

The Union Times

FALL 2023



LABOR DAY 2023



 **UAW LOCAL 163** 
WESTLAND, MI

RECORD PROFITS
RECORD CONTRACT

UNITED STRONG CONTRACT

UNITED STRONG CONTRACT



President's Report

Al Byrd Jr.

After seven weeks of “Stand Up Strike” action by the UAW against all 3 domestic automakers, the UAW International Executive Board, led by UAW President Shawn Fain, reached tentative agreements on a new 4 ½ year contract with GM, Ford, and Stellantis (Chrysler). The fate of this new agreement is now in the hands of the membership at each Local. Our Local 163 members at GM-Powertrain-Romulus voted against the national agreement, by 51% against to 49% in favor. On November 17th, 2023, the UAW announced that their members at GM had voted to ratify the 2023 National Agreement, with 55% of the membership voting in favor.

It has been really nice to see that attendance at events at the Union Hall is on a major uptick! The Hall parking lot has been packed for our General Membership meetings, and

at the Unit Meetings for the Detroit Diesel and GM-Romulus units. We also had great turnouts for our Family Fun Day in August, where a great time was had by all, and our spooky Trunk or Treat party this past Halloween.

One of the main responsibilities of a UAW Local President is to be constantly on the lookout for organizing opportunities, to bring other workers and workplaces into our UAW family. Brother James Minor, a Trustee on the Executive Board of UAW Local 163, has been temporarily assigned to UAW Region 1A, with a mandate to bring 2 new workplaces into our Local 163 family. Brother Minor is leading an organizing drive at both Purem-Wixom, and at Grupo Antolin in Howell, MI. Good luck, Brother Minor, and here’s hoping we see our new members at our General Membership meetings in 2024!

Congratulations to our newly-elected members, who will take office immediately, after elections to fill open positions on the UAW Local 163 Executive Board, and at several of our units. We expect that you will all serve at the highest level of



service to our membership, as it has always been at Local 163.

As always, we honor our Veterans of military service at UAW Local 163. Please watch this video, provided by Brother Dan Rider, of the Veteran’s Day program at GM-Romulus, honoring our Veterans at the link below:

With the Holiday Season fast approaching, please enjoy your much-deserved time off work with friends and family! As we know, the Holiday Season sometimes brings sadness and depression, so don’t let yourself be overwhelmed. Speak to a family member, your Minister, or a behavioral professional, before you let your problems spin out of control. Have a safe, prosperous, and wonderful Christmas, Hannukah, Kwaanza, and a tremendous 2024, from all of us at UAW Local 163!

Romulus Veterans Ceremony Video Link:

<https://youtu.be/VP-liq-qyvM?si=i9Fw-QRHkKZDj0RW>



GM ROMULUS REACTION CARRIER 3RD SHIFT TEAM SUPPORTING OUR VETERANS ON RED WHITE AND BLUE DAY



TOYS FOR TOTS



U.S. MARINE CORPS RESERVE

**GM Romulus and Detroit Diesel
are collecting unwrapped toys
and bikes for Toys for Tots this
holiday season!**



(Pictured above): UAW Local 163 Newsletter Committee members pose for a photo during the Midwest Labor Press Conference in Ottawa, Illinois at the Pat Greathouse Region 4 Education Center.

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Al Byrd Jr.

UAW Local 163 President

Gary Dotson

UAW Local 163 Vice-President

UNION TIMES NEWSLETTER

STAFF:

Rashida Davis

Ray Herrick

Andrew Lewis

Ryan Martin

Angel Collins



LOCAL 163



Vice-President's Report

Gary Dotson
UAW Local 163
Vice President

Hello Brothers and Sisters,

I hope to find everyone well.

Congratulations to all the winners of our last election. Thanks to our Election Committee for a fantastic job with the elections we had this year.

I would like to thank all our Standing Committees for all of their hard work this year, and for putting on the events we had at the Union Hall, Easter, Car show, Trunk or Treat, Family Fun Day and

so on. We have many more to come.

General Motors, Ford, and Stellantis, also known as the "Big Three", are in contract negotiations and have come to a tentative agreement.

Some of the Locals are turning it down. The UAW

strike against the Big Three is apparently not officially over. It's all up to the members to put it in play. The Union is Strong and will get it done! Good luck to the negotiators if they have to return to the table. When these strikes happen it affects us and the surrounding communities. Remember these folks walking the picket line are doing it for our future.

Thanks to the Romulus Engine plant Shop Chairman Cleo Long,

and the Committee, and members for all the donations they collected for the folks on strike. It helps a lot.

I would like to Thank Diesels Shop Chairman Mark "Gibby" Gibson, and the Committee, and everyone that helped him, for delivering wood to the strikers, helping them stay warm as they walk the picket line.

A strike is an action taken by a group of employees who stop working in an attempt to pressure their employer into meeting their demands. Workers strike over a wide verity of issues, But the most common demands include higher wages, safer working conditions and better benefits. Again, I'd like to thank everyone and lets continue working together.



ORGANIZE WITH UAW LOCAL 163!



Young Workers Committee

Jamal Saleh

UAW Local 163

Chairman

Brace Yourselves, Young Guns! UAW Local 163 Wants You! In a plot twist that even Hollywood would envy, UAW Local 163 is launching a daring campaign to draft the coolest and quirkiest members of the Union - our young workers! Because let's face it, who wouldn't want to be part of a Union that's as hip as the latest TikTok trend? Unleash the Power of Youth: Picture this: a Union where your fresh ideas aren't just welcome; they're the lifeblood of the party. Young workers, we're looking at you! With your knack for emojis, memes, and bringing your A-game to the workplace, we need your flavor to spice up the Union stew. We promise, it's not your grandma's union anymore (although she's welcome too).

Why Young Workers Are the Real MVPs:

1. Innovative Solutions (And Memes): Young workers are the

secret sauce to the Union's success. Your creative solutions and meme-making skills will have the workplace buzzing with innovation and laughter.

2. Digital Advocacy, Because Paper is So Last Century: We get it - you live on your phone, and so do we. Join the Union and help us conquer social media, one hashtag at a time. #UnionGoals, anyone?

3. Diverse Perspectives (And Potluck Ideas): We're not just talking about diverse ideas; we're talking about potluck Sundays. Bring your culture, your cuisine, and let's make the Union meetings feel like a global food festival.

4. Leadership Succession (No, You Don't Have to Wear a Suit): Worried about suits and ties? Fear not! We're all about leadership in jeans and sneakers. The only ties we're interested in are the ones that bind us together as a kickass Union.

Why You Should Swap Netflix for Union Meetings:

1. Networking Parties (With Real People, Not Just LinkedIn): Connect with fellow young workers who share your enthusiasm for making work fun. It's like Tinder for Union activism, minus the awkward swiping.

2. Skill Development (Because Adulting is Hard): Level up your adulting skills with workshops designed to make you the superhero of your workplace. Capes optional, but highly encouraged.

3. Advocacy for Your Rights (And the Right to a Decent Coffee Maker):*Join the Young Workers Committee and fight for the workplace essentials, like fair wages, safe conditions, and the right to a coffee maker that doesn't brew sludge.

4. Social Impact (Beyond the Gram): Be a hero in your community by joining outreach programs that make a real impact. It's like community service, but with more high-fives.

How to Join the Party:

Ready to dive into the Union adventure? Contact the Young Workers Committee at the local hall or slide into our DMs at saleh.jamal.work@gmail.com We promise this is the party you won't want to miss! Strap in, fellow young guns! UAW Local 163 is gearing up for a ride that's part revolution, part comedy show, and all about making the Union as vibrant as the latest dance craze. In laughs and solidarity, Jamal Saleh

Head of Humor

(Also, Young Workers)



Employers and employees alike have learned that in union there is strength.

— Franklin D. Roosevelt —



Alicia Ivy

UAW Local 163

Community Service
Chairperson

Your Community Service committee has been incredibly active since the last newsletter. We've collectively dedicated over 125 hours to various initiatives and educational courses to better understand and cater to our

community's needs. Among our successful efforts, we organized a backpack drive for Romulus Elementary, donating 300 backpacks and school supplies that were highly appreciated by both students and staff. At the AFL-CIO week at Black Lake, we assisted in packing over 3,000 essentials for shelters and gained valuable insight into ALICE's effects on our community, learning how to offer effective support. Additionally, our committee actively participated in Strike preparation, attending relevant classes and supporting GM

Romulus employees. Despite not being called to Stand Up, we continued our involvement with other locals, providing assistance and delivering necessities. Our recent 2nd annual trunk or treat was a massive success, drawing an amazing turnout and showcasing incredible costumes and themed trunks despite the weather. With a small but dedicated team, we strive to give our all to our community and welcome motivated individuals to join us. Our upcoming meeting on December 17th at 2pm will be an opportunity to plan our agenda for 2024, and we encourage everyone to attend and bring forth your ideas.





Recreation Committee Report

By: Janet Zickafoose

Brothers and Sisters,

This year at Romulus Engine, we had some Halloween fun. I organized a decorate your team area contest. We had a total of 4 teams to participate, including Teams 5, 7, 10, and Gears. They all did a spooktacular job! I purchased pizza and pasta salad for the 1st place team.

Stacey Davis also donated a beautiful and delicious cake. Our judges for the festivities were:

Cleo Long, Dave Cetnar, Ron Thompson, and John Carter. We also had a special guest, UAW Local 163 President Al Byrd, who stopped by to see the decor. After a long deliberation, the winner was determined. Although all 4 teams did a fantastic job, it was Team 10 that took the honors this year.

I would also like to take this opportunity to thank my committee and the people that made it a success this year: Al Byrd, Gary Dotson, Vicki Jenkins, Denise Wood, Ryan Martin, Alicia Ivy, Anna Guajardo, my Co-Chair Liesa Krawiec, Bridgette Sciriha, Jamal Saleh and Tiffany Dotson. Without all of them our committee could never be successful. As this year comes to a end, I would like to recap what the Recreation Committee has done. In April we had our annual

Easter Bunny event. It was nice seeing all the families out enjoying the day! We hosted a Shindig with Pizza, courtesy of Alfreada Wallace. We watched the Tiger game on the big screen, played some inside cornhole, and drank lots of beer! What a nice way to start the Easter holiday! In July, we did our 1st car show. It was a huge success, looking forward to next year! In August, we did a membership backpack school event. A huge thank you to Community Service Committee for donating 90 backpacks to our event, which we pulled together in just one week. If anyone would like to be a part of our Recreation Committee please reach out to me at: janetz50@hotmail.com. As I close, I wish you all a wonderful holiday season!





Shirley Davenport Chaplaincy

rendering prayer. Contracts were ratified. Even though we have gained some victories during this year, by no means are we where we should be. Our striving and aim for better is never ending. But we must never lose sight, that if it had not been for the Lord on our side, where would we be? Not only do we need the Lord, we need each other.

Greetings to all my UAW Family,

I pray that today that you are doing well. During this year, there has been turbulent times and our solidarity stood strong. We were able to render aid and assistance to our sibling UAW members that were in need while on the picket line. We were able to show support through donations, joining the picket lines and

So many are in need of not only material things, but spiritual and emotional strength as well. Those of us that are able to help, let's continue doing so. As you bless others, you are also opening the doors for your own blessings to come to you.

We were also able to participate in Region 1A trunk-or-treats for the kids of all ages. It was amazing.



(Pictured above): DDC Retiree Connie Bobbitt showing support on the picket line with striking workers on the picket line.



Retiree Chapter Roy Gonzales

INSURANCE

Webster's dictionary describes insurance as 1: an issuing 2: contract whereby a company guarantees payment for a loss, death etc. 3: amount for which a thing is insured.

There are millions of cases of Americans thinking that the insurance that we all pay for will cover the problems that the insurance contract says it will cover. However, for many insurance companies, there are many pages of information, mostly printed in such small print that a person would need the strongest telescope used for exploring the universe to read. That's

where they hide the excuses the insurance companies use to deny, or try to deny their customers claims.

Recently a Man, A Human Being, living in Grand Rapids, Michigan, with a rare type of cancer, was denied funds from his insurance company. Even though his type of cancer is covered by Michigan law. The insurance company said that his cancer was something other than what it really was. The man died from this cancer. And, after the outrage, the company changed their stance. Going from saying that it was not covered to saying that it will be covered. Greed! The CEO and the company's other rich millionaires traded this man's life for pure greed. This happens to folks nationwide. Luckily, we retirees, for \$3.00 a month, have an unofficial insurance provider, and that's the UAW. I asked our members from Detroit Diesel and GM Romulus to donate \$5.00 a month. About 130 of us signed up to donate. For 60 dollars a year, who

could ask for any better insurance than this. Unfortunately, there is no insurance anywhere in the world that will cover the DESTRUCTION of MOTHER EARTH. Our man-made Climate Change, driven by Greed, is causing disastrous fires, floods, hurricanes, tornadoes, etc., that will keep getting worse. Time is not on our side in our efforts to stop the precipitous slide we are now in. I wrote a poem in 1989 called, "Nature Speaks", and the last two sentences of the poem (I have two versions), One is "Change Your Ways I Beg And Cry Or The Human Race Will Surely DIE." The other is " Stop Killing The Gifts I provide Or The Human Race Will Surely DIE." Of course, since 1989, everything has gotten so much worse! Our only hope is to stop all the Rich Greed Mongers in time to SAVE MOTHER EARTH FOR OUR FUTURE GENERATIONS.

Take Care Be Well!

"YOU JUST LOST KENTUCKY TRUCK" - UAW PRESIDENT SHAWN FAIN



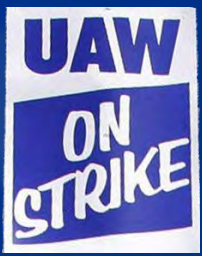
DETROIT LABOR DAY PARADE 2023

UAW LOCAL 163 FAMILY FUN DAY



UAW LOCAL 163 FAMILY FUN DAY





TALES FROM THE STAND UP STRIKE



Guest Article

Jean Duchemin

**Vice President,
UAW 1753**

and fight for CCA and the dignity of 1753, this was more than a labor dispute; it was a crusade for respect in the face of persistent dehumanization.

punitive action, sparked a rebellion. We transitioned from a state of forced acquiescence to one of organized defiance, a metamorphosis born out of necessity and survival.

In the shadow of the impending strike, a whirlwind of emotions engulfed me. Each night was a marathon of strategy and preparation, punctuated by moments of deep introspection. The solidarity from the community and political leaders was a lifeline, yet the weight of what lay ahead was a constant companion. We were united in our resolve, yet each of us carried the burden of what our stand would mean for our futures.

In the storied history of our plant and Local 1753, the period leading up to the 2023 stand-up strike stands as a poignant testament to resilience, unity, and a fierce battle for dignity. As veterans with nearly half a century of service attested, these were the darkest days the plant had ever seen. We were a workforce under siege, navigating a hostile terrain lorded over by a management whose incompetence was only matched by their indifference.

At the heart of our struggle was the tier system, an enduring injustice that had marred our ranks since 2008. This divisive scheme relegated members of the second district, myself included, to a status of 'less-than.' Our work was devalued, our voices marginalized. We were painted as expendable, our lower wages used to justify substandard treatment and a blatant disregard for our well-being. It was a daily battle, not just for fair pay, but for the fundamental recognition of our worth. For those of us who chose to stay

The catalyst for our stand-up strike was a moment of shocking recklessness by a general supervisor. Their order to remove safety barriers in a flooded department was not just negligent; it was a clear signal that our lives were of little consequence. My refusal to comply, met with



October 22 dawned with a sense of inevitability. The call to action from our president was the signal to mobilize. As we gathered at the union hall, there was an unspoken understanding that we were stepping into the annals of history. We assumed our positions at the forefront, not just as workers, but as the vanguards of our own destiny. The signs we held were not just placards; they were declarations of our unwavering resolve.



The subsequent weeks were a maelstrom of heightened emotions and relentless challenges. Our decision to amplify our voices, to adopt a posture of assertiveness, was a marked departure from the past. We were no longer willing participants in a system that sought to diminish us. Our coordinated actions with plants

nationwide were not just about making noise; they were strategic moves in a chess game for our very existence.

Every obstacle, from the relentless weather to the logistical nightmares, was met with a collective fortitude that seemed to grow stronger with each passing day. The support that cascaded in from the community and

political leaders was a balm, soothing the raw edges of our resolve. Our leadership, particularly President Dwight Jackson, was the bedrock upon which we leaned during our moments of doubt.

As we emerged from the strike, there was a palpable shift in our collective psyche. We had not just survived; we had redefined the

narrative of Local 1753. This was more than a labor dispute; it was a declaration of our humanity, a rejection of a system that sought to devalue us. We wrote our story not with resignation, but with courage and an unwavering belief in our cause. And as we stepped back into the plant, it was with heads held high, hearts full, and a renewed sense of purpose.



Guest Article

Jesse Riggs

UAW Local 600

well as Executive Board Officer of Local 723. After graduating Wayne State's Labor Studies program, I went on to teach for WSU, U of M Dearborn & the UAW Education Department .

fully restores us after concessions, let alone where we could've been, had we just stayed on track. Additionally, our Retirees and those soon to retire lose out the most.

Where do I even begin?

Guess I'll start here; My name is Jesse Riggs & I'm a proud UAW member of Local 600, Dearborn Truck. I'm pretty new to the Ford department, but spent about 14 years in the IPS department working at a Big 3 supplier.

I've also gone on to serve in every elected capacity of those units, as

My heart is torn on this contract. No doubt, these are historic gains that will change a majority of our members lives. It's a deserved raise for our higher seniority members. However, I feel the equity plus interest that has been built up over the last several years, was disproportionately handed to new hires & low seniority (myself included) on a golden platter.

This proposal is without a doubt record setting, but it by no means

All that being said, after discussions with many higher seniority members, my own knowledge of the bargaining process, and my confidence in our Union...

I will be voting yes. My concerns and issues have been heard, and are in line with the wishes of members I've spoke with. We can, and will be the future guard, seeking equitable justice for those who sacrificed so much in order for the future to do better. And I promise, we will.





Guest Article

Robert Smith

UAW Local 167

were UAW. I attended along with Nichole Elliot and Carolyn Burden, all members of the 167 Publications Committee.

The Pat Greathouse Center is the Education Center for Region 4, and the inspiration for Black Lake. It was built in 1949, for the purpose of hosting Union meetings in secret. Secrecy was important, as it was illegal for white people to congregate with people of color at that time, but UAW meetings could not be segregated. A hotel was built in 1971, and christened by Walter Reuther, who then began planning what would become Black Lake. The original hotel was destroyed by a tornado a few years back, and a new one built in its place. The original education building and clubhouse remain. On a tour of the clubhouse, we found a bunch of books in the basement: hardcover volumes of old CIO News weekly newsletters dating back at least as far as the 1930s. We found it interesting that most of the cartoons in those old newsletters are still relevant today!

Over the course of the week, we learned about podcasting, and the legal pitfalls to avoid, and effective use of social media for Union communicators. We also had workshops on conducting interviews, vetting sources to make sure we are reporting good information, and how to use our platforms to mobilize our Unions when it is time for action. All of this will be helpful to us as we build our committee and relaunch our local's website.

There was discussion on how to rebuild the MLPA; which has seen a drop in participation since the Covid-19 shutdowns. We wrapped up the week by electing and swearing in a new executive board.

We had a free afternoon on Wednesday that many of us used to drive to the Chicago area, where we walked picket lines with striking UAW workers at General Motors in Bolingbrook (Local 2114) and Stellantis workers in Naperville (Local 1178).

MLPA Conference

By Bob Smith, NAFS Reman

The Midwest Labor Press Association (MLPA) held a conference at UAW Pat Greathouse Education Center, in Ottawa, Illinois, from October 9th to 13th 2023. The MLPA is made up of Publication Committee members from various Unions throughout the American Midwest, not just the UAW. This conference included communicators from the Steelworkers Union and the AFL-CIO, although most of us



(Pictured top left): Strike line at Naperville Stellantis Parts Distribution Center (UAW Local 1178)

(Pictured bottom left): Strike line at Bolingbrook GM Parts Distribution Center (UAW Local 2114)

(Pictured left): Striking worker takes a break at Bolingbrook GM Parts Distribution Center (UAW Local 2114)



John Carter

**MLPA Report
GM Romulus**

Greetings Brothers and Sisters,

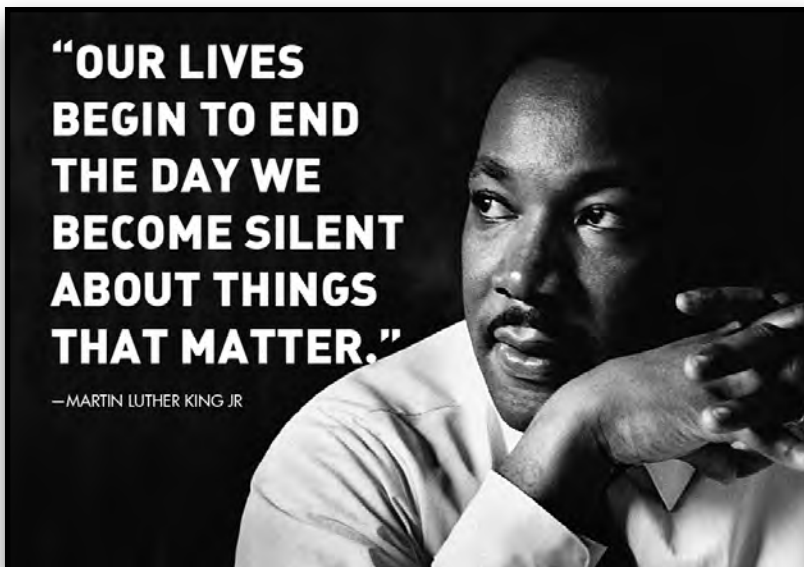
I wanted to take this opportunity to first thank the leadership for allowing me to attend the Midwest Labor Press Association Conference. I learned about different journalistic tools that would make writing smoother. This conference is where I learned the story of Dave Moore, born April 6, 1912, in South Carolina. His father decided to move his family to Detroit in search of work. At the time, Ford Motor Company was paying \$5 a day. In the 1920's, that was good money. In 1929, a financial depression hit the city which threatened jobs, savings, homes, and farms. There was eviction after eviction. Dave Moore was part of a group that would challenge the police as they were evicting families, and sometimes the group was able to return the family's belongings right back in the homes of the evicted, unchallenged, because most of the officers were on the verge of eviction

themselves. On March 7, 1932, he was a part of the Ford Hunger March. More than 3,000 people of every race, creed, and religion, marched from Detroit to Dearborn's Ford Rouge plant. People from Downriver, Ecorse, Inkster, River Rouge, Lincoln Park, Allen Park, and Highland Park all joined the march, demanding jobs. They were met by the Ford Service Department and the Dearborn Police; only to be assaulted with fire hoses and clubs. The Ford service Department shot into the crowd killing five of his comrades. However, their death wouldn't be in vain, this March, according to David Moore, made it possible for the UAW to organize the Ford Motor Company. In 1939, the UAW mounted an unsuccessful organizing drive, ignoring the 17,000 plus black workers. In 1940, the UAW began another drive to organize the Rouge plant, Dave Moore and other African Americans played a key role in convincing Detroit's Black population of the Union's benefits. Meanwhile, Moore and others initiated a wildcat strike and shut down the Rouge plant. The strike was unauthorized, but the workers felt so strongly about it, Union leadership followed the workers lead. On June 30, 1941, the UAW-CIO signed a contract with Ford, with the majority of the



(Pictured above): Dave Moore stayed active on the side of workers and fought against racist oppression all his life. His legacy should be recognized and remembered.

workforce voting for the Union and thousands of African American workers provided the margin of victory needed. Dave Moore gives the Hunger March credit for bringing all these different communities together, in Solidarity, to pave the way for the UAW and brought attention to the wealth disparity in this country. Dave was elected Union district committeeman and one year later bargaining Committeeman. He was also a founding member of the National Negro Labor Council, a legislative assistant, and was among those who helped make Ford recognize the UAW.





RASHIDA DAVIS

MLPA Report
GM Romulus

When you know better, you do better

I had the opportunity to attend the MLPA conference, held in Ottawa, Illinois, at UAW Region 4's Pat Greathouse Education Center. The experience is one that I will never forget. I was able to meet an incredible group of people there. It's a pleasure getting to know my fellow Union Brothers and Sisters from different parts of the country. No matter where I am, when in the presence of Union workers, it always feels like family. I learned an incredible deal of information while in attendance. Most of our workshops were geared towards all things press related. Things such as podcasts, newsletters, streaming, websites, and so on and so forth. Even some labor history, which is always an exciting topic for me. However, one of the most intriguing of all, was what it means to be and buy Union made. As a member of our great Union, it was brought to my attention the importance of embracing everything that

means. It's not just about paying dues and getting discounts and all the other perks that come along with being a part of the organization. I have a responsibility to rally and support all things Union. From clothes to cars, supporting the Union, is in turn supporting myself and my family. It's keeping jobs here in the United States so that my children can be afforded all the things that they require, want to have, and aspire to be.

Since I am an autoworker, I'm going to reference the auto industry, and buying American made vehicles. This has been a hot topic amongst many for a long time. Some argue there are more parts made from foreign lands on American made cars than actual foreign cars. I can't attest to this without proof, so I won't get into that. What comes to mind for me is a childhood

memory ironically. I can remember my father not allowing my brother to park his Nissan in our driveway when I was a little girl. I laughed every time he came home to visit and got the stow it or tow it speech as soon as he pulled in. I of course asked the question but why? In which his response was that, "it wasn't made in America. Always buy American made Baby." With my Dad working at Steering Gear back then, I guess I got his point. But as I think about it now, did I really? As a child, you don't really take those kinds of conversations to heart. As an adult, what I heard and realized at that conference made perfect sense to me. Here I am, 2nd generation Union member, involved in several Union committees, supporting my Local Union, and driving a foreign vehicle. Am I a hypocrite? Well I'm gonna say yes and then no. What I am, or was, if you will,

UNION-MADE GIFTS

Shipping gifts this year? Make sure to ship using a union carrier like the U.S. Postal Service or UPS.

<p>APPAREL AND ACCESSORIES</p> <ul style="list-style-type: none"> • MAJESTIC ATHLETIC • NATURALIZER SHOES • TIMEX WATCHES 	<p>BEAUTY PRODUCTS</p> <ul style="list-style-type: none"> • AVON • CARESS SKIN CARE • DOVE BEAUTY PRODUCTS 	<p>GAMES</p> <ul style="list-style-type: none"> • BARREL OF MONKEYS • THE GAME OF LIFE • MONOPOLY 	<p>STOCKING STUFFERS</p> <ul style="list-style-type: none"> • BIC LIGHTERS • JELLY BELLY CANDIES • SEE'S CANDIES
<p>BOOK & STATIONERY STORES</p> <ul style="list-style-type: none"> • GREENLIGHT BOOKSTORE • RMCNALLY JACKSON • YOURS TRULY, BROOKLYN 	<p>COMIC BOOKS</p> <ul style="list-style-type: none"> • IMAGE COMICS • SEVEN SEAS ENTERTAINMENT • TENDER CLAWS 	<p>SPORTS EQUIPMENT</p> <ul style="list-style-type: none"> • AMERICAN ATHLETIC • LOUISVILLE SLUGGER • STANDARD GOLF 	<p>WINE AND BEER</p> <ul style="list-style-type: none"> • BUDWEISER • CK MONDAVI • MICHELOB



AFL-CIO

is unaware, uneducated and oblivious to the hypocrisy I stood for. Was it my intention to go out and get a foreign vehicle? No. I just needed reliable transportation for me and my children that looked and ran nice. Although not a part of the Gen Z and Millennial era, I still feel I've still got some youth under my belt. And honestly, as young people, we just don't care. I won't speak for all but I definitely didn't care. It just wasn't something that crossed my mind. I was only paying attention to the name of the vehicle. Honda. Hyundai. Nissan. Audi. Toyota. Subaru. I knew these were foreign, but had no clue that my Chevy Blazer was as well. Believe it or not, had it not been for this conference, I would have remained ignorant of that fact. I beat myself up a little bit about it because I felt ashamed. But my Brothers and Sisters did not make me feel that way. Instead they took the time to educate me and encourage me. They equipped me with the knowledge to be able to tell the difference, and that's the knowledge I want to pass on to you today. I know you can tell a lot about a car from the vehicle identification number, including its origin. I just never thought to see for myself. I never even thought about taking the time to research that information at all.

It just never occurred to me how important it is to consider all the factors that go into purchasing a vehicle, or anything of that matter, that was made right here in my own country. Will everything I ever purchase be American made? I doubt it. Let's face it. We have a global economy with global manufacturers and consumers. However, if I make the effort, it causes me to consider the impact. Who knows how big of a difference I could make. Although I'm only one person, and as the saying goes, I have to be the change I want to see. By passing this information on, maybe someone else can relate to what I'm trying to convey and pick up where I leave off. Someone has to carry the torch. Spread the gospel. Set the trend. Why not me? Why not you? It's something to think about my Brothers and Sisters.

I am so grateful to have been a part of this awesome conference and to have met so many incredible people. I encourage you to get involved in the Union. You never know who you might meet or what you may learn. Take advantage of all of the opportunities we have of being a member of such an elite group. I urge you to learn about your Union. There is such a rich and



meaningful history behind what we are a part of. Learn about its origin, the rises and falls, victories and defeat that we've had to endure. Many men and women have literally laid down their lives in order for us to enjoy most of the perks we have today. My hope is that through this tiny bit of insight, you too will embrace the meaning of what it means to be Union and the rights, privileges and responsibility that we have because of it. Solidarity is everything. We truly are a family. Standing together on common ground, with a common purpose. I leave you with these lyrics from our fight song:

They have taken untold millions that they never toiled to earn

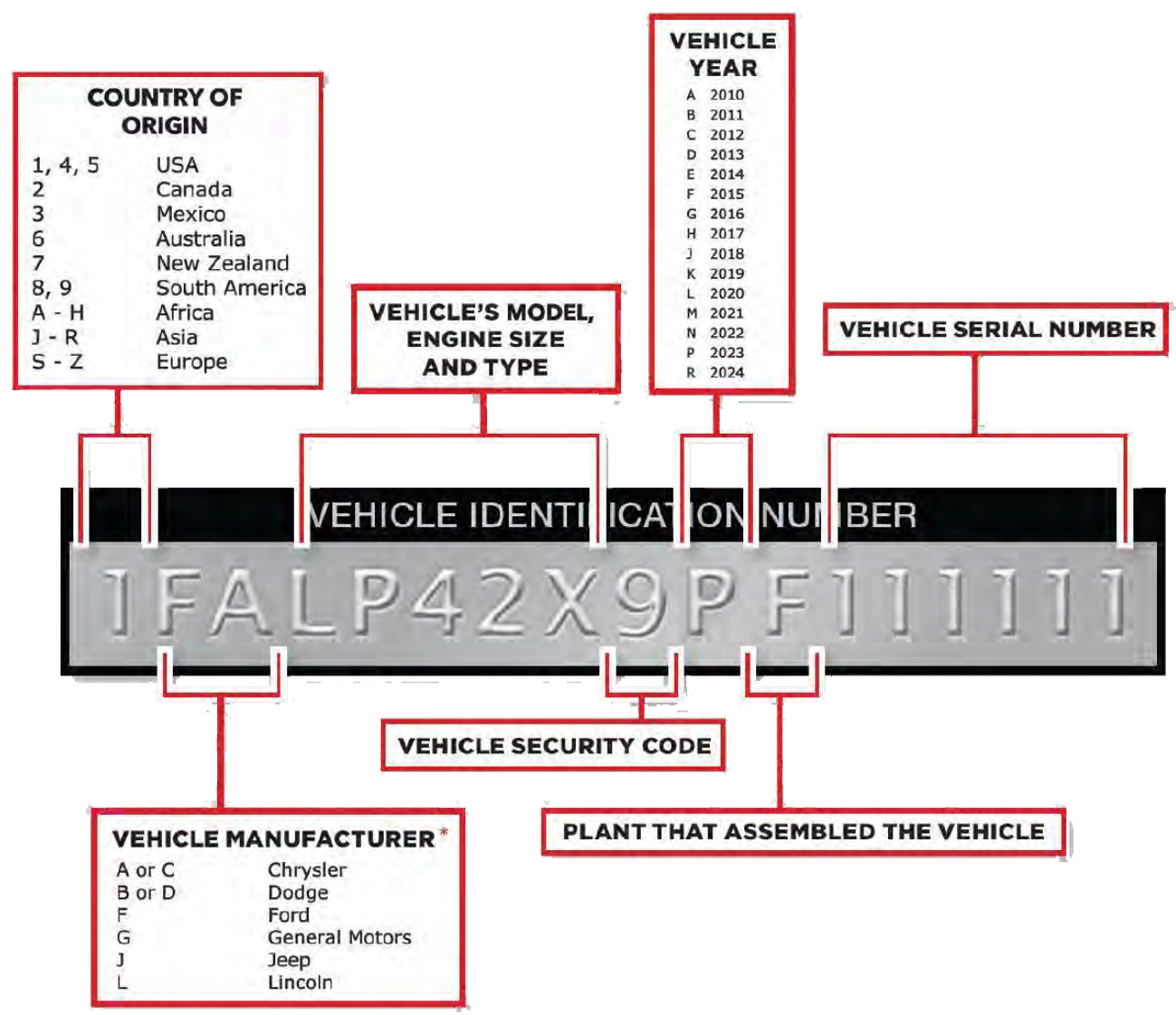
But without our brain and muscle not a single wheel can turn We can break their haughty power, gain our freedom when we learn That the Union makes us strong

Solidarity Forever



Don't ruin Christmas twice this year, check the vehicles VIN!

What's in a VIN?



* The 2nd character denotes vehicle manufacturer. The 3rd character varies by manufacturer and can represent vehicle type or division.



Angel Collins

Newsletter Staff

To Grinch or Not to Grinch

Hey Union Family!

Here we are again as another holiday has past and a few more are fast approaching. I will admit that I'm a big kid at heart, so my favorite Holiday is Halloween, and for no other reason than playing dress up and seeing all the creative

costumes other people come up with. Coming in at a close second is Thanksgiving, because lets face it, the food! It's the one week of the year I can gain 5 pounds and not feel guilty about it. Yes, I'm one of those people that will eat homemade dressing for a whole week. Everything else can come as it may. Yes, even Christmas! I will happily admit being the "bah humbug" of Christmas. I took a picture with the Grinch last year that I am sure some of you will see as my profile picture all season. Personally, I'm over all the fuss and greed that has become of it. I'm not sure how you celebrate, but as you know I've come to educate, so I'll share a few holidays and reasons for their celebrations before talking about my plans this

year.

The most common holidays over the "gift giving" season are Christmas, Hanukkah, and Kwanzaa. All these are celebrated during what is known as the Winter Solstice. This is an event that occurs twice a year in each hemisphere. It is the shortest period of daylight, and longest night of the year. This time has been celebrated since prehistory, dating back to 10,200 BC. Ironically, all these different holidays celebrate with a lot of the same traditions. They all include food, candles and/or decorating, gift giving, and spending time with loved ones. However, the core of these holidays is quite different, so you know we're going to dive into that a little bit.

While generally they're all celebrated similarly, Christmas has become the most popular with it being known as both a sacred religious holiday and a commercial phenomenon. While it is nationally celebrated as the birth of Jesus Christ, traditionally it's recognized by gift giving and feasting with family and friends. Some traditions include spending this time in religious places of worship, and others include a combination of it all in celebration.

Hanukkah is celebrated for eight days and nights to commemorate the re-dedication of the Second Temple of Jerusalem and having a divine presence in a time of need. This was during the second century BCE. To better understand this let me explain. The Greeks took over a Jewish temple used to serve God and used it build an altar to Zeus and sacrifice pigs. When the Jewish people won the temple back, they only had enough





oil to give light for 1 day, but the oil miraculously burned for 8 days, which is how long it takes to prepare a fresh supply of oil. Pretty incredible I'd say, and definitely a cause for celebration. The holiday is traditionally celebrated by lighting a candle each night for 8 nights, family game playing, eating fried foods, reading scripture, and giving to charity.

Kwanzaa is a week-long celebration as well. It was created in 1966 by Maulana Karenga, a professor of African American studies. The purpose of the holiday is to help African Americans understand and practice the Nguzo Saba, which are the seven principle values of African culture that contribute to building and reinforcing community among African American people. A candle is lit each day representing one of these principles. That principle is then discussed among family and friends accompanied by music, dancing, and sometimes

simple gift giving. It's a week to learn, understand, build up, appreciate, and celebrate African and African American culture and history. The week usually ends with a large meal shared with family and friends.

So how ever it is that you plan to celebrate this holiday season, remember to do is safely and to respect your neighbors and their choices. In the end, it's all about family, love, learning, and understanding. Me and mine... We're going to incorporate a mix of celebrating and understanding both Kwanzaa and Christmas traditions. I plan to find a soup kitchen we can serve or give socks, hats and gloves to the homeless. For me, the holiday is about love. Just as God is about love, and if we're celebrating the birth of the Christ, we will do it with love, giving, learning and understanding.

Happy Holidays!



STRIKE DONATIONS SPECIAL THANKS!

According to legend, the Po' Boy sandwich got its name from Bennie and Clovis Martin, at their Martin Brothers' French Market and Coffee Stand in New Orleans, during the 1929 New Orleans Streetcar Strike. The Martin Brothers decided to help the strike effort by feeding striking workers, for free. When a striker

came in, Benny would alert his brother by exclaiming "here comes another poor boy!"

This is just one example of small business owners, and other individuals, who have stood with and supported striking workers. During

the UAW's historic Stand-Up Strike, many in our communities stepped up like the Martin Brothers did so many years ago. For their support and donations to UAW Locals 174, 900, and 1248, we would like to give recognition and thanks to the following people and businesses.



Business or Entity	Donation
City of Wayne Fire Department	Pancakes, Sausage and Milk
Norm's Meat Market	Hamburgers and Hot Dogs
Wayne Jimmy John's	Sandwiches
UAW Local 600 Skilled Trades	Cooked Pancakes for Strike Line
Club Canton	Parking
Joyology	Parking and 25% off merchandise during the Strike
Basil Boys	Pizza
Smith Chapel	Food Bags
Michigan Halal Meats	200 lbs of Ground Beef
Northside Hardware	(2) 10 x 10 Tents, Coolers, Ponchos, Bug Spray, Cases of Water and Hand Warmers
US House of Representatives Speaker Hakeem Jefferies	Joined the Picket Line
Congresswoman Katherine Clark and Congresswoman Debbie Dingell	Showed Support
Gonella's in Redford	Donated 50 Sandwiches to the Strike Line

JOE BIDEN MAKES HISTORY

BECOMING FIRST U.S. PRESIDENT TO VISIT STRIKING WORKERS



PRESIDENT BIDEN ADDRESSES MEMBERS OF UAW LOCAL 174 WHILE UAW PRESIDENT SHAWN FAIN LOOKS ON

In a historic first for a sitting president, Joe Biden attended UAW Local 174's picket line at their Willow Run parts distribution warehouse on 9/26/23, in a show of support for striking UAW Members. Further solidifying his claims that he is the most Pro-Labor President in recent memory.

During his brief time as a bull horn wielding rabble rouser on

the line, Biden stated "The fact of the matter is that you guys, the UAW, you saved the automobile industry back in 2008 ... you made a lot of sacrifices. You gave up a lot. And the companies were in trouble. Now they're doing incredibly well and guess what? You should be doing incredibly well." He then went on to add "Folks, stick with it, because you deserve the significant raise you need and

other benefits. Let's get back what we lost, okay?"

President Biden's visit serves as a reminder that it's not only important for Union Members to vote for politicians who will show up for us in the White House and Congress, it's important for these politicians to show up and support us when we're out there, fighting for our lives!

In Memoriam

DDC RETIREE CLAYTON
MARKWELL, Jr. 4/23/23

GM-POWERTRAIN RETIREE
ROBERT HENDRIX 5/13/23

Mrs. Theresa Williams,
stepmother of DDC employees
Antonia and Gemayl Davis
7/20/23

DDC RETIREE DONALD
SANDNES 7/21/23

DDC RETIREE JACKIE HOGG
7/25/23

Mr. William Strother, brother of
DDC employee Laverne Williams
7/25/23

Ms. Ivy Kenward, granddaughter
of DDC employee Richard Allen
7/27/23

Mr. Albert Cooper, father of
DDC employee Chris Stuart
7/29/23

Mr. Mark Holifield, brother of
DDC employee William Pickens
7/29/23

Mrs. Shirley Lang, stepmother
of DDC employee Yvette Lang,
grandmother of DDC employee
Lamarr Lang, Jr. 7/29/23

DDC RETIREE MICHAEL LAURA
7/30/23

Mrs. Lina Fortuna, wife of DDC
retiree Gaetano "Guy" Fortuna
8/8/23

DDC RETIREE LORNE LOEFFLER
8/9/23

Ms. Shani Penn, sister of DDC
employee Yvette Harvey
8/15/23

DDC RETIREE JOSEPH ROMEJ,
father of DDC employee Joseph
Romej, uncle of DDC employee
Savannah Romanchuk
8/16/23

Mr. James Minor, Sr., father of
UAW Local 163 Trustee James
Minor 8/16/23

Mrs. Sherry Jones, mother of
DDC employee Lexis Legardy
8/18/23

DDC RETIREE CHARLES
POPOVICH 8/20/23

Mrs. Joan Deberry, wife of DDC
retiree Charles Deberry, former
UAW Safety Coordinator
8/20/23

DDC RETIREE LEROYAL PARTEE
8/21/23

Mrs. Deborah Holiday, wife of
DDC retiree Alan Holiday
8/28/23

Mr. Vincent Price, brother of
GM-Powertrain employee, and
THE UNION TIMES columnist
Angel Collins 9/2/23

Mr. Bryant Brown, son of DDC
retiree Harolyn "Renee" Brown
9/2/23

Ms. Alanah Dawson,
granddaughter of DDC
employees Larry Harvey, Jr., and
Yvette Harvey 9/6/23

DDC RETIREE FREDDIE
BENJAMIN 9/11/23

Mrs. Dolores Jackson, mother of
DDC employee Steve Jackson
9/11/23

DDC RETIREE RAYMOND
HORNER, father of DDC
employee Christopher Horner,
grandfather of DDC employees
Elaine and Autumn Horner
9/12/23

Mr. Daniel Voltz, Jr., stepfather
of DDC employees Anthony and
Tyrone Hicks 9/14/23

Mr. Clarence Phippen, Jr., brother
of DDC employee Jarvis
Thornton 9/16/23

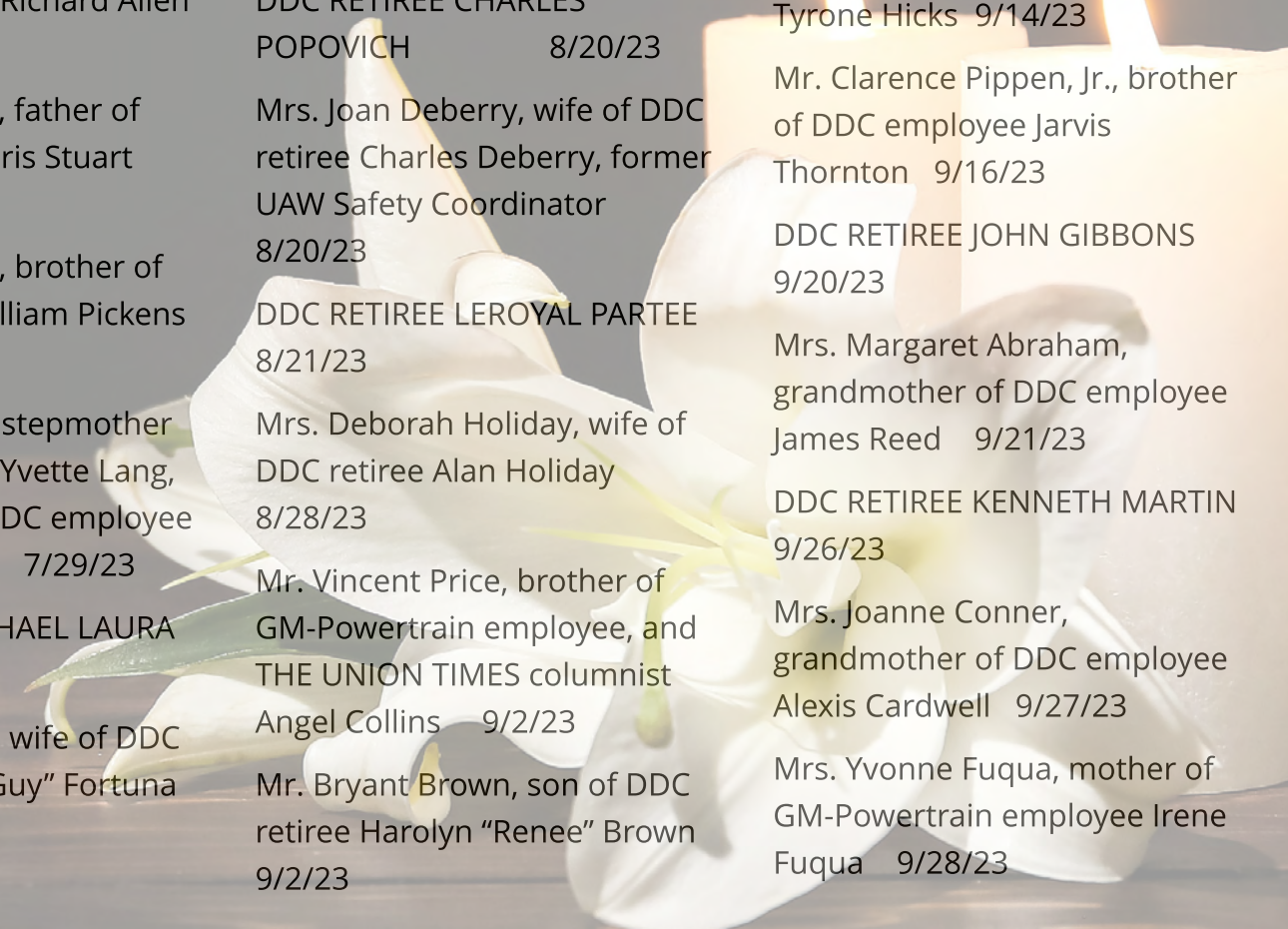
DDC RETIREE JOHN GIBBONS
9/20/23

Mrs. Margaret Abraham,
grandmother of DDC employee
James Reed 9/21/23

DDC RETIREE KENNETH MARTIN
9/26/23

Mrs. Joanne Conner,
grandmother of DDC employee
Alexis Cardwell 9/27/23

Mrs. Yvonne Fuqua, mother of
GM-Powertrain employee Irene
Fuqua 9/28/23



Mr. James Ellavich, father of DDC employee Dennis Ellavich
10/7/23

Mr. Patrick Govan, father of DDC employee Devante Hollis, brother of DDC employee Brian Govan 10/9/23

DDC RETIREE KEITH KLINE
10/15/23

DDC RETIREE CHARLES HODGE, father of DDC retiree Charles Hodge 10/16/23

Mr. William Moody, brother of DDC employee Rodney Moody
10/16/23

Ms. Kimberly Parker, son of DDC retiree Glenn Parker
10/19/23

Mrs. Kathleen Lisi, mother of DDC employee Jaret Lisi
10/20/23

Timothy Anderson, brother of DDC employee Gregory Anderson 10/20/23

DDC RETIREE DANIEL "Woody" WOOD, former UAW Committeeman, father of UAW Local 163 Financial Secretary Denise Wood 10/21/23

Mr. Chad Erik Janes, son of DDC employee Chad Janes
10/24/23

Mrs. Patricia Hardy, mother of DDC employee William Hardy
10/25/23

Mrs. Shirley Klimek, mother of DDC employee David Arnold
11/4/23

DDC RETIREE PATRICK DUTTON, brother-in-law of DDC retiree Robert Madley 11/8/23

REMEMBERING WOODY: EVERYBODY'S BUDDY

There are many, many great things about being close to the end of a long and fruitful career at Detroit Diesel...financial security; children raised and grandchildren welcomed; so many friends made, and so many stories to tell! One of the not-so-great parts is the loss of the pillars that strengthened the Brotherhood and Sisterhood of UAW Local 163 during their time at Detroit Diesel, and Daniel Wood certainly was one of the strongest pillars.

Known as "Woody" to all that knew and loved him, this affable, and endlessly optimistic man, started his career at Detroit Diesel in 1962, right after graduating from Redford Union High School, in nearby Redford, MI. He started as a Stock Chaser, and then a Hi-Lo Driver in the Material Department, providing needed parts to the many engine assembly lines running at Detroit Diesel in the 1960's. Shortly after hiring into Detroit Diesel, Woody married the love-of-his-life, Ms. Toni Hickman on August 7th 1965, and set up their

homestead in Redford, not too far from where both of them were raised. The Woods welcomed daughter Kimberly in 1966. Kimberly is a veteran flight attendant of over 30 years for major airlines, and has graced their family with granddaughters Mackenzie, (23), and Carly (33), and their great-grandchildren Charlie (9) and Andi (3). The Woods completed their family unit, when they welcomed their daughter, Denise, in 1968. Denise followed her Dad into employment at Detroit Diesel, and also followed his commitment to our Union, as she has served in a variety of functions for UAW Local 163 in her 33 years there, and is currently in her 3rd term as UAW Local 163's Financial Secretary.

It didn't take long for his co-workers to see Woody's commitment to improve the lives of his Union Brothers and Sisters, and for them to convince Woody to run for elected office, as an Alternate Committeeman, and then Committeeman, in the Material area. Once elected, Woody teamed up with



another young Union firebrand from the Material area, Zone Committeeman Paul Herrick, and they began a lifetime friendship and Union partnership that yielded record-setting Union contracts, hundreds of improvements in the working environment of their membership that continue to this day, and decades of admiration and quite frankly, astonishment, at all they accomplished for our Union, and 25

persisted for the decades they were both elected as Union representatives until they retired, on the same day in September of 1999. The “Paul and Woody” partnership endured during their off-duty hours as well, through vacation trips all over the world, where Woody and Toni traveled with Paul and Carol Herrick, by boat, airplane, and more than a few rickety tour buses! They took on the best softball teams in the Metro Detroit area for many years (writer’s note: There’s a great story about Paul poaching Woody from the “I&S” team that he was the Coach and Captain of, to come play with his “MF’s” in the Diesel Softball League in the 1970’s, but this is a family paper! Paul smart-aleckly called Woody “Captain Dan” for years afterwards!). Woody remained an avid sportsman, long after his softball career ended, as he was a low-handicap golfer, and high-average bowler for decades, and well into his retirement years. He shared his love of golf and bowling with Toni, and many of their trips to exotic locales included rounds of golf at the best courses. Woody was also the founder and host of the yearly

“Woody Open”, a golf tournament that has been held annually for nearly 50 years, and has brought together the MANY friends Woody has collected over the decades for golf, drinking, gambling, and hijinks that have strengthened the bonds that will continue, even after Woody’s untimely passing.

Although “Woody” just fit the man so well, the slightly-derisive nickname dropped on Woody, by Paul Herrick, of “Captain Dan” may have fit him even better! Whenever there was an event to organize, a bowling league to start, a softball team to manage, or a Union conference to make travel arrangements for, Woody was automatically the “go-to guy” for a generation of his friends and co-workers. The many legends of trips in “Woody’s Van” will remain in the shadows of history, but the formula was simple: Fill the van with passionate Union activists, gas, beer, cigars and munchies, and point them at all of the problems of the world! Rest assured, there were not many places in the contiguous United States that Woody is not remembered, and remembered

fondly! It was another long-standing joke that continually proved itself, over and over again, that no matter where you were with Woody, he ALWAYS knew somebody, and that that “somebody” would act like his best friend just walked into the bar, stadium, all-night restaurant, airport, casino, or cruise ship...probably the best, and most fitting epitaph for Daniel “Woody” Wood is simple...EVERYBODY knew Woody, and everybody that knew Woody loved him.

Daniel “Woody” Wood passed away October 21st, 2023, at the age of 79. He is survived by his wife of 58 years, Toni; his daughters, Kimberly Wood-Salenik, and Denise Wood; granddaughters Carly Arlen and Mackenzie Salenik; and great-grandchildren Charlie Rychlinski, and Andi Arlen. A memorial was held, in his honor, at UAW Local 163’s Union Hall on November 11th, 2023, that was attended by Woody’s large, extended family, and several generations of Union members that greatly benefitted from his service to his Union.



NO CORPORATION TOO BIG. NO UNION TOO SMALL.

By: ANGEL COLLINS

Hey Union family!

Did you know that GM once was the biggest corporation in world? Well, here I am again with a little history in Union Labor that you might need to know should you ever want to go on Jeopardy, or just want to teach the next generation where we came from and why we strike. You can tell them about one of the biggest strikes in GM labor history. September 15, 1970, just 4 months after the loss of then UAW President Watler Reuther, over 400,000 workers struck General Motors. Now let's just sit on that for a few seconds. At the time this was the BIGGEST corporation in the WORLD! This strike lasted 67 days stretching across 145 GM plants in the US and Canada. In the US alone the strike affected 69 cities in 18 states. GM lost over \$1 billion in profits and the UAW provided over \$160 million in strike benefits making it one of the largest and most expensive strikes in recorded history at the time. Strikers received support from all over the world. With GM being such a huge corporation having many overseas plants, it was amazing to have support roll in from places like Israel, Venezuela, North Korea, Japan, Germany, and the USSR. All the support received was truly incredible during a time when GM dominated the automaking industry. Many people felt that GM was too big and too powerful of a corporation to take on. With both healthcare and COLA on the table,

GM attempted to negotiate that workers pay for the increases in healthcare at a time when cost was rising at twice the inflation rate. This provision would make the fight for COLA pointless as the majority would be used for healthcare payments. That among other things was taken into negotiations. In the end it was a big win for the UAW. Workers fought for what was right, for what was needed, and for what was fair. They didn't give up and they won! Over 400,000 workers stuck it out for 67 days in solidarity! There was a significant win with wage increases, better healthcare, retirement after 30 years, an end to COLA caps, and no restrictions on the number of grievances that could be filed. They also addressed health and safety issues including safety in the plants and line speeds. Now let me give you a little more perspective. The average hourly wage in 1970 was less than \$2.00 an hour. With inflation, that still equates to less than \$15.00 an hour today. Just to throw another equation on the table, the longest GM strike in history was in 1945 and lasted 113 days. This strike affected over 300,000 workers. One of the things workers were fighting for that time was a 30% wage increase. Sound familiar? In 1945 the average wage was maybe about \$0.75 an hour. To save you the time, that would have brought them just under \$1.00 an hour. In the end, the win was partially successful with workers finally agreeing to a 17.5% wage increase, paid vacations and overtime. I bid you to search how many vehicles GM sold in 1945. Better yet search what did GM produce between 1942 and 1945,

then calculate as to rather they could afford their employees a living wage, seeing as how they acted as if they couldn't but also refused to open their books. While you research that, I'll get back to this. In 1940 GM commemorated making its 25 millionth car. By 1970 they commemorated its 75 millionth car producing 51% of all cars in the US. Now let's let that simmer while you fight about fighting. I just hope somebody quickly remembers what a Union is all about. GM sold over 5 million vehicles worldwide last year alone with 2.8 million being sold in North America. Now here we've come to where we had to fight again, as we do every few years for not only what we need, but what we deserve. And once again, we've come to an end with another partially successful win. We did gain the wage increase we hoped for, we just won't get until the end of the contract. We also gained the reinstatement of COLA, Juneteenth as a paid holiday, up to 5 weeks of paid vacation, and 2 week of paid parental leave. Now don't go trying to spend your life in the plant to collect on that new spending money. If you do, at least make sure you mind your health, both mental and physical, as your shoes grow roots and you become a plant. Also, remember to hydrate. No but really, I'll let you write out your own gains and losses list once you comb through the contract and get through all the fine print. Do I think we could have done better? Absolutely! However, it seems many were afraid to push for it. Somewhere it feels like we've lost our way. When organizing, the adapted language becomes, "the enemy of my enemy is my friend." Sadly, somehow it seemed to have changed to something more like, "there is no honor among thieves." Again, that's just my opinion.

"ALL THAT HARMS LABOR IS TREASON TO AMERICA" -ABRAHAM LINCOLN



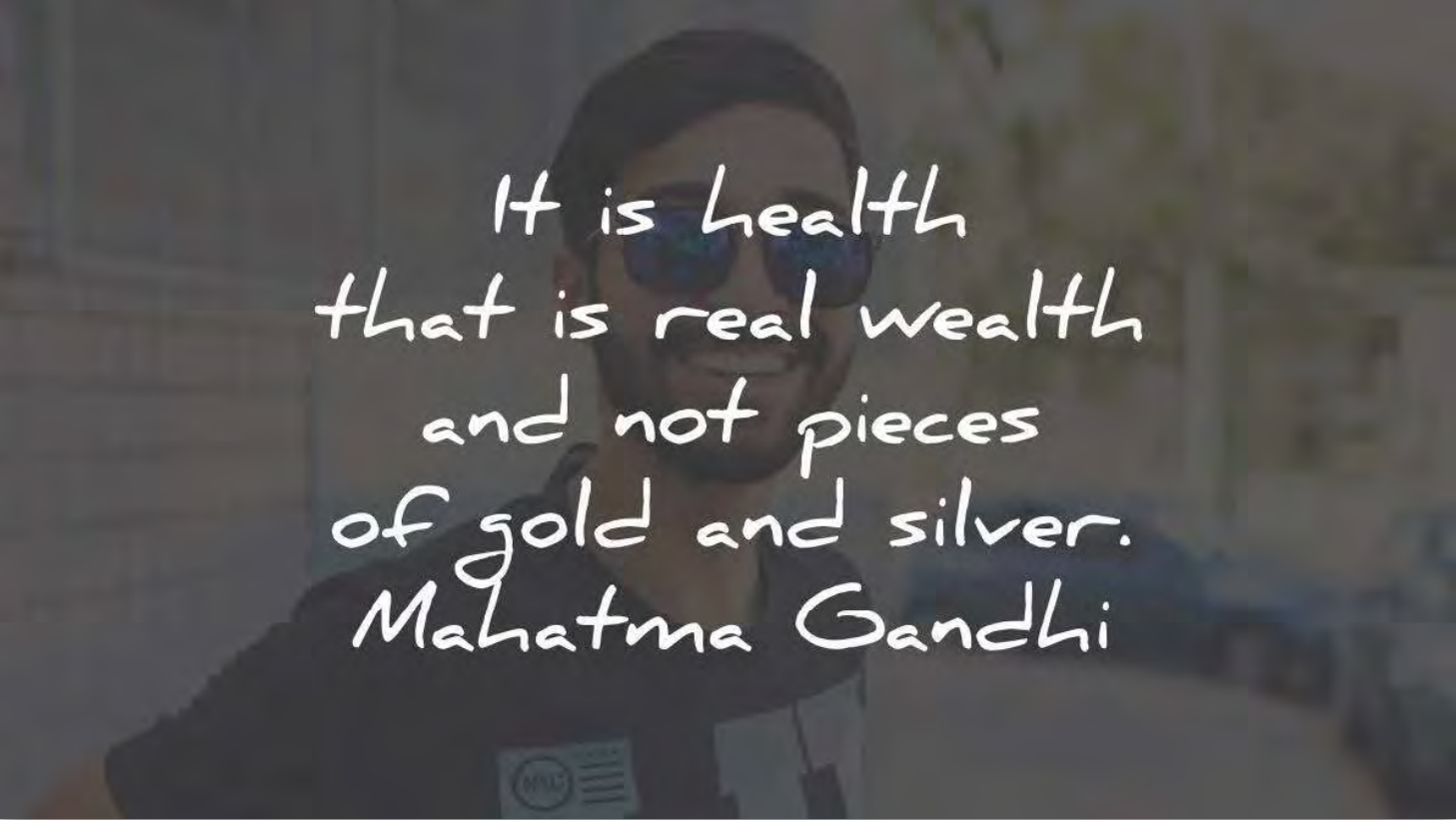
THIS AUTUMN, DON'T LET YOUR HEALTH FALL BEHIND!

Rashida Davis

In October, we celebrate and focus our attention on Breast Cancer Awareness and in November, Men's Health Awareness. Two separate, but equally important issues that definitely need to be given much attention. Although Breast Cancer is mostly geared toward educating women, it's important to recognize that although rare, men can also develop this disease as well. The statistics are there for both. One in 8 women will be diagnosed with breast cancer, and one in 833 men. Although a big leap between stats, we don't want to lose anyone to this disease, or to any other for that

matter. Life is precious. It's a gift. I personally don't want it taken away from me, simply because of miseducation. Of course there are circumstances that are beyond our control. Unfortunately, there's not much we can do in those situations but pray and ask for mercy. But there are some things we can do. Early detection is so important. I often use the phrase proper preparation prevents poor performance. We must prepare ourselves to live long and healthy lives. In order to do this, we need to be aware of what it takes to do so. There are diseases that attack men more than women and vice versa. There are diseases that attack us all simply because we're getting older. The overall mortality rate is 41% higher for men than women, and it's higher for men for 8 out of the 10 leading causes of death, including

heart disease, cancer, stroke and diabetes. That should be a sobering number for my Brothers reading this article. From a woman's point of view, I see that number and it makes me think of my son. It makes me think of my husband, father, uncles and brothers. What can I do to make them realize how important it is to take care of their health? It's already a tug of war just trying to get them to do their yearly checkups. But, I have to do something. The main thing I can do is lead by example. I make sure that I'm attending my own appointments and checking myself out when I notice a change in my health. Also, I make sure health and doctor visits are a part of our conversations. I love all the men in my life and I don't want to lose any of them. Bottom line.. We all have to take care of our bodies ladies and gents. We have to educate ourselves and know exactly what that consists of. Just knowing what it takes is half the battle.



It is health
that is real wealth
and not pieces
of gold and silver.
Mahatma Gandhi

Politically Speaking

THIS TABLE IS TOO BIG FOR JUST THE THREE OF YA!

By: Andrew Lewis

The gains in the UAW's deals with GM, Ford, and Stellantis have left CEO's at Non-Union Auto Companies operating in America shaking in their wingtips.

Giving their workers raises that mirror what Big 3 Union Members will receive now that their contracts have passed isn't a show of generosity by these Foreign Automakers, it's a show of fear. A fear based on having their own workforce organized by the UAW.

The amount of unorganized foreign auto plants operating in America has been growing for decades, usually setting up operations in Southern States that offer hundreds of millions of dollars in incentives to these companies. Incentives offered by Anti-Union politicians with the expectation these companies would fight against organizing attempts, even though these automakers each have a Unionized workforce in their home countries. Not so coincidentally, the power the UAW held over the automotive industry has been shrinking during this same time.

Currently, when it comes to blue collar Americans working for auto manufacturers, less than half are represented by a Union. This means that when the UAW is negotiating with the Big 3, we are also negotiating against companies who don't let their own workers have a seat at the table.

However, this may not be the case for much longer.

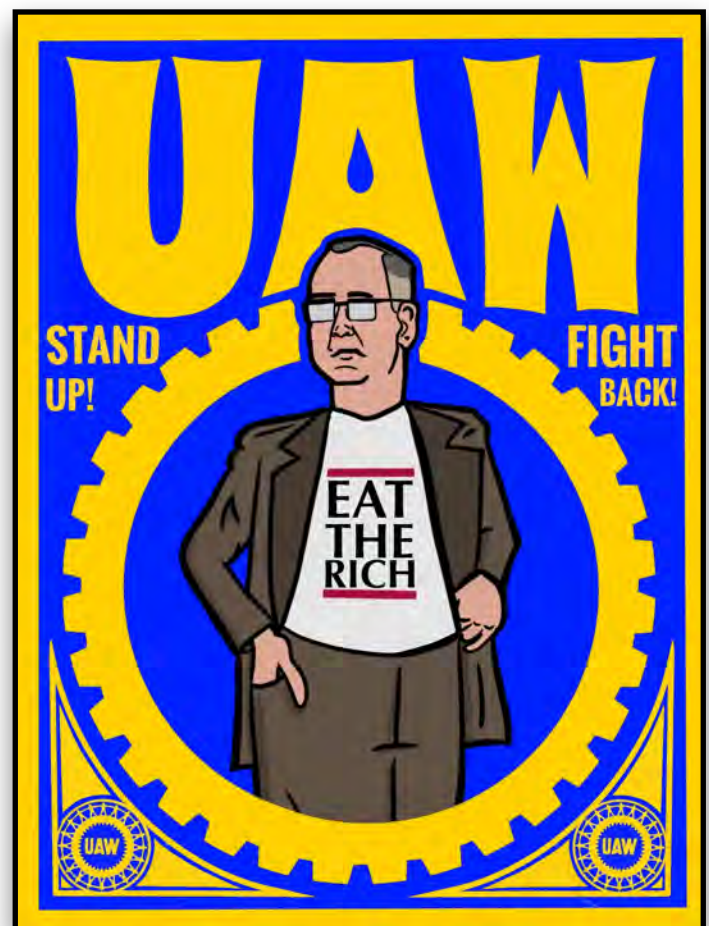
Shawn Fain, President of the UAW, is planning on going full steam with organizing campaigns as soon as negotiations are officially over. "For decades, non-union auto companies have used fear, uncertainty, and division to break union drives in our industry," Fain has said in written testimony he plans to deliver to the US Senate's HELP Committee, "I'm here to promise you that those days are over.... We are going to organize like we've never organized before."

While southern organizing attempts in the past haven't bore fruit, largely due to large scale Union busting campaigns, this round aims to be different. With the proposed gains the UAW has won with their new contracts in Detroit, mixed with the overall resurgence this country has seen with its Labor Movement, and the support Unions are seeing from the NLRB and other government agencies, we are evening the playing field against these corporations and politicians who spend millions of dollars yearly to fight against the interests of American Workers.

If President Fain's organizing plans pay off, and auto-sector bargaining grows from the Big 3 to the

Big 6+, the fight for wages, benefits, and working conditions that Autoworkers face will change drastically. Largely in our favor, because we will have the potential to have a say at every auto plant in the country. This would help pave the way for sectoral bargaining in the auto industry, and possible sectoral bargaining across every industry in this country. Sectoral bargaining would help us bridge the gaps between pay and benefits at auto manufactures and independent part suppliers(IPS).

This is an exciting time for the Labor Movement in America. With Union leaders trying bold new strategies, and workers across this country waking up from the nightmare that was once the American Dream, we have a real chance to make lasting change. Change that will benefit American workers for generations to come.



A HOUSE DIVIDED, WILL SURELY FALL!

By: Ray Herrick

In the King James version of the Bible, in Matthew 12:28, when confronted with the blatant discrimination of the sick and afflicted, Jesus Christ proselytized that “Every kingdom divided against itself is brought to desolation, and every city or house divided against itself will not stand.” In that cheery thought we find the very fabric of our day-to-day existence in the United States, and certainly at the forefront of our body politic.

The “Democratic Experiment” that created the bicameral system of governance, and the office of the President of the United States, after the Revolutionary War, was based on a two-party system, where checks-and-balances from the parties of the monied landowners, and of the working class were to create a consensus decision-making process that would find a middle-ground in legislation and governing equitable to all sides.

There have been outliers through our Nation’s 247 years of existence, where radical far-right or far-left politicians have pulled our country into times of great peril, like during the horrific splintering of our country during the Civil War, and the “Red Scare” of the McCarthy-era in the 1950’s, but for most of our existence this system served our population with professionalism and confidence in our government.

When the boon economic times following World War II started to fade, the wars in the Far East in Korea, and then especially in

Vietnam, the fabric of our cooperative society started to rapidly fray in the anti-Vietnam War Movement. This “fraying” was exacerbated with the Civil Rights Movement in the 1960’s; the whole fiasco of the Nixon Administration; the Mid-East oil embargo and Iran hostage crisis of the 1970’s; and Ronald Reagan’s firing of the striking Air Traffic Controllers, all which led to the Democratic and Republican Parties pulling back to the far reaches of their constituencies, and dividing us even further in each successive generation.

Even for learned, long-time political activists, it was impossible to predict the massive divide in today’s American society, and how this political divide has insinuated itself into every aspect of our daily existence. Even for those that STILL fall back on the stodgy analogy that “politics don’t matter, both parties are the same!” must see that many of the dramatic problems we have been confronted with as a nation are made exponentially worse by our inability to find consensus.

“As these divides in our society were blatantly obvious to most observers for decades, they have become blaringly ridiculous since the election of the first African-American President in U.S. history, Barack Obama, in 2008, and the advent of FOX-News as a political force on the far-right of the political spectrum.”

As these divides in our society were blatantly obvious to most observers for decades, they have become blaringly ridiculous since the election of the first African-American President in U.S. history, Barack Obama, in 2008, and the advent of FOX-News as a political force on the far-right of the political spectrum. President Obama spent an inordinate amount of his 2 terms in office, fending off the stupidity of claims about his U.S. citizenship, and the fervent and frequent racism of the growing far-right movement in this country, when he should have been taking victory laps for the recovery of our economy from the Bush Administration’s continuation of the ruinous “trickle-down” economic ideals of past failed Republican-majority eras.

Through all of the political turmoil of the last half-century, one constant has remained...the ability of our electorate to self-correct from policies of the party-in-power, to ones that are radically different each political cycle. Never has this been truer that the transition from the Obama Administration, to the Presidency of Donald Trump. There has never been someone that took a sledgehammer to all pre-conceived notions of “Gentlemen Politicians” working out the problems of the day, through the lens of major differences in policy and personal preferences, than President Trump. He rode of a wave of hatred, misogyny, and blatant racism, from the moment he announced his candidacy by calling all

Mexicans “murderers and rapists”, to calling the rioters in Charlottesville, Virginia “very fine people” early in his Presidency, to telling the insurrectionists that attacked our Capitol in Washington, DC on January 6th, 2021, after he was voted out of office, that he

“loved them”, that drove an already-divided nation into an insurmountable chasm.

With the reemergence of former President Trump as a candidate for the Republican Party’s nomination for the 2024 Presidential election (with a gigantic 50% lead on his closest competitor for the nomination), amidst 91 felony charges brought against him in several jurisdictions, and the cacophony of criticisms toward President Joe Biden’s age, and his successful policies of improving our economy, infrastructure, and the ability to

collectively bargain for better working conditions from the right, it doesn’t appear that this almost exactly 50/50 divide in our society has zero possibility of subsiding, or even lessening, any time in the foreseeable future.

While certainly not an uplifting, or positive spin on the future of our body politic, the answer may lie considerably outside of the normal channels of politicians spending billions of dollars on political advertisements and mailings, while ranting and raving on political news outlets about things they scarcely

believe in, but will help them keep their cushy government jobs. The answer, most assuredly, does not take place at the ballot box, where the sharp divide shows up every time there is an election, whether local or national. The answer is simple conversation. Put down your cellular devices that drive us to extreme positions for clicks that earn divisive web portals millions in ad revenue, and speak to each other! In the workplace, at your Thanksgiving dinner table, in your place of worship...this is our avenue to cooperation, and, quite frankly, to sanity!

RETIREE OPEN ENROLLMENT AT DDC

Everyone’s favorite time of the year is upon us again! OPEN ENROLLMENT! Daimler Trucks-North America, the parent corporation of Detroit Diesel, has announced the dates for 2024 Open Enrollment, which will run from Monday, November 20th, 2023 through Friday, December 1st, 2023. Please watch your mail, as you will be receiving enrollment forms, and plan information, from our Retiree Benefits administrators, Zenith-American Solutions, very shortly. As always, if you are satisfied with the health care plans you are enrolled in, in 2023, you don’t have to make a new election for 2024. At Detroit Diesel, there are several groups of retirees that have different issues related to their continuation of health care benefits. As we have previously discussed in this forum, the group of Detroit Diesel retirees from 1993 through 2004 lost their company-provided continuation of retiree health care in a lawsuit (*Wood v. Detroit Diesel Corp*) in 2010. Retirees and Surviving Spouses in this retiree group have the option to remain in the Detroit Diesel Health Care plan, but the cost for this plan continues to increase every year, and

is outrageously expensive. Many members in this group have chosen to seek Medicare Supplement plans, and prescription drug plans, through outside insurance agencies, while maintaining the \$307.50/month stipend Detroit Diesel is obligated to provide each of them, as a result of the lawsuit. There is a 2nd group of Detroit Diesel employees affected by the loss of health care benefits in retirement, many of whom are still actively employed (but several have now retired as well). This group was not yet eligible to retire in 2004, and had no recall rights to GM facilities. An hourly stipend was negotiated (it was initially \$.50/ hour in 2004, and has been increased to \$.85/hour in the 2022 Master Agreement), in lieu of company-provided health care, after the employee has retired, and reached the age of 65. After age 65, in retirement, the members and surviving spouses in this group must also seek Medicare Supplement and prescription drug plans, from outside insurance agencies, and use the accumulated Retiree Healthcare Savings Account (RHSA) to help defray those costs. For these two groups, your Union Benefits Dept. and DTNA, have contracted with

United Healthcare to provide Medicare Supplements, Medigap plans, Medicare Advantage plans, and Medicare Part D prescription drug plans, through their “Connector Model”, which offers plans based on the area in which you currently reside. Information about how to enroll in these plans will be included in your Open Enrollment mailing. All other Detroit Diesel retirees that were lucky enough to not get caught up in either of the aforementioned groups, will still have the option to change their medical, dental, or vision plan elections for 2024, and can make those election changes on the form provide by Zenith-American Solutions. Again, if you are satisfied with your current elections, no new election is necessary to continue the same plans for 2024. Open Enrollment can be a complicated and difficult time for retirees. Your UAW Benefits Representatives stand ready to assist you, and endeavor to make this Open Enrollment season a little easier for all of our retirees. Contact us during regular business hours: Ray Herrick: (313) 592-3726; Lawrence Smith: (313) 592-5119; Toni Massey: (313) 592-7440.

2024
Happy New Year!
From Local 163

Labor Daze

By: Andrew Lewis

