

UAW LOCAL 2500



*what's
inside**

2ND QUARTER NEWSLETTER

- Let's talk about Wages
- 8 Years Seniority Service Adjustment
- General Membership
- Did You Know
- Negotiated paid-off days
- Dates to Remember
- Union Dues Explained
- Leadership Bullying
- Important Message to Membership
- Class of 2025
- Birthday Shout Outs
- Red Shirt Wednesday
- Union Label Committee Order Form

2025

EDITOR:
Aisha Powers



LOCAL UNION COMMUNICATION ASSOCIATION



Let's talk about Wages



YEAR 3 (MAY 1, 2025)

All employees will receive a 4.5% economic adjustment this year in the form of a general adjustment, longevity payment or a combination, depending on where the employee’s salary falls. All salary range minimums and maximums will be increased by 3% on the first payroll effective date of May 2025.

Employees less than the maximum of the salary ranges	Employees at or over the maximum of the salary ranges
4.5% WAGE INCREASE	4.5% LUMP SUM OF BASE SALARY



SERVICE ADJUSTMENT MAY 1, 2025

UAW LOCAL 2500

Congratulations
**ON YOUR
YEARS OF SERVICE!**

8th

ANNIVERSARY

**Employees with 8 years of seniority
as of May 1, 2025, will increase to
the maximum pay of their
classification.**

Your Anniversary must be on or before May 1, 2025



UAW Local 2500

GENERAL MEMBERSHIP MEETING

- Wed, April 16, 2025 @ 5:15 P.M.
- Sun, May 18, 2025 @ 2:00 P.M.
- Wed, June 18, 2025 @ 5:15 P.M.

UAW Local 2500
985 E. Jefferson Ave Ste#102
Detroit, MI 48207





Did You Know



On **April 28th**, which is Workers' Memorial Day, also known as International Workers' Memorial Day or International Commemoration Day, we remember and honor workers who have been killed, injured, or made unwell by their work, with the slogan "Remember the dead – Fight for the living".



On **April 27, 1825**, Boston carpenters initiated the first strike in the United States, demanding a 10-hour workday, marking an early example of the ten-hour movement.



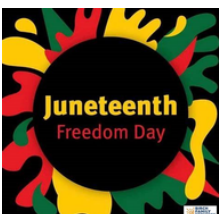
Walter Reuther, a prominent American labor leader, died in a plane crash on **May 9, 1970**, along with his wife, May, and others, while en route to the Black Lake UAW education center. He was the president of the United Automobile Workers (UAW).



May is Asian American and Pacific Islander (AAPI) Heritage Month, a time to celebrate the contributions and achievements of Asian Americans and Pacific Islanders in the United States.



The Ladies' Federal Labor Union Number 2703, organized in **June 1888** in Chicago, was a mixed trades union for women workers, including clerks, bookbinders, and typists, led by Elizabeth Morgan and Mary Kenney O'Sullivan, who later organized the Chicago Women's Bindery Workers' Union.



Juneteenth, celebrated on **June 19th**, commemorates the emancipation of enslaved people in Galveston, Texas, in 1865, marking the end of slavery in the United States and is considered "America's second Independence Day".



UAW LOCAL 2500 NEGOTIATED - HOLIDAYS



APRIL 18, 2025

GOOD FRIDAY

MAY 26, 2025

MEMORIAL DAY

JUNE 19, 2025

JUNETEENTH

Please review Article 14 (pg 112-115) for language on Holiday Pay



Dates to Remember



Sun, Apr 20, 2025



Mon, May 5, 2025



Sun, May 11, 2025



Mon, May 26, 2025



Sun, Jun 1, 2025 – Mon, Jun 30, 2025



Sun, Jun 15, 2025



Thu, Jun 19, 2025



Union Dues Explained

By: Ramona Akins

Greetings siblings,

My name is Ramona Akins, and I'm UAW Local 2500's Financial Secretary. I have been a UAW member and proudly involved at different levels within the union for 31 years. I work in the KLASC department (CSR II) on Mondays and Fridays. I'm hard at work Tuesday through Thursday at our local union hall located at 985 East Jefferson Suite 102.

As a UAW member, we contribute 2.5 hours of straight time pay monthly in dues to support the work of our union. Our union dues provide resources used by our local every day. The UAW International Constitution is the ultimate law of our union that every local within the UAW follows. Our UAW Constitution provides the foundation for our day-to-day operations while setting guidelines and responsibilities for all UAW members. It is within the UAW constitution (Article 16) that it is determined how our UAW dues are allocated and used, which is set by delegates at UAW Constitutional conventions, held every four years.

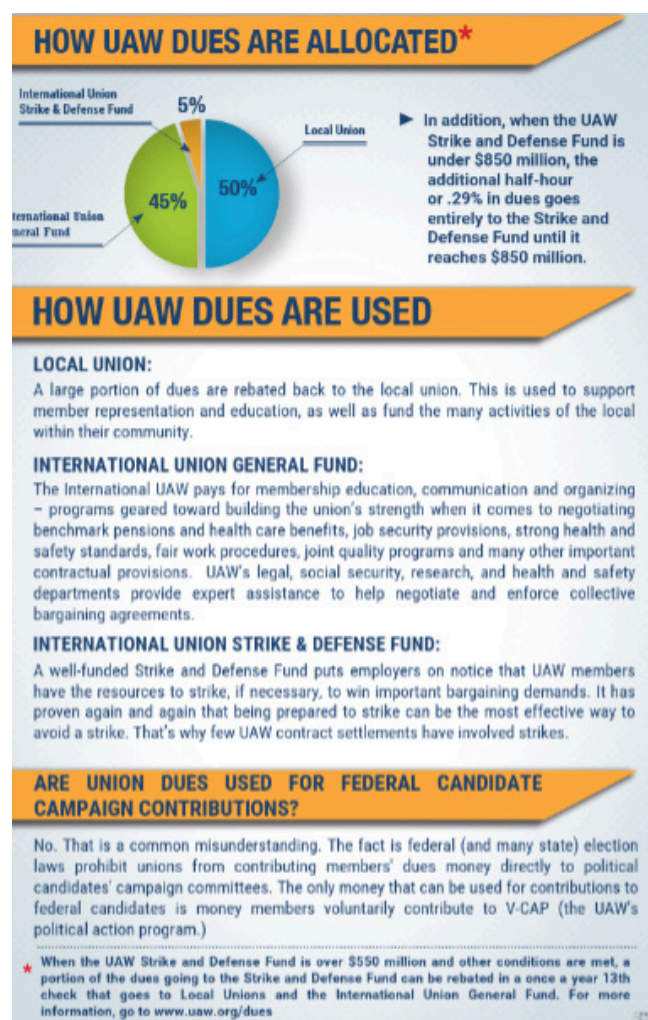
For an electronic copy of our current UAW Constitution, please visit

<https://uaw.org/uaw-constitution-2/>.

I'm the chair of **Local 2500's Women's Committee**, always seeking any interested members wanting to commit, donate a little personal time, and bring fresh ideas.

My contact information is 743-751-0247 (cell), or email me at UAWLocal2500@sbcglobal.net.

In Solidarity,
Ramona Akins





LEADERSHIP BULLYING

By: Aisha Powers

Leadership is repeatedly praised for its ability to rouse and energize teams to enable growth and create innovation. But there is a dark, deep-rooted challenge still brewing beneath the surface: **Leadership Bullying**. Such destructive behavior can quietly eat away at teams, eroding productivity and employee well-being. Understanding leadership bullying is vital to creating healthier work environments.

Leadership bullying can be described as intimidating, belittling, or controlling employees with power. Bullying has a pattern of behavior that creates fear and decreases self-worth. It ranges from overt aggression, like yelling or insulting, to more subtle tactics such as micromanagement or dismissive body language. It occurs in various ways. The result of leadership bullying is harmful, resulting in a toxic workplace culture.

There can be several reasons for leadership bullying. Sometimes, leaders feel such intense pressure to perform that they believe in aggressive tactics as a misguided method to inspire their staff. Some may model behaviors they recall from their own careers, assuming that this tough-love style equals effective leadership. Moreover, leaders who lack emotional intelligence may ignore how their words and decisions impact their people.

The effects of leadership bullying affect not just individual employees. For people on the receiving end, the consequences can be powerful and enduring. It can lead to rises in stress, anxiety, and depression for victims, resulting in decreased job satisfaction and productivity. Such a dip in morale ultimately causes higher attrition.

Identifying leadership bullying is critical for intervention. If employees are often feeling criticized or attacked, or if they sense that voicing concerns is met with hostility, it's probably time for action. Additional signs are low team morale, little willingness to share ideas, and a fear-based culture rather than a collaboration model.

Combating bullying by leadership is a collective responsibility, but it needs to be taken by a proactive stance. Employees should feel comfortable documenting specific instances of bullying and having conversations with their leaders. If the behavior doesn't change, you may have to take the issue to your union chairperson or HR.

A great leader should encourage good behavior and have empathy and understanding — all things that promote intrapersonal and interpersonal well-being and a generally positive, people-inclusion-based, healthy work environment.

Leadership bullying is a chronic ailment that has debilitating effects on both people and organizations. Organizations can combat this challenge by being aware of the signs, understanding its impact, and fostering a culture of accountability and respect. This creates a base for employees and a level of respect that allows for the best work. Tackling leadership bullying is not just a policy issue but an issue about creating a workplace that is healthier and more productive for everyone.

In Solidarity,

Aisha Powers



CAFETERIA INVESTIGATIONS

Good Afternoon, Siblings,

I want to remind everyone that there is an increase in cafeteria theft investigations. I want everybody to know that the cafeteria is under the eyes of their employees, with cameras throughout the cafeteria. Please take your time at the kiosk and scan every item. If you don't see what you have listed, do not hesitate to ask an attendant for help. If you cannot find an attendant, I recommend you leave the item in the cafeteria. Also, confirm your receipt when you get it to make sure it matches everything you have in your hand. The company can pull all receipts from each kiosk and match them with timestamps on the video, so please ensure you are ringing up your items correctly."

Finally, if you need help in any form, please contact me or your union representative. We would much rather purchase the item than have you in a situation that can jeopardize your livelihood. We have resources that we can point you in the direction for help.

In Solidarity,
Crystal Gilreath

MEMBER

ALERT





Congratulations to all the graduates of 2025! May your future be filled with joy, success, and endless possibilities as you embark on the next chapter of your lives....

From UAW Local 2500



**Wishing you all the Happiest
Happy Birthday**



**To all those celebrating their
special day in
the 2nd Quarter of 2025**



From UAW Local 2500



SOLIDARITY WEDNESDAY

SOLIDARITY

Red Shirt Wednesdays

Thousands of union members wear red shirts on Wednesdays as a sign of solidarity. When a sea of red shirts greet management, it's a way to let them know that the workers stand together.

The modern tradition dates back to 1989 with the Communications Workers of America (CWA) whose members wear red on Thursdays. Gerry Horgan was a CWA chief steward for Westchester County in New York who died in August 1989 while he worked a picket line. He left behind a wife and two daughters. The vehicle that struck him was driven by a scab and the teenage daughter of a manager who was never charged for his death. CWA members wear their red shirts on Thursdays to remember Horgan and the sacrifices he made protecting the picket line.

Wearing the red shirt to show solidarity took on extra meaning during Wisconsin Gov. Scott Walker's relentless attacks on labor. Unionists around the country wanted to show solidarity with Wisconsin and donned red shirts once a week. Today, it remains an act of showing unity – both to one another and the world. It's not anti-management; it's a positive statement of workers standing together.



UNION LABEL COMMITTEE

Local 2500 Union Label Committee

Chair: Andrew Harrell 248-910-3039

Co-Chair: Maurice Starr 313-489-2105

UAW Polo Shirts & Jackets

April Order Due by April 25th

Circle Size



Circle Desired Color

Aquatic Blue Black Burgundy Heather Charcoal
French Blue Hunter Lime Navy Olive Red
Royal Blue Rust Sage Steel Blue Stone White
Yellow Heather Grey Purple Ivory

Shirt Color _____

Thread Color _____

\$52 S M L XL

\$56 XXL

\$58 XXXL

\$60 XXXXL



Jackets + \$23



Long Sleeve + \$10



Regular
Cut



Female
Cut

Payment due

at time of ordering

CASH, Zelle, Cashapp

NAME: _ _ _ _ _

Phone # _ _ _ _ _

\$Total



THIS NEWSLETTER IS ALSO THE VOICE OF THE MEMBERSHIP.
WE WELCOME ARTICLES AND STORIES ABOUT UAW MEMBERS.
ALL ARTICLES SHOULD CONTRIBUTE POSITIVELY TO THE WELFARE OF THIS
UNION AND ITS MEMBERS. WE WILL ACCEPT NO ATTACKS ON ANY UNION
LEADER OR MEMBER. PLEASE SEND ALL ARTICLES TO
UAW.AISHAPOWERS@GMAIL.COM FOR CONSIDERATION, OR JOIN THE
COMMUNICATIONS COMMITTEE.

UAW LOCAL 2500 IS AN AFFILIATE OF "LUCA" THE UAW LOCAL UNION
COMMUNICATION ASSOCIATION. LUCA PROVIDES TRAINING AND RESOURCES
TO LOCAL UNION WEBMASTERS AND NEWSLETTER EDITORS TO FACILITATE
COMMUNICATIONS WITHIN THEIR LOCAL UNION AND BEYOND.

THANK YOU FOR YOUR SUPPORT

AISHA POWERS
UAW.AISHAPOWERS@GMAIL.COM
UAW LOCAL 2500 LUCA COMMUNICATOR



"Injustice
anywhere
is a threat to
JUSTICE
everywhere."
Martin Luther King, Jr.

