



LOCAL 412 LEADER

Volume 41, Issue 1



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SPRING 2021

Chrysler Council 2021



LOCAL 412 PRESIDENT'S REPORT

Jerry M. Witt

We have entered a new year. I hope and pray everyone and their families are doing well. Hopefully, more of the restrictions will be falling by the wayside soon as we continue to move forward.

I sent out an e-mail to UAW Vice President Cindy Estrada and her Administrative Assistant Bill King on March 25th, asking if there was any word on opening the Local 412 Hall. Bill King did get back with me a couple hours later and said there's still no word from UAW President Rory Gamble on when we can resume our monthly Unit meetings, Retiree meetings, Committee meetings and activities.

I, for one, am looking forward to seeing the Union Hall busy with familiar, friendly faces again.

CHRYSLER COUNCIL

On January 26-27, Chrysler Department Vice President Cindy Estrada held a Chrysler Council by Zoom. During Chrysler Council, we are able to have some open, frank and detailed conversations concerning the fight with the Company over our lack-of-manpower issues, outsourcing issues, Health and Safety issues (especially

concerns with COVID-19 precautions), and maintaining proper cleaning in our Plant/Buildings.

Issues discussed in our main Council Meeting by our Vice President's Administrative Assistant Bill King were:

- a) Bill King spoke on the return of the workforce back into the plants, once discussions between the UAW and Company came to an agreement with safety protocol put into place. The topics of discussion for vaccines at the plant locations are being openly discussed but nothing set into place. This is still an ongoing process for our Local 412 Plant Engineers who must travel in-between states.
- b) The Grievance Procedure has changed since FCA's Chris Fields took over for Glenn Shagena. He seems to be more cooperative with our leadership and the Grievance procedure seems to be moving along smoother than before. Since the last Arbitration in 2014 to date, over 1,123 grievances have been appealed, and over \$800,000 in awards have been paid out. There has been 7 arbitration cases in the past year, 5 of which have been won.
- c) Electric Vehicles are coming. This entails Engineering, hopefully, in getting new technology equipment and tools to be competitive with the outside suppliers, while maintaining our safety procedures and standards.
- d) Discussion on what safeguards UAW President Rory Gamble, along with his team, have implemented and put into place, so the past corruption

will not happen again. Discussion continues for voting rights with 1-member, 1 vote.

TAP UPDATE (STELLANTIS)

Concerning the delay in getting this year's TAP process up and running lies at the feet of Stellantis Human Resources. Since January of 2020, the Company has continued to fight the 2019 National Negotiated Agreement of an LTTC Trainer/TAP Representative. The agreement stated very clearly the Company was taking the responsibility of TAP over January 1, 2020, which they reneged on and adamantly refused to process TAP applications for our membership.

In order to help our membership and circumvent the inevitable confusion, I offered them an alternative to handle the TAP process. They refused to do it until, after much debate, we were finally able to get them to concede allowing one of our members to process our TAP applications. At the end, HR sent him back to his regular job before he was finished with processing our Members TAP applications.

I want to thank Alternate Benefit Rep. Richard Schodowski for all his hard work and patience for putting up with the hassle from the Company.

Now in 2021, HR has pulled the same stunt again, refusing to fill the task on the Company side and to let Richard off his job to work on processing the TAP applications for our members. Thankfully, Local 412 Joint Activities Rep. Bruce Oleskie, at my request,

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FINANCIAL STATEMENT

FOR PERIOD ENDING MARCH 31, 2021

FINANCIAL SEC'Y-TREASURER REPORT

Prepared by
TIM EDMUNDS



UNITS	FUND BALANCE	MEMBERS
#1 CHRY ENGR DESIGN & CLERICAL.....	\$51,107.20	614
#2 CHRY JEFFERSON ASSEMBLY.....	\$8,085.80	23
#7 CHRY STERLING STAMPING	\$2,153.87	25
#9 CHRY MOUND ROAD ENGINE.....	\$4,640.14	17
#10 CHRY ENGR TECHNICAL.....	\$47,902.13	638
#14 CHRY ENGR BODY/MAINT SHOPS	\$8,308.98	238
#17 CHRY WARREN TRUCK ASSEMBLY	\$2,151.05	29
#18 CHRY WARREN STAMPING.....	\$6,165.80	23
#21 CHRY MARYSVILLE.....	\$3,035.39	14
#23 CHRY DETROIT PARTS (MOPAR).....	\$2,656.03	6
#25 CHRY TRENTON ENGINE.....	\$6,464.66	87
#27 GENERAL DYNAMICS ENGR/TECH.....	\$4,407.40	208
#28 GENERAL DYNAMICS ENGR/DESIGN.....	\$17,498.37	198
#30 UNITED WAY FOR SOUTHEASTERN MICHIGAN	\$2,616.35	18
#32 CHRY INT'L PRODUCT ENGR.....	\$6,463.47	11
#35 CITY OF WARREN ATTORNEYS.....	\$1,652.34	8
#36 36TH DISTRICT COURT.....	\$1,873.57	8
#44 ST. CLAIR SHORES PROFESSIONAL EMPL.....	\$6,487.73	17
#51 CHRY STERLING HGTS ASSEMBLY	\$5,565.95	47
#52 CLINTON TOWNSHIP T.O.P.....	\$6,215.53	80
#54 COMPASS-CTC	\$3,936.72	*
#57 NURSES	\$8,926.20	28
#59 CITY OF WARREN ADMIN/WATER.....	\$10,296.25	22
#61 VALUE BEHAVIORAL HEALTH.....	\$9,548.79	120
#62 ROMEO LIBRARY	\$2,917.22	34
#65 HEALTH MGT SYSTEMS OF AMERICA.....	\$2,747.69	3
#70 OCHA THERAPISTS.....	\$3,714.34	8
#75 MACOMB COUNTY SUPERVISORS.....	\$33,883.65	66
#76 CLINTON TOWNSHIP WATER.....	\$5,559.06	44
#78 WASHINGTON TWP SUPERVISORY	\$1,415.95	*
#84 DETROIT DIESEL	\$14,233.87	89
#85 MCLAREN.....	\$28,689.38	17
#86 DETROIT LEGAL ASSISTANTS.....	\$1,124.61	5
#91 ROMEO DISTRICT LIBRARY	\$2,168.83	6
#92 WASHINGTON TWP WATER & SEWER.....	\$2,075.04	*
#93 WASHINGTON TWP DEPARTMENT HEADS.....	\$1,764.73	*
#95 MACOMB COUNTY CORPORATION COUNSEL.....	\$1,074.13	3
#97 CARAVAN FACILITIES.....	\$13,731.11	79
#98 MACOMB COUNTY HEADSTART, MCCSA	\$4,303.53	18
#99 WARREN MUNICIPAL FEDERAL CREDIT UNION	\$429.01	2
UNITS TOTAL	\$347,991.87	2,853

* DID NOT RECEIVE DUES CHECK

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

PREVIOUS MONTH'S
BALANCE \$1,747,033.01

INCOME:

DUES	\$457,837.60
RETIREE DUES #412	\$3,227.70
RETIREE DUES #314	\$84.35
INITIATION FEES.....	\$120.00

REIMBURSEMENT:

SPORTING EVENTS.....	\$1,200.00
OTHER.....	\$87.41

FUNDS:

VETERANS	\$80.00
NEW BUILDING.....	\$1,000.00
FUND TRANSFER	\$25,000

GROSS INCOME THIS MONTH	\$488,637.06
LESS FUND TRANSFER.....	\$25,000
NET INCOME THIS MONTH	\$463,637.06

DISBURSEMENTS:

GENERAL FUND:

OFFICE SALARY	\$41,723.56
LOST TIME.....	\$2,667.70
TRAVEL, MEALS, ETC.....	\$440.40
PAYROLL TAXES	\$13,329.05
PAYROLL DEDUCTIONS FORWARDED	\$5,884.00
INSURANCE - MEDICAL.....	\$10,285.09
CPA FEES.....	\$1,100.00
OFFICE EQUIPMENT - MAINT. AGREE.....	\$926.83
PER CAPITA TAXES	\$274,587.94
POSTAGE	\$164.79
STORAGE RENTAL	\$288.68
FEES AND LICENSES.....	\$251.83
SUPPLIES.....	\$390.28
WEB HOSTING.....	\$583.72
FUND TRANSFER	\$25,000.00
BANK CHARGES/ERRORS.....	\$78.66

FUNDS:

BUILDING MAINTENANCE.....	\$21,010.54
VETERANS	\$441.66

UNITS FUNDS:

LOST TIME.....	\$575.36
REFRESHMENTS.....	\$42.79
OTHER.....	\$2,458.04

GROSS DISBURSEMENTS	\$402,230.92
LESS PAYROLL DEDUCTIONS	\$12,293.23
LESS FUND TRANSFER	\$25,000.00
NET DISBURSEMENTS	\$364,937.69

FUNDS

GENERAL.....	\$986,137.72
NEW BUILDING	\$405,826.17
EDUCATION	\$22,179.01
BUILDING MAINTENANCE.....	\$3,302.07
RECREATION.....	\$17,983.79
PUBLIC SECTOR	\$5,733.58
LOCAL 412 RETIREES.....	\$26,945.76

LOCAL 314 RETIREES.....	\$7,598.56
VETERAN'S COMMITTEE.....	\$(2,492.00)
WOMEN'S COMMITTEE.....	\$(150.15)
CHAPLAINCY	\$596.83
STRIKE SUPPORT	\$3,001.06
CIVIL RIGHTS.....	\$739.64
COMMUNITY SERVICE	\$(987.92)
YOUTH COMMITTEE.....	\$117.00

NEW MEMBER ORIENTATION.....	\$21,209.39
TOTAL FUND BALANCES	\$1,845,732.38
TOTAL DUES.....	\$365,245.42
UNIT P/C.....	\$5.12
TOTAL CASH ASSETS	\$1,845,732.38
P/C TAX/ TOTAL CURR. LIAB.	\$158,049.97
NET CASH WORTH	\$1,687,682.41



volunteered to process the applications and send them down to NTC Training Center, where International TAP Representative Al Opra will complete.

We are in the process of officially requesting and filing the paperwork to get a permanent Hourly/Salary LTTC Trainer/TAP Rep. through our UAW International for Company approval of instating a permanent LTTC Training/TAP in Local 412 at CTC.

Local 212 had the same resistance from HR and the Company in allowing one of their members off the job to do their TAP applications.

GOLF OUTING

In June, the Recreation Committee has decided that, within current protocols, *we will be having our Golf Outing this year!* Recording Secretary Dennis Greathouse is already making arrangements and “yes,” there will be some restrictions, but we will work within the guidelines to keep our members safe.

As we head toward Labor Day, we hope that the Labor Day Parade and Local 412 BBQ following will resume this year. Both Local 412 activities are always good fun and create a time of solidarity within our Local 412 family. Keep checking the UAW Local 412 Website (uaw.org) for more information.

THANK YOU

I want to thank all our members of Local 412 for maintaining their dedication in getting their jobs done, along with following safety PPE protocol every day. I also want to thank our members who are dedicated in working on our WCM Boards and improving our work areas. It is truly appreciated.

I also want to thank and commend Local Unit Leadership, Local Officers and Local 412 Appointed Reps for their due diligence, hard work and dedication to our Local and our members. Our Servicing Reps and Unit Leadership have been busy this past year, working hard at renegotiating Local Agreements, along with working on Grievances, Arbitration cases, Merc

“Do not be wise in your own eyes; Fear the Lord and depart from evil. It will be health to your flesh, and strength to your bones.”

– Proverbs 3:7-8

“Do you see a man wise in his own conceit? There is more hope for a fool than him.”

– Proverbs 26.12

charges, and Loudermill hearings.

In closing, summer is coming. It's time to get out and spend time with your family and enjoy the summer weather. Don't let COVID-19 restrictions hold you back from safely getting out of the house and into your community.

2019 CONTRACT BOOKS

We're still waiting on the arrival of our New 2019 Agreements and our Scheduled “A” Books. They can be found at www.uaw412.org under the news tab.

Making EVs Work for American Workers

The auto industry has long been central to American manufacturing and innovation, and the UAW has always fought to ensure industry changes result in quality, union jobs for American workers. The industry is now investing billions in the growth of electric vehicles, which could result in major changes in where and how vehicles are produced.

What Will These Changes Mean For Workers?

The growth of EVs must be an opportunity to re-invest in American manufacturing, with union workers making the vehicles of the future. But, to make sure this disruption does not leave American autoworkers behind, government subsidies and tax breaks for the transition to new technology must be paired with a commitment to locate these jobs in the United States at comparable wages and benefits to the jobs they replace. And we must ensure our laws level the playing field and give workers a voice on the job, which is why we are calling on Congress to strengthen our labor laws and pass the PRO Act.

Protecting jobs and wages during

this transition will only happen if workers have a seat at the table. Which is why the UAW is using the power of a union – through collective bargaining, organizing, and political advocacy – to demand high-quality, manufacturing jobs as the industry changes.

State of the Industry

The transition to EVs is not going to happen overnight. EV sales have grown steadily over the past decade, but they still represent a fraction of vehicle sales. EVs and PHEVs combined represent just 2% of U.S. auto sales, and EVs face several hurdles to mass adoption.

EVs are more expensive to produce, making them less profitable and dependent on consumer incentives. In most parts of the country, EV charging infrastructure is woefully inadequate and the electrical grid is unprepared. And consumers shopping for an EV face barriers in battery range and charging speed, as well as a limited selection of models and segments.

Though there are few EVs on the road now, the industry is preparing for EVs to be a much larger part of the market going forward, both in the U.S. and abroad. Major automakers

around the world, including the Detroit 3, have each announced several billion in EV investments and ambitious new product plans and target dates.

As automakers improve technology, decrease battery costs, and produce at scale, EVs will become more competitive with ICEs. And in the coming years, automakers plan to launch EVs in the segments that are most popular with American consumers: CUVs, SUVs, and pickups.

Projections by industry experts vary widely. These are estimates and should always be taken with a grain of salt. But in general, there is agreement that EVs will grow into a larger portion of the market, but that it will be several decades before the industry shifts fully to EVs. Automakers are using a variety of strategies to make vehicles more efficient, whether through EVs, plug-in hybrids, conventional hybrids, or improvements to traditional powertrains.

There is not a one-size-fits-all solution or timeline and policies must provide sufficient flexibility and avoid unrealistic mandates. In the meantime,

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this transition is an opportunity to position the American auto industry and its workers to lead on advanced technologies.

Securing The Future For Auto Workers

Major industry changes bring uncertainty, and it is crucial we get these changes right. As the industry invests billions to launch new EVs and reshape its manufacturing footprint, it raises important questions for American auto manufacturing jobs.

Will EVs and key components be made in the U.S. or will it result in a new wave of outsourcing? Will new EV jobs meet industry standards or will companies use new technologies as an excuse to erode industry job quality? And will the industry commit to reinvesting in the plants and workers that make ICE-specific components?

We know that if EVs are going to work for American workers, there must be a strong worker voice in the process.

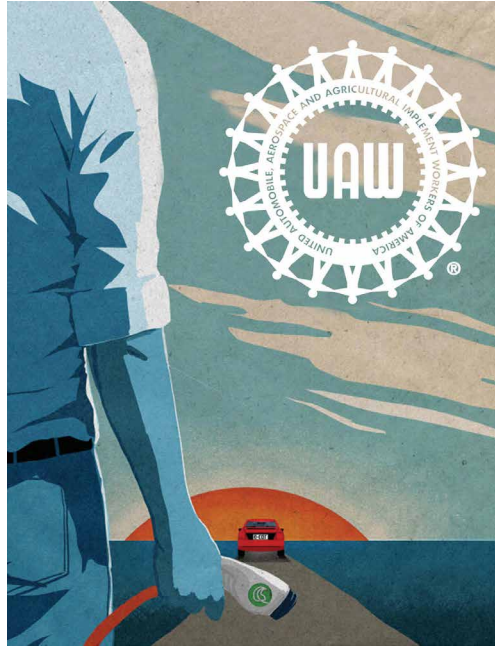
Thus far, there have been some disturbing patterns, particularly around the most valuable parts of the supply chain. The shift to EVs means replacing key powertrain components, such as engines and transmissions, with mechanically simpler lithium-ion batteries and electric motors. Whereas traditional powertrains have often been made by automakers themselves and created quality union jobs, EV batteries are mostly made by suppliers in other countries, with China in the lead. And where automakers are entering battery production, they are doing so through joint ventures with battery companies that have an unknown track record on providing quality jobs.

Whether it is new technologies or new business models, the EV transition should not result in increased outsourcing or erosion of job quality in the industry. It is vital that we create a strong domestic supply chain that creates quality auto jobs.

In addition to creating quality jobs making EVs and components, any potential job loss in the EV transition can be made up through bringing back vehicle and parts production to the United States and easing impediments to workers at non-union automakers to organize. As the nation invests in a transition to new technology, we must seize upon these opportunities to

preserve and increase quality jobs in the industry. We cannot let the companies alone decide how to move forward.

Securing the future for American autoworkers is based on a few basic ideas of fairness. If you sell it here, you should build it here. If the public subsidizes an industry, the industry must be required to provide quality jobs in return. And if workers are going to get a fair shake, they need to have a seat at the table. That is why the UAW is engaging with employers and



policymakers to give workers a voice in the industry's future and demand quality jobs for American workers.

This component of the EV transition must become more of a national focus. It is also why we need to strengthen our labor laws by having Congress pass the PRO Act. The PRO Act would crack down on union busters and help ensure more workers have a voice on the job.

When most people think of union negotiations, they think of wages and benefits. But union negotiations also win job and investment commitments that provide workers security in a changing industry.

The UAW continuously engages automakers and suppliers regarding investment decisions. In the most recent round of auto bargaining, UAW leadership and bargaining committees secured over \$20 billion in investments and 25,000 new or retained jobs, including billions for EV and PHEV investments. These wins not only benefit UAW members, they also help the local economies where plants are located and promote investments that

strengthen the domestic auto industry.

The shift to more EVs will be a costly endeavor for the industry. Even with billions in planned investments, auto companies are relying on public subsidies and other policies to promote sales, transform production capacity, and speed up profitability for EVs. Strategic government support is an important tool in strengthening American innovation and manufacturing capacity. But if the public is going to foot the bill, the public should get economic benefits in return, in the form of domestic investments and quality jobs.

To make EVs work for American workers, we need policies that promote domestic manufacturing and quality union jobs:

- ✓ *Technologies developed in the U.S. must be manufactured in the U.S.*
- ✓ *Consumer incentives need to promote domestically manufactured vehicles made by union workers.*
- ✓ *Manufacturing incentives and subsidies must require companies to live up to their promises and return taxpayer dollars if they do not provide quality jobs and freedom of association.*
- ✓ *Pro-worker trade and tax policies should stop the race-to-the-bottom and promote the production of advanced technologies here in the U.S.*
- ✓ *Labor laws must provide a level playing field and give workers a voice on the job, which is why we are calling on Congress to pass the PRO Act.*
- ✓ *Public procurement at the local, state, and federal level should include strong standards to promote domestic manufacturing and union jobs.*
- ✓ *Vehicle efficiency improvements cannot be a one-size-fits-all solution. Policies should provide sufficient flexibility and avoid unrealistic mandates.*
- ✓ *National industrial policy is needed to ensure the jobs of the future are in the United States.*

Every day, the UAW is fighting to make sure workers have a seat at the table in this time of change in the auto industry. Through these strategies, we are fighting to secure a fair future for American autoworkers.

To view the original UAW EV White Paper, visit: <https://uaw.org/wp-content/>





Together, We Will Beat This

Another year passing with dramatic changes in all of our lives. Who would have thought with how we lived our days something like COVID-19 could come along and change all of that? Getting back to work and seeing the dramatic changes makes us realize normal is not so normal.

Towards the end of last year, we had hoped with the vaccinations rolling out that times would be better and everything could get back to the way it was before. It seemed as though the outbreak of cases was slowing down, and it did. Now that winter has subsided and we move into spring with the hope for a brighter future, the virus has spiked again. While some have let their guard down and vacations peaking, we still should stay aware we are not through this yet.

Working full time at CTC in Auburn Hills and with just last month's positive cases, this has been the highest number to date. With restaurants and pubs reopening, it brings back some hope to all that our state is moving forward and times are getting better. This is putting the American public back to work and bringing the positive attitude for all of us.

We still must practice safe habits to get through to the finish line and all come out ahead. Many of the workforce is still working from the confines of their homes. That in itself has challenged many with juggling their lives. We also have members still on Layoff due to the work restrictions which, hopefully, will change in the oncoming days. For now, all we can hope for is the world, not just our state, getting back to being right.

The Local is set up to have the 412 Golf Outing in June. Hopefully, this will be the first of more events to come. Many of us have what is called the covid cabin fever and are looking forward to the Solidarity and camaraderie of being back together.

You never truly realize, or you can say we took for granted, our get-

together; whether it was monthly Union meetings, functions involving the committees you stand on, or the Local functions for our families. We all look forward to getting back together and that is just the start of getting back to normal.

Moving on for many of us at times has been difficult, but we have prevailed. I am proud of each and everyone, especially those who are part of the UAW family. I look forward to

seeing everyone of our great Local 412 members soon.

This is a moment in history we can all say we made it. If ever a time like this comes again, we will make it again. We have tested our strengths and are close to closing this chapter. This goes with the hope for better days ahead for all of us. So, reflecting, we can say that through the fortitude and strength we all have, we beat this.

Stay strong and committed. Along with resilience and your perseverance, I am looking forward to seeing everyone very soon!



INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA - UAW

RORY L. GAMBLE, PRESIDENT

RAY CURRY, SECRETARY-TREASURER

VICE-PRESIDENTS: TERRY DITTES • CINDY ESTRADA • GERALD KARIEM

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PHONE (313) 926-5000

Sisters and Brothers,

Recently, the UAW reported solid financials and steady membership numbers in the annual LM-2 report. We should all be proud of the hard work we've done this past year to make this possible during an unprecedented pandemic. It is a testament to this union's strength and solidarity that we were able to persevere through this challenging year. Average membership remains virtually unchanged for 2020 at 397,073 compared to 398,829 in 2019, and net income actually increased as did the UAW strike fund.

We were able to be creative in saving on costs including travel and meetings expenditures by utilizing technology and taking advantage of solid investments that performed exceedingly well. The bottom line is that the UAW ended the year balanced with modest growth and the strike fund continued to grow at a healthy pace. And with our new stringent internal and external auditing, these numbers reflect solid fiscal management and transparency.

We are pleased to report that net income in 2020 was up \$1.2 million. There were modest declines in the percentage of revenue, which were offset by strong investment earnings throughout the year. The Strike and Defense Fund balance increased to \$790 million, replenishing the fund from the 2019 GM strike. This represents an increase of \$51 million in dues and investment earnings.

We saw additional savings throughout the year as staff utilized technology to continue operations virtually during the pandemic. For instance, travel expenses were down by \$3 million and meeting expenses were down by \$1.5 million.

Together, we weathered a very difficult year, navigating shutdowns due to the pandemic and the attending economic realities. It is important to note that the membership numbers reported on the LM-2 is literally a snapshot of the number of members for whom the UAW received dues through the month of December. We believe actual membership is higher when you account for members who were still sidelined due to the pandemic during December and the timing of payroll and dues remitted by our local unions around the holiday shutdown.

We also saw some one-time expenditures related to legal costs over the DOJ settlement as well as expenses related to the renovation of Solidarity House. While insurance is paying for the majority of renovation caused by the fire, costs required to bring the facility up to modern building and handicap accessibility codes are borne by the UAW.

These financial results in the wake of such a difficult year is a testament to the dedication and hard work of each and every one of us. It is once again a testament to what we can do and the hardships we can face if we work together.

In Solidarity, UAW President Rory L. Gamble, Secretary-Treasurer Ray Curry



2ND VICE PRESIDENT REPORT

by GREGG GIBBONS



Unit are still working remotely. We have proven that we can be very productive working remotely. I know in the future we will be asked to start coming back into the office, even if it is only a few days a week at first. I believe that in the future we will

good information was shared. I plan on having more virtual meetings and look forward to when we can meet in person again.

We had a *Google meet* virtual meeting with the Local 412 Executive Board in March. We plan to use *Google meet* for a Virtual Joint Council meeting in the future. When we get this meeting scheduled, it will be a very busy one, since we have so much to cover.

Majority Like Working Remotely

I hope everyone is healthy and doing well during these challenging times. I always look forward to spring because it brings change and optimism. I am hopeful that our daily lives will be much better in 2021. I am looking forward to getting back some of the things we could not do last year, as simple as attending sporting events, weddings, family gatherings and many more things we used to take for granted.

be able to work remotely for part of our work week.

The ability to work remotely has been one of the few good things that has come out of this difficult time. I know it's not for everyone, but the majority of the members like working remotely, as it provides a better work-life balance.

In February, we had our first Unit meeting since the pandemic started. It was a virtual call-in meeting. It was a very productive meeting and a lot of

I was informed that we are going to have our GDLS Council meeting the week of May 17. This is another sign of getting back to normal. This meeting usually happens twice a year, but has not happened for over a year. This Council meeting is where we meet with all our other Union Officials from Lima, Ohio and Scranton, Pennsylvania. There is a lot of work and outstanding commitments that we need to catch up on during this meeting.

Our manpower at GDLS has been pretty steady. We had two retirements in our Unit and we are hiring two Designers.

Our Engineering Design members have been busy and we are working some intermittent overtime.

The Prototype shop has been very busy and they are working a lot of overtime. Many thanks to Joe Simpson and all his members for all their hard work and dedication. They are truly an essential part of our business and are required to come into our building every day. It has been more difficult for them since they need to wear a mask all day while doing labor intensive work.

Overall, we have been very fortunate at GDLS. We have had members who contracted the virus, but none were seriously ill or passed away from it. This is not the norm. I have heard many tragic stories regarding the impact of COVID-19.

I hope you and all your loved ones stay healthy and safe.

AMALGAMATED ENGINEERING, PUBLIC AND PRIVATE SECTORS LOCAL 412 LEADER

President.....JERRY WITT	Trustee.....SCOTT TROTTER
1st Vice President.....JOHN GRUNALT	Trustee.....KEN MITCHELL
2nd Vice President.....GREGG GIBBONS	Sergeant-at-Arms.....ROY FOWLER
3rd Vice President.....BILL LAIRD	Guide.....SESEME REED
Financial Secretary- Treasurer.....TIM EDMUNDS	Retiree Representative.....BILL DAVIS
Recording Secretary.....DENNIS GREATHOUSE	Joint Activity Rep.....BRUCE OLESKIE
Trustee.....CHARLIE WILSON	Editor.....ROBERT DeI PAPA
	Co-Editor.....ELAINE COPEMAN

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 V. HUNT	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 B. POLLOCK
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. GENTZ	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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UAW LOCAL 412

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Eurest Dining Contract Settled

Since our last Local 412 paper went to print, I have been very busy with our Eurest Dining folks, as they have been laid off since last March due to COVID-19. Jenny Coombs and I, as well as the Eurest Dining management team, have successfully settled all their grievances and pay issues as their contract is on the brink of expiring.

I have recently been in talks with Continental Dining, who will be taking over the catering and dining services for CTC. We are to begin negotiations for a new contract, where we plan to absorb all the employees who wish to return and are willing to work for

Continental Dining. Due to COVID-19, there are no return dates set at this time as CTC's occupancy count will not support a fully functional dining service.

Due to recent restructuring, I will no longer be representing the members of Beacon

Health. I will say it was a pleasure working with them and find comfort in leaving them in the excellent care of 2nd VP, brother Gregg Gibbons.

Outside of representing the members of Continental Dining and the Unit 57 Nurses, my new assignment includes representing Washington Township Offices and Romeo Library, which are no stranger to me, as I have represented them in the past and I look forward to the future with them. To date with Washington Township, we were successful in achieving pay increases to a couple members outside of contract negotiations.

Our sisters and brothers at Washington Township have been working hard to develop a COVID-19 action plan in the event of workplace exposure. Unfortunately, the plan was superseded by a mass outbreak, as the township was hit hard this past month, causing a state of emergency as ordered by the township supervisor.

My thoughts and prayers go out to each of them as well as their loved ones in hopes they all return to excellent health and happy lives.

As previously reported, we have been able to negotiate the hiring of 13 new nurses for all of our Stellantis facilities in Michigan. Unfortunately, the hiring process has been slow going due to lack of available nurses in the medical field, but we are still addressing the need for additional nurses and will continue until all 13 positions are filled.

On a personal note, I would like to take this time to wish each of you an enjoyable, safe summer and look forward to seeing those of you who plan to attend the Local 412 Golf Outing in June.



Christmas 2020 was a rough time for many, especially those in the struggling community attending Westview Elementary, close to the Local 412 Hall in Warren. As in the past three years, Community Service sent out the call for food, donations and toys to make Christmas special for these families. With your support and the additional support of the United Way, Local 412 was able to more than cover the needs and wishes of more than 20 families.

Clothing, books and toys were provided to the parents of the families to wrap for Christmas.

In addition to the food that was donated by our members, United Way provided gift cards to buy additional provisions. Thank you to all Local 412 members who participated in helping to bring joy to so many.





LOCAL 412 TRUSTEES REPORT

CHARLIE WILSON, SCOTT TROTTER, KEN MITCHELL

Semi-Annual Audit

Greetings UAW Local 412 Brothers and Sisters (Active and Retired),

On February 26, 2021, the Trustees performed the semi-annual audit for the months of July thru December, 2020. The audit served as a checks and balances in which there was the inventory of all items at the Local. Additionally, the audit consisted of the review of the Locals financial records, lost time reports, along with validating that all of the signatures for these records/reports were in order.

The Trustees are pleased to report

that all was accounted for and that all was in order.

The Local has items in storage that it would like to auction off to the membership. However, having an auction for the membership in a group gathering setting is all dependent on the COVID-19 guidelines that are set in place by the State of Michigan and by the International UAW. Currently, under the State of Michigan's COVID-19 guidelines and per instruction from the International UAW's request to suspend all activities at the Local level, the Local can't have the auction at this time.

When the Local can have the auction, the information regarding the date and time of the auction will be forwarded to the membership.

The Local will be getting bids as a cost analysis on the installation of a retractable gate for access to the Local's parking lot. The reasoning for the installation of a retractable gate is to address the concern of the semi-trucks that travel to businesses on Tobsal Court. These semis are using the Local's parking lot as a turnaround and this is damaging the parking lot.

Once the bids are taken, they will be presented to the Local Joint Council.

Finally, with the State of Michigan COVID-19 guidelines in place along with the International UAW's request to restrict activities at the Local level, spending has been at a minimum. If any member has a question or concern, please contact Trustee Charlie Wilson, Scott Trotter, or Ken Mitchell.

Vaccinations for Stellantis Employees

Beginning on Monday, April 5, the Michigan Department of Health and Human Services expanded the eligibility for the COVID-19 vaccine to all Michigan residents age 16 years and older.

Due to the expanded eligibility, employees, spouses and/or dependents ages 16 and older are welcome to schedule an appointment to get immunized at the FCA Family Health and Wellness Center in Detroit (5555 Conner Ave., Suite 2818, Detroit, 48213 – clinic entrance is off of Shoemaker).

Schedule your appointment today at



fca.fyi/vaccine and search "COVID" to find a day and time that works for you.

More days and times are being added as resources become available, so check back often for additional opportunities to

schedule an appointment.

For your appointment, please wear a mask, bring your state-issued ID, your employee ID, and your insurance card.

To find alternative vaccination sites, try the *VaccineFinder*, search the *Michigan.gov Coronavirus* website, or contact your local public health department for information on their vaccine program.

We continue to encourage everyone to consider getting vaccinated.

For information on the differences between the vaccines and their benefits, please view this COVID-19 Vaccine Q&A Interview with Dr. Lauren Hicks Barton, Chief Physician for Stellantis U.S.

For more information, visit the HUB COVID-19 Vaccine Information Page.

Thank you and stay safe.

– COVID-19 TASK FORCE TEAM

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Paskel, Tashman & Walker, PC
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BRIAN L. WALKER
is at the
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2005 Tobsal Court • Warren, MI 48091
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Second **TUESDAY** of the month
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UAW/FCA EAP PROGRAM REPORT

Elaine Copeman

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Alcohol Use Disorder

Alcohol Use Disorder and alcoholism are patterns of alcohol use that involve problems controlling drinking. Being preoccupied with alcohol, continuing to use alcohol even when it causes problems, having to drink more to get the same effect, and having withdrawal symptoms when you rapidly decrease or stop drinking are all signs of alcohol use disorder.

Unhealthy alcohol use includes any alcohol use that puts your health or safety at risk or causes other alcohol-related problems. It also includes binge drinking. Binge drinking is defined as a pattern of drinking where a male consumes five or more drinks within two hours or a female has at least four drinks within the same period. Binge drinking causes significant health and safety risks.

If your pattern of drinking results in repeated significant distress and problems functioning in your daily life, you may be suffering from alcohol use disorder. It can range from mild to severe. However, even a mild disorder can escalate and lead to serious problems, so early treatment is important

Symptoms of Alcohol Use Disorder

Alcohol use disorder can be mild, moderate, or severe, based on the number of symptoms you experience. Signs and symptoms of alcohol use disorder may include, but not limited to:

- Being unable to limit the amount of alcohol you drink
- Wanting to cut down on how much you drink or making unsuccessful attempts to cut back on alcohol consumption
- Spending a lot of time drinking, getting alcohol or recovering from alcohol use
- Feeling a strong craving or urge to drink alcohol
- Failing to fulfill major obligations at work, school, or home due to repeated alcohol use
- Continuing to drink alcohol even though you know it's causing

physical, social or interpersonal problems

- Giving up or reducing social and work activities and hobbies
- Using alcohol in situations where it's not safe, such as driving or swimming
- Experiencing withdrawal symptoms – such as nausea, sweating, and shaking – when you don't drink, or drinking to avoid these symptoms

GET HELP

Many people with alcohol use disorder hesitate to get treatment because they don't recognize they have a problem. An intervention from loved ones can help. Some people recognize and accept that they need professional help. If you

or a family member are having issues due to drinking, please contact your EAP Representative to discuss the resources that are available for you.

Source: NTC EAP Newsletter March 2021

When You Need a Helping Hand, Contact Your Local EAP Representative.

Standards for Alcohol Abuse

One standard measurement for alcohol abuse is:

1 drink =



12oz bottle of beer



1.5 oz of 80-proof



5oz glass of wine

Men: 14 Drinks per week or 4 or more drinks per occasion

Women: 7 Drinks per week or 3 or more drinks per occasion



SOURCE: American Academy of Family Physicians.



The Difference Between Casual Drinking, Alcohol Abuse & Alcoholism



Alcohol misuse can impact every aspect of your life in ways you may not expect. After surveying over one thousand people who had chosen to stop using alcohol, a 2021 poll by The Recovery Village found physical health (61%), mental health (52%) and relationships (47%) to be the most common negative impacts.

Drinking also impacted people's careers, parental abilities, finances, hygiene, and legal status. When asked to rank these impacts, it didn't matter if you drank heavily or not, or tried to stop using alcohol or not: physical health, mental health and relationships still took the biggest hit in respondents' lives.

But what is excessive drinking? There are two types:

1. **HEAVY DRINKING:** For men under age 65, heavy drinking means having two drinks a day, or more than 14 drinks in a week. For women and men over age 65, heavy drinking is more than one drink a day, or more than seven drinks in a week.
2. **BINGE DRINKING:** Binge drinking refers to consuming a large amount of alcohol at one time. For men, it's defined as five or more drinks within 2 hours. For women, it's four or more drinks in that same time frame.

Utilization of an Impartial Chairman

The Grievance Procedure is one of the basic tools to address Contract Violations. The UAW-FCA Department is responsible for the final step of the procedure, called the Appeal Board, as specified in the National Agreements, which resolves grievances that are in violation of the National Hourly and Salaried Contracts.

However, in certain cases, the Union and the Company are unable to agree on a fair disposition. At that point, the Appeal Board utilizes an Impartial Chairman, who is an Arbitrator who decides the outcome. Decisions made by the Impartial Chairman are final and binding on both the Union and the Company, and in most cases can

set a precedent for future applications or interpretations of the National Agreements.

Since June of 2020, the Chairman has been called upon to decide seven cases. Five of the cases were discharges of members and two of the cases were for contract interpretation. Of those cases, the Union prevailed in four of the discharges. The adjustment requested on the grievances were sustained by the Chairman. The members were returned to work and made whole for the time they were away from the plant.

The UAW-FCA Department will continue to use this step on appropriate cases.

It is important to note that the

Servicing Staff at the Appeal board has closed over 1,100 cases without the use of the Impartial Chairman during the 2½ years of VP Estrada's leadership. Final Decisions utilizing the Chairman is a rigorous process and takes significant time and resources.

It is in the best interest of the UAW-FCA members to attempt to find resolution prior to engaging the Chairman. However, in those cases where a reasonable disposition cannot be found by the UAW-FCA Department Representatives, this step, our equivalent to Arbitration, ensures that grievance process remains robust and provides final resolution to grievances from UAW-FCA members.

IN MEMORIAM

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

NAME	DIED	UNIT	NAME	DIED	UNIT
David Seligman	07.25.20	15	Davis Benson	10.17.20	
Robert Latimer	08.30.20	14	Ernest Searle	10.26.20	
Thomas McDade	09.11.20	10	Rudolph Unger	10.26.20	32
William Lecocq	09.17.20		Helen Hall	10.27.20	15
Ida Harris	09.16.20	15	Marcelino Diez	10.30.20	
William Ruskin	09.19.20	01	Theodore Stanislawski	11.02.20	14
Frederick Bailey	09.24.20	14	Paul Link	11.04.20	01
Kenneth Covalle	09.29.20	01	Samuel Houston	11.06.20	14
Richard Sanders	09.30.20	18	Terry McCartney	11.06.20	10
Paul Gajda	10.03.20	01	Harry Collins	11.09.20	02
John Hallberg	10.09.20		Raymond Mackin	11.13.20	
Jack Johnson	10.11.20	01	Donald Richards	11.18.20	
Eddy Bell	10.15.20	32	Helmut Hartig	11.21.20	14
Robert Hersh	10.16.20	01	Rena Printup	11.21.20	15
			Paul Nowakowski	11.22.20	11
			John Resovsky	11.22.20	
			Victor Ademodi	11.24.20	
			Robert Hoetger	11.24.20	01
			Kenneth Robertson	11.24.20	01
			Angelina Christel	11.29.20	01
			Toivo Sini	11.30.20	01
			Donn Hoepfner	12.01.20	10
			Donald Godfrey	12.02.20	01
			Eva Kukla	12.09.20	
			Bolden Hines	12.10.20	
			Martin Michael	12.12.20	
			Josephine Dudka	12.19.20	
			John Cash	12.20.20	14
			Lyle Wagner	12.20.20	
			Cara Hernandez	12.23.20	32
			James Robinson	12.24.20	09
			Daniel Callahan	12.26.20	01
			Frank Petrovich	12.28.20	14
			Russell Valeri	01.01.21	10
			Clinton Lowey	01.26.21	01

AVAILABLE NOW



FRONT

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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



BACK

To purchase your 2021 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



life can last forever. Just as the seasons change in the natural world, the same applies in our own life of seasons. If I've learned nothing else over this last trying year, it's that there is a season for everything.

this cold and dark won't last forever.

My prayer for you is that you continue to fight through what feels like a lifetime of dark and cold, because spring only comes to those who don't give up in winter. Psalms 30: v5 states *"Weeping may endure for the night, but joy comes in the morning."* This is one of my favorite scriptures. It just simply means that when the night comes, it also means that morning is coming.

A Brighter Day is Around the Corner

Greetings Brothers and Sisters,

Winter is finally over, at least I hope so. It's funny how the cold and dark of winter seems to last forever. All the while, spring and summer is always right around the corner.

Just like in our own lives, it may feel as though the pain and trials of this

In this life, sometimes it just takes time and determination to make it through the cold and dark times in our life. Believe and have faith that spring will come and bring a brighter day is just around the corner, if we just hold on. That's the beauty of faith. It is the belief that even though I can't see spring and summer, I just believe that

From pain to healing, from tears to joy, never give up and never stop believing in the joy that comes in the morning. May you be blessed in season and out of season with the joy of the Lord!



It Has Been A Long Time

I want to share some things with you that I may never have before. This is not necessarily a union article but a humanitarian outreach one.

It has been a long time since I have seen all of you. As your Chaplain and Vice Chair of the retirees, many of us have lost loved ones, family members, friends, associates, neighbors and fellow union members, and most recently Ronald Danovich.

Thinking what this article would be about for this edition of our Union paper, I began to think what I have said to you regarding life and death. Other than praying for the families of our deceased members' families, not much.

We have had an incredibly stressful and difficult past year and months. 2020 changed our lives in a way that there is no going back to what many call "normal." Nevertheless, we can look at what 2021 can bring if we look at the coming months from a different perspective and perception.

We have been to so many funerals that were different and some did not take place at all because of the restrictions of spacing and the number of people allowed.

There is a great need for healing physically, mentally, emotionally, and spiritually. It is a great concern to me when people are in pain in any of these areas of their life. As Chaplain, I must

be open to the fact that there are some who have no faith nor believe in a divine creator. It is, however, helpful during the times in which we are living to have some form of faith, hope and belief that things will get better; if not for us, for our children and grandchildren and great grandchildren. Their lives have been changed in such ways we have never imagined.

Here is where I am going with all of this. As we recently celebrated Resurrection Sunday, or Passover for some, there are those of us who do believe despite the past year with this pandemic and all the death, there is a God or divine creator. Some like to say a higher power. But for the sake of clarity, I will say I believe in God and that he exists. *You don't have to agree* with me, but just think of some things.

We wakeup every morning, regardless of the weather. Our bodies may be getting older, but we can feel, hear, touch, speak, think, taste and smell (unless we have had COVID-19, which takes away your taste and smell sometimes). We look out and we see the sunshine (when it does), the rain, the snow, the leaves, and the growth of vegetation. We can say, *I am alive!*

The Bible that I believe in says in Ecclesiastes chapter 3: verses 1-8 *"There is a time for everything."* (Please Google or read it for yourself).

Life is filled with positive and negative activities, but what do we do? Should we give up when negatives seem to outweigh the positives? *No! absolutely not!*

My dear Union Brothers and Sisters, please have faith that the celebration of Easter, as some call it, or Resurrection Sunday, we celebrate the death, burial and resurrection of my savior, Jesus Christ, whom I believe died for my sins.

One day, I realized that I did not have the answers to my problems, and I turned my life over to the Lord that I serve today. There are times in life when death has taken my loved ones and difficulties have occurred. Cancer afflicted my body, but I had faith God would heal me. I am twelve (12) years cancer free!

Now, I know some may not agree as I have said earlier, but I must admit that there have been times in my life that I did things I am not proud of and that I call sins. I had to confess and repent for those. These are the things Jesus died for on the cross at Calvary. Therefore, I opened with the statement I did in the beginning of this article.

My Brother or Sister, if you have reached this portion of this article, let me just plead with you to surrender your life to Christ. It made me who I am today.

I often wonder how many of the 500,000+ plus who died from COVID-19 knew the Lord Jesus Christ as their savior. I am reaching out to you today because it has been a long time since I have seen you in person and been able to pray for you, as I did each month. It has been a long time since we have seen the loved ones, friends, family or union members we miss.

Before COVID-19, I was in church constantly, but my responsibility is not in the building. It is to those of you who are dear to me and I hope that I have touched in life as our paths crossed. But, more importantly, that this article has caused you to think that, regardless of all that has happened, there is something we can be thankful for.

God bless, and stay safe!

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



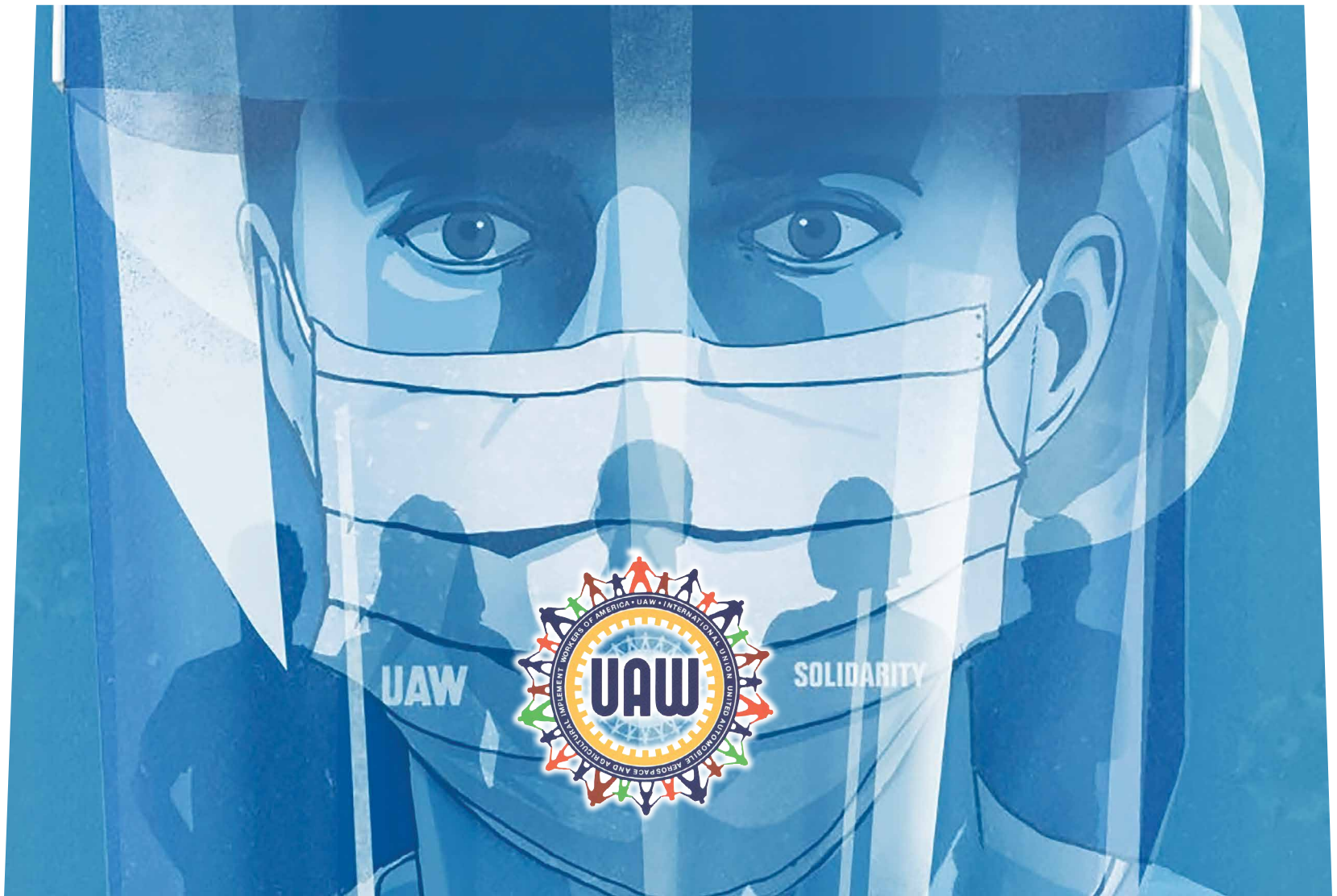
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We are all in this together, even if we are apart.

Stay Safe!

President Jerry Witt, the Executive Board, Joint Activities Representative, Secretarial Staff and Leader Editor