



LOCAL MOTION

VOLUME 74 • ISSUE 4

<https://region1.uaw.org/local400/>

OCTOBER-DECEMBER 2021

The TRINITY of RESOURCES that Every UAW Member Should Know

submitted by
DAVID MURRAY
Local 400 Financial
Secretary-Treasurer



PART 2: Your Contract

In the last issue of the *Local Motion*, we learned the advantages and methods for reading and understanding your UAW Constitution. For this issue, we will explain the benefits of the second part of our trilogy of information – your **Collective Bargaining Agreement (CBA)**, also known as your contract.

Unlike the UAW Constitution, which is the same for all members, your Collective Bargaining Agreement will have different language and subtle differences in formatting from facility to facility. However, your CBA will be the same for everyone in *your* facility. Some contracts have thousands of pages of language that have been built upon over the years (i.e. the Ford CBA has 6 books, including the benefits, skilled trades, and Letters of Understanding books), while other units, especially those that have just organized and ratified an initial CBA, will be much shorter. *Why?* There are several reasons.

Each facility has different needs. Population of the unit, whether they are under a national contract or a sole entity, the industry they are in, and the product or service they provide are some examples of what can contribute to the length and detail of a Collective Bargaining

Agreement. For instance, if you are a UAW-represented Technical Office Professional (TOP), the language for a manufacturing unit from General Motors would likely not be all that relevant to you. Additionally, with each bargaining session, your UAW Bargaining Representatives build on your CBA to address and/or add to the needs of the facility.

Maybe when you organized in 2013, the population of your unit and customer demands did not warrant detailed overtime language. Now, two contracts later, business is booming, you have doubled in population and overtime is being granted unfairly to people at random. You will require language to get overtime opportunities doled out equally among you and your peers. In turn, you have just added to your contract language that was not there before, thus making your CBA longer.

To add to the detail and complexity, many of the larger units that have a National Agreement also have a Local Agreement. These Local Agreements are meant to address items specific to the plant within the organization and supplement the larger agreement. Unique classifications, plant specific overtime language, amenities (drinking fountains, ATMs, ice machines, etc.) are some of the things you will find in these – much smaller in size – Local Agreements.

In short, every UAW facility or unit has different items in their CBAs to some extent. If you are attending a Local-wide event (i.e. organizing rally, golf outing, Local picnic, etc.) or supporting an event outside of Local 400 (i.e. picket line support, conferences, training, etc.), you

are likely to socialize with others who will tell you “that’s not right” or “this is how it should be done...” or other things along that line when talking about contractual issues.

Although it is always helpful to discuss issues from unit to unit and how they address them, unless the other party is in the same company you work for and in the same facility, they are not likely to know what *your* Collective Bargaining Agreement states when dealing with contractual issues.

So, here is the crux of the matter – know *your* Collective Bargaining Agreement! If you do not have a copy of *your* CBA, contact your union representative to get one and read *all* of it. *Your* CBA outlines your wage structure, your classifications, union representation, holidays, and a myriad of other things that, whether it is now or down the road, you will need to know. Do you know what else *your* CBA

see **YOUR CONTRACT** continued on page 7

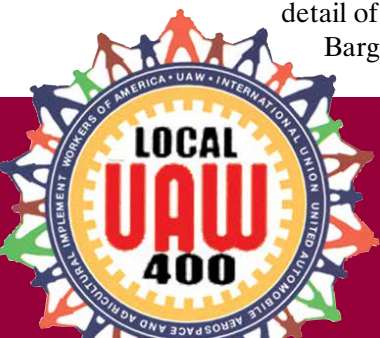
REPRESENTING UAW MEMBERS from...

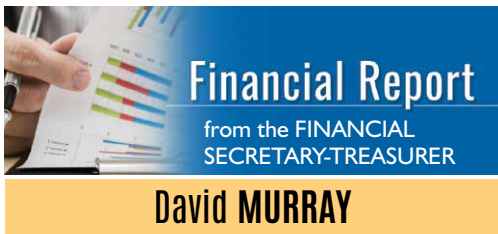
- ◆ Utica Trim
- ◆ Chesterfield Trim

- ◆ Romeo Engine
- ◆ Ford Highland Park
- ◆ Yanfeng USA, Highland Park
- ◆ MPG – Hourly
- ◆ Learning Designs, Inc.

- ◆ Wes Pro Fleet – Switchers
- ◆ ABM – Romeo
- ◆ Utica Schools Clerical
- ◆ MPG – Salary
- ◆ ImagAmerica

- ◆ Bridgewater Interiors
- ◆ ABM – MI Proving Grounds
- ◆ Utica Schools Maintenance
- ◆ Union Sorters of America
- ◆ Flex-N-Gate, Shelby





FINANCIAL REPORT
AUGUST to OCTOBER 2021

Balance as of August 1, 2021\$785,203.93

INCOME

08/01/2021 - 10/31/2021

Regular Dues	337,046.05
Bonus Dues.....	665.42
Sub Dues	1,545.92
Initiations	600.00
Retired Workers Chapter	3,112.90
Retiree Club	4,191.00
V-CAP Tickets to Forward	320.00
Veterans Committee.....	1,100.00
Exchange	947.61
Interest	32.90
TOTAL INCOME	349,561.80

DISBURSEMENTS

08/01/2021 - 10/31/2021

Wages	68,533.84
Lost Time.....	10,532.86
Payroll Withholding	(23,361.93)
Payroll withholding forward	23,331.93
Payroll Tax Employer.....	6,277.84

Arbitration Fees	325.00
Conference Expenses - National Ford & Sub Councils	3,303.96
Donations	4,499.06
Furniture & Equipment.....	715.37
Insurance - Employee Benefits.....	5,425.76
Local Motion.....	6,626.40
Maintenance & Repairs.....	3,095.82
Meeting & Training	261.96
Pension Opeiu.....	1,976.00
Per Capita Taxes - July-September 2021 adj Rebate	175,734.22
Retiree Club	3,493.59
Retiree Picnic	5,722.12
Shirts for Local Officials	1,556.00
Supplies & Postage.....	1,963.48
Telephone & Internet.....	1,308.41
UAW Software	1,026.00
Utilities.....	1,496.97
V-CAP Tickets Forwarded	320.00
Veterans Committee.....	1,100.00
Exchange	947.61
Total Disbursements	(306,212.27)

Total to Account for at
October 31, 2021 **\$828,553.46**

ALLOCATION of CASH ASSETS

Commercial Checking - Comerica.....	\$256,656.66
Petty Cash.....	345.00
Money Market Account - Comerica.....	369,453.92

Money Market Account - Chase Bank.....	202,097.88
Total Cash Assets	\$828,553.46

FUND BALANCES

General	\$751,805.13
Education	22,070.60
Recreation	4,896.76
Retired Members.....	2,779.95
Community Service Fund	1,007.19
New Member Orientation.....	3,631.00
Local 400 Retiree Club.....	17,559.18
Retired Workers Chapter	24,803.65
Total of All Funds	\$828,553.46

STATEMENT of ASSETS, LIABILITIES and NET WORTH

Total Cash Assets.....	\$828,553.46
Current Liabilities:	
Per Capita Tax- Int'l UAW Net of Rebate	78,765.97
Per Capita Tax - Affiliates and CAP	3,669.48
Accounts Payable - General	9,000.00
Total Current Liabilities.....	(91,435.45)
Net Cash Worth.....	\$737,118.01
Fixed Assets:	
Building & Land, 50595 Mound Rd., Utica, MI.....	\$501,946.50
Furniture & Fixtures at Cost	69,657.71
Total Fixed Assets	571,604.21
GRAND TOTAL NET WORTH at October 31, 2021	\$1,308,722.22

ATTN: All Retiring UAW EMPLOYEES



Doug Gravelle, CFP
Investment Professional



Michelle Gravelle, CFP
Investment Professional

Are You Retiring?

CALL TODAY - We Are Your UAW Rollover Specialists.

Or Are You Retiring With An Early Buyout?

We Specialize in UAW Families.
No cost or obligation for UAW Members


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- IRA'S • ROLLOVERS

Whatever your financial needs
...We can help!

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The Official Publication of Amalgamated UAW Local 400



LOCAL MOTION

LOCAL MOTION is published quarterly with additional publications when necessary by UAW Amalgamated Local 400, 50595 Mound Rd., Utica, MI 48317, (586) 731-6270.

Subscription rate is membership requirement in UAW Amalgamated Local 400, no additional fees are charged to members.

Periodicals Postage Paid at 7007 16 Mile Rd., Sterling Heights, MI 48311

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Chris Dilbert, Jr.	Vice President
David Murray	Financial Secretary/Treasurer
Jim Sorgi	Recording Secretary
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Denise (Lavolia) Taylor	Chairperson/Ford Highland Park
Erik Emmons	Chairperson/MPG Hourly
Jason Germonprez	Chairperson/MPG Salaried
Pat Lewis	Chairperson/Bridgewater Interiors
Mark Hemphill	Chairperson/Yanfeng, Highland Park
Tim Palazzone	Chairperson/Flex-N-Gate
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from the
RECORDING
SECRETARY

Jim SORGI

Just A Quick Reminder

To All Members on Medicare, and anyone in the UAW Medical Benefit Trust,

All of the mail, commercials on television, the numerous phone calls, and emails trying to convince you to enroll in their Medicare Plan – *please* ignore them. These are not needed for Trust members.

By law, we can only have one Medicare Plan. So, if someone mistakenly signs up for one of these outside plans, they would default their UAW Medical Benefit Trust coverage. Meaning, you will lose the coverage through the Trust that you have come to expect. Please do not entertain any plans that come to you by any method that does not identify as “UAW Medical Benefit Trust” or “Express Scripts.”

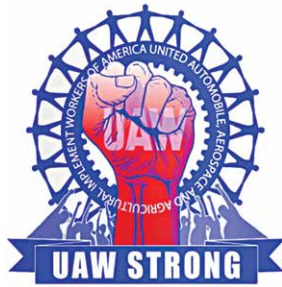
Anyone receiving a Social Security check: the annual Social Security increase,

starting with the January payment, is 5.9%. This is the biggest increase in decades.

Although I am disheartened when any of our UAW Brothers and Sisters pass away, I am especially heartbroken at the loss of my colleague and friend, UAW Local 400 Trustee Larry Farhat (*see photo at right*). I will miss our long talks on sports, current events, and just general conversation. Larry was a long-serving union man, all the way back to the '60s at the Ford Highland Park plant. Please pray for his family and friends as we grieve his loss. Until we meet again!

In closing, I would like to wish all members of Local 400 and their families a Happy Thanksgiving, a very Merry Christmas, and a safe, healthy and Happy New Year!

Remember to Stay Union Strong!



IN MEMORIAM

The Officers, Representatives and members of Local 400 extend their deepest sympathy to the families of our recently deceased members.

BRIDGEWATER

Deandre Harvin
(Active)

CHESTERFIELD

Florence Furchak
Thomas Ingles
Thomas Trisch

FLEX-N-GATE

SHELBY
Lester Owens, Jr.
(Active)

ROMEO

George Bargaineer
Larry Farhat (Trustee)
Dennis Behnke
Ralph Geisenhaver
Jason Radcliff (Active)
Tracy Wilson (Active)
Phillip Zaccardelli
Michael Zurawski

UTICA

Evelyn Bondarek
Jerome DiMarzo

Gwen Harris

Tressa Hollis
Salvatore Manzella
Irene Millos
Patricia Pace
Elissa Pederson
Richard Randall
Helen Scott
Edward Vagnetti

UTICA SCHOOLS

CLERICAL
Karen Sanderson

Barbara Jane MacLeod

May 5, 1937 – October 26, 2021

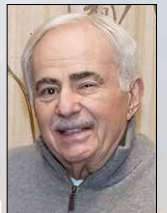
Barbara Jane MacLeod was a loyal and dedicated secretary for UAW Local 400 for over 25 years and a member of the OPEIU. Upon her retirement, Barb moved to Arizona to live her life doing the things she loved. UAW Local 400 extends our prayers to David, her son, and all of her friends and family. We are privileged to have known Barb and will be eternally grateful for her service to our Local Union. Rest in peace, Sister.



Lawrence (Larry) Farhat

May 19, 1945 – September 20, 2021

Larry Farhat was a union man to the core. From his early beginnings at the Ford Highland Park in the 1960s through the time of his death as a retired UAW Local 400 member, he was involved and active in his Union as a committeeman, Joint Apprenticeship Coordinator and Local 400 Trustee. His knowledge of union history in our Local was extensive and that experience will be sorely missed by those that follow him. We honor you, Larry, and thank you for all you have done for the UAW, Local 400, and your family and friends. God Speed, Brother.



They are already missed.



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ALL ACTIVE LOCAL 400 MEMBERS

All Active Members in Good Standing in UAW Local 400...

In the interest of financial responsibility and ability for the Election Committee to better provide a fair and equitable Special Election, with the approval of UAW Local 400 Joint Council on November 16, 2021, the **2022 Special Election** will be held in one location – the **UAW Local 400 Hall**.

In order to accommodate this change, the Election Committee has made available a 2-day, in-person nomination period (with the availability to still do certified mail for nomination forms) *AND* a 2-day election period so all members will have an opportunity to vote. *THEREFORE:*

- American Business Management (ABM) at MPG
- American Business Management (ABM) at REP
- Bridgewater Interiors, Warren
- Flex-N-Gate, Shelby
- Ford, Highland Park
- Ford, Michigan Proving Grounds (Hourly)
- Ford, Michigan Proving Grounds (Salary)
- Ford, Romeo Engine Plant
- ImagAmerica
- Learning Designs
- Union Sorters of America at REP
- Utica Community Schools (Clerical)
- Utica Community Schools (Maintenance)
- Wes Pro
- Yanfeng Automotive Interiors, Inc. Highland Park

UAW LOCAL 400 SPECIAL ELECTION NOTICE

By Joint Council action on November 16, 2021, the **UAW Local 400 Special Election** will be held on: **Thursday, January 20, 2022** and **Friday, January 21, 2022**. If a runoff is necessary it will be held on **Thursday, January 27, 2022** and **Friday, January 28, 2022**, same hours and polling place.

All members in good standing for one (1) year are declared nominated. Nominations are open as of **Thursday, December 16, 2021** and **Friday, December 17, 2021**. Nominations may be dropped off in person, by the nominee, at the Local 400 office during the hours 2 p.m. and 10 p.m. on **Thursday, December 16, 2021** and 6 a.m. and 4 p.m. on **Friday, December 17, 2021**.

If not delivered to the Local office in person during said hours on **Thursday, December 16, 2021** and **Friday, December 17, 2021**, acceptance must be made by **CERTIFIED OR REGISTERED LETTER** addressed to the **Chairperson of the Election Committee, 50595 Mound Road, Utica, MI 48317**.

ALL NOMINATIONS MUST BE SUBMITTED DURING THIS NOMINATION PERIOD BY THE NOMINEE. Deadline for acceptance in person is 4:00 p.m. on **Friday, December 17, 2021**. If mailed, must be **POSTMARKED NOT LATER THAN MIDNIGHT, on Friday, December 17, 2021**.

A candidate must include the following information with acceptance: **NAME, SOCIAL SECURITY NUMBER, CLASSIFICATION, SENIORITY, SHIFT, HOME ADDRESS, CURRENT PHONE NUMBER, and POSITION ACCEPTING.** A candidate should print name as she/he wishes it to appear on the ballot and **SIGN** the nomination acceptance. The nomination forms are available at the Local 400 office.

Although all members are automatically nominated by Joint Council action, a member may exercise her/his right to personally nominate a member of her/his choice for office. It is the nominator's responsibility to notify the nominee that she/he has been nominated. It is the obligation of the nominee to accept and sign such nomination and place her/his name in nomination within the 2-day nomination period.

The drawing for candidates' position on the ballot will be held on **Wednesday, January 5, 2022** at 12:00 noon at the Local 400 Union Hall at 50595 Mound Road, Utica, Michigan. Any candidate wishing to withdraw her/his name should do so by 11:00 a.m. on **Wednesday, January 5, 2022**. Ballots will be counted immediately after the closing of the polls on **Friday, January 21, 2022**.

ACCEPTANCES ARE OPEN FOR THE FOLLOWING OFFICES:

EXECUTIVE POSITIONS

One (1) Trustee

One (1) Executive Board Member-at-Large

ELECTION DATE/TIME: THURSDAY, JANUARY 20, 2022
2:00 p.m. - 10:00 p.m.

-OR-

FRIDAY, JANUARY 21, 2022

6:00 a.m. - 4:00 p.m.



PLACE: LOCAL 400 UNION HALL
50595 Mound Road, Utica, MI 48317

MUST SHOW PROPER ID

ELECTION COMMITTEE : Marakisa Davis-Henderson, Vlatko Petrovski, Kathy Whitaker, Carrie Murawski, Chanda Coming



ALL RETIRED MEMBERS

LOCAL 400 RETIREES SPECIAL ELECTION NOTICE

By Joint Council action on November 16, 2021, the **UAW Local 400 Special Election** will be held on: **Thursday, January 20, 2022** and **Friday, January 21, 2022**. If a runoff is necessary it will be held on **Thursday, January 27, 2022** and **Friday, January 28, 2022** same hours and polling place.

All members in good standing for one (1) year are declared nominated. Nominations are open as of **Thursday, December 16, 2021** and **Friday, December 17, 2021**. Nominations may be dropped off in person, by the nominee, at the Local 400 office during the hours 2 p.m. and 10 p.m. on **Thursday, December 16, 2021** and 6 a.m. and 4 p.m. on **Friday, December 17, 2021**.

If not delivered to the Local office in person during said hours on **Thursday, December 16, 2021** and **Friday, December 17, 2021**, acceptance must be made by **CERTIFIED OR REGISTERED LETTER** addressed to the **Chairperson of the Election Committee, 50595 Mound Road, Utica, MI 48317**.

ALL NOMINATIONS MUST BE SUBMITTED DURING THIS NOMINATION PERIOD BY THE NOMINEE. Deadline for acceptance in person is **4:00 p.m. on Friday, December 17, 2021**. If mailed, must be **POSTMARKED NOT LATER THAN MIDNIGHT, on Friday, December 17, 2021**.

A candidate must include the following information with acceptance: **NAME, SOCIAL SECURITY NUMBER, CLASSIFICATION, SENIORITY, SHIFT, HOME ADDRESS, CURRENT PHONE NUMBER, and POSITION ACCEPTING.** A candidate should print name as she/he wishes it to appear on the ballot and **SIGN** the nomination acceptance. The nomination forms are available at the Local 400 office.

Although all members are automatically nominated by Joint Council action, a member may exercise her/his right to personally nominate a member of her/his choice for office. It is the nominator's responsibility to notify the nominee that she/he has been nominated. It is the obligation of the nominee to accept and sign such nomination and place her/his name in nomination within the 2-day nomination period.

The drawing for candidates' position on the ballot will be held on **Wednesday, January 5, 2022** at 12:00 noon at the Local 400 Union Hall at 50595 Mound Road, Utica, Michigan. Any candidate wishing to withdraw her/his name should do so by 11:00 a.m. on **Wednesday, January 5, 2022**. Ballots will be counted immediately after the closing of the polls on **Friday, January 21, 2022**.

ACCEPTANCES ARE OPEN FOR THE FOLLOWING OFFICES:

EXECUTIVE POSITION

One (1) Trustee

ELECTION DATE/TIME: THURSDAY, JANUARY 20, 2022

2:00 p.m. - 10:00 p.m.

-OR-

FRIDAY, JANUARY 21, 2022

6:00 a.m. - 4:00 p.m.



PLACE: LOCAL 400 UNION HALL

50595 Mound Road, Utica, MI 48317

ELECTION COMMITTEE : Marakisa Davis-Henderson, Vlatko Petrovski, Kathy Whitaker, Carrie Murawski, Chanda Coming

RULES OF CONDUCT FOR THE SPECIAL ELECTION

1. Voting will be by secret ballot.
2. Voter must show positive identification and sign registration card at time of voting.
3. Each candidate will be allowed a challenger during election and during counting. Challenger must be a Local 400 member.
4. Challenger's names must be submitted to the Election Committee no later than 12:00 noon on Wednesday, January 5, 2022.
5. All new members who have signed dues authorization forms and are "members in good standing" are eligible to vote.
6. A candidate shall have the right to submit her/his commonly known name as she/he wishes it to appear on the ballot.
7. Anyone wishing to withdraw must do so by 11:00 am on Wednesday, January 5, 2022, in writing. Any corrections, misspellings, etc. must be received no later than this date and time, also.
8. Results will be tabulated by the Election Committee after the closing of all the polls. Ballots will be counted at the Local 400 Union Hall on Friday, January 21, 2022.
9. Members must run on the day and shift assigned.
10. The Financial Secretary may be present at the polls at the time of voting for the purpose of guarding the records and books for which her/his office is responsible.
11. Members of the Election Committee shall remain neutral and not campaign or favor any candidate.
12. Candidates elected term will serve until the next general election.
13. Candidates may observe the printing of any ballots printed in-house. Contact the Election Committee or Local 400 Recording Secretary for time and date after the drawing for candidate's position on the ballot on Wednesday, January 5, 2022 but before close of regular business hours on Monday, January 10, 2022.
14. All reasonable requests for absentee ballots will be met for members (on union or company business only) by contacting the Election Committee before Wednesday, January 5, 2022. Campaign mailings request must be in writing delivered by regularly used or dependable means to the Election Committee. Local 400 will comply with any reasonable request by a candidate to distribute campaign literature at the candidate's expense.





from the
RETIRED WORKERS
CHAPTER CHAIR

Mary Ann CALABRO

Glorious Blessings My Fellow Retirees,

I want to thank *our* Local 400 Officers for once again giving us Retirees another annual picnic in September. It was a great day for it. We had many new retirees who attended from Romeo Engine. Thanks to all of you who did attend, and I'm sorry for those who were unable to attend. You were in our prayers and thoughts!

It's always sad to hear of the passing of a Union Brother and Sister of our Local who we have all spent many days/ hours together and shared memories with. Union Brother Larry Farhat (Romeo Engine) was one of the few members who we had the ability to learn from regarding what a Union is about. He had the opportunity to meet many great UAW leaders as he started at our mother plant, Highland Park. He had continued

to participate in any way he could since retirement, including being our sitting Lead Trustee. Larry will be missed by many Union Members!

Many of us recall our secretary Barb MacLeod of Local 400 and probably remember when she started working for our Local. She was also very much involved with the Election Committee. Barb always knew the answer to everyone's questions, even Local officers. She served under many Local officers of Local 400 and has seen thousands of members come and go.

We thank Larry, Barb, and all our deceased membership for their friendship and the memories they gave many of us. Fly high with the angels, as you start your new journey of life!

There will be **no Retiree Christmas Party** in 2021, due to the safety of *our* Retirees! I truly understand that everyone is anxious to get together as a family. Hopefully, in 2022, we will be able to have more gatherings.

As your Chairperson, I'm hoping we can start up our retiree meetings once again in 2022. Remember, all future details will be

posted in the *Local Motion*.

However, I'm interested in looking for some retirees who are bored during the winter months who would like to *volunteer* their services and help me in putting a new coat of paint on the Union Hall walls for our retirees. Please contact me if interested.

As the Holiday seasons approach, may you celebrate the glory of this miraculous season; may your home be filled with love, peace and joy.

May all your family members and friends who need miracles be blessed.

May whoever is feeling unwell and weak be given strength.

May all of those who have heavy burdens have their load lightened.

May your Christmas be filled with happiness and joy.

On behalf of your Local 400 Retiree Board members, we thank God for *you* and wish *you* His abundant blessings this coming Holiday Season. Please stay safe and Healthy!

Peace be with *you* and your family.

Retiree Events of 2021 a Huge Success!



Two events this fall brought hundreds of retirees out to enjoy the weather, friends, and food. The Retiree Golf outing held on August 12, 2021 and the Retiree Picnic held on September 30, 2021 were both wonderful events that brought so many of our retirees out for a good time. There were lots of pictures, but we were limited in space for the *Local Motion* this issue, so here are only a few from the golf outing. (See Retiree Picnic photos on back page.)

Hopefully, things improve in 2022 so we can have many more events to share in honor of our retirees!



YOUR CONTRACT

continued from Front Page

contains? Your grievance procedure and timelines.

A grievance is, essentially, a breach of contract. You have a CBA – the company violated a portion of that agreement – you have a grievance. But, you cannot possibly know if you have a legitimate grievance if you do not know what is in your CBA. When you have a grievance, it is paramount that you know the steps of how it moves through the process – who is responsible at each step, the timelines for both management and the Union, etc. You should be informed of where your grievance stands at each step and when and why it is granted/denied.

We can spend an entire article on the grievance procedure, but there are differences from unit to unit on how they specifically progress and are handled. That is why it is so important to know and understand the process in *your* CBA.

Other than the benefits to you, knowing your Collective Bargaining Agreement has other advantages. Your Brother or Sister working with you may not have the same seniority, experiences, or education as you. Talk with each other and share knowledge. You can help each other grow.

Help your co-worker understand the CBA and if you cannot understand something, see if they can give you some insight. If something is unclear, ask a Union representative to see if they can clarify. Together, in Solidarity, is how we grow in strength!

A word of caution: knowing what is in your contract is different than interpreting language that may seem unclear to you. That is what you elect your representatives for. Many of those items can be easily explained by a bargaining representative. But, for the ones that are contested between Union and company

– those are hashed out through the grievance process, where future similar issues can be addressed more efficiently, or collectively bargained, which adds to or changes – wait for it... *your* CBA!

Finally, **YOU ARE THE UNION!** The Union isn't just the people at the International, Regional, or Local levels. Every person who signs an "application for membership" and maintains "good standing" in the UAW is the Union. As part of the Union, you can implement change – even in your CBA.

Every time the end of the current agreement comes close (usually 4-6 months prior to the end of the contract), you have the opportunity to submit resolutions to your CBA. Contractual resolutions (different than Constitutional resolutions) should be specific and address a particular article or section of your CBA.

Would you like to see overtime doled out in a fairer manner and have a suggestion on how to do it? Would you like to see increases to wages or benefits? Fill out a resolution form and turn it in to your bargaining representative. Your issues are important and they may affect others as well. Suggestions or ideas to improve your CBA are beneficial to all.

Your Collective Bargaining Agreement addresses different items than your UAW Constitution but, nonetheless, it is equally important. Your knowledge of both is essential to knowing your rights as a UAW member.

In the next issue of the *Local Motion*, we will talk about the final part of our trinity of resources: **By-Laws**.

Happy Holidays! Please be safe this holiday season. If you are going to drink, get a designated driver. A smart UAW member is an alive UAW member!



COME VISIT THE **ONLY**
VULTAGGIO TEAM IN THE BUSINESS



Andrew Vultaggio
General Sales Manager

Antonio Vultaggio
Sales Manager

Alfonso Vultaggio
New & Used Car Sales

Josie Vultaggio
Sales Assistant

Joe Yosif Vultaggio
New & Used Car Sales

BUY FROM THE **ONLY** UNION APPROVED
VULTAGGIO FAMILY

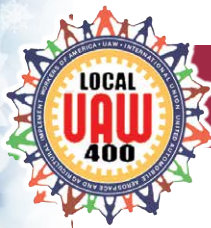


ELDER FORD OF ROMEO

63300 Van Dyke • Washington, MI 48095 • 586-752-5500



Happy Holidays



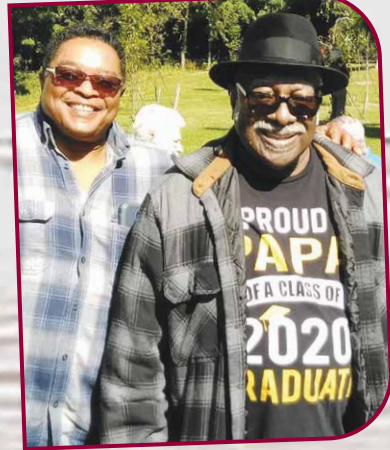
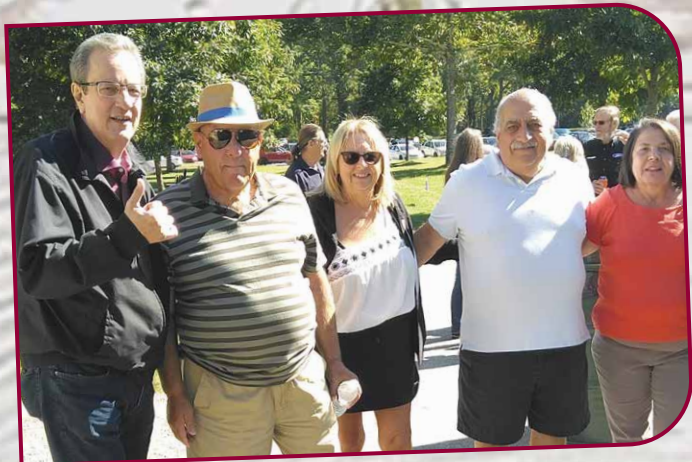
The Official Publication of Amalgamated UAW Local 400
LOCAL MOTION

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The Officers and members wish all of the members of UAW Local 400 and their families a wonderful, safe, and joyous holiday season. We look forward to what 2022 will bring us as we work together to keep our UAW and Local 400 strong and moving into the future!

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Retirees Picnic