

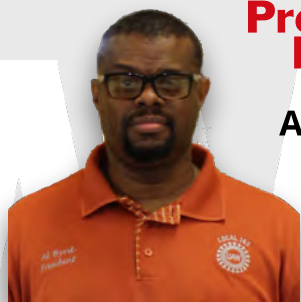
# The Union Times

FALL 2024



## Labor Day 2024





## President's Report

**Al Byrd Jr.**

Greetings Union Brothers and Sisters,

Let me first congratulate the Continental Food Services on their new contract. What better way is there to say Solidarity than a 100% vote? Well done! As for Antolin, negotiations are still going on, but still going strong. There's hope that

a TA will be established soon. We're looking forward to starting negotiations with Detroit Axle soon as well. Let us hope for a great outcome for all negotiations over this very busy time. It's also election time. Please, do your research. Make sure to vote for Labor supportive politicians. We need our voices to be heard and not suppressed. We need Labor and especially Union Labor, support in Office. But I digress...

This time of year keeps me so busy that I'm especially looking forward to the next Lions game tailgate. We're hoping to have one at the

hall this November but as you know, only you, the Membership, can make that possible. Show up and bring a friend. Let's show them how Union also means Family. Please enjoy this holiday season with your families during this bargained time off. We worked for this and we've earned it. Please remember to check on your Brothers and Sisters who are spending this season alone. The holiday isn't always easy for everybody, and we have to remember to take care of our mental health. Reach out. Be a friend. In Solidarity.



## Vice-President's Report

**Gary Dotson**

Hello to all of my Union Brothers and Sisters.

It's my favorite time of year, Fall! Football, Halloween, Thanksgiving and don't forget hunting season! Good luck to all the hunters this season. Hopefully the only thing that has more points than your bucks are the Lions!

The Presidential Election is coming up soon. Make sure you do your research and get out and vote. This is a very important Election year for Labor. The ramifications will be felt for decades to come. Hopefully we make a difference and Labor comes out on top!

Congratulations to Continental, our Cafeteria staff at Detroit, on

ratifying their contract with a 100% YES vote! This is great news!

Grupo Antolin contract negotiations are moving along and we hope to come to a tentative agreement soon.

We had a really good year with Family Fun Day, I would like to

thank all the Members who volunteered. Congratulations to all the prize winners. The Car show went well too, Next year's events will be even better.

I would like to wish everyone a happy holiday season filled with family, friends, and good food!



*(Pictured above): UAW Local 163 Grupo Antolin Bargaining Committee Members during contract negotiations.*





## The POWER of Solidarity

**By: Ryan  
Martin**

Hurricane Helene, produced a wide swath of damage and loss of life that extended from northwestern Florida, where the storm made landfall, to Tennessee, Georgia, and North Carolina. The high winds and flooding killed more than 230 people, making it the deadliest hurricane to strike the U.S. since Hurricane Maria ravaged Puerto Rico in 2017.

Some estimates put the economic impact of the storm, including property and infrastructure damage, as high as \$200 billion, which would make Helene the costliest storm in U.S. history. Helene's progression from an area of scattered thunderstorms and rain to a category 4 hurricane in the span of a little more than two days was fueled by abnormally warm waters in the Caribbean Sea and Gulf of Mexico, which weather experts are contributing to global warming.

Hurricane Helene delivered a powerful blow to the Daimler Truck operations in North and South Carolina. The Freightliner Custom Chassis Plant lost power during the storm but has since recovered. Many Members who work at

various Freightliner plants in the Carolinas experienced extensive property damage to their homes. Daimler Truck anticipates supply chain disruptions due to the storm's impact on infrastructure and operations with road closures due to sections of highways and smaller roads collapsing and or washing away. This has caused delayed shipments which has forced them to be rerouted to avoid the storm's damage. This has also led to increased rates for shipments, and carrier changes to carriers outside of the impacted region.

Daimler Truck donated \$100,000 to the Red Cross Relief Fund to provide much needed supplies and support to those desperately in need. Daimler Truck has also opened up additional relief channels through the "Daimler Truck Cares" initiative, which matches donations made to various charities.

In SOLIDARITY with our UAW Brothers and Sisters at the Freightliner plants in the Carolinas, The DDC UAW Shop Committee and UAW Benefits Reps. along with some volunteers, raised \$3,700 in gate collections, collecting cash as well as Venmo and Cash App donations over a 4 day period. It is a true testament to the generosity of DETROIT employees and Members, and a powerful message of SOLIDARITY to our Brothers and Sisters in the Carolinas.

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**Al Byrd Jr.**

***UAW Local 163 President***

**Gary Dotson**

***UAW Local 163 Vice-President***

**Union Times**

**Newsletter Staff:**

**Rashida Davis**

**John Carter**

**Andrew Lewis**

**Ryan Martin**

**Angel Collins**



LOCAL UNION COMMUNICATION ASSOCIATION



MIDWEST LABOR PRESS ASSOCIATION



**LOCAL 163**





## **Detroit Axle Day shift Committeeperson**

**Whitney  
Rodrieguez**

I hope everyone had a wonderful summer, filled with great memories and enjoyment of Michigan's beautiful weather! Recently, I had the honor of attending the 2024 BET (Bus, Engine & Truck) Conference along with other elected Bargaining Committee Members from September 22nd to 27th, and I'm pleased to report that it was a success.

Each day we participated in different breakout sessions tailored for specific groups: (Bus & Truck, Engines, Parts, Skilled Trades, Clerical & Technical), where we had the opportunity to hear directly from fellow UAW Bargaining Committees at other plants. Through these breakouts it became clear that many of the day-to-day challenges we face here in Detroit are strikingly similar, if

not identical to those experienced by other UAW plants across the country. This reinforced the idea that we are all interconnected and that our struggles impact each other in significant ways.

During the conference, we also discussed our upcoming contract negotiations for Detroit Trans-Axle, which are right around the corner with an expiration date of January 24th, 2025. Our Committee and I had the chance to connect and build relationships with Members of the UAW DTNA Council, who recently negotiated a record-breaking contract with Daimler. Hearing the stories of our UAW Brothers and Sisters who were a part of that process filled me with pride for our Union. Their unwavering support and full commitment to our cause was truly inspiring.

We were also privileged to meet and listen to UAW International President Shawn Fain, which was another highlight of the event.

The biggest takeaway from this conference was Solidarity. Every member at those truck plants who benefited from their record contract

demonstrated daily acts of Solidarity in the plants while their Committee was in negotiations. They supported each other, stood strong, and weren't afraid to demand better lives for themselves and their families.

As UAW Brothers and Sisters, I challenge our Membership to rise up, unite as one, and demand what we rightfully deserve. Let's not settle for less. We are stronger together. In the name of Solidarity, UNITED WE BARGAIN, DIVIDED WE BEG!

I look forward to negotiating the Detroit Trans-Axle contract alongside my fellow elected Bargaining Members. It's time for Detroit Trans-Axle to get our fair share of the pie—not just the crumbs!



## **DDC Apprenticeship Coordinator**

**Doug Szydlowski**

Hello Brothers and Sisters,

As we head toward the end of year, now is a good time to start preparing for 2025. With the soft market in the trucking industry, we have had little movement with our Apprenticeship program. Several of our high seniority Skilled Trades employees are considering retirement by the end of the year. This should open the door to add new apprentices by

the first quarter of 2025, if not sooner.

What can you do in the meantime? It may sound like a broken record, but you should consider enrolling in a class or two at Henry Ford College. Taking a class can give you a jump start on your

Apprenticeship training or strengthen your resume if you did not place very high on the selection list. An opportunity to re-interview will be offered the next time we test, if not sooner. I will keep all candidates posted as all options are being explored.

The next apprenticeship test opportunity would be in 2026 at the earliest. We had a large number of successful candidates from the

2023/24 test.

Please feel free to stop by anytime to discuss class options. I would be more than happy to guide you through the tuition assistance process as well.

Doug Szydlowski or Dan Palm:

Office: 1-313-592-7229

Cell: 1-313-492-1515





## Education Committee Report

**By: Arlene Williams**

Greetings Union Siblings,

I am Arlene Williams, your Education Committee Chairperson at UAW Local 163. I am also a Local Union Discussion Leader (LUDL). With that being said, the Education Committee will offer learning opportunities at our local. Here are the courses that will be offered:

1. Money Matters - this workshop provides common sense budgeting tips, strategies on building an emergency fund and simple advice

on how to avoid the pitfalls of endless debt.

2. Standing Committee - this workshop is designed to help all Standing Committees reset and create strategic plans that meet the needs of today's Membership.

3. Understanding Bargaining - in this workshop, Members will learn how laws and member Solidarity will affect what we can achieve at the table.

4. Understanding Grievances - this course gives Members an understanding of the grievance procedure, and an understanding of their role in the grievance process.

Through these classes we want to grow our Committees and have a strong and educated Membership.

In order for this plan to work, we need a commitment from the Membership.

We need you to sign up and attend the classes.

There is a poll and sign up below. Please tell us the class you are most interested in.

<https://www.surveymonkey.com/r/ZFTCX8J>

In Solidarity



## UAW Local 163 Basketball

**Wayne Scott**

Attention UAW Local 163 Basketball Team!

We will be having an informational meeting this year, for next year's basketball team. The date is to be determined. Please contact me for details.

Where:

It will be held at the Beechwood Recreation Center in Southfield, MI.

When:

Games will start in January of 2025. All games are on Sundays between 8 am to 12 pm, based on your team.

We are asking that every player pays \$60.00 to cover the uniform cost for the year.

Heads up! I will only be taking 12 players this year so everyone can get playing time. It's all about having fun and building team concept.

I will be talking to the UAW Local 163 players from Romulus engine plant first. You must be a member of the UAW with a work ID card.

We will also consider other UAW players who may have played in the

past with good standing in the league.

Anyone truly interested, please contact me at:

Wayne Scott (GSC) Midnights  
419-320-8608

[Hardworking202@yahoo.com](mailto:Hardworking202@yahoo.com)



***"There is no greater calling than to serve your fellow men. There is no greater contribution than to help the weak. There is no greater satisfaction than to have done it well". - Walter P. Reuther***







## Community Service Report

By: Alicia Ivy

Greetings Brothers and Sisters, Local 163's Community Service Committee has been busy these last few months. I wanted to touch on a few of the events we participated in, and a few other subjects that are important for Union Members.

### Making an Impact at Black Lake:

We are proud to have sent a dedicated group to Black Lake Community Service School, where they represented UAW Local 163 with strength and commitment. Our Members learned valuable lessons, deepened their bonds, and are ready to bring that knowledge back to better serve our Union Brothers and Sisters.

### Walking for a Cause:

Thank you to everyone who participated in the "Making Strides

Breast Cancer Walk" in Detroit. Your support helps fight breast cancer and provides hope to countless families. Together, we are making strides toward a better future.

### Celebrating Labor Day 2024:

This year's Labor Day Walk was a powerful reminder of the strength and unity we share as labor workers. Marching together in Solidarity, we honored the progress we've made and the work still ahead of us. A special thanks to all the Members who participated and demonstrated our unwavering commitment to protecting workers' rights.

### Stepping Up for Election Season:

As we head into a critical election, our Community Service team is actively involved in rallying and phone banking to support our Union-endorsed candidates in Michigan's battleground districts. We are fighting to ensure that workers' voices are heard and protected. Every call and conversation brings us closer to safeguarding the rights of labor workers across the state. Remember, your voice matters—don't forget to VOTE!

### Spotlight: This Is What We Do Podcast:

We are thrilled to share that both our Chairwoman and Co-Chairwoman were recently featured on the "This Is What We Do" Podcast, discussing the crucial role of Community Service within the UAW and beyond. Be sure to check it out if you haven't already!

### Labor Under Threat:

As we continue our work, it's important to acknowledge the threats Union Members face during this election. The stakes are high, and the choices made at the ballot box will have lasting effects on our rights, wages, and working conditions. Our Solidarity is more important than ever.

### Supporting Ongoing Strikes:

We stand in Solidarity with our Brothers and Sisters in the Teamsters as they continue their strikes for fair treatment and better working conditions. Community Service isn't just an event; it's an everyday commitment to our Union family. Together, we will keep fighting.





## Recreation Committee

### Report

**By: Janet Zickafoose**

Dear Brothers and Sisters,  
As 2024 comes to a close, I would

like to take this opportunity to thank my Recreation Committee, Liesa Krawiec, Bridgett Sciriha and Rebecca Cardona for all of their hard work and dedication. I would also like to thank Al Byrd, Gary Dotson and Vicki Jenkins for supporting us. And last but not least...Ryan Martin, who is always at our events taking pictures, selling tickets or staying over to

clean up. We appreciate all that you do.

As we start the New Year, we look forward to serving our Membership.

As always, we are actively looking for new Members to join our Committee. Please feel free to reach out to me. As I close, I hope you all have a wonderful New Year.



## Retiree Chairman Report

**By: Roy Gonzales**

### THE CHOICE OF A LIFETIME

By the time you read this we will either continue to have a TRUE DEMOCRACY or a TERRIBLE DICTATORSHIP. Trump has made the statement that when he becomes President (if he does) his first day in office he will be a Dictator for one day, and he will

also go after a whole lot of people who were against him.

The 6 Supreme Court Trump boot lickers, (I sarcastically call these 6, the 6 supreme beings), are betting that Trump will win and they made the ruling that the President of the United States is IMMUNE from prosecution for almost every crime, and the way it's worded, as he has said, Trump would probably get away with shooting somebody on 5th Avenue in New York, and his voters would still support him.

If Trump does become President he will go down in history as the greatest con man in history. There will no longer be freedom of the

press, or freedom of other forms of media information and media coverage. There will be a great push to have WOMEN HAVE THEIR LIVES DICTATED BY THE GOVERNMENT, also very strict censorship. also book burnings, and terrible retribution for so many people who oppose a Dictatorship that in so many other ways will impact the freedoms we enjoy today. Are we going to continue this GREAT AMERICAN DEMOCRACY, OR ARE WE GOING SEE AMERICA BECOME AN ASTERISK WORLDWIDE? By now you know the answer.

Take Care, Be Well.



**Be on the lookout for Toys For Tots donation boxes at your facility. Let's give those in need a Christmas to remember!**





## Chaplaincy Report

By: Shirley Davenport

Greetings my UAW Family,

I pray that all is well. Things may not be exactly the way you want them to be right now, but realize that things could be much worse. Let's be grateful for the things that we have, and pray for those that are less fortunate than ourselves.

The world is in so much turmoil right now. So many people are hurting, upset, sick and tired. All of this can be physically and emotionally draining. Leaving you feeling hopeless. This is where you need to realize you are not alone. There is help. There are resources available to you as well as your family.

The Chaplaincy Committee sponsored a prayer breakfast on Oct. 5th at UAW Local 163. The theme was, "You Are Not Alone." The purpose of this breakfast was to encourage, uplift and to pray.

We were blessed to have in attendance, our Local President and Vice President, Al Byrd and Gary Dotson. Also, our International Assistant Director of Chaplaincy, Cynthia Harris. A big thank you to Chaplains, Connie Bobbitt, Jason Thompson, Ronda Turner, Ernest Bruton IV, Daryl Cooper, and all the Chaplains that played a part in making the breakfast an enjoyable event. Also a big thank you to Alfreda Wallace for her assistance. We hope to see you at the next Chaplaincy event.



*Tis the  
season to  
buy Union  
Made*

## UNION-MADE HOLIDAY DINNER

TURKEY & HAM	ROLLS	SIDES	DESSERT	BAKESHOPS
-Boar's Head	-Arnold	(Veggies)	-Cool Whip	-Albertsons
-Butterball	-Bimbo Mini	-Birds Eye	-Dianda's Bakery	-Cub Foods
-Foster Farm	Croissants	-Del Monte	-Marie Callender's	-Fred Meyer
-Thumann's	-Pillsbury	-Dole	-Entenmann's	-Giant
-Cooks	-Sara Lee	-Ore-Ida	-Reddi-Whip	-Haggen
-Tyson	-Schmidt	-Ocean Spray (Stuffing)	-Sara Lee	-Jerry's Foods
	-Wegman's Dinner Rolls	-Arnold		-Kroger
		-Kraft		-Meijer
		-Oroweat		-Super Value
		-Strömen		-Vons
		-Schwebel's		



# UAW LOCAL 163 FAMILY FUN DAY







# UAW LOCAL 163 LABOR DAY 2024







# DOMESTIC VIOLENCE AWARENESS MONTH OCTOBER

**By Rashida Davis**

Domestic Violence Awareness Month, or DVAM, was first introduced back in October of 1981, by the National Coalition Against Domestic Violence. It began as a day of Unity, and soon turned into one full week. In October of 1987, the entire month was observed, and the first toll free national domestic violence hot line was established. In 1989, Congress passed Public Law 101-102, federally observing Domestic Violence Awareness Month.

- **More than 16 million people in the U.S. suffer from intimate partner abuse per year.**

- **Every minute 32 people experience intimate partner violence in the United States.**

- **Nearly every 1 in 2 women and more than 2 in 5 men reported experiencing intimate partner violence at some point in their lifetime.**

DVAM is observed in the United States every October, with the agenda of bringing awareness to the widespread public crisis of domestic violence, and the effect that it has on us, regardless of race, sex, religion, and or any other characteristics that make us human beings. It affects us all. Physical violence is but one aspect of domestic abuse. Verbal, sexual, and emotional abuse are also a part of the cycle. This year's theme for DVAM is Heal, Hold, and Center. "We must work together to embrace any cultural ways we can heal from violence and oppression, hold space for survivors, and center those most marginalized in all of our efforts to end domestic violence." National Resource Center of Domestic Violence.

According to statistics, we have all known someone that has experienced

some type of domestic violence. We may have experienced it ourselves. Contrary to popular opinion, men also have had some of the same experiences as women. Domestic abuse does not discriminate. It is a behavior pattern used by one partner or person, to control and maintain power over another. We all have the right to live a life free from abuse of any kind. It may start off as something subtle, or every once in a while occurrences, which can lead to it happening more often than not, which could ultimately result in permanent and irreversible damage, even including death. No matter how often it occurs, it only takes one time for something to go extremely wrong. One of the main reasons that it continues to persist is the silence that surrounds it. Victims may be ashamed and or afraid to come forward. Being ashamed could be a consequence of the judgment from other people, especially family and friends. Being afraid is more often than not fearing retaliation from the abuser for speaking up. It is so important not to judge someone that is going through domestic violence because it can add to the already added stress of being in such a situation, and frankly, it doesn't help the victim. Don't demand the victim call the police. Don't tell the victim that if they stay, you won't help them anymore. Don't share information about the victim with other people, unless the victim agrees. Don't judge or criticize the victim for the choices they make. The language that we use matters when speaking with someone in such a sensitive situation. They know what they are up against in regards to their safety. Even just using the word victim instead of survivor can be a negative trigger. Remember, they are surviving every single day from what they are experiencing and may not see themselves as a victim. Asking questions like why didn't you tell me or why are you staying does not help the

situation either, and could cause the person to close themselves off. A more helpful statement can be thank you for trusting me with this information and know that I care about your safety. If you've never gone through it, you'll never truly understand what walking in their shoes feels like. Let's face it. Seeing a friend or a loved one endure an abuser is not an easy thing to navigate. No one wants to just stand by and watch the destruction of their loved ones. However, if you're thinking about a more hands on approach, you have to think about your own safety and the safety of your family. In actuality Brothers and Sisters, if you really want to help in a way that could make the difference, show them that you are truly aware of what domestic violence entails. Bring awareness to yourself and also to others. You can offer hot line phone numbers, shelters, legal aid, and support groups that deal with what they are going through on a daily basis. Help them develop a safety plan. Some examples could be packing a bag with their important papers, clothing for them and their children if applicable, and leaving it at your house. Develop safety words or a safety phrase that will alert you that they need immediate help. Allow them to use your phone or computer to do some research about their options if they are leary that the abuser may be monitoring their movements. Let them know that they are not alone, but more importantly, show them. Feeling supported can trigger empowerment. These are major power moves that can inspire someone to break their silence and get the help they so desperately need, which in turn, may motivate others to do the same.

**You are never alone.**

National Domestic Violence Hotline  
advocates are here for you 24/7/365.

- **Call: 1.800.799.SAFE (7233)**

- **TTY: 1.800.787.3224**

- **Text: "START" to 88788**

- **Chat: [thehotline.org](http://thehotline.org)**

NATIONAL  
DOMESTIC  
VIOLENCE  
HOTLINE





effective Labor communicator. I hope to take everything I've learned and use it to do just that. People gathered together from all over the Midwest. They traveled from Michigan, New York, Indiana, Kentucky, Ohio, Tennessee, Pennsylvania, and Iowa to learn, network, and of course attend the annual awards ceremony highlighting and paying tribute to those who have put in the work with their local Newsletters and Communications Committees to make them great. We proudly took home "Best Video" by a local thanks to Ryan Martin for his "UAW-Stand Up Strike Compilation" video that you can check out on YouTube.

Attending these conferences not only helps with building camaraderie, but it increases the morale among those in attendance. It leaves you with a feeling of encouragement and hope in your Union and what they're capable of. You start to wonder what more you can do to make it better, and how you can encourage others to get involved. The truth is, we will never grow as a Union if we don't start growing as a Union Family. I'm sure everyone

The Union needs change. If you agree then you can see where the problems are, and you already have an idea or two on how to fix them. What this breaks down to is, the change starts with you. We can complain all day about what's wrong in our Union or who's not doing their job correctly. Where do you stand in making a difference? We work everyday for these companies whether we want to or not. While you're building their empire, who's building yours? How long have you been with your company? What committee(s) are you a part of? There was a time when people took pride in their Union and I think we need to bring that time back. It's time to get involved! As Union

Communicators, we're trying to lay the ground work and get the information to the people. As Union Members it's your job to make sure this information spreads like wildfire. Remember, we are only as strong as our weakest link. Build strength in each other, speak up for what's right, and let your voice be heard. Send in an article for the next newsletter. Where do you stand and what changes would you like to see? I hope to hear from you all, and even more so, to see more of you involved. Together we are strong. Together we are family. Together we are Union.





## Management and the storm

**By: Andrew Lewis**

Management at Impact Plastics made the call to release employees from work after the flood waters were already in the parking lot, some time after the owner had already snuck out the back door to escape Hurricane Helene's wrath.

Because of management's decision, 11 workers at the Erwin, Tennessee plant were swept away by the overflowing waters of the nearby Nolichucky River. After leaving the plant these workers initially found safety perched on the trailer of an 18-wheeler. This temporary security was taken when some large debris in the flood waters struck the vehicle, causing it to tip over. Five of these workers clung onto whatever they could until they found refuge, and were eventually rescued by helicopter. Five of the six remaining workers have been confirmed dead with the final worker still missing as of this writing.

Gerald O'Connor, the founder of Impact Plastics, issued a statement implying that the workers were dismissed with adequate time to

escape the flooding and that he was among the last to leave. Both of these claims have been disputed by some of the employees and their families. Employee Jacob Ingram had this to say "They should've evacuated when we got the flash flood warnings, and when they saw the parking lot," before adding "We asked them if we should evacuate, and they told us not yet, it wasn't bad enough." Alexa, the daughter of Supervisor Johnny Peterson, was texting with her father the morning of the flood. Peterson sent a picture of flooding inside the facility at 11:23 a.m. after messaging that management hadn't shut down the plant yet. Peterson lost his life that day. "He (O'Connor) said he was sorry to hear Dad died and that he wanted me to know dad was there helping people and that dad did not leave with them when he had the opportunity to," Alexa said of O'Connor's comments when he called her after learning of her father's passing. His last comment directly contradicts his claims of being one of the last to leave the plant. The company is currently under investigation for criminal wrongdoing.

As Union Members, we have extra protection to safeguard ourselves

from these types of decisions. However, we all have family and friends that aren't represented by Unions at work. For that reason, here is some information about workers' rights regarding inclement weather according to Ryan Stygar, an attorney who specializes in workers' rights. "OSHA gives you the legal right to refuse work in certain hazardous situations. If You do it the right way, you are legally protected from retaliation. You can't be fired, you can't be punished. But, you only get that protection if you file a complaint of retaliation within 30 days, and you have to show four things happened. You have to show that

- 1, You asked your employer to eliminate the danger, and they didn't.
- 2, You genuinely believed there was imminent danger.
- 3, A reasonable person would agree there was imminent danger.
- 4, There was no time for regular enforcement."

With cases of severe weather on the rise, and the continued war against workers' rights in this country, make sure you learn everything you can so you can make decisions that will help keep you and your families safe.





# In Memoriam

Rose Marie Arnold, grandmother of DDC employee Amber Hunter 6/10/24

Joyce Hardclacre, grandmother of DDC employee Kyle Baker 6/11/24

Sharon Brim-Bradley, mother of DDC employee Derrick Brim 6/14/24

Jeffrey Schwalm, brother of DDC employee John Schwalm 6/14/24

Albretta Williams, grandmother of DDC employee William Pickens 6/18/24

Patricia Fischer, mother of DDC employee Raymond Fischer 6/22/24

Mimi Treusch, mother of DDC employee Timothy Weinert 6/25/24

Michael Jariett, brother of DDC employee Allen Jariett 6/26/24

Valaree Coulter, sister of DDC employee David Coulter 6/28/24

Ronald Lithgow, brother of DDC employee Gary Lithgow 7/7/24

Johnny Lee Walters, grandfather of DDC employee Anthony Jones 7/14/24

Arlanea Bowles, sister of DDC employee Arlesia Fleming 7/22/24

Edward Anderson, brother of DDC employee Gregory Anderson 7/25/24

DDC EMPLOYEE VICTORIA JUARBE, wife of DDC employee David Curnell 7/29/24

Delores Martin, grandmother of DDC employee Amber Hunter 7/29/24

DDC RETIREE GEORGE PRAYNER 7/30/24

DDC RETIREE BARBARA LISS, mother of DDC employee Sandra Szymanski 8/3/24

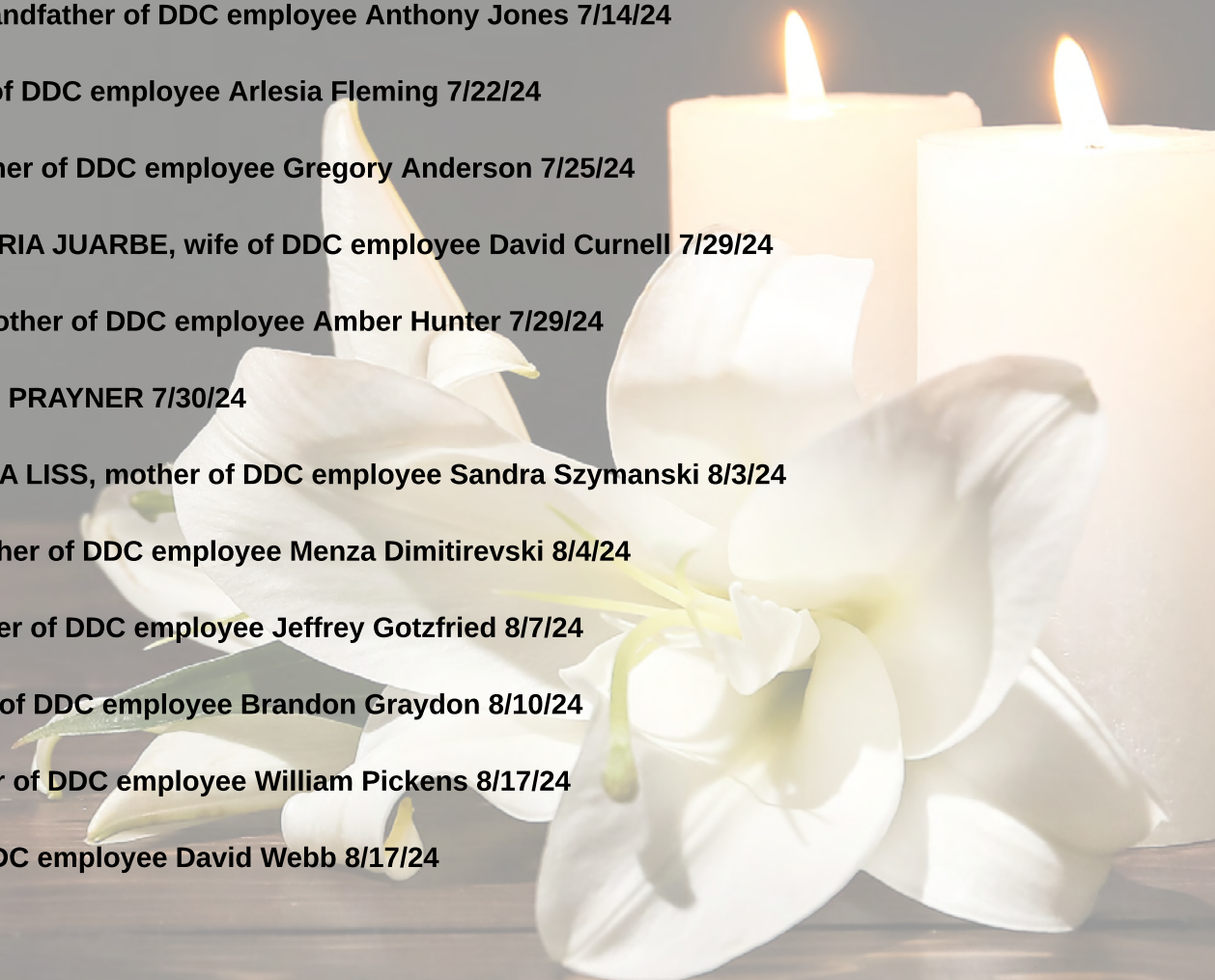
Naca Serafimovski, mother of DDC employee Menza Dimitirevski 8/4/24

Patricia Gotzfried, mother of DDC employee Jeffrey Gotzfried 8/7/24

Ronald Graydon, father of DDC employee Brandon Graydon 8/10/24

Earl Randle, grandfather of DDC employee William Pickens 8/17/24

Larry Webb, father of DDC employee David Webb 8/17/24





# In Memoriam

Norma Jean Boyce, mother of DDC employee Alan Boyce 8/18/24

Jerry Lewis, Sr., father of DDC employee Jerry Lewis 8/22/24

Judith Andrews, mother of DDC employee William Andrews 8/25/24

Eddie Newsome, brother of DDC employees Cynthia and Judy Hunt 8/25/24

Teray Cox, sister of DDC employee William Pickens 8/30/24

DDC RETIREE FRANK BEATY 8/31/24

Robert Elliott, grandfather of DDC employee Jennifer Elliott 9/2/24

Willie Norwood, grandfather of DDC employee Edward Pope 9/6/24

Karen Kidd, mother of DDC employee Karnisha Kidd 9/7/24

DDC EMPLOYEE CRAIG MORITZ, father of DDC employee Noah Moritz 9/8/24

Patricia O'Donohue, grandmother of DDC employee Frank O'Donohue 9/11/24

DDC RETIREE L. JOHN TOROK 9/12/24

Angelina Garcia, daughter-in-law of DDC employee C. Kevin Breeding 9/13/24

Cecilia Ellis, grandmother of DDC employees Nolan and Don Speer 9/19/24

Ann Kemp, grandmother of DDC employees Branden and Cole Zamenski 9/20/24

Connie David, mother of DDC employee Nakia Davis 9/21/24

Butler Martin, Step Father of GM Romulus employee Angel Collins 9/27/24

Jerome Jackson, brother of DDC employee Carl Jackson 10/4/24

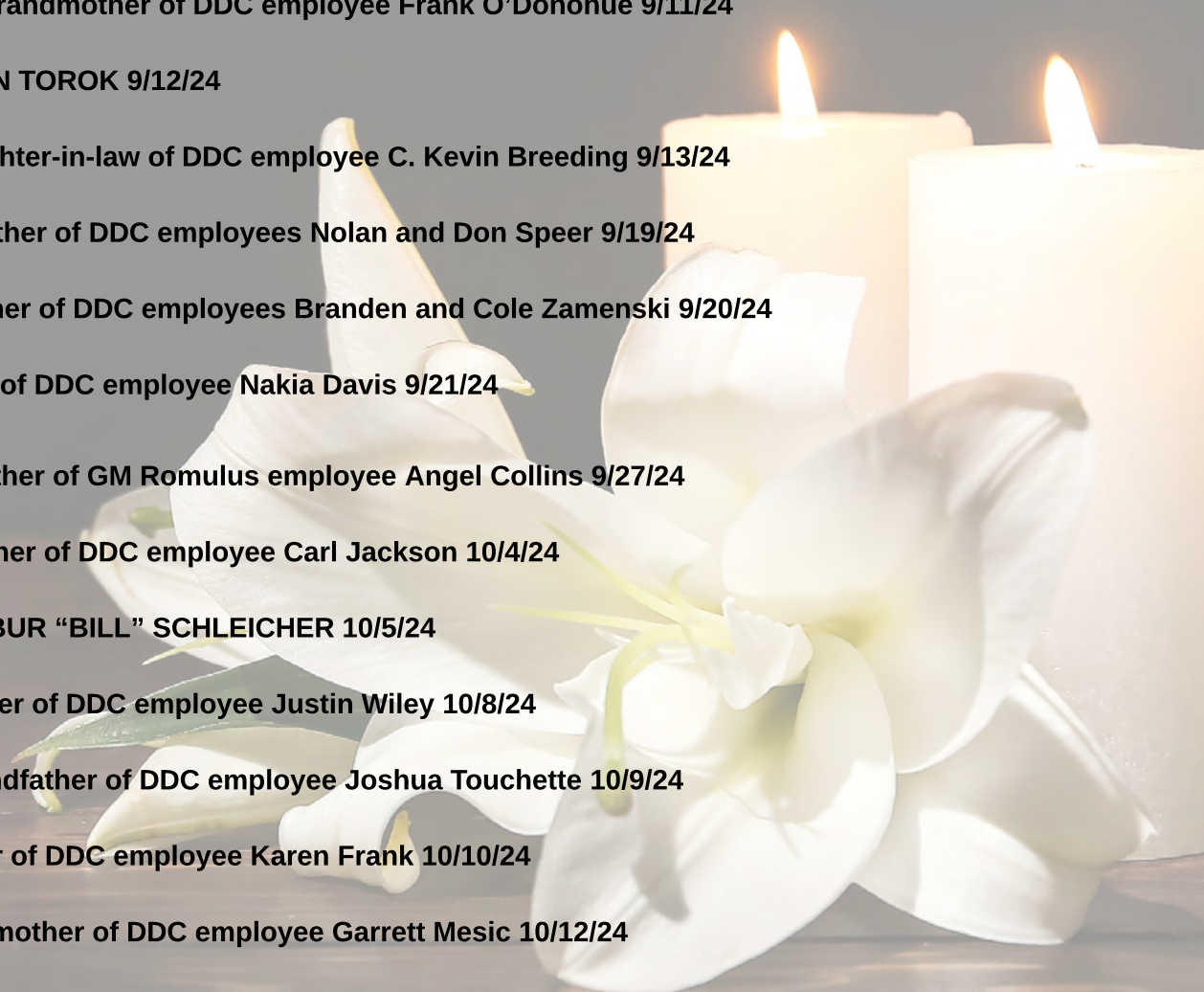
DDC EMPLOYEE WILBUR "BILL" SCHLEICHER 10/5/24

Donn Wiley, grandfather of DDC employee Justin Wiley 10/8/24

Daniel Touchette, grandfather of DDC employee Joshua Touchette 10/9/24

Donald Moran, brother of DDC employee Karen Frank 10/10/24

Dolores Lyons, grandmother of DDC employee Garrett Mesic 10/12/24





# ASSEMBLE YOUR HEALTH



Presented by Local 163

## Breast Cancer Awareness Month

By Rashida Davis

The theme for this year's Breast Cancer Awareness month is, "No one should face breast cancer alone." This highlights the importance of having support while on the cancer journey, whether just beginning, or having reached survivor status. In both instances, having peer, as well as medical support are imperative. Everyone needs someone, especially when dealing with something so serious that can make you feel isolated while you're going through the motions and emotions that having cancer brings.

Globally, breast cancer is the most common cancer with 2.3 million new cases per year. To kill the misconception of whether men are susceptible,

it represents 1 in 8 cases in BOTH sexes, and a quarter of all cancers in women. That's right my Brothers. You too can develop this disease. In order for us to get ahead of this thing, we must get our annual checkups. It may sound strange, but one of the major causes of breast cancer is simply getting old. That's all you have to do is keep living. I can confidently go out on a limb and say we all want to do that, so it is advisable to go for regular checkups. My Sisters, once we reach the age of 50, and for my Brothers over 60, this should be our routine. If breast cancer or any cancer is a part of your family history, you should start getting examined at an earlier age. For example, my Aunt had a double mastectomy at the age of 35, so all of the women in my family started getting checked regularly at the age of 30.

Knowing your family medical history can not only save your life, but your children and grandchildren will benefit from that knowledge as well. It's about my favorite phrase. The 5 P's. Proper preparation prevents poor performance. Early detection is the key. With that being said, you need to know what you are looking for. Below are just a few early warning signs according to the CDC.

- New lump in the breast or underarm (armpit).
- Thickening or swelling of part of the breast.
- Irritation or dimpling of breast skin.
- Redness or flaky skin in the nipple area or the breast.
- Pulling in of the nipple or pain in the nipple area.
- Nipple discharge other than breast milk, including blood.
- Any change in the size or the shape of the breast.
- Pain in any area of the breast.

Keep in mind that these symptoms can happen with other conditions that are not cancer. If you have any signs or symptoms, be sure to see your doctor right away. We are our own 1st line of defense. Be aware. Be diligent. Support the fighters. Admire the survivors. Honor the taken. Never Give up.







## UNION-MADE HOLIDAY GIFTS

### Games

- Barrel of Monkeys
- Candy Land
- Chutes and Ladders
- Clue
- The Game of Life
- Monopoly
- Pictionary
- Risk
- Scrabble
- Sorry

### Candies

- Allan Candy
- Peppermint
- Candy Canes
- Jelly Belly
- Laff Taffy
- Tootsie roll
- Pops
- Hershey
- Chocolates

### Sports

- Bare Wetsuits
- Callaway golf
- Louisville
- Slugger
- Standard Golf
- Top-Flite Golf
- Wilson NBA
- Basketballs &
- NFL Footballs



## What Perseverance Looks Like

By: Angel Collins

Hey Union Family! With Veterans Day right around the corner, November 5th, I'd like to pay a special tribute to a Veteran near and dear. With 101 years under his belt, he was not only a WWII vet, but also a life vet. My Step-Dad, Butler Martin, lived 101 years and passed away peacefully this month. We're not going to talk about his passing however, we're here to talk about his living. This man truly lived! At only 19 years old, he was one of first African American men allowed to enlist into the Marine Corps in 1942. He had heard that there were no Black units in the Marines or Air Force and wanted to be a part of changing that. It wasn't until 1942 that then sitting President Franklin D Roosevelt allowed African Americans to be recruited. Although they were allowed to fight along side white men, segregation was still in high favor. African Americans were assigned to Montford Point training camp instead of better established camps like the ones in South Carolina and California. Montford Point was a newly established site at Camp Lejeune in North Carolina. These newly enlisted Marines had to build most of the facilities in the

camp themselves. Their barracks were actually old huts from the depression era, and living conditions were far less than desirable. They slept in tents with oil heaters until they finished building barracks for themselves. They were trained much harder than their white counterparts just to prove they were capable. They had to stay together when exploring the town in South Carolina, only visiting black establishments. This was during a time when "whites only" signs were everywhere. Even after all the outward and open acts of racism and cruel intentions, these Marines stood strong and fought through. On the battlefield, black and white Marines fought side by side, only to return to their segregated camps and mess halls. They were forced to train in the backwoods, having to deal with snakes and other elements of nature. Even fresh running water was a luck of the draw. It was uninhabitable for humans, yet they still pressed on. Butler didn't just join the Marines for a term in 1942, he joined with a commitment to stay until the war was over. World War II ended in 1945 and Butler stayed an additional year to continue to serve his country and clean up the aftermath. Mr. Martin received the Congressional Gold Medal of Honor in 2012 by then sitting

President, Barack Obama for continuing to serve his country with "selfless patriotism" despite being denied many basic rights. Many of these incredibly brave men continued to serve our country honorably, despite having to come home to be treated like an enemy. Butler Martin served bravely, honorably, and selflessly from 1942 to 1946 during some of the most horrendous times of WWII. He then returned home in 1946 and continued to be positive beacon for his friends and family. So much so, that his son decided to follow in his footsteps and become a Marine as well. Up until the day he passed, Butler continued to be a light, a motivation, and an inspiration for his family. After the Marines, Butler drove busses for DOT for 10 years before starting his own business in haircare, where he worked well into his 80's before retiring. For anyone to carry the type of memories I'm sure this past 100 years has placed upon him, and still be able to share a smile, or a story to get you over your next hurdle is a feat in itself. To put a face on perseverance... Butler Martin carries a few of them. According to the Bible, we're promised 3 score and 10, which is about 70 years in this life. Anything beyond that is just Gods grace. In those 70 years we should be able to figure out and accomplish what we're assigned to do. The fact that he was blessed to live to see 101... I'll just say I think he understood the assignment. May he rest in peace.





# Politically Speaking

## Sorry, but I'm constitutionally obligated

By: John Carter

We find ourselves in another election cycle Brothers and Sisters, and there are whispers from some that think the UAW shouldn't be involved in politics, that the UAW shouldn't endorse candidates or take stances on certain legislation. In other words, just stay out of politics and focus on workplace issues. Walter Reuther, the 4th President of the UAW said, "There is a direct relationship between the ballot box and the bread box, and what the Union fights for and wins at the Bargaining Table can be taken away in the legislative halls." A good example of this is how the Wagner Act, passed in 1935, was

severely weakened by the Taft-Hartley act in 1947. Article 2 Section 4 of our Constitution states, "To educate our Membership in the history of the Labor Movement and to develop and maintain an intelligent and dignified Membership; to vote and work for the election of candidates and the passage of improved legislation in the interest of all Labor. To enforce existing laws; to work for the repeal of those which are unjust to Labor; to work for legislation on a national scale, having as its object the establishment of real social and unemployment insurance, the expense of which to be borne by the employer and the Government." Article 2 Section 5 encourages us, "to engage in legislative, political, educational,

civic, welfare and other activities, which further, directly or indirectly, affects the joint interests of the Membership of this organization in the improvement of general economic and social conditions in the United States of America, Canada, the Commonwealth of Puerto Rico and generally in the nations of the world."

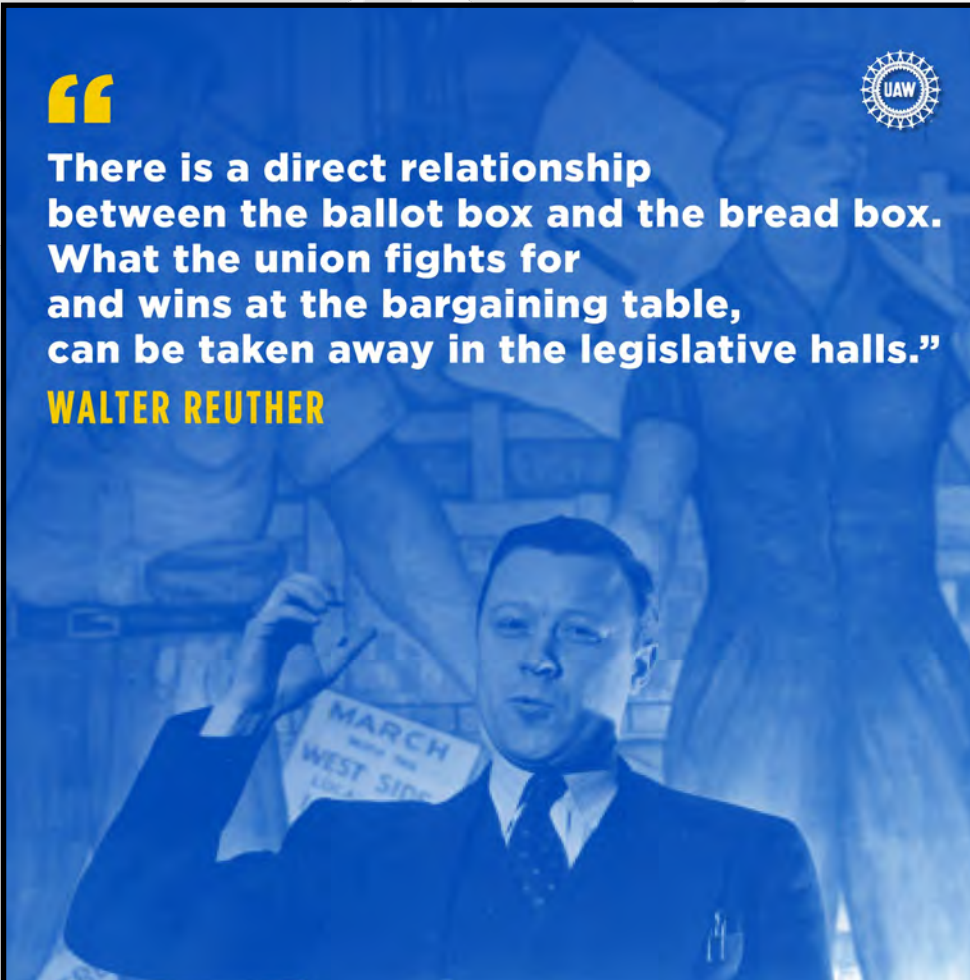
According to Article 41 Section 3 it is stated. "It shall be the duty of each member to participate in all local, state, provincial and federal elections through registration and balloting." The Union played a major role in getting the following legislation passed the Social Security Act, Unemployment Insurance, Worker Compensation, Child Labor Laws, Voting Rights Act, Medicare and Medicaid and the list goes on. Know your UAW Constitution..

“



**There is a direct relationship between the ballot box and the bread box. What the union fights for and wins at the bargaining table, can be taken away in the legislative halls.”**

**WALTER REUTHER**



**CONSTITUTION**  
OF THE UNITED AUTOMOBILE, AEROSPACE AND  
AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, UAW



## FALL WORD SEARCH

D	E	T	R	O	I	T	D	C	O	D	S	S	H
S	D	M	A	E	R	C	S	M	U	O	O	T	C
A	P	U	I	F	L	A	M	E	C	O	L	A	M
T	Z	H	S	T	R	I	K	E	S	W	I	N	I
O	P	I	A	C	I	D	E	R	Z	E	D	D	C
G	A	C	L	Y	A	O	L	D	Z	R	A	U	H
E	Y	O	L	I	R	U	Y	A	C	I	R	P	I
T	D	Z	S	L	O	I	M	F	S	F	I	I	G
H	A	Y	N	N	A	N	D	U	N	I	T	Y	A
E	Y	K	O	R	R	F	S	E	B	I	Y	W	N
R	U	N	I	O	N	L	I	A	U	A	W	H	R
E	Y	L	C	L	Z	V	U	D	O	N	U	T	S
R	M	I	L	A	T	E	K	N	A	L	B	D	I
F	O	O	T	B	A	L	L	C	H	I	L	L	Y

HAYRIDE

CORNMAZE

FOOTBALL

DONUTS

PAYDAY

FALL

CHILLY

Union

STANDUP

BLANKET

TOGETHER

UAW

COZY

DETROIT

FIREWOOD

UNITY

SCREAM

COLA

FLAME

MICHIGAN

STRIKE

LIONS

SOLIDARITY

CIDER

# LET'S GO LIONS!

## Labor Daze

By: Andrew Lewis

MEANWHILE, IN MINNESOTA



WHAT ARE YOU TALKING ABOUT? A COMPANY FORCING THEIR EMPLOYEES TO ATTEND ANTI-UNION MEETINGS UNDER THREAT OF TERMINATION ISN'T FAIR.



BUT MAKING FORCED ATTENDANCE MEETINGS ILLEGAL INTERFERES WITH EMPLOYERS FREEDOM OF SPEECH. THE SUPREME COURT SAYS FACELESS CORPORATIONS ARE PEOPLE AND THEY HAVE RIGHTS TOO! THEY SHOULD BE ABLE TO TELL THEIR EMPLOYEES WHATEVER THEY WANT TO PROTECT THEIR INTERESTS AND PROFIT MARGINS.



THEY ARE STILL ABLE TO SAY WHATEVER THEY WANT, THEY JUST AREN'T ABLE TO HOLD PEOPLE AT GUN POINT WHILE THEY SAY IT ANYMORE.

BUT THREATS REALLY MAKE PEOPLE LISTEN TO WHAT YOU HAVE TO SAY!

