



# LOCAL 412 LEADER



## FCA REACHES AGREEMENT



### LOCAL 412 PRESIDENT'S REPORT

Jerry M. Witt

There have been many activities that have taken place in your Local since the last issue. Christmas and New Year's celebrations have come and gone, as well as the many holiday parties for Local 412 kids, Retirees, and the Local 412 Units.

As President of Local 412, I would also like to thank everyone who participated and helped during the Community Service drives for food and clothing, supporting those less fortunate in our nearby community. Whether it's helping with our 412 Committees or on an individual basis for those in need, I thank you.

Sliding into spring, we can look forward to the accomplishments of the UAW and our Local. Over the last year, many of our 412 Units have reached contractual agreements – General Dynamics, Public Sector, Caravan,

McLaren Hospital, Beacon Health & Value Options Services and FCA/Chrysler. Congratulations to all of the Unit Chairpersons, their Bargaining Committees, and our Local Servicing Reps. who assisted them on ratifying Local Agreements for Units 1, 10, 27, 28, 36, 52, 62, 70, 75, 76, 91, 95, 97 and 98. I appreciate all your hard work, diligence, and tenacity over the many weeks to negotiate these contracts. *Outstanding job!*

All contracts negotiated are important. One of the largest is the FCA 4-year contract. As one of the UAW/SBU FCA National Negotiators, I am prepared to give you a summary from a SBU Negotiator viewpoint.

#### FCA NEGOTIATIONS

The UAW went into the FCA National Negotiations with the demands that you, the Local 412 membership, turned in and the Local Negotiating Team organized. Thank you to all who helped with their time and knowledge given in deciphering, and the dedication in organizing the demands. It was no easy task.

The start of the negotiations was set back to the 2nd week of August, due to a fire at Solidarity House. I was assigned to the Salary Sub-Committee, along with Scott Moldenhauer from Local 212 and Tammy Wisner from Local 868 Atlanta

PDC in Georgia. Local International Servicing Rep. Greg Stoej was assigned to our Sub-Committee, along with International Coordinator Rep. Lee Bainter. For FCA, the lead negotiators were Senior Manager of Labor Relations Rhonda Duquette, Labor Rep. Paul Kilcline and a Company lawyer, plus another eight to ten management negotiators per meeting, including expertise personnel for special subjects and details.

FCA Senior Labor Manager Rhonda Duquette opened the 2019 Negotiations by stating very strongly and explicitly that SBU has an "Identity Crisis," wanting everything that they have and everything Hourly and NBU has, as well. She stated very clearly that SBU is not competitive with the competition and are leading us on a path to where we were before bankruptcy. The areas in her view that were problem areas were:

- All Progression employees were currently on a path to an uncompetitive wage structure in place prior to bankruptcy.
- Rising health care costs with minimal employee cost share
- Uncompetitive language and pay practices relative to Salary Bargaining Unit and Mopar.

See **PRESIDENT** on Page 2

### *Congratulations to the newly and re-elected Local 412 Executive Board*



(L-R) Local 412 President Jerry Witt, 1st Vice President John Grunalt, 2nd Vice President Gregg Gibbons, 3rd Vice President Bill Laird, Financial Secretary-Treasurer Tim Edmunds, Recording Secretary Dennis Greathouse, Guide Seseme Reed, Trustees Charlie Wilson, Scott Trotter & Ken Mitchell and Sergeant-at-Arms Roy Fowler.

## These are some of the steps Labor Manager Duquette wanted to take to “help” us become more competitive:

- Reduce the number of Classifications and grades
- Lowering pay scales
- Eliminating Phase-Ups
- Cut Representation, and Appointed Representatives
- Continue FCA outsourcing practices and increasing outsourcing
- Eliminate Driver Mechanics (put them in Hourly) (Stated “anyone can drive and test cars and evaluate results”)
- Eliminate all Bonuses, including PLM, WCM, and Salary Skilled Trades Award
- Expanding Letter 184 Salary Bargaining Unit Flexibility
- Offer more training to bring our skill levels up and make us more flexible. (In other words, diluting all classifications and eroding job skills by eliminating and combining Occupational Groups in all Units and Salary Locals)
- By focusing on PLM/Merit ratings based on:
  - a) Behaviors/Attitudes
  - b) Job Performance
  - c) Demonstration of Job Skills (Testing)
  - d) Education Degrees, Certificates, Test
- Get rid of Overtime Equalization (man on the Job)

## Medical Programs:

- Implement significant employee cost share through medical and RX drug plan design changes, premiums, copays, deductibles and out-of-pocket maximums
- Implement an Annual Health Care Spend Inflation Cap
- Increase Emergency Room Co-Pays
- Implement a Mandatory Second Surgical Opinion Program for certain elective surgeries (knee, hip, spine)

## Prescription Drug Program:

- Implement the CVS Narrow Network
- Leverage the CVS generic driven formulary
- Limit coverage for certain drugs to Life-threatening conditions

## Dental Plan:

- Implement a Dental Plan Deductible
- Narrow the Dental Plan Network

The FCA Negotiators turned over 16 pages of demands to us at opening of negotiations, far exceeding the normal amount of demands turned in by the Company for any negotiations.

There’s no doubt that the Company’s continued goal is to either eliminate SBU all together or shift SBU to Hourly.

I realize our membership expected to gain more than we lost through the years, and make advancement. We feel we accomplished some of our goals (demands), but not all.

We, the SBU Negotiators, were disappointed that, again, we were left behind. We met with the Company over SBU Demands and in the four months of negotiations we came away with one demand resolved for us, and approximately 90% of carryover language resolved. All other unresolved demands went to the “Big Table” and were either settled or eliminated.

I cannot give you a specific number of how many were thrown off the table, but I can tell you many seriously important issues and language remain status quo. Like the serious issues of job erosion and job security that were worked on by our UAW-assigned lawyer and your SBU Negotiators.

If passed, these issues would have given us a better chance of curtailing job erosion at our facilities concerning all our SBU Engineers and employees at CTC and in the plants. We desperately needed this stronger language to resolve and protect our Master Mechanics 311 Classification work.

## POSITIVE GAINS

There are many good things in the contract that we made improvements to or protected from being thrown out. We were finally able to get progression to the top of all grades through Grade 18 by time base only, no other requirements. This was a big advancement, one that the Salary Bargaining Teams have been trying to accomplish for many years.

There are approximately 500 UAW employees who have between 20 and 35 years and are still not at top of grade. They will now have a chance to get to the top.

Yes, we had to agree to go to four 3% raises to top-of-present pay grades ceiling/bonuses. To accomplish this, we had based on Total Pay compensation for the year, including overtime, and freeze the present Maximum Rate for

this contract.

Looking forward to the 2023 National Negotiations, the Negotiating Team at that time can set their sights at raising the maximum rate brackets. I understand all members are not happy with that, but as I stated earlier there’s a give and take in negotiations. As a Negotiation Team, we have to look at what is best overall for our UAW members.

We felt we needed to get Progression to the T.O.P. based on time and for all Salary UAW members, especially for the approximately 500 members who haven’t yet and would never have a chance to get to Top of Progression. T.O.P. was in the top ten of the all demands turned in by the membership of all Salary members in all Locals that have SBU members.

## HEALTH CARE

The National Negotiators also protected our health care from FCA cost shifting of approximately 30% to all UAW members, while winning health care parity for all employees. We protected historical and important protection language in our contract from being deleted or watered down.

## HEALTH AND SAFETY

We improved the Health and Safety language, which FCA wanted to basically gut. Our Health and Safety Trainer, Chuck Shepard, called me after he read the new language to thank the National Bargaining Team for making the following major improvements to safety in our new contract.

### 1. Skilled Trades Working Alone

Management is now required to provide same trade escort to tradesmen performing high-risk activities in remote locations. In the past, Management was only required to provide control measures if the employee voiced a concern. At last year’s Annual Safety Conference, the National Safety Council announced that one of the major causes of Skilled Trades fatalities is working alone.

### 2. Safety Meetings

The new contract increases the required frequency of our Safety meetings. I believed the change is from monthly to weekly.

### 3. Local World-Class Participation Council (LWCPC)

The new contract requires that the LWCPC is responsible for tracking  
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the monthly Safety Training results. Previously, the LWPCPC was required to approve the facility-wide Safety Training Needs Assessment, created by the LJHSC & Safety trainer. The change is the requirement to monitor training results monthly to the end of the year. CTC has never had a real Needs Assessment. The Needs Assessment is our Safety Training goal for the year. We've been trying to get the training matrix data for each of the 78 departments at CTC to create an accurate Needs Assessment for the first time in the history of CTC.

### **SOURCING IMPROVEMENTS**

We were able to improve our Sourcing language, but not to our expectations. There are many other improvements, examples and language that we protected the company from getting rid of during these negotiations such as:

- AVA meetings quarterly
- Program overview meeting held at approximately Step B of FCA vehicle development timeline
- Changed the milestone names to align to the Vehicle development process names
- Directional sourcing summaries provided annually
- Updates provided in local JSOES
- Attachment C provided at Step B
- Tracking log with cost and timing reviewed in local JSOES
- Pre-Spend allocation will be provided monthly in local JSOES
- Prior Steward notification for PDO work out-sourcing
- Inclusion of UAW VP or designee in Quarterly Cost Optimization meeting. Opportunity for a Bi-weekly insourcing review for outside work that could be brought back in efficiently
- Work assignment protection. Leaves a loop-hole for Management on shared work. Your SBU negotiators agree this needed to have been stronger language, but again, we were not privy to this language being written

### **SOURCING OPPORTUNITES NOT YET OBTAINED**

- All internal resources on 7 - 12's prior to outsourcing
- More clarification on the entire outsourcing process. Revise the Sourcing Administration manual

- Guaranteed Employment Levels (SWEL) and replacements. This would have been helpful for replacements for retirements and SBU's who transfer to Management
- ### **FOUR 3% RAISES EXPLAINED**

As far as the 3% fiasco that has taken place, as it stands now, many of our members could end up only getting two or three 3% percent raises; instead of the four 3% raises that were agreed upon while your National Salary Negotiators were still at the bargaining table.

The four 3% Raises/Bonuses fiasco is still being sorted out and worked on by FCA and our upper UAW Leadership with Payroll Administration. Your Chairpersons are doing an excellent job of tracking which members in their respective units are not receiving their first 3% raises, and tracking those who could possibly only get only two to three 3% raises over the 4-year agreement.

This agreement was made after the National Negotiators (both Hourly and Salary) were relieved of their duties by the International on Wednesday, November 27th at 3:00 a.m. and sent back to their perspective plants and positions. Basically, the reason was because we disagreed. There was still language that we passed over which we hadn't received back for review from FCA Human Resources Negotiators, including language that was changed, updated and/or deleted.

Vice President Cindy Estrada did call the SBU Negotiators back on December 2nd to look over some of what was done while we were not present. At that time, we were not shown or told about all the updates, changes or deleted language.

On December 2nd, we gave our opinion and stated very clearly on which language we didn't believe was acceptable and let them know what we needed. That's where our input ended. Our International UAW said they would go back and try to get the language we needed, which we know fell short of our expectations.

Your National Negotiators (both Hourly and Salary) twice voted down the Tentative Agreement that the International Union proposed. We voted "No" because we felt it was *not* an acceptable agreement that we were proud to present to our respective Salary Membership.

*This is the day that the Lord has made; we will rejoice and be glad in it.*

*– Psalm 118:24*

The final T.A. was not the agreement we sought and fought for tenaciously and diligently.

### **EDUCATION**

In the beginning of February, Bree Valdez-Kenny, Richard A. Schodowski, Jr. and I met with Wayne State Labor Studies Interim Director Gale Hamilton and Wayne State Labor Studies Program Coordinator Jackie Daugherty to discuss Grievance Handling and Arbitration Preparation Classes at Local 412 for Chairpersons and Stewards.

The main purpose is to get all our Chairpersons and Stewards trained and updated in proper grievance handling and arbitration preparation. We are in for a fight for our jobs, and we are going to have to be ready to start taking more of our grievances to Arbitration to get them resolved.

The company is basically saying no to everything. The only way to fight, from a leadership point of view, is to start taking more of our cases and push them to Arbitration. To do this, we have to get prepared to make strong cases with all the proper information and proper strategy to ensure we have a better chance of being successful.

WSU is currently drafting a curriculum on Grievance Handling & Arbitration Preparation and determining which instructors will be available to teach these classes. The cost of these classes will be covered by TAP. The proposed day and time for classes is tentatively after work on Tuesdays and Thursdays. See more information in coming weeks.

### **IN CLOSING**

Through the use of the Local 412 website, social media and emails, stay informed for any further developments concerning Local 412 meetings, events, classes and Region 1 information. This is a time of uncertainty in our country. I pray that you and your family are safe from this dangerous virus. Let's take time to do what really matters in our life, spend this time wisely, drawing near to our families and to God.

*United We Stand, Divided We Fall!  
God Bless!*

# FINANCIAL STATEMENT

FOR PERIOD ENDING FEBRUARY 29, 2020

# FINANCIAL SEC'Y-TREASURER REPORT

Prepared by  
**TIM EDMUNDS**



UNITS	FUND BALANCE	MEMBERS
#1 CHRY ENGR DESIGN & CLERICAL.....	\$37,342.71	637
#2 CHRY JEFFERSON ASSEMBLY.....	\$7,392.83	23
#7 CHRY STERLING STAMPING .....	\$1,143.68	25
#9 CHRY MOUND ROAD ENGINE.....	\$4,293.62	8
#10 CHRY ENGR TECHNICAL.....	\$38,676.89	661
#14 CHRY ENGR BODY/MAINT SHOPS .....	\$5,685.25	248
#17 CHRY WARREN TRUCK ASSEMBLY .....	\$997.59	33
#18 CHRY WARREN STAMPING.....	\$5,279.11	22
#21 CHRY MARYSVILLE.....	\$2,817.69	22
#23 CHRY DETROIT PARTS (MOPAR).....	\$2,400.64	6
#25 CHRY TRENTON ENGINE.....	\$3,567.94	95
#27 GENERAL DYNAMICS ENGR/TECH.....	\$829.78	5
#28 GENERAL DYNAMICS ENGR/DESIGN.....	\$13,203.55	1
#30 UNITED WAY FOR SOUTHEASTERN MICHIGAN .....	\$2,180.61	11
#32 CHRY INT'L PRODUCT ENGR .....	\$6,000.48	11
#35 CITY OF WARREN ATTORNEYS.....	\$2,232.70	*
#36 36TH DISTRICT COURT.....	\$1,508.82	9
#39 MACOMB COUNTY PUBLIC WORKS.....	\$4,227.22	0
#44 ST. CLAIR SHORES PROFESSIONAL EMPL.....	\$5,737.21	16
#46 MACOMB COUNTY PROSECUTING ATTYS.....	\$22,919.30	0
#49 MACOMB INFORMATION TECHNOLOGY.....	\$5,046.83	1
#51 CHRY STERLING HGTS ASSEMBLY .....	\$3,732.49	49
#52 CLINTON TOWNSHIP T.O.P.....	\$4,176.12	*
#54 COMPASS-CTC .....	\$3,086.18	79
#57 NURSES .....	\$7,712.45	27
#59 CITY OF WARREN ADMIN/WATER .....	\$9,318.69	24
#61 VALUE BEHAVIORAL HEALTH.....	\$6,667.16	67
#62 ROMEO LIBRARY .....	\$2,138.81	16
#65 HEALTH MGT SYSTEMS OF AMERICA.....	\$2,600.84	4
#70 OCHA THERAPISTS .....	\$3,504.87	5
#75 MACOMB COUNTY SUPERVISORS.....	\$33,318.69	*
#76 CLINTON TOWNSHIP WATER .....	\$4,759.40	*
#78 WASHINGTON TWP SUPERVISORY .....	\$1,342.01	2
#84 DETROIT DIESEL .....	\$11,802.90	93
#85 MCLAREN.....	\$28,369.75	*
#86 DETROIT LEGAL ASSISTANTS.....	\$885.85	6
#91 ROMEO DISTRICT LIBRARY .....	\$2,018.31	4
#92 WASHINGTON TWP WATER & SEWER.....	\$1,819.14	7
#93 WASHINGTON TWP DEPARTMENT HEADS.....	\$1,579.90	5
#95 MACOMB COUNTY CORPORATION COUNSEL.....	\$947.04	*
#97 CARAVAN FACILITIES.....	\$13,084.06	133
#98 MACOMB COUNTY HEADSTART, MCCA .....	\$3,547.04	*
#99 WARREN MUNICIPAL FEDERAL CREDIT UNION .....	\$344.96	2
#100 TERRA CONTRACTING.....	\$2,444.26	0
<b>UNITS TOTAL.....</b>	<b>\$322,685.37</b>	<b>2,357</b>

\* DID NOT RECEIVE DUES CHECK

PREVIOUS MONTH'S  
BALANCE ... \$1,446,396.96

### INCOME:

DUES .....	\$208,433.54
RETIREE DUES #412 .....	\$1,565.55
RETIREE DUES #314 .....	\$51.45
INITIATION FEES.....	\$900.00

### REIMBURSEMENT:

FUND TRANSFER .....	\$50,000.00
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### INTEREST:

STOCK DIVIDEND .....	\$16.32
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### FUNDS:

VETERANS .....	\$300.00
NEW BUILDING.....	\$1,000.00
UNITS.....	\$80.00

**GROSS INCOME THIS MONTH.....\$262,346.86**

**LESS FUND TRANSFER .....****\$50,000.00**

**NET INCOME THIS MONTH.....\$212,346.86**

### DISBURSEMENTS:

#### GENERAL FUND:

OFFICE SALARY .....	\$30,694.48
LOST TIME.....	\$15,189.59
TRAVEL, MEALS, ETC.....	\$6,248.09
PAYROLL TAXES .....	\$14,684.50
PAYROLL DEDUCTIONS FORWARDED ....	\$1,380.50
INSURANCE - MEDICAL.....	\$5,626.02
PROFESSIONAL FEES .....	\$35.00
COMPUTER MAINTENANCE / REPAIRS .....	\$725.04
OFFICE EQUIPMENT - MAINT. AGREE.....	\$461.10
PER CAPITA TAXES .....	\$151,034.81
STORAGE RENTAL .....	\$261.16
REGISTRATION FEES.....	\$5,600.00
SUPPLIES .....	\$914.82
AFFILIATION FEES (NAACP).....	\$60.00
LESS FUND TRANSFER.....	\$50,000.00
TRAVEL PAID DIRECTLY TO AIR, ETC.....	\$1,460.80
BANK CHARGES/ERRORS.....	\$79.74

#### COUNCIL REFRESHMENTS:

MASTER MECHANICS.....	\$351.06
PRODUCT.....	\$926.15
DEFENSE .....	\$200.94

#### FUNDS:

BUILDING MAINTENANCE .....	\$18,865.93
412 RETIREES .....	\$942.00

#### UNITS FUNDS:

LOST TIME.....	\$6,110.91
REFRESHMENTS.....	\$1,638.01
OTHER.....	\$2,947.30

**GROSS DISBURSEMENTS .....****\$316,437.95**

**LESS PAYROLL DEDUCTIONS .....****\$11,246.31**

**LESS FUND TRANSFER .....****\$50,000.00**

**NET DISBURSEMENTS .....****\$255,191.64**

### FUNDS

GENERAL.....	\$603,960.90
NEW BUILDING .....	\$392,826.17
EDUCATION.....	\$21,520.45
BUILDING MAINTENANCE.....	\$3,302.07
RECREATION.....	\$17,654.51
PUBLIC SECTOR.....	\$5,733.58
LOCAL 412 RETIREES.....	\$5,915.06

LOCAL 314 RETIREES.....	\$6,960.86
VETERAN'S COMMITTEE.....	\$(1,451.14)
WOMEN'S COMMITTEE .....	\$(150.15)
CHAPLAINCY .....	\$596.83
STRIKE SUPPORT .....	\$3,001.06
CIVIL RIGHTS.....	\$739.64
COMMUNITY SERVICE .....	\$(794.42)
YOUTH COMMITTEE .....	\$117.00

NEW MEMBER ORIENTATION.....\$20,934.39

**TOTAL FUND BALANCES..... \$1,403,552.18**

**TOTAL DUES..... \$166,491.52**

**UNIT P/C .....****\$2.83**

**TOTAL CASH ASSETS .....****\$1,403,552.18**

**P/C TAX/ TOTAL CURR. LIAB. ....****\$130,480.13**

**NET CASH WORTH .....****\$1,273,072.05**





## Battling For Our Membership

The year in passing came quickly with a mild winter as we near spring. The temperatures were well above the normal average, easing all our members into a quiet end of the year.

The job of representation never stops. In all my years, I am proud of the team at the Local I work with. The confines, or 4 corners, of the contracts that we work out of is all we have.

Just to touch on and show that hard work and perseverance works, the Macomb County workers in our Public Sector jobs were threatened by the new County Clerk. UAW Local 412, along with our Unit 75 members, stood up against the bullying tactics of County Clerk Karen Spranger, and eventually had her removed from office utilizing their contracts and filing multiple grievances.

The courts found the County Clerk incapable of handling her elected position and removed her from office through the multiple court hearings. This was just one example of how working together in the unions, along with the members from AFSCME, the collaborative efforts worked to make a wrong a right.

This was also a big year with multiple contract negotiations going on, whether it was the National Chrysler Department or our many Units from the Local.

There are steps in the process when it comes to Collective Bargaining at the National level. To start the process is the selection of your negotiating team. Once selected through the Sub-Councils, your respective Bargaining Committees will ask for the Locals to hand out your demand sheets (rainbow) for input for your contract needs at the National. This is your opportunity to put your ideas on paper to be recognized.

The Local Contract is negotiated

by your Unit-elected Chairman and Stewards on Plant-level work items. Contracts were negotiated and put into place for reasons of safe working conditions, better medical benefits, wages, job security, paid holidays, paid vacations, bereavement pay, and

now even better the Military pay our service members receive (since the incidents of September 11, 2001) that work here but yet still serve this great country.

The Unions, through Collective Bargaining Agreements (CBAs), have come a long way, but still have more miles to travel when it comes to our membership and putting the best negotiated contract on the table for them.



The International United Automobile, Aerospace, Agricultural Implement Workers of America (UAW) has been around since 1935. The UAW is growing each year with our numbers back up from 2009 by 75,000 to almost 400,000 strong members. This includes more than 580,000 retired members in over 600 Local unions, and holds 1,150 contracts with some 1,600 employers.

With GM going first into negotiations, they started battling the beast, with the Union seeing all the company was willing to do is take. It was imminent that a strike was the only way (by stopping production) for the company to meet the demands.

The 6-week strike cost the company over \$2 billion in lost production, and the employees \$1 billion in lost wages.

This was setting the stage for our

UAW Chrysler department negotiators, who were meeting all along. Those who have ever been involved at that level understand it's a battle from the beginning until you get a ratification vote from the membership. This year was no different, with the amount of proposals the Company passed across the bargaining table.

They had all take-away items, trying to cripple the Union numbers at the voting polls. There was definitely a battle. In the end, the best contract (without a strike) was put before you.

Some of the Union 412 functions this year that took place were our annual Golf Outing, Labor Day Parade, and Children's Christmas Party, which were all big hits by the attendance of our membership.

The 412 Recreation Committee works countless hard hours to make these events happen. The fruit of their

**"There is no power in the world that can stop the forward march of free men and women when they are joined in the Solidarity of human brotherhood!"**

- WALTER REUTHER

labor is seeing the members who show up from their busy schedules with their families to enjoy these events. To see the Solidarity of our membership conversing amongst each other at 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 a sunny

day, it couldn't have been better for all the golfers who attended. There were plenty of scores recorded from low to high. In the end, it's about the Solidarity of not only working together but enjoying your time off together, as union members.

My personal favorite time of year has always been the Labor Day Parade on Michigan Avenue. From my early days in the Union, I have attended with my children every year. For those who have never gone, it is quite an experience to see the numbers of your Brothers and Sisters (Active and Retired) standing tall in Solidarity on this historic day.

Years back, UAW Local 412 moved from Woodward Ave. to Michigan Ave. staging up outside the old historical Briggs Stadium, commonly known to us today as Tiger Stadium. We march

See 1st VICE PRESIDENT on Page 7



## GDLS Negotiated New Contract

The General Dynamics Land System negotiators secured a good contract. The key to this was the fact that we had a lot of work in our plants and were doing a lot of hiring.

I was fortunate to be selected as a negotiator for this contract. The team was made up of a really good mix of elected and International negotiators. I felt we all stayed together and showed solidarity throughout the long and difficult negotiations, which was critical for us to achieve a good contract.

This contract negotiation was very important for us, since our last contract in 2015 was concessionary. It had been six years since our last wage increase.

A lot of preparation and hard work went into making this a successful negotiation. The team spent several months prior to the negotiations reviewing and updating the proposed language. I was very impressed with how transparent these negotiations were, no proposed language or decisions were made without the collective agreement of the team.

I am very thankful for the great group of elected and International negotiators we had for this contract.

The main issues were getting everyone pay raises, increasing job security, maintaining our health and dental insurance (with no premiums), and improving our pensions. The negotiating team was successful at achieving all of this and more for our members.

It took two separate ratification votes to accomplish this, but in the end, the contract was ratified. When the first tentative agreement was voted down by the members, the negotiators reassembled and identified the primary issues that caused the “no” vote.

The members’ prime concerns were a raise in the first year of the contract and more pay raises overall. The production facilities also wanted to reduce the time it takes to achieve progression and attain maximum pay.

The second tentative agreement was presented as the company’s last, best, and final offer. If we had not ratified this version, we were looking at striking. In the end, it all worked out and we obtained a better agreement.

These negotiations reminded me

just how valuable our right to go to the table to negotiate with the company is. Some of the main highlights of the 2019 GDLS Contract are listed in the chart below.

Region 1 held a strike preparation training at Local 412 on August 27 for the Union Officials and Appointed Reps. I have been in the Union for 19 years and I don’t ever remember the Union offering strike preparation training. There was a good turnout for this meeting. It was attended by many of the FCA and General Dynamics Union Officials, Appointed Reps and Local 412 Executive Board members. There were several Regional Reps present for the training, as well.

The topics covered encompassed a lot of excellent information that will be useful in our preparation for a strike if it were to happen. There was way too much detail to cover in this article, but all the Union Officials and Appointed Reps will be able to share it with the other Union Officials, Reps and members at the appropriate time, if needed.

The Region is also offering strike preparation for the members too. Hopefully, many of our members will take this training.

- 4 Year Contract
- \$3,000 Ratification bonus
- Wages
- 1st Year 3% Wage increase
- 2nd Year 4% Lump Sum
- 3rd Year 2.75% Wage increase
- 4th Year 4% Wage increase
- 56 Holidays over the Term of the Agreement
- SSIP/401(K) Retained
- No Health Care or Dental Premiums for Active Workers
- Pension Language Preserved and Improved
- Quarterly Share Plan Pay Out Maintained
- Health Insurance on Day 1 for New Hire Employees
- Pre-65 Retiree Insurance Improved Subsidy



2019 General Dynamics National Negotiating Team





## Victory at the Bargaining Table

I would like to start by saying what an honor it is to serve as 3rd Vice President for Local 412. These past few months have been very busy, as we have been working diligently on trying to finalize negotiations from different units, many of which I have had the privilege to assist.

The toughest negotiations to finalize came from Units 61 and 70, as they had hired outside attorneys to negotiate the terms of their contracts. However,

though perseverance, I am pleased to announce that we were able to secure wage increases and more vacation time for those units.

I also had the pleasure of sitting in on Unit 10 negotiations. As you know, not all negotiations go as

smoothly as you would like. However, we were able to gain some ground for improvements in our Local Agreement.

Currently, I am in negotiations with Unit 57. Unfortunately, as of this report, we are on hold. We may have to involve the Region for a little push, but I am confident that we will work through it and try to finalize all of Local 412 Unit contracts soon.

I also have the privilege to represent our Eurest Dining brothers and sisters.

It's always a pleasure to meet new people and I look forward to tackling any problems that they may deal with day to day.

I would like to thank those of you who proudly attended this past year's Labor Day Parade. You and your family truly make the difference. Because of your support, the turnout for the parade was above expectations and all who attended had a wonderful time. Special thanks to Charlie Wilson, Bruce Oleskie, Dale Lewis, and Dennis Greathouse for lending their talents preparing and grilling food for all of the attendees.

I hope everyone enjoyed the holidays. It's always nice to get that holiday break but I have to say it's been a long winter and I, for one, am looking forward to the warmer weather. I hope to see you around the Local this year.

*Be healthy and safe.*


## 1st VICE PRESIDENT from Page 5

down the avenue, amongst the many union members, while the news media interviews and publicizes us on TV. There are proud moments to remember on that day, and to also carry with you the rest of the year.

Last, but not least, the Children's 412 Christmas Party is a day to see the families bringing their children, or as some of us older members can say, grandchildren, to visit Santa Claus. I look around watching the joy of the Christmas spirit while the children have not a worry in the world, playing with their toys after getting their faces painted, or picking out a balloon twisted into a character of some sort. There are singing Princesses, who literally put the children into trances with their beautiful voices, and then top it off with a very talented magician. The cookies and the coffee for refreshments let us sit back and reflect watching all going on around us that the UAW is a wonderful family to be in.

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

Be sure to read the quote on page 5 from a hero of mine and a great union leader, Walter Reuther.



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-		Retiree Representative .....	BILL DAVIS
Treasurer .....	TIM EDMUNDS	Joint Activity Rep. ....	BRUCE OLESKIE
Recording Secretary.....	DENNIS GREATHOUSE	Editor.....	ROBERT Del PAPA
Trustee .....	CHARLIE WILSON	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 2	T. STANK	Unit 27	J. SIMPSON
Unit 7	T. SMITH	Unit 28	G. GIBBONS
Unit 9	D. FOURNIER	Unit 30	E. FORTSON-YELDER
Unit 10	J. GRUNALT	Unit 32	A. MAURUS
Unit 14	K. MITCHELL	Unit 35	R. CANESTRELLI
Unit 17	D. MOCZULSKI	Unit 36	M. MCCALL
Unit 18	T. MACKER	Unit 44	G. CORLESS
Unit 21	M. LAVENS	Unit 51	B. YOMBOR
Unit 23	R. WATSON	Unit 52	K. REED
Unit 54	J. COOMBS	Unit 84	T. BURNS
Unit 57	C. VALDRY	Unit 85	M. HONKANEN
Unit 59	J. GRASSI	Unit 86	D. BEAUFORD
Unit 61	A. WARREN	Unit 91	B. POLLOCK
Unit 62	T. BULSZEWICZ	Unit 92	D. MINCHELLA
Unit 65	N. HNATIUK	Unit 93	D. BERSCHBACK
Unit 70	S. CHARFOOS	Unit 95	F. KRYCIA
Unit 75	L. EMERSON	Unit 97	S. FREEMAN
Unit 76	T. BAUMGARTEN	Unit 98	S. NEWTON
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:

**UAW LOCAL 412 • c/o LOCAL 412 LEADER • 2005 Tobsal Ct., Warren, MI 48091**





## Trustees Responsibilities and Successful Audits

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

In 2019, we saw three Trustees elected to serve Local 412, Charlie Wilson, Scott Trotter and Ken Mitchell. Per the Local 412 By-Laws, Charlie Wilson was selected and is now serving as the Chairperson of the Trustees.

The Trustees' responsibilities encompass serving the Local as a financial checks and balances. The Trustees are responsible for conducting audits every six (6) months in which there is an inventory performed on all items at the Local, including financial records, lost time reports and ensuring that all signatures are in order.

On August 27th, we performed our semi-annual audit for the months of January through June of 2019. All checks and balances were in order and an inventory of all the items at the Union Hall were accounted for.

Recently, the Trustees performed

the semi-annual audit at the Hall for the months of July through December 2019, and are pleased to report that all was accounted for and in order.

Since the last report, the Local had a fountain pop machine installed behind the bar. This decision has produced a cost savings to the Local and the Units, eliminating the need to purchase cans or bottles of pop for their meetings. I want to thank our Joint Activities Rep. (JAR) Bruce Oleskie for his coordination and efforts to make this happen.

Since last summer, the Local has been in the process of getting quotes for the parking lot. The Local 412 Hall was built in 1985 and we have some areas in the lot that need attention. It appears that at some point there was a cap of about 2 inches of asphalt applied, but we're not sure when. We then in turn called the City of Warren Clerk's office and they were unable to

find any record of a permit being pulled for the parking lot.

The quotes we received were presented at the February Joint Council meeting. There was a motion to table the discussion and to email the received quotes to all the Unit Chairs. Among these quotes we asked for different options. One option was to remove the cold patch, filling some cracks and applying seal coat to the lot. Another option was to mill about 2 inches of the entire lot and apply new asphalt. Finally, which is the costliest, to do a total redo of the parking lot with fixing the grade and applying 4 inches of new asphalt.

As always, we want to do what is fiscally responsible and we will keep you informed on what direction the Executive Board decides to pursue.

Unfortunately, the inexcusable actions of a few in positions at the higher levels impact us all. The Financial Officers Conference was to be held in March, but due to the COVID-19 virus, the conference has been canceled. Look for a full report once the conference is held later this year.

If any member has a question or concern, please feel free to contact one of the Trustees – Charlie Wilson, Scott Trotter or Ken Mitchell.

# Strike Preparation Training Seminar

On Tuesday, August 27, 2019, Director Frank Stuglin and the entire Region 1 Staff came to Local 412 to present a training seminar on Strike Preparation for UAW Local 412 Elected, Appointed Reps., and Local Election Committee. Some of the topics covered were the basics of a strike – how to be prepared, what benefits we are entitled to in the event of a strike, how to inform the membership of strike duties, responsibilities of Strike Captains and Local leaders during a strike.

This class was essential and beneficial to Local 412 leadership in being fully prepared in case a strike was to take place. We appreciate Region 1 for conducting this seminar.







Westview Principal Rebecca Atkins thanks the UAW Local 412 membership for our support at a recent Joint Council and Executive Board meeting.



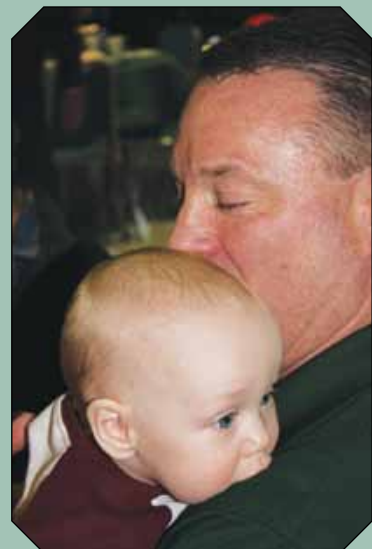
# Thank-you *to all who donated their time and energy to this great cause*



The UAW Local 412 Community Service Committee and Local 412 members once again proved their generosity this past holiday season in our 3rd annual food drive supporting families at Westview Elementary School. Needs were met for both Thanksgiving and Christmas for 25 families who were grateful for the willingness to give back to the community from our membership. All the essentials for a home-style Thanksgiving and Christmas meal were provided, as well as toys and clothing for Christmas morning. Westview Principal Rebecca Atkins and Counselor Jolene DuBay stopped by a recent Joint Council meeting to personally thank our membership for their above and beyond contributions to their school and wanted each member who donated to know how much they are appreciated. With pride and solidarity, it goes to show that we can make an impact on others' lives working together as one and giving to those in need in our local community.



# Kids Christmas Party



The Local 412 Annual Kids Christmas Party was held on Sunday, December 8th at the Region 1 pavilion and was a great success. There was a huge turnout, as usual, with children of all ages in attendance. After many hours of planning and set-up by the Recreation Committee, the doors were opened and fun was to be had - from the door gifts the kids received, to getting their photo taken with Santa, the Disney Princesses, Spiderman, a Minion, or the Paw Patrol characters roaming the room. There were 2 magicians and balloon artists, along with the face painters to keep the children's attention.

A special thank you goes out to all of the volunteers who donated their time and energy to make this a very special Sunday to remember.

**AS ALWAYS, WE HOPE TO SEE YOU IN DECEMBER!**





# HEALTH & SAFETY TRAINERS REPORT

CHUCK SHEPHERD, JOHN MISCH, JHONNY BUGEJA

## Right Side of Safety

I recently had a conversation with another Safety Specialist about what I consider “the right side of safety.” I went on to say that as long as someone is on the wrong side of safety, naturally, we won’t get along.

As a UAW Safety Specialist, it is my responsibility to hold Management’s “feet to the fire,” concerning compliance to FCA’s safety policies. These safety policies are designed to keep employees safe.

Quite often, I have clashed with members of the leadership, both Management and the Union, in my endeavor to keep employees safe

at CTC. These “clashes” should be expected and should be considered as mere growing pains; signs of CTC moving forward concerning safety. Change is inevitable and an inherent element of continuous improvement prevalent at FCA today. If you haven’t noticed, this corporation is on the move.

Concerning safety, CTC is not the same facility that it was just three years ago. All levels of employees, at CTC, must realize that safety rules are for their benefit. UAW-represented employees, specifically Skilled Trades, cannot afford to even appear reluctant to comply with safety rules. We all know the history of safety concerning

labor unions.

Brave members of labor unions fought and died to have laws enacted to force employers to provide a safe workplace. Since then, workers have become complacent and forgetful; forgetful of their role and responsibilities as a member of a labor union, other than just paying union dues.

We’ve lost the proper perspective. We have forgotten that we own safety and employers have the responsibility, by law, to keep us safe. Enforcement by Management should not be necessary. Why should Management have to force us to follow rules that we forced them to adopt in the first place? We, the Union, brought the safety game to town, not Management.

I ask that all levels of employees at CTC and each of our represented units of Local 412, regardless of your location, endeavor to be on the right side of safety.

*Working to keep you safe...*

– C.L. Shepherd, Jr.

## General Dynamics helps out Westview Elementary

**O**n Friday, October 25th, Rich Luterman and I delivered the collection of needed items to Westview Lower Elementary School. We were able to purchase clothing for 17 children in addition to blankets, toiletries, jackets, hats and gloves. This effort could not have happened without the help of so many friends and co-workers.

I would like to recognize and thank the following for helping out by purchasing items or donating to help purchase items. This effort would not have been so successful without the help of so many.

*Rich Luterman* – for hours of shopping, organizing and donating to this cause with me.

*Stephanie Roy* – POC & Social Worker from Westview. She quickly identified the families with children - 17 needy families & and an additional 7 families and sent information to me.

*Diane Maluzhinsky* – the Clawson/Troy Elks Lodge – read my Facebook post and reached out. They purchased all the winter hats and gloves for the kids.

*Local 412, Unit 28* – donation of money from membership – Chairman Gregg Gibbons, Steward Jeff Farkas and Steward Tamira Jefferson Lampkin.

*Local 412, Unit 27* – donation of money from membership – Chairman Joe Simpson and Steward Steve Porter.

*Unit 27* – Driver Mechanics for making their own generous donations

*DNA2 Committee from General Dynamics* – Donation of money. We were able to purchase 24 gift cards for the families.

*Dr. Karolin Bakow, DDS* – Who donated 76 children toothbrushes, floss, and toothpaste.

*Many Friends* – for all the support and donations.



**(L-R) Rich Luterman, Westview Social Worker Stephanie Roy, Westview Principal Rebecca Akins and Local 412 General Dynamics Alternate Benefit Rep. Karen Sylvester.**

Much appreciation and thanks to the staff of Westview. These people are amazing working with these children and not only educating them, but taking a personal interest in their well-being. It takes a special type of person who takes time to do these things.

Thank you to Principal Rebecca Akins, social worker Stephanie Roy, psychologist Marianne Owens, and Olivia Ottenbacher. It was wonderful meeting you and thank you for your help.

– *Karen Sylvester, Local 412 General Dynamics Alternate Benefit Representative*



# Standing In SOLIDARITY

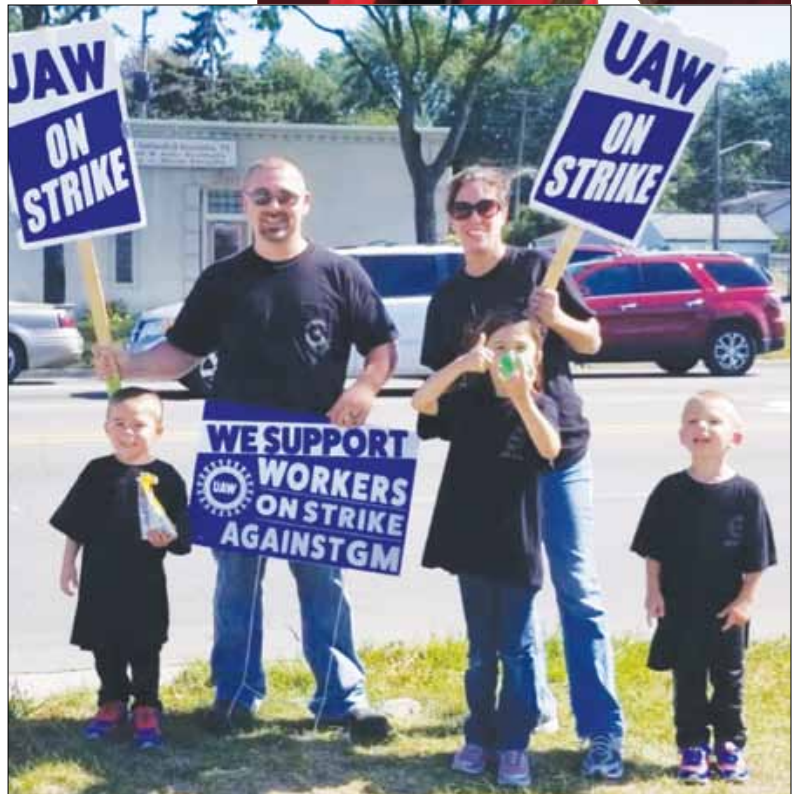
with our GM-UAW Sisters & Brothers





**UAW Local 412 members proudly stand in solidarity with our GM Brothers and Sisters on Sunday, October 13th at the General Motors Tech Center, Warren, MI**

Thank you to everyone who supported our GM Brothers and Sisters during their 40-day strike and gave what they could afford; be it their time, money, food and moral support doing what we do best as a Brother and Sisterhood, *uniting* as one. Their sacrifice alone will never be forgotten and we, as a Union, are stronger for their unwillingness to fold during a very important transitioning period in our Unions history. *Thank you again to all Local 412 members for your support!*



# CAP CONFERENCE

by Jason Fontella CAP Committee member

The UAW CAP Conference was held February 2-3, 2020 at the Washington Marriot Wardman Park. The purpose of this election-year event is to galvanize the rank and file, as well as lobby our elected representatives on legislation that is important to the UAW, and to organized labor in general. CAP Chair Roy Lee and I attended this event.

First, let me say thank you to President Witt for the honor of representing Local 412. CAP Chair Roy Lee and I were able to lobby Representative Haley Stevens, Senators Debbie Stabenow and Gary Peters, and the staff of Representative Brenda Lawrence on issues important to Labor, and the American people as a whole. The issues we discussed were:



(R-L) CAP Committee member Jason Fontella and CAP Chairperson Roy Lee in Washington, DC.

- **H.R. 2474 Protecting the Right to Organize**, which holds union-busting bosses accountable, safeguards the right to strike, and repeals right-to-work laws.
- **H.R. 3463 Public Service Freedom to negotiate Act**, which would reverse the 2018 Janus vs. AFSCME decision, which ruled that public sector unions cannot require fair-share fees.
- **H.R. 4857 For the 98.8% Act**, which would reverse tax giveaways to the extremely wealthy, and provide a needed check on the growing concentration of wealth and rising inequality in America while better allowing us to meet our nation's needs.
- **H.R. 1711 No Tax Breaks for Outsourcing Act**, which would stop rewarding companies that ship jobs overseas by ending tax incentives to kill U.S. jobs.

With the Senators, we discussed the current log jam of legislation that is sitting on Senate Majority Leader Mitch McConnell's desk. Leader McConnell has put priority on forcing through unqualified judicial appointees instead of allowing legislation that has passed the House on to the Senate floor, including bi-partisan bills that address lowering drug costs (H.R.3) and legislation to protect voting rights for all (H.R. 1).

The last big take-away from the event was regarding the upcoming 2020 US Census. The Census is vitally important, as it will determine how hundreds of billions of dollars in federal funding will flow into our communities for

the next decade, including school grants, federal funding for Emergency Services, as well as planning and funding for infrastructure. Another important part of the census to consider is how our voices are heard. The amount of districts for the House of Representatives is directly tied to our state's population, which is another reason that replying is so vital.

Households began receiving official Census Bureau mail in mid-March, which included detailed information on how to respond.

AVAILABLE NOW

## COMMEMORATIVE VETERANS COIN

FRONT

**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

BACK

**To purchase your 2020 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.





## UAW / FCA BENEFIT REPS REPORT

Bree Kenny & Karen McAdam

### Unemployment, SUB and Medical Benefits

Below is information pertaining to unemployment, SUB and medical benefit information for membership impacted by layoff.

*Please Note: The best and most up-to-date source of information regarding Michigan and their unemployment processing, account set-up and requirements is the State government website, provided below.*

**MICHIGAN:** <https://Michigan.gov/UIA>

FCA will be processing layoffs, due to the Suspension of Operations (COVID-19) and following layoff protocol. At right is a brief overview for your reference.

If you have any additional questions or concerns, please contact us. Stay safe, be healthy!

**For Unemployment, SUB Pay and Benefits information visit [www.uaw412.org](http://www.uaw412.org)**

### MICHIGAN

1. FCA will send a file to the State containing information on all laid off employees
  - a. this will open an unemployment claim for full-time employees
  - b. Supplemental Employees are not included on this file and must open their own claim with the State.
2. You will need to set up your Unemployment account with the State (follow the instructions found on the MILogin document). (IF YOU ARE A FULL-TIME EMPLOYEE DO NOT FILE A CLAIM)
3. The State will process your claim and determine your benefit.
4. You will need to certify your unemployment with the State. (Check the account you set up in Step 2 for instructions)
5. The State will process the unemployment benefit.
6. The State will send a file of the payments they made to FCA.
7. FCA will process your SUB payment the following week. (State Work Search requirements have been temporarily suspended).

## New Technology for Today's Environment

Staying at home right now is encouraged and safer for everyone, but our members who need help cannot remain apart from medical professionals and treatment services. It is easy to shop online in our pajamas, but if we need to see a therapist or doctor, we have to listen to a dozen options on the phone to get an appointment the following week. A new form of a virtual meeting with your therapist is called telehealth.

Telehealth is being used more and more to keep staff and patients safe, while also continuing to provide excellent treatment services to those who need it most – no matter the circumstances of what may be going on in the world around us. Using an application called Zoom, you can meet with your participating therapist by phone or personal computer. Zoom is a HIPAA-compliant video conferencing tool that is completely safe, secure, and confidential, and will allow care for clients while also protecting them by practicing social distancing.

Access to a mental health services provider can be life-changing. While benefits of virtual mental health services differ from patient to patient, they can include: ease, convenience, privacy, access and increased choice and options. The services they need fit into their lifestyle, rather than the other way around. It's easy and convenient. Clients and providers simply need a phone, computer, webcam, and broadband internet access.

Many of our therapists and psychiatrists are participating in this form of an appointment and may be covered under your insurance. Check with them to make sure before making the appointment.

For more information, call your EAP Rep. or your health care provider.



## VA INFO

Veterans Affairs' innovative telehealth technologies provide mobility and enhanced access to care. Telehealth connects you with your VA care teams and specialists, no matter the distance. Telehealth Services can reduce travel and bring care closer to you through with real-time, interactive video visits. See...

**<https://telehealth.va.gov/what-telehealth-for-more-information>**



### Unit 54 Eurest Officers Sworn In

**Congratulations to (L-R): Steward Retha Glover, Chairperson Jenny Coombs, Steward Dominique Sanders, and Steward Matarsha Harris.**



**“Our History...Our Rights... Our Future”** was the Labor Day theme for Local 412. With many recent Retirees from the workforce and new hires with young families, the theme rings true. Solidarity was especially strong with the 2019 UAW contracts being negotiated. Brothers and Sisters from around the state walked down Michigan Avenue to show the meaning of **“We Are One!”** If it’s your first time or tenth time, make a plan to attend the 2020 Labor Day Parade. Buses from the Local are available for worry-free transportation. After the parade, stay for a BBQ and games for the kids at the Local 412 Hall. *We hope to see you!*







# Protect Working Families



## UAW/FCA EAP PROGRAM REPORT

Elaine Copeman



### Take charge of virus anxiety

The coronavirus (also called COVID-19) is in the news daily, with the number of cases rising and varied health recommendations based on location. It is increasingly important to stay focused and take measure of your situation and feelings. Normally, you are a person who manages life's ups and downs with relative ease, but this news is causing you stress and generally hindering your daily life.

An evolving, ongoing event such as the threat of a health emergency can cause people to feel anxiety, even when they normally don't. Symptoms of anxiety include:

- Intense worry
- Fatigue
- Panic
- Obsession
- Nightmares
- Muscle tension
- Headaches
- Sleep problems
- Rapid heart rate
- Shortness of breath
- Chest pain
- Sweating

The good news is that there are steps you can take to address your anxiety around the coronavirus or any other stressful situation.

1. **Take control of the situation.** There are preventive measures you can take to limit your susceptibility to the coronavirus, such as washing your hands; not touching your eyes, nose and mouth; and disinfecting your home and work area. For more suggestions, refer to the Centers for Disease Control (CDC) and World Health Organization (WHO) websites.
2. **Take care of yourself.** Eat nutritious food, exercise, limit alcohol consumption and make sleep a priority. Stay connected with family and friends so that you're not socially isolated. Employ coping skills that nurture your spirit, like mindfulness exercises or prayer.
3. **Stay informed by learning the facts.** The news isn't always accurate. Be sure to get your information from authoritative sources, such as the CDC and the WHO.

4. **Think about the impact you have on others.** Be sure to care for yourself and take preventative measures more seriously. Communicating with family and friends about those measures is a form of positively affecting others.
5. **Limit your media exposure to coronavirus news.** Today's news cycle is 24 hours, and the exposure can be overwhelming, regardless of the topic.
6. **Let it go.** Don't dwell on what may or may not happen regarding the coronavirus. Change what you can and let the rest take its course. Refocus your mind and think only about positive things.

If your stress and anxiety persist in spite of taking these recommended steps, contact your Employee Assistance Program Representative (EAP) for a referral to a mental health professional or contact your primary care physician.

Another option is to call the Beacon Health Options for BCBS or the BCN Mental Health and Substance Abuse number on the back of your insurance card.

*(excerpt from Beacon Health Options)*

## COVID-19 MENTAL HEALTH REMINDER

### Get Dressed

Even if it's just into comfort clothes. This will help you feel more productive and less in a rut.

### Eat New Healthy Recipes

If you can, eat a variety of food and try different recipes. This will give your day variety and keep your body feeling healthy.

### Be Creative

Try doing new activities or bring back old ones. Getting creative is a great way to keep your spirits up and your mind relaxed.

### Stay Connected

Even though we can't go visiting, make sure you stay connected. A good way is video chatting or even just a phone call. This will help you and people you are talking to feel less isolated.

### Unplug

Everyone everywhere is talking about the virus. Turn off your devices and get some well-deserved time away.

### Do Your Hair/Makeup

Even if you're not going anywhere, this can help make you feel "normal" in a very chaotic time. People often feel relaxed when doing hair or makeup and you deserve that.

### Get Some Fresh Air

Fresh air will help you to not feel so cooped up or "stuck" in your home. Getting outside would be best, but even standing at a window will be beneficial.

### Reach Out

Mental health is always important, but it is especially important during times like these. Reach out if you need to and remember to check in with your friends and family. We are all in this together!



## Women's Advisory Meeting at UAW Region 1

UAW Local 412 Women's Committee Chairperson Julie Gutierrez and committee member Jenny Coombs attended the Women's Advisory meeting at Region 1 last December. Congratulations to one of 412's own, Julie, who won the "Ugly Sweater" contest!

# ERGONOMIC/SAFETY in the Workplace – SAFETY is our Priority

## ERGONOMIC REPRESENTATIVE REPORT

Michael Parker



Ergonomics is defined as, “an applied science concerned with designing and arranging things people use so that the people and things interact most efficiently and safely.”

It is not only restricted to office environments and sedentary office workers. There is such thing as the “right way” to perform tasks. It is important to use the proper tools and educate our members with the knowledge necessary for task and safety success.

The Automotive industry recognizes that ergonomics and ergonomic safety are important in all of their Engineering and Production facilities.

### TEN APPLICABLE TIPS FOR IMPROVING ERGONOMICS:

#### 1. **PROPER TOOL CHOICE**

Ergonomically-designed tools – from extension pieces to tools with offset handles – all serve a purpose and can potentially prevent long-term health issues. Employees should seek out the tools that are comfortable for them.

#### 2. **DON'T BEND, KNEEL**

Eliminate bending over from your daily routine as much as possible. Bending over improperly puts a massive strain on the body. For repetitive operations, kneel when possible using a protective kneel pad or knee pads to lessen the strain.

#### 3. **DON'T KNEEL – STAND OR SIT**

Kneeling is not always the most ergonomically friendly posture. Standing up straight or sitting correctly are better solutions if possible. Utilize any adjustable work surfaces or specially made tools to reduce/eliminate the need to kneel or bend. If you must work below knee height, don't just kneel, but sit, lie on your side, or side-sit. Change positions often and move around frequently to prevent discomfort.

#### 4. **REDUCE THE NEED FOR BRUTE FORCE**

Lifting and carrying are major occupational safety and ergonomic issues but are generally easy to solve. When lifting heavy materials, use cranes, forklifts, hoists, small electronic lifts, or even hand jacks. Use hoists, dollies, and carts to transport materials from point to point. Even if you know you're capable of carrying something, always use the right tool for the job. Your back will thank you later.

#### 5. **LIGHTEN UP**

Reducing the weight of materials being used reduces the force and effort needed to lift and place. Less lifting and carrying leads to fewer injuries from these activities.

#### 6. **INVEST IN SPECIALIZED EQUIPMENT**

While they will be more expensive than standard equipment, ergonomically-friendly solutions will not only improve the health of your workers but can improve efficiency, employee morale, and company culture, sometimes resulting in greater employee retention and lowering employee turnover.

#### 7. **ROTATE TASKS**

When applicable in team environ-

ments – rotate jobs throughout the day. This will help to avoid injuries caused by the strain of repetitive motions or prolonged improper posture. This also can help alleviate wrist, elbow, and shoulder pains, if not prevent them altogether.

#### 8. **ERGONOMIC EVALUATION**

When applicable, request an ergonomic evaluation to help eliminate all MSD's (Musculoskeletal Disorders) and WMSD's (Work-related).

#### 9. **INFORM AND EDUCATE**

Investing a little time now can lead to massive rewards down the road. Making the right changes can improve worker health and safety, increase morale, reduce health care costs, and improve the bottom line.

#### 10. **STRETCH BREAKS**

Employees should be encouraged to stretch, not just before work or during lunch, but at other points throughout the day as well. Proper stretching can reduce pain and improve range of motion. Simple neck, chin tucks, forearm, shoulder, upper back, wrist/hand stretches can be found at:

[ehs.virginia.edu/ergonomics-stretch-breaks.html](https://ehs.virginia.edu/ergonomics-stretch-breaks.html)

## NEW VETERANS WALL AT THE LOCAL



Retiree Veterans pose in front of the new Veterans Wall at the Local following the dedication ceremony on November 12.



# CHAPLAIN'S CORNER

Mark Dean, Chaplain



## Greetings from the Retirees E-Board

We would like to thank those of you who supported us this year. We are thankful and want to do our best as your leaders.

Our Chairman is William (Bill) Davis, Vice Chairperson Chaplain Frankie Stewart-Anderson, Secretary Sheri Burton, Treasurer Victory Murry, Trustees: James Perkins, Georgia Murrow, Michael Jelsone, Sergeant-at-Arms Gordy Segal, and Guide Don Borza. We look forward to serving the members with honor, pride, integrity and joy.

We hope our members will join us each month on every second Tuesday, at 10:00 a.m. Hope to see you soon.

### As Chaplain in the UAW

I am praying that our Local will stand

the test of time. The UAW has been a strong union for the working middle class. Blood, sweat and tears have been shed over many years to reach the point we have in history. True, there are some who have taken

advantage of the positions they may have held. However, the Lord knows, there are those of us who fought for the rights of our members and for fair labor practices in the workplace. We must not forget the fact that many of us, as retired workers, are reaping the benefits of union contracts that have afforded us pensions and medical benefits.

God has blessed us all, no matter how small or big our incomes. If it had not been for those who had a sense of honesty and dedication to help our union brothers and sisters obtain a better wage, pensions, health care, dental care and other benefits, where would many of us be today? What kind of lifestyle would we be enjoying?

My dear Union brothers and sisters, please don't forget the history of the UAW and other unions that struggled to make life better for the working class. Everyone in leadership is not self-seeking. The Bible says that many false prophets will rise and deceive many (*Matthew 24:11*). There are also those who serve in leadership who help and serve others. They have taken the oath to serve this great Union honestly, fairly and with integrity, and they are the ones we need to support in every way possible. Trusting them to make the right choices and not bring reproach upon this great Union.

The UAW has fought too hard over decades to be what we have now known it to be. Let's continue to fight to help the working class that made this country what it is today. Where would we have been if there were no workers/laborers to build things, develop our lands and various industries? I believe God made it possible.

**LET'S NOT GIVE UP. Fight the good fight of FAITH in keeping our Union alive!**

# IN MEMORIAM

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

NAME	DIED	UNIT	NAME	DIED	UNIT
M. Kissick	4.17.18		William Grgurich	4.15.19	10
Raymond Sullivan	1.9.19	01	Justin Tucker	4.15.19	01
Thomas Klavon	1.14.19	01	Ralph King	4.17.19	10
George Fletcher	1.21.19	01	Robert Schuster	4.18.19	
Salvatore Briguglio	1.22.19		Max Wilbert	4.22.19	
Gloria Wordlaw	1.25.19	53	Donald Reilly, Jr	4.25.19	10
Rita Berels	1.25.19		Walter Ulrich	4.25.19	10
James McKinney	1.25.19	15	Kathleen Taylor	4.30.19	15
Lawrence Briskey	1.28.19		Emilio Vergolini	5.8.19	10
Elizabeth Jarosz	1.29.19		Betty Bimberg	5.11.19	
Edward Schoonover	1.31.19	14	Romen Kastler	5.15.19	11
Dennis Gamester	2.2.19		Elinor Chelian	5.16.19	
Roy Manhire	2.2.19	14	Ronald Gendjar	5.16.19	
Kenneth Wojcik	2.2.19	17	David Maxwell	5.16.19	
Thomas Lapp	2.3.19	10	Andrew Slumba	5.21.19	
James Jones	2.11.19	14	Max Wilbert	5.22.19	
Antonio Schiavinato	2.16.19	01	Edwin Walach	5.25.19	25
Stanford Lozon	2.18.19		Dessie Rollins	5.27.19	15
Renzo Lamberti	3.3.19	14	Howard Bryan	5.30.19	
Raymond Gdowski	3.6.19		Sylvia Marchenia	6.1.19	10
Frances Anderson	3.9.19	01	Ernest Supinsky	6.1.19	01
Floyd Gentry	3.13.19		Michael English	6.2.19	10
Frank Johnson	3.19.19	01	Wayne Ulrich	6.3.19	
Joseph Hulway	3.20.19	01	Werner Fenner	6.4.19	
Lee Staton	3.26.19		Anthony Cianfarni	6.9.19	
Homer Wilson	3.27.19	01	Donald Carvin	6.24.19	01
B. Witkowski	3.28.19		Robert Oliver	6.25.19	14
Phillip Cogley	4.1.19		Martin Kniespeck	6.30.19	14
Edward Trottier	4.14.19		Leon Husulak	7.4.19	01
			Raymond Jaworski	7.5.19	01
			Leonard Zitnik	7.13.19	01
			Tommie Holman	7.23.19	14
			Willie Lewis	8.1.19	15
			Nadim Haddad	8.4.19	01
			Ward Mihelich	8.14.19	01
			Fred Goins, Jr	9.6.19	
			Ruggero D'Agostini	9.21.19	10
			Gerald Menzel	10.7.19	53
			Elvis Patrick	10.13.19	01
			Adam Celmer, Jr	10.14.19	
			Philp Thompson	10.17.19	01
			Raymond Dick	10.22.19	01
			Lola Stenke	10.26.19	
			Dennis Sinks	10.29.19	10
			Thaddeus Jerzy	10.29.19	01
			James Thomas	11.5.19	14
			John Berent	11.15.19	01
			Frederick Wright	11.16.19	
			Robert Balle	11.20.19	01
			Arnold Kozikowski	11.21.19	01
			Theodore Ruel	11.22.19	10
			Bernard Bork	11.23.19	
			Ronald Greene	10.26.19	51
			Albert Tipton	11.17.19	15
			Quentin Lloyd	11.29.19	10
			Ronald Foley	12.2.19	
			Lawrence Satterlund	12.9.19	80
			Delbert Holliday	12.12.19	
			Leonard Brozgold	12.22.19	01
			Donald Middaugh	2.23.20	10



## RETIREE CHAPLAINCY CHAIR

Frankie L. Stewart Anderson



### A Tribute to UAW past President Owen Bieber

The UAW Chaplaincy recognizes former UAW President Owen Bieber, who passed away on February 17, 2020, for his outstanding efforts that he gave to the Chaplaincy program.

In June of 1992, I had the pleasure of meeting President Bieber at the fifth UAW Chaplaincy Conference in Southfield, Michigan. During the early years of Chaplaincy, the conferences were held in Southfield, Ypsilanti, Dearborn and Flint.

Over the years, Chaplaincy has been

battling for recognition at various UAW Locals. However, I am grateful that President Bieber was so supportive to the new Committee that had begun to organize. During the early days, we only met two days and ended with a banquet dinner the last night.

President Bieber and former Local 412 President John Miller both attended that 1982 conference. These two men made a great impression on me, but also made me proud that year by taking the time out of their busy schedules to come and support us.

President Bieber never stopped being involved. In 2015, my husband and I attended a program in Flint at Region 1D that President Bieber attended, as a retiree. He was still active in the Union he loved. I also recall seeing him at Cobo Hall during the 2014 Constitutional Convention. Once again, we took pictures and talked about the

progress of the Chaplaincy program.

Although we no longer have UAW Local 2244 of Fremont, California, where my husband retired from, I am reminded of the fact that President Bieber helped to organize the Toyota workers who were once GM Union members at that facility. The Japanese automaker had a plan to open the plant with all new nonunion workers, but they were challenged by President Bieber, and he won. They were going to have to hire the union members of Local 2244, who were former General Motors laid-off workers from that plant.

In 2010, GM-Toyota closed the plant, which is now owned by Tesla Inc.

There are so many accomplishments President Bieber is credited with.

He was a real blessing to the UAW workers during the 12 years that he served as our President, and for always supporting the Chaplaincy Program.



## Retirees Christmas

The Local 412 Retirees sure know how to have fun! This was the 7th year of celebrating the holidays at the MRCC Banquet and Convention Center in Warren. Enjoying another year of retirement, it was a wonderful day of laughter and catching up with friends of old. As always, it's great to see everyone come out and enjoy great food, hearing old stories and hopefully winning a prize or two. For more photos of the event visit [www.uaw412.org](http://www.uaw412.org) and look under the photos tab. We hope to see you all again next year!



## JUNE



Joe Tomaszewski and Georgia Morrow

# 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.



## JULY



Front (L-R): Jim Hughes, Annette Paterek and Rose Mazzone  
Back (L-R): Ron Andras, Brian Hoxsie, Ronald Danlovich and Ernie Josefosky



Victor Murray

## AUGUST



Bob Szymanski, John Ahern, Herbert Hempel,  
and Tony Martinico

## SEPTEMBER



Bob Ban and Len Jaynes

## OCTOBER



Mike Kulczycki and  
Frankie Anderson



## NOVEMBER



Bill Davis, Jr. and Dallas Daech

## DECEMBER



George Benson and Heinz Pfitzer

**JANUARY**



Al Jaynes



Walt Weber



Don Borza

**FEBRUARY**



Mary Wasser

**MARCH**



Joe Simbandi and Virginia Spalding

**APRIL**



Cortez Redrick and Frank Ruszkowski

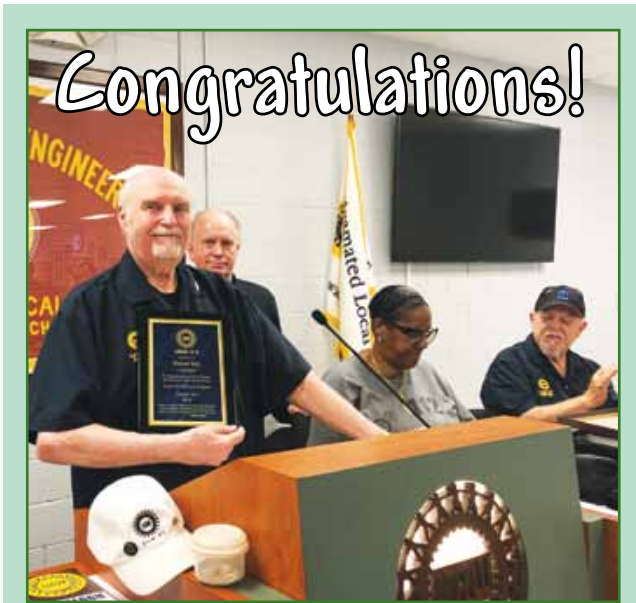
**MAY**



(L-R) Sheri Burton, Iman Abdullah, Walter Grabowski, Bob Garr and Doug Spoutz



Melvin Troutt and Tom Auito



**Thank you, Bob Ban**

*Congratulations and thank you goes out to Bob Ban, who stepped away after 20 years of serving on the Retiree's Chapter Executive Board. Thank you for your tireless efforts and dedication to the Local 412 retirees and enjoy your second retirement!*

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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**



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## MONTHLY MEETINGS

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



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# Local 412

## SATURDAY June 6, 2020

# 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)**

**\$100<sup>00</sup>**

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 15, 2020**

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



**DISCLAIMER: Golf Outing subject to change or cancellation due to the Coronavirus. Checks for the outing are still being accepted, but will not be cashed until a final decision on the Golf Outing is made.**