officers Conference is being held at the time of this publishing and it will be interesting to see how the new tax laws will affect our Local, if any. So, expect a report on that in the near future.

As always, if any members have any questions or concerns, please contact one of the Trustees – Charlie Wilson, Bill Laird or Scott Trotter.

STRIKE VOTE Authorization

In the very near future, FCA members may be asked to come to the local and vote on whether or not to give strike authorization.

What is a strike authorization vote?

This will be the first time many of our members have voted on this authorization. It normally passes above a 90% approval, because everyone realizes how important it is to have this leverage. This is a formality so that negotiating committees, your Local Bargaining Committee, as well as your National Bargaining Committee, will have leverage in negotiating a fair and equitable agreement with FCA.

The higher the percentage vote to approve strike authorization, the better. The company watches these numbers closely and it greatly enhances our leverage the higher the vote is. The last thing anyone wants is a strike. That being said, we must be prepared in case the need arises to take a firm stand in solidarity in order to make progress on this next contract. FCA members may be the only ones asked to vote at this time. Dates and times of the vote will be posted soon.

Solidarity Forever!

A SAFETY MESSAGE to the Membership

We all should know some of the history of labor unions and health and safety. The fact that labor unions were originally organized because of safety concerns. Over the years, workers seem to have forgotten that *safety belongs to the union* and the union is all of us, not just union officials. Subsequently, over time, it seems that we have managed to diminish our own ability to bargain for better working conditions.

Historically, the ability to strike and safety concerns have been the major leverage used to bargain with management. Since the ability to strike has been no longer an option, safety is our only major bargaining chip to date.

When we, the union, fail to realize our individual roles and responsibilities concerning safety, we enable management to utilize safety against us. It's like a police officer allowing a criminal to take his gun and shoot him with it. We, unknowingly, give management leverage, over us, and our union representatives, when we fail to follow the safety rules that our ancestors fought and died for to have laws enacted for our benefit.

Typically, when union officials press management about your safety, the response is always the same... “Do you want us to start writing them up?” This is the leverage. When we are not following our own safety rules, that's used against us. Management will “cherry pick” safety to hold some of us hostage to intimidate us all. They exploit our lack of solidarity and lack of awareness of safety.

We, the union, need to eliminate this leverage and take safety back! This can easily be accomplished by simply owning what has been historically ours anyway. Wear your personal protective equipment with the pride of being a member of this labor union, realizing the power in it. Learn how to recognize hazards for abatement to use to arm your union representatives with bargaining chips.

Know the power that we have over our own workplace by utilizing what unions have used for decades to win better working conditions.



“Working to keep you safe”

Your UAW Local 412 Safety Staff

2019 UAW Special Bargaining CONVENTION

The 2019 Special Bargaining Convention was held on March 11-13th at Cobo Hall in Detroit, MI. The UAW represents about 156,000 autoworkers employed by General Motors, Ford Motor Co., and Fiat Chrysler Automobiles and members expect big results as companies continue to make record profits and this year's negotiations are expected to be contentious.

As for Local 412, FCA negotiations begin in late June or first part of July and will continue until a final contract has been ratified by the members later this fall. General Dynamic National Negotiations and Local Agreements for Units 27 and 28 begin in September with their two Local agreements. Fifteen Public Sector Units continue to negotiate and ratify their Local agreements between March and December.

The UAW Special Convention on Collective Bargaining, which occurs every four years, is a forum for members to provide input into the Union's negotiating agenda. The convention provided UAW President Gary Jones and his leadership team an opportunity to lay out their vision of the union's future and its bargaining strategy.

U.S. Representative for Michigan's 12th Congressional District Debbie Dingell and NAACP President and CEO Derrick Johnson addressed convention delegates.



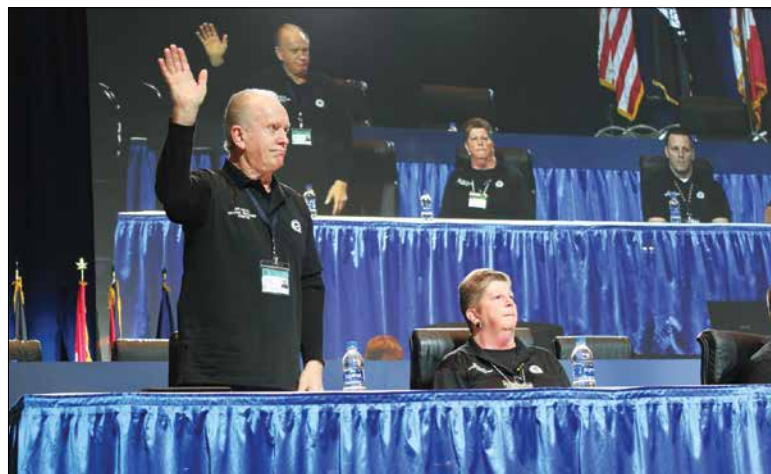
Congresswoman Debbie Dingell, the widow of the late Congressman John Dingell, accepted the Douglas A. Fraser Community Services Swift Award in recognition of the late Michigan congressman's service to working people. "We are forever grateful for his service to working families, his support and his friendship," UAW President Jones said. Dingell said UAW members were alongside her husband in every battle for working people. "To my brothers and sisters of the UAW, you truly are my and John's Brothers and Sisters and you have been our entire lives."



Members Of The 2019 FCA National Negotiating Team



UAW Local 412 Officers and Special Bargaining Convention Delegates (L-R) Jerry Witt, Tim Edmunds, Jenny Coombs, Scott Trotter, Derek Moczulski, Tom Burns, Cameron Lange, Ken Mitchell, Greg Ezyk, Charlie Wilson, John Grunalt, Bill Laird and Margaret Miglia.



UAW Local 412 President Jerry Witt acknowledges the convention after being introduced as Sub Council #8 Salary Negotiator of the 2019 FCA National Negotiating Team.



2019 UAW FCA National Negotiating Team (L-R) Jerry Witt President Local 412, Tammy Wisner Local 868, Solo Richards Local 869, Tim Ferguson Local 1268, Matt Jarvis Local 685, UAW Vice President Cindy Estrada, John Markovski President Local 1248, Lorenzo Jameson Local 723, Charles Bell President Local 1700, Mike Kalman President Local 573, Brian Cottingham Local 1166 and Terry Perrino Local 1264.



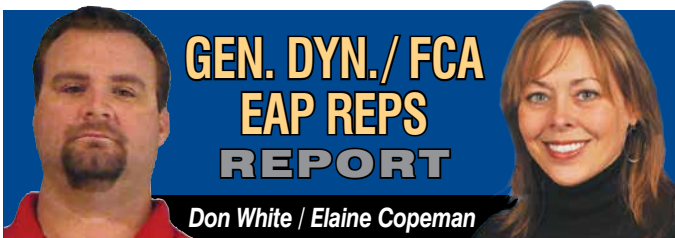


UAW President Gary Jones announced an immediate increase in strike pay to \$250 a week plus health benefits and another increase to take effect in January up to \$275, as preparations for the coming negotiations. "We are preparing for a conflict and we are choosing to rely upon ourselves rather than rely on the goodwill of others." Jones told the delegates in attendance. "The battle may not come if others see how serious we are and how ready we are."

UAW Vice President Cindy Estrada, Director of the UAW FCA Department, introduced members of the FCA National Bargaining Committee and presented sector reports. In her report, Estrada emphasized how critical bargaining and the role of the UAW is to protecting and maintaining workers' rights, safety on the job, and quality. "One of the things we know is that if quality is left up to the company, they screw it up every time if they don't have the input of the workers". UAW negotiators will address a variety of topics, including quality, health and safety, wages and other key issues during bargaining later this year.



Derrick Johnson, president of the NAACP, criticized GM in their recent decisions even though UAW members made significant sacrifices to keep the company afloat. Johnson also reminded members that if they are not together, they will lose the advances made by previous generations of UAW members. "You are the history to be made," he said. "If you only rely on the past, you are not prepared for the future."



What is the EAP Program?

Sometimes an employee can experience problems on the job that are the result of things going on outside of the workplace. That may not always be the case, but sometimes it is. And when it is, it's a private matter.

The UAW, along with both Chrysler and General Dynamics, have developed a program to connect employees in need with resources that can help in a confidential manner. It's called the Employee Assistance Program (EAP), and it's part of your benefits package negotiated by the UAW.

EAP has helped a lot of people with problems ranging from substance abuse to family issues and mental illness. All Active employees and their family members are eligible for this benefit.

You don't have to know the exact diagnosis of the problem. You only have to know that it's negatively impacting your life and want to get help.

Your Employee Assistance Program representative can assist you in taking those first steps. If you are a Local 412 FCA member, contact Elaine Copeman at (248) 576-2753 or the information can be found on the UAW- NTC Website by clicking on the EAP Representative List link. For Local 412 General Dynamics members when at the GDLS facility, the contact information is shown internally on the GDLS portal page or you can call Don directly at (734) 740-4272.

Remember, the Employee Assistance Program is free, confidential and has helped many employees and their families. We are here for you.



Take a Breather

Called the Relaxing Breath or 4-7-8 Breath, this simple exercise remains one of the best techniques for counter-acting stress and its harmful effects. Place the tip of your tongue against the ridge of tissue just behind your upper front teeth and keep it there through the entire exercise.

- Exhale forcefully through your mouth making a whoosh sound.
- Close your mouth and inhale quietly through your nose to a mental count of 4.
- Hold your breath for a count of seven.
- Exhale completely through your mouth making a whoosh sound to a count of 8.
- This is one breath cycle. Now inhale again and repeat this three more times for total of four breath cycles.

The absolute time you spend on each phase is not important, however, the ratio of 4:7:8 is important. If you have trouble holding your breath, speed the exercise up but keep to the ratio of 4:7:8 for the three phases. With practice, you can slow it all down and get used to inhaling and exhaling more and more deeply.



UAW / FCA BENEFIT REPS REPORT

Bree Kenny & Karen McAdam

secondary to the medical coverage provided through your automobile insurance carrier. The Coordination of Benefits information can be found on page 105 in the Health Care Benefits SPD for

ATTENTION MEMBERS

Please visit your account on the Benefit Connect website to verify that all information is correct and up to date for you and your dependents. If corrections need to be made, contact Benefit Connect at 888-409-3300.

Retirement Process

Some members are entertaining the decision to retire this year. If you are eligible for retirement, contact your Benefit Reps: Karen McAdam at 248-576-4346 or Bree Valdez-Kenny at 248-576-0216 to start the retirement process. Normal retirement appointments will need to be set up at least 2 months (preferably 3 months) before your desired retirement date.

The separation date is always the last day of the month (regardless which day it falls on) and the retirement day is always on the first of the following month.

If you have been divorced after January 1, 1984, and have not submitted a copy of your QDRO to the Benefit Office, do so at least 6 months before starting the retirement process.

If you are eligible for Medicare, you should start retirement process 3-4 months in advance to assure that Medicare enrollment is not late.

Automotive Insurance COB

Michigan is a *No Fault* state. Medical insurance provided through FCA is

Traditional HBU and SBU members and on page 91 for In-Progression HBU and SBU members. The SPD booklets are found on the Benefit Connect website.

In the event that you and/or your covered dependents are injured and need medical attention due to an automobile accident, the medical coverage through the automobile insurance pays as primary and FCA's insurance pays secondary. Please consult with your automobile insurance carrier to ensure that you have the PIP coverage for you and your dependents. This will prevent hundreds to thousands of dollars in denied medical claims.

When Can I Change my Health Care?

As a represented member, health care elections are subject to a Rolling Enrollment. You are required to remain in the elected benefit option for at least 12 months before you can make an election change into a different plan. When electing a change during a Rolling Enrollment, the effective date of the new coverage will be the 1st of the second month following the elected change. The Rolling Enrollment information can be found on page 18 in the Health Care Benefits SPD for both Traditional and In-Progression HBU and SBU members.

To make a change to your health

care plan, please visit your account on the Benefit Connect website. Go to the 'My Benefits tab', select 'Change My Elections Due To Rolling Enrollment' in the 'My Health Benefits' box. You can also contact Benefit Connect at 888-409-3300 to make these changes.

Life Insurance for Dependent Children

Dependent children are eligible for the Dependent Group Life Child life insurance until the day they turn 26. Please note that Benefit Connect will not stop deducting the premiums from your paychecks. You can cancel this policy by going to the 'My Benefits tab' and selecting 'Change My Optional and Dependent Life Elections' in the 'My Health Benefits' box. Or you can contact Benefit Connect at 888-409-3300 to cancel the Dependent Group Life Child life insurance.

Legal Services Plan

Contact the Legal Services Plan at 800-482-7700 for help with: wills, trusts, power of attorney, deeds, advance directives, etc.

Short Term Disability

Members going off on an S&A (sickness and accident) must call Sedgwick at 888-322-4462 to start a claim. Have the Medical Release Form completely filled out by attending physician upon returning to work and call HR at 248-576-5099 to schedule a return back to work appointment.

As a continuous reminder: *PLEASE REVIEW/UPDATE YOUR BENEFICIARIES* to your Group Life Insurance elections! This can be done by logging onto the Benefit Connect website through Dashboard Anywhere.

**Paskel, Tashman
& Walker, PC**
ATTORNEYS-AT-LAW

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BRIAN L. WALKER

is at the

LOCAL 412 UNION HALL

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

or contact his office at
800-826-0101



FREE LEGAL ADVICE

Importance of Attending your Monthly GENERAL MEMBERSHIP MEETING

UAW Local 412 conducts General Membership meetings on a monthly basis for each of our units. These meetings are important and, as a member, you are encouraged to attend and participate in the events of your Union. The purpose of these meetings is to keep members informed of current events affecting the membership. This is also where you have the opportunity to ask your Unit Chair and elected officers any questions you may have.



We also welcome any suggestions that will help keep our Union strong. You have an equal voice and can express it by attending your monthly General Membership meetings.



LOCAL 412 UAW

JERRY M. WITT
President
TIM EDMUNDS
Financial Secy-Treasurer
JOHN GRUNALT
1st Vice President
GREGG GIBBONS
2nd Vice President
TOM BURNS
3rd Vice President
DENNIS GREATHOUSE
Recording Secretary



LOCAL 412

2005 Tobsal Court • Warren, MI 48091-3798
586-754-2450 • Fax 586-754-1277

CHARLIE WILSON
Trustee
BILL LAIRD
Trustee
SCOTT TROTTER
Trustee
ROY FOWLER
Sergeant-at-Arms
JENNY COOMBS
Guide
ROBERT BAN
Retiree Representative

March 10, 2019

Dear Brother or Sister,

The election for Local 412 Officers will be conducted on May 14, 2019.

I want to take this opportunity to advise you of certain restrictions on the use of Union and Employer funds for campaign purposes. Specifically, Section 401 (g) of the Labor-Management Reporting and Disclosure Act of 1959, as amended, prohibit the use of Union and Employer funds to promote the candidacy of any person in a Union Officer Election. This prohibition applies to facilities, equipment, supplies and cash, as well as campaigning on time paid for by either a Union or Employer and the use of the Local 412 newsletter for campaigning purposes.

You should also be aware that the prohibition against the use of Union and Employer funds applies to any Union and any Employer, not just to Local 412 or to the employers with whom Local 412 has collective bargaining agreements.

I am notifying all Local 412 candidates of this legal prohibition to make them fully aware of the extent of the campaign restrictions so that any potential problems can be avoided. If you have any questions, please call me at 586-754-2450.

Your cooperation is appreciated.

Fraternally,

Royce Willis
Election Committee Chairman

JC/ac
opeiu42





LOCAL 412 UAW

NOTICE OF ELECTION

VOTE TUESDAY, MAY 14, 2019

To elect the following Executive Officers for a three (3) year term: President, 1st Vice President, 2nd Vice President, 3rd Vice President, Financial Secretary-Treasurer, Recording Secretary, three (3) Trustees, Guide, Sergeant-at-Arms, and Local 412 Retiree Representative to the 412 Executive Board.

TIMES & LOCATIONS OF VOTING

LOCAL 412 UNITS AT CTC: #1, #10, #14, #32, #54, #57, #97	INNOVATION ROOM CONFERENCE ROOM TECH 2C	6:00 AM - 6:00 PM 6:00 AM - 6:00 PM	UNIT #46 MACOMB CTY. PROSECUTING ATTYS.	MAIN STREET SOUTH ADMIN. LOBBY AREA	11:00 AM - 2:00 PM
UNITS #2, #57 JEFFERSON ASSEMBLY	412 UNION OFFICE	6:00 AM - 8:00 AM	UNIT #49 MACOMB MGT.		
UNITS #7, #57	TOOL & DIE CONFERENCE ROOM	12:00 PM - 12:30 PM	UNIT #75 MACOMB SUPERVISORY		
UNITS #9, #25, #57 MACK 1 & 2	MACK 1 LOBBY	2:00 PM - 5:00 PM	UNIT #95 MACOMB CTY. CORP. CNL	UNION OFFICE ON SITE	2:30 PM - 3:45 PM
UNITS #17, #57 WARREN TRUCK ASSEMBLY	NORTH CAFETERIA BODY SHOP	11:00 AM - 12:30 PM	UNIT #51, #57 STERLING HGTS ASSEMBLY	TOWNSHIP OFFICES 40700 ROMEO PLANK RD. CONFERENCE ROOM 200	12:00 PM - 1:30 PM
UNITS #18, #57 WARREN STAMPING	412 UNION OFFICE ON SITE DOWNSTAIRS	1:00 PM - 2:00 PM	UNIT #52 CLINTON TWP. TOP	WIXOM OFFICE LAKE MICHIGAN ROOM	11:00 AM - 2:00 PM 4:30 PM - 5:00 PM
UNITS #21, #57 MARYSVILLE AXLE	CLASSROOM #2	6:00 AM - 8:00 AM 3:30 PM - 4:30 PM	UNIT #61 VALUE OPTIONS	65821 VAN DYKE, WASHINGTON CONFERENCE ROOM	11:00 AM - 1:00 PM
UNITS #23, #32, #57 CHRYSLER DETROIT PARTS CENTERLINE	BUILDING 100	12:00 PM - 12:30 PM	UNIT #62, #91 ROMEO LIBRARY	LOCAL 412 HALL	6:00 AM - 6:00 PM
UNITS #25, #57	NORTH CAMPUS	2:00 PM - 5:00 PM	UNIT #65 HEALTH MGMT SYSTEMS		

CHRYSLER TRENTON	UAW 412 1 ST FLOOR ADM BLDG.								
UNITS #27, #28 STERLING HEIGHTS COMPLEX (SHC)	CONFERENCE ROOM 1A1	6:00 AM - 6:30 AM 11:00 PM - 1:00 PM 3:30 PM - 4:30 PM							UNIT #70 VALUE OPTIONS (THERAPISTS)
UNITS #27, #28 STERLING HEIGHTS COMPLEX (SHC)	PROTOTYPE SHOP BREAK ROOM	6:00 AM - 6:30 AM 12:00 PM - 12:45 PM 4:15 PM - 4:45 PM							UNIT #76 CLINTON TWP. W&S
UNITS #27, #28 STERLING LOGISTICS CENTER (SLC)	BREAK ROOM	6:00 AM - 6:30 AM 12:00 PM - 12:45 PM 4:15 PM - 4:45 PM							UNIT #78 WASHINGTON TWP. SUPV. UNIT #92 WASHINGTON TWP. W&S UNIT #93 WASHINGTON TWP. DEPT. HEADS
UNIT #30 UNITED WAY	LOCAL 412 HALL	6:00 AM - 6:00 PM							UNIT #84 DETROIT DIESEL
UNIT #35 WARREN ATTORNEYS UNIT #59 WARREN ADMINISTRATION	WARREN CITY HALL BASELINE CONFERENCE ROOM	9:00 AM - 10:00 AM							UNIT #85 McLAREN
UNIT #36 36 TH DISTRICT COURT	CAFETERIA, 2nd FLOOR	4:30 PM - 5:30 PM							UNIT #86 CITY OF DETROIT PARALEGALS
UNIT #39, #98 MACOMB CTY. PUBLIC WORKS	MACOMB COUNTY PUBLIC WORKS OFFICE 21777 DUNHAM RD.	7:30 AM - 9:00 AM							UNIT #99 WARREN MUN. FED. C/U

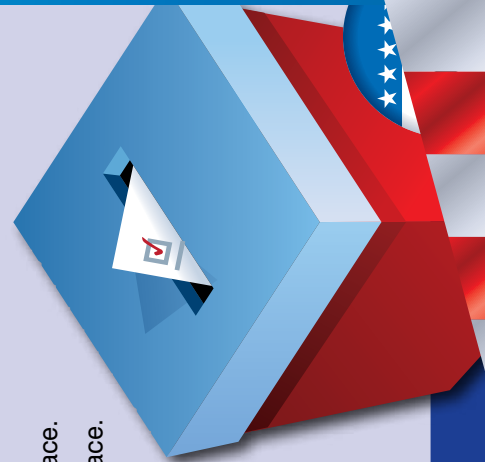
NOTE: In the event members cannot vote at their regular voting place, they can vote at the Local 412 Hall on **TUESDAY, MAY 14, 2019 from 6:00 AM to 6:00 PM.**

NOTE: Retired members are eligible to vote at UAW Local 412 Hall. **Please bring your Retired Membership Card.**

NOTE: If a Run-off Election is necessary, it will be held one (1) week later on **TUESDAY, MAY 21, 2019** at same time and place.

NOTE: If a 2nd Run-off Election is necessary, it will be held (1) week later on **TUESDAY, MAY 28, 2019** at same time and place.

NOTE: FOR IDENTIFICATION PURPOSES, PLEASE BRING YOUR UNION CARD, BADGE, DRIVER'S LICENSE OR A PICTURE I.D. — YOU MUST BE A MEMBER IN GOOD STANDING IN ORDER TO BE ELIGIBLE TO VOTE.



ALL UNITS NOT LISTED WILL VOTE AT UAW LOCAL 412 HALL

LOCAL 412 ELECTION COMMITTEE



LOCAL 412 UAW

NOTICE of ELECTION 2019 NOMINATIONS

**TO ELECT THE FOLLOWING EXECUTIVE OFFICERS
FOR A THREE (3) YEAR TERM:**

President, 1st Vice President, 2nd Vice President, 3rd Vice President,
Financial Secretary-Treasurer, Recording Secretary,
three (3) Trustees, Guide, Sergeant-at-Arms, and
Local 412 Retiree Representative to the 412 Executive Board

VOTE

NOMINATIONS

All members who have been in continuous good standing in Local 412 for one (1) year immediately prior to **TUESDAY, APRIL 9, 2019** are eligible, and nominated for Local Executive Office.

Members of new Units of Local 412 that have been dues paying Units for less than one (1) year may be eligible for exemptions from the one (1) year rule. Members of new Units who desire further clarification on this matter may contact the Local Union for an interpretation.

Any eligible member as herein defined who desires to accept nomination for Local Executive Office must submit his/her written acceptance to the Local 412 Hall addressed to: **Local 412 Election Committee, 2005 Tobsal Court, Warren, MI 48091-3798**. Mailed acceptances **MUST** be by registered letter. **NOTE:** Electronic telephone faxes will be accepted (586-754-1277). Acceptances for Local Executive **MUST** contain the following information: his/her commonly known name as he/she desires it to appear on the ballot, the office desired, his/her Unit number and his/her department number.

Any member may nominate any other members he/she desires for any specific office established in the election. Where a member chooses to nominate another member, he/she would be required to notify the Local Union of his/her nomination in writing, within the first five (5) days of the nominating period. He/she would also be required to notify the members he/she had nominated for the specific office, so that his/her nominee will be aware of the nomination and of his/her obligation to accept such nomination within the deadline. **IF** a member is nominated and the nominator fails to notify the nominee, such failure **WILL NOT** invalidate or excuse the members **RESPONSIBILITY TO ACCEPT** such office or position

to which he/she was nominated in writing within the established deadline period.

Acceptances **MUST** be in the hands of the Local 412 Election Committee not before **MONDAY, APRIL 22, 2019**, and not later than **2:00 P.M., MONDAY, APRIL 29, 2019**. All acceptances **MUST** be in the hands of the Election Committee Chairman of the Local 412 Hall by the **2:00 P.M.** deadline. The Election Committee will meet with the candidates at **3:00 P.M., MONDAY, APRIL 29, 2019**, at Local 412 Hall. At this meeting, a drawing will be held to determine candidate position on the ballot. If a candidate is absent, an Election Committee member will represent the candidate in the drawing.

DATE OF VOTING

The election of Officers will be conducted on **TUESDAY, MAY 14, 2019**. If a runoff election for Officers is necessary, it will be held on **TUESDAY, MAY 21, 2019**. In the event of a 2nd runoff, it will be held on **TUESDAY, MAY 28, 2019**, same times and location.

ABSENTEE BALLOTS

Absentee ballots will be provided to those members who shall be away from their Local Union on Company assigned, expense-paid work assignments the entire period of the election; also, those who shall be away on Local 412 Union Business. There will be no exceptions. The Local Union shall immediately provide the member(s) with a ballot and two (2) envelopes, one (1) return addressed. Member shall place marked ballot in the unmarked envelope and enclose it in the return-addressed envelope which **MUST** be returned to the Local Election Committee no later than **5:00 P.M., TUESDAY, MAY 14, 2019**. **In case of a runoff no later than 5:00 P.M., TUESDAY, MAY 21, 2019**. **All others become void after that.** In the event of a 2nd runoff, it will be held on **TUESDAY, MAY 28, 2019**, some times and locations.

LOCAL 412 ELECTION COMMITTEE:



2019 National and Local Negotiation Rainbow Sheets

by Ken Mitchell, Unit 14 Chairman

Greetings Local 412 Brothers and Sisters,

2019 marks the preparations for the contract negotiations between FCA and the UAW on a National and Local level of each FCA Unit of Local 412. The best tool the National Negotiators and each Unit's Bargaining Leadership can use to prepare for the Supplemental Agreements is to utilize Rainbow (Demand) Sheets.

These Rainbow Sheets are invaluable at assisting your National and Unit Bargaining Leadership to build sound bargaining strategies for negotiations of our National and Local agreements. The Rainbow Sheets highlight what you, the membership, want in a new Agreements. Your National and Local Rainbow Sheets are categorized into *new*, *revised*, *deleted*, and/or *specific* demands.

The 2019 National and Local Negotiations are going to be crucial in setting the course for all of our futures. Your input has been instrumental in preparing your Local and National Bargaining Leadership the guidance to negotiate fair and equitable agreements.

Local 412 Officers organize demands turned in by our FCA membership for the upcoming National Contract Negotiations.



(L-R) Unit 1 Chairman Mike Hayes, Local 412 President Jerry Witt and Local 412 1st Vice President John Grunalt review the Salary contract book to discuss language changes and updates.



Local 412 Trustee Bill Laird reads off one of our members Salary demands to the group for organization.



(L-R) Local 412 Appointed WCM Representatives Ron Taras, Dave Goodwin, Roy Lee and Alternate Health & Safety Representative Glen Mearnic, go over the salary contract book to discuss language changes and revisions that need to be looked at for joint programs.



Unit 14 Chairman Ken Mitchell goes through the hourly demands.

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UAW HEALTH & SAFETY TRAINER REPORT

Charles Shepherd, Jr.



EXPLOITING SAFETY: Symptoms of a Negative Culture for Safety

In a negative culture for safety, all levels of employees may attempt to exploit safety for reasons other than an effort to keep employees safe. It is not uncommon for workers to use safety as an excuse to avoid work or to avoid discipline; to not be honest about reporting the circumstances that caused an accident for fear of discipline.

Some members of management may exploit safety to administer discipline for something an employee did that had nothing to do with safety. Members of management may ignore complaints of unsafe conditions and fail to apply corrective actions. When employees continue to get hurt, discipline is administered instead of control measures to mitigate the hazards.

Excessive discipline is not a demonstration of getting serious about safety. The emphasis on an attempt to

“fix the worker” will commonly lead to an atmosphere of fear and intimidation to follow safety rules rather than motivation to participate in recognition and abatement of safety hazards; not to mention a loss of much-needed skilled manpower and a collapse in employee morale and productivity. Fixing the worker will not result in a safer workplace.

I was recently stopped, by an employee, on my way out of the facility, who told me that employees are “afraid to do their jobs” because of an atmosphere of fear and intimidation to follow “cherry picked” safety rules.

Safety should be less dependent upon employee behavior and more dependent on systemic solutions. We must be constantly aware that the company’s policies and procedures are not in conflict with our safety mission. Know that safety is a “work in progress,” with the goal of continuous improvement. Also, know that safety starts with safety training.

Every employee makes mistakes. As safety professionals, we have the responsibility to keep employees from getting hurt or killed when they do make mistakes. Safety professionals are directly responsible for the lives of employees in the workplace.

Join the Safety Staff at CTC in our efforts to keep employees safe.

CIVIL & HUMAN RIGHTS REPORT

Herb Davis, Chair



Rights For All People

I would like to take this opportunity to inform members of UAW 412 of services provided by the Civil & Human Rights Committee. As a Committee, we are committed to the fight against injustice everywhere. We wage the fight for equality in the workplace and in the community by being politically engaged.

Civil and human rights involve all people regardless of race. It is often thought that it is only for minorities or people within the protected categories, but that is *not true*. Civil rights are your legal rights as stated by the law. Human rights are your God-given rights as a human being. Civil and human rights protect everyone!

Many companies, FCA included, are committed to providing a workplace free of discrimination and harassment, but we all know that there is still work to be done concerning civil and human rights in America.

The Civil Rights Act of 1964 made it illegal to discriminate against protected categories. The law says that people cannot be treated differently on the basis of the following protected categories:

- Race
- Color
- National or ethnic origin
- Social Background
- Age
- Religion
- Disability
- Sex, sexual orientation, gender or gender identity

We have new Civil Rights Committee leadership and new members committed to fight for your rights. If you suspect that you have been discriminated against or subject to harassment, based on a protected category, don't hesitate to give us an opportunity to be your champion.

UAW 412 Civil & Human Rights Committee Contacts

Herb Davis, *Chairman*(586) 978-6180
Chuck Shepherd.....(313) 505-0128
Recording Secretary

Save the Date

FUN ★ FAMILY ★ FOOD

Labor Day
Monday, September 2, 2019

Come Celebrate with Local 412 Members at the Detroit Labor Day Parade. Bring the family and walk in the parade or ride on the Retirees float. Be on the lookout for more information.



UNION LABEL COMMITTEE REPORT

Ron Taras, Chair



Build a Stronger America

Do you remember your first job? I do, peddling my Mongoose BMX bike fully loaded with papers, rain or shine. I was delivering and collecting. The dreaded Thanksgiving paper put me and my bike to the test a few times. The weight of the papers won and we were on the ground. But the reward was worth it, holiday tips were great!

I had the choice to work as a young kid and still laugh telling the stories of my experiences, but millions of children around the world don't have a choice. They have no access to education and work long hours under hazardous conditions. We are working to end the worst forms of child labor and ensure that all children are protected from jobs that interfere with their health, safety and education.

It's your choice to read the label and support Union and American-made goods. By making that choice to spend our money on products and services that are made in our country by workers who are treated fairly, and paid a living wage, we are helping to protect the middle class, strengthen our national economy and build a stronger America.

Consumers can ask retailers and manufactures about their child labor policies and practices. Still, we have a long way to go. Products that are part of our daily lives shouldn't come at the expense of children's health, safety and education.

Save the Date
 May 20, 2019
 FCA Tech Center
 11 am – 12 pm
 CTC Auditorium Education Node

MEMORIAL DAY CEREMONY

REMEMBER AND HONOR

For a calendar of upcoming Veterans Committee events visit:
<https://teamsites.nafta.fcagroup.com/sites/VeteransBRG/SitePages/Home.aspx>



Check Out the New VA.gov Website

Veterans have spoken and we are listening! You've asked for one easy-to-use, intuitive website with information on VA benefits, one place to change your address that populates to every part of VA, and one application site for VA benefits and services. Find it all and more at a familiar web address – VA.gov.

Millions of Veterans and their family members are successfully using VA benefits to buy homes, earn degrees, start careers, stay healthy, and do so much more in life after the military. At these events, learn how Veterans have gone from service to success.

AVAILABLE NOW 2019 Commemorative **VETERANS COIN**

UAW Local 412, FCA & General Dynamics 100% OF ALL PROCEEDS Support Local Veterans Causes

PROJECTS SUPPORTED:

- Wreaths Across America @ Great Lakes National Cemetery
- Halloween, Christmas & Easter at Detroit VA Hospital & Domiciliary
- Continuing Support of the Piquette Square Housing Project (150 Units)
 - Support Michigan Stand Down for the Homeless Veterans
 - Sunday Coffee Hours at Detroit VA Hospital
 - Detroit Veterans & Memorial Day Parade

To purchase your 2019 Commemorative Veterans Coin, contact the following...

FCA	Roy Lee	(248) 576-3536
SLC General Dynamics.....	Mark Lagana.....	(586) 825-8912
SLC General Dynamics.....	Karen Sylvester.....	(586) 825-7369
SCH General Dynamics.....	Dale Moore	(586) 825-8032

or any Veterans Committee member
 or purchase in the FCA/CTC Tech Plaza 2nd floor Tech 24/7 shop.

FRONT

BACK





KIDS CHRISTMAS PARTY

The Local 412 Annual Kids Christmas Party was held on Sunday, December 2nd at the Region 1 pavilion and was another huge success. Once the doors opened, after countless hours of planning by the Recreation Committee, the children were presented with a gift and goodie bag, delivered their Christmas list and took a photo with Santa. They also had their faces painted, balloon animals to pick out of their choosing, a magician worked the room, and the singing Princesses brought joy with their voices to all.

A special thank you goes out to all of the volunteers who donated their time to make this a very special event. *As always, we'll see you next year!*





For more photos, visit www.uaw412.org



CHAPLAIN'S CORNER

Mark Dean, Chaplain



hardships on us that it makes us question our very existence. It also gives us a joy, love, laughter and experience like none other. If you live long enough, this life will take you on an amazing

"Weeping may endure for a night, but joy comes in the morning."

- PSALM 30:5

Live Your Life With Joy

Winter sometimes feels like it lasts a lifetime, and just when you can't take another snow flake, the smell of spring brightens your day. That's exactly how life works. Sometimes it feels as though you have been in a bad situation so long that it feels as though it will never change. But if you just hold on, before you know it, the sun rises and brings warmth to make you forget about how long you have been in the cold.

I would ask you to continue to hold on, whatever you may be going through. For I know a God that brings joy in the morning. It may not always be the timing we look for, but it is always right on time.

Life has a way of bringing such

journey.

Growing up in southern California, 75 degrees and sunny felt so very boring and lame. Living in Michigan has given me a new appreciation for the sunny days. Things we sometimes take for granted are the very things we long for when we don't have them.

We have many different seasons in our lives. I don't know what season you're at in your life, But I would like to encourage you to find a way to make it the best you can. Love those around you, whether at home, work or on the go. The one thing we all know is life is very short. The best flowers you can give are the ones that can be appreciated today. Hug

someone, smile at someone, and make a point of being the best you!

Maybe you believe in a higher power, or maybe you don't. If you happen to not be a believer, I would challenge you to simply ask God to make himself real in your own life. However, the one thing we all can agree on, is life is better with joy rather than pain. Make the decision to live with joy!

EDUCATIONAL CONFERENCE LUNCH

*"Bridging the Gap...
In Workplace and Community"*

Random Trivia and Special Prizes
will be Awarded

Saturday, June 22, 2019

Starts at 1:00 p.m.

\$10 Lunch Provided

IN MEMORIAM

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

NAME	DIED	UNIT					
Gerry Smits.....	3.29.15	1	Robert Wood	6.23.18	10	Kenneth Mert	10.21.18 1
Roland Materne	1.12.18	14	George Baker.....	7.30.18	10	Johann Lieser	10.22.18 10
Carlos Lynch.....	1.18.18	1	Frank Budnik.....	8.2.18	---	Theodore Cojocari	10.24.18 1
Paul Elias	1.24.18	10	Melvin Grigsby	8.11.18	15	Charles Rimmer	10.28.18 10
Marilyn Hicks.....	1.29.18	---	Kenneth Edmondson ...	8.17.18	---	Samuel Vitale.....	10.30.18 ---
Beverly Cataldo	2.1.18	1	Catherine Boyce.....	8.18.18	15	George Zalovaka	10.30.18 1
Janet Kocian.....	2.1.18	1	Kathleen Keller	8.18.18	57	John Gamarra.....	11.1.18 ---
Rosemary Jarvis	2.6.18	---	Robert Noggle	8.19.18	14	Thomas Davison	11.4.18 ---
Maria Borlea	2.20.18	---	Alvin Bellamy	8.24.18	10	Francis Meister.....	11.19.18 2
Chester Kulon	2.20.18	---	Marie Beveridge	8.26.18	---	Darence Lewis	11.20.18 14
George Haramic	2.27.18	1	Vivian Moore.....	9.3.18	1	William Kenzie.....	11.21.18 14
John Strock	2.28.18	---	John Badger.....	9.5.18	10	Rob Smith.....	11.21.18 ---
Thomas Petitpren.....	4.22.18	---	Brenda Wilson	9.8.18	10	Jerry Ernst.....	11.25.18 10
Martha Schultz.....	4.23.18	---	Robert Gould	9.13.18	1	Dennis Legas	11.27.18 10
Richard Gosik.....	5.20.18	10	Robert Tomolillo	9.14.18	---	Vivian Taylor	12.8.18 1
Victorine Watripont.....	5.20.18	---	Harold Stern.....	9.16.18	17	Robert Yates.....	12.12.18 10
George Mizzi.....	5.23.18	---	James Memmer, Sr	9.19.18	25	James Bostic	12.17.18 10
Joseph Trancik, Jr.....	5.25.18	14	Frank Trzeciak	9.28.18	1	Russell Lupo	12.29.18 1
Walter Pillion	5.28.18	1	Oswald Martin.....	10.3.18	10	Gerard Andrus.....	1.6.19 14
Walter Biernat.....	6.1.18	---	Virginia Betzler	10.5.18	---	Clark Handley	1.8.19 ---
			Peter Frisk.....	10.5.18	1	Werner Vertacke	1.9.19 1



RETIREE CHAPLAINCY CHAIR

Frankie L. Stewart Anderson



Moving Chaplaincy Forward

Since 1989, when chaplaincy began, there has been several classes and workshops and various training programs to educate and prepare chaplains for the work that they do in the community and in the workplace.

On March 1-2, 2019, Region 1 held its first UAW Certification and Ordination Classes. A special thank you goes out to our Regional Coordinator Robert Gholston, Asst. Coordinator Regina Hill and Region 1 Chaplaincy Liaison Robert Burluson. It was a marathon event by way of attendance and participation.

The class was taught by Margorie Maddox of the Alpha 12-Step Trainers. She was also the instructor at the UAW Chaplaincy Conference at Black Lake in 2018. Those who attended in Black Lake were the Regional Chaplaincy Coordinators, their Assistants, Willie Anderson of Local 160 Retirees Chaplain and myself, Frankie Anderson of Local 412.

The classes at Region 1 were well supported by the various Locals in the Regions. Those Locals that sent at least one representative were Locals 7, 140, 212, 375, 412, 889, 1248, 5960 and 961. Local 1700 sent two, Local 909 sent three, Local 869 sent four, Local 155 sent eight. This was truly a well attending group of delegates for the class.

During the two days the group was in session from 7a.m. - 7p.m. That's right, two days and 12 hours of training!

What a great group to undergo the rigorous training. We would also like to give a shout out to all the Presidents of each Local for supporting these individuals. It was great because of the sacrifice and commitment each person made to be there, some even received lost time. Nevertheless, it was a good turnout.

Chaplain Maddox was well received and shared personal experiences that had a lasting impression on those in this ministry. Regardless of how one perceives chaplains and chaplaincy, it is a ministry (a service) that does not come with a paycheck. Chaplains do what they do because they love people and have a desire to *serve*.

After the class was completed, approximately 45 or 50 family, friends and associates attended the ordination ceremony.

We want to thank everyone for the support to the Chaplaincy committees, the Regional Chaplaincy Council and the International Chaplaincy Committee for making this a successful accomplishment for the UAW




Chaplains. I would also like to especially thank our President, Jerry Witt, for his support and concern for moving our Chaplaincy Committee forward. We appreciate all that he has done and is doing for Local 412. Thanks also to Director Frank Stuglin of Region 1, who has been encouraging those of us at the Local levels to do our best to move chaplaincy forward.

We hope that the Locals of Region 1 will do their best to send a large delegation of delegates to the Chaplaincy Conference at Black Lake June 2-7, 2019. Every year, Region 2B of Ohio takes home the trophy for the most in attendance. We hope to see as many Chaplains as possible from Region 1.

It's not always about getting paid time off to attend, but the time dedicated to ministering to those in the community and in the workplace that need our help, and our prayers.

LOCAL 412 UAW

Retiree Chapter ELECTION of OFFICERS




MAY 14TH

10:00 AM

VOTE AT:

LOCAL 412 UNION HALL



VOTE

RETIREES CHRISTMAS

The Local 412 Retirees sure know how to party! This was the sixth year of celebrating the holidays at the MRCC Banquet and Convention center in Warren and this year with a live band. It is always a joyous occasion celebrating another great year of retirement, seeing friends again, enjoying some great food and hopefully winning a prize or two! For more photos of this event, please visit our website www.uaw412.org and look under the photos tab at the top. We hope to see you all again next year!



UNIT 14 ACTIVE & RETIRED RE-UNION PARTY



Many of you who attended the **RE-UNION PARTY** in the past have said how much fun you've had at this great get together. It's an afternoon of seeing friends you've known in the past, looking at old photos, creating new memories and eating some terrific food. Save the date for this year's party, held on **FRIDAY, AUGUST 23, 2019** at UAW Local 412 at 4:00 p.m. and dinner will be served at 5:00 p.m. The costs are \$15.00 per retiree, and \$20.00 for active members. Information will be sent out the third week of June with more details.

If you have questions, contact Unit 14 Chairman Ken Mitchell at 810-624-2598 or mitchellk21@yahoo.com.

ALL UNIT 14 HOURLY & SALARY RETIREES, and ACTIVE MEMBERS ARE INVITED

LOCAL 412 RETIREES BIRTHDAYS

The Officers, Staff and Representatives of Local 412 congratulate and celebrate with these Union brothers and sisters on their birthday month.

JANUARY



(L-R) Kevin Tibbetts, Michael DePazzio, Brian Price, Walt Weber and Don Borza

FEBRUARY



(L-R) Rena Printup, Eddie Brown, Mary Wasser, Rob Synder, Chuck Posigian, and Jack Abbate

MARCH



(L-R) Joe Simburdi, Virginia Spulding, Bruce Louwaert, Ethel Caddell, Adrienne Baitinger, Harry Stinson, Ken Laduke and Norman Keber

APRIL



(L-R) Frank Ruszkowski, Gordy Segal and Leroy Tillman

MAY



(L-R) Melvin Troutt, Thomas Auito, Sheri Burton, Doug Spoutz and Iman Abdullah



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



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Local 412

SATURDAY June 1, 2019

GOLF OUTING



48787 North Avenue
Macomb Twp., MI 48042
(586) 598-9500

Sign-in Time:
7:00 a.m. (SHARP)

Starting Time:
8:00 a.m. (SHARP)

\$100⁰⁰
PER GOLFER
(non-refundable)

Includes: Golf, Electric Cart, Driving Range, Continental Breakfast,
Hot Dog & Chips, Unlimited Pop or Beer on course.
Steak Dinner with Open Standard Bar

REGISTRATION FORM

REGISTRATION DEADLINE: FRIDAY, MAY 17, 2019

ALL MEMBERS, RETIREES and THEIR FAMILIES ARE WELCOME.

Non-Golfing Dinner Guests: **\$30.00** per person, includes one (1) raffle ticket.

PLAYERS' NAMES MUST BE LISTED BELOW and TURNED IN WITH REGISTRATION FEE:

1. _____
2. _____
3. _____
4. _____

Contact: Bruce Oleskie (586) 754-2450 Dennis Greathouse... (586) 321-6283

Make Checks Payable to: **UAW LOCAL 412**

4-Person Shotgun Scramble

