

The Union Times

Spring 2023

"LET'S GET READY TO RUMBLE!"

THUR. SEPT. 14TH

UAW VS EVERYBODY THE MAIN EVENT



SHAWN FAIN
UAW PRESIDENT

VS.



CHUCK BROWNING
UAW VICE PRESIDENT

VS.



MIKE BOOTH
UAW VICE PRESIDENT

VS.



RICH BOYER
UAW VICE PRESIDENT

VS.





President's Report

Al Byrd Jr.

Greeting Brothers and Sisters,

Local 163 has sprung forward in epic fashion and we will be even busier in the upcoming months.

Congratulations to the UAW's new President, Shawn Fain. We are looking forward to great things from our new leadership.

The Women's Committee held a shindig the Thursday before Good Friday and the Community Service Committee hosted a great Easter weekend event with a fun time had

by all. James Strong put in hard work serving as the Easter bunny posing for photos and passing out treats. Thanks to James, the committees and to every volunteer who made these two events successful.

Thanks to our Delegates for their hard work at the Special Bargaining Convention from March 27 - 29th. Our Delegates represented Local 163 well.

As of April 14, 2023 Purem has implemented a new UAW Apprenticeship Program, which was bargained in its 2021 contract. The Apprenticeship Program is a pathway to a journeyman's card. Thanks to our Servicing Representative Ralph Morris Jr. for all of his hard work in helping to bring this apprenticeship program to fruition.

On April 6th, Terence Jones, GM's

Chairperson at Romulus, and myself met with Marry Barra, CEO of GM and Gerald Johnson Executive VP Global Sustainability and Manufacturing. The meeting and tour went well. Mary and Gerald were impressed by the plant and the members. We did not receive any guarantees for a new product for now but the discussions were encouraging for the future of our Romulus plant. GM is still investing in our plant with many upgrades and will continue invest in the future.

Local 163's General Election will be held on May 17, 2023. The deadline to sign up for the election is April 26, 2023. Good luck to all who are running.

In Solidarity

Al Byrd, President
Local 163



Vice-President's Report

Gary Dotson

UAW Local 163

Vice President

Hello Brothers & Sisters,

Happy Easter (I know it's passed!). I just hope everyone had a fantastic Easter and enjoyed their family's Easter egg hunts and dinner.

I would like to thank the Standing Committees for the great Easter party, for the Members, their kids & grandkids. It was a great time with lots of games and pictures with the Easter Bunny! I really enjoyed being part of it. Thank you Ryan Martin, for volunteering your time and taking pictures. And the

Easter Bunny "James" (UAW Local 163 Trustee Jenny Lynn's Son) did an awesome job. Thank you.

Recreation Committee had a nice shindig/get together on April 6th, day before Good Friday, with a nice turn out for the members. They had some drinks, jokes, played cards and Corn Hole. Lots of laughs were had by all! Thanks to all that participated!

The Standing Committees have lots of events coming up this summer.

2 Car shows; Craft shows; Steel & Stiletos Firearm Training for CPL certificate; and many more! Watch for flyers coming out on the Union boards & UAW Social media. They will also be passed out around break areas, so keep a look out for all upcoming events.

The General Election is coming up: Sign up is April 26, 2023 from 8:30 a.m. to 4:00 p.m. at the Union Hall.

Election: May 17, 2023 Vote at the plant you work at:

DDC Plant and DLC - 5:00 a.m. - 8:00 p.m.

GM Romulus Plant - 3:00 a.m. - 8:00 p.m.

Oakwood Plant - 4:30 a.m. - 5:00 p.m.

Purem - 5:00 a.m. - 7:00 p.m.

Retirees and members on medical will vote at the Union Hall.

Union Hall - 8:00 a.m. - 4:00 p.m.

Gary Dotson, Vice President



**UAW Local 163
Financial
Secretary**

Denise Woods

Happy Spring!!! It seems that it took extra long to get here this year. With the warmer weather, keep an eye on the boards and social media to see some of the events coming to the Union Hall. I think some of you will be surprised by some new things the Standing Committees are doing.

Some things I may have already touched on, but we are in the process of getting the entrance of the building repaired as well as new canopies for the front and back. We also are getting quotes to either patch or totally repair the roof.

Another thing to point out is that the property next to us (the old TCF bank) and the property behind us was bought and they are clearing out the nice trees that provided us a very peaceful setting. The Presbyterian Village is

adding additional senior apartments and cottages, so it will be interesting to see what our picnics look like going forward.

With the election coming soon, I would like to remind everyone how important it is to vote, and to vote for candidates that have the best interest of the membership at heart, and the experience to continue Local 163's long standing standards of excellence.



Scan the QR code to view the list of candidates for the 2023 UAW LOCAL 163 General Membership

Election. Or type the link below in a web browser:

<https://pub.marq.com/044af041-aecd-4783-b1de-152520e72bd5/>

***"United we stand, divided we fall;
Union is strength"***

Flemish proverb

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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

THE UAW VOTED FOR CHANGE, AND I WILL DELIVER IT

By: Shawn Fain, President, United Auto Workers

For 50 years, the United Auto Workers was the backbone of the American working class. The founders of the union, factory workers from Michigan to Georgia, famously occupied auto plants in the 1930s, transforming dirty, dangerous jobs into careers that anchored families and communities for generations.

Those workers built a union that was the standout leader in the fight for economic justice in the United States. Now, nearly a century later, UAW members are recommitting to that fight, reclaiming their union, and rebuilding that working class.

Last month, I had the great honor of being elected president of the UAW in the union's first-ever direct election of national officers. When finally given the chance to vote by a federal consent decree, the members of our great union voted for change. And change is desperately needed.

In February, in the heartland town of Belvidere, Ill., 1,200 workers at the Stellantis Belvidere Assembly Plant worked their last shift. Since 1965, the plant has churned out hundreds of thousands of union-made cars and trucks and has anchored the community of Belvidere.

Stellantis — formerly Chrysler — recently announced record annual profits of over \$17 billion. Just one week later, the company “indefinitely idled” Belvidere

Assembly, and moved those jobs out of the country. Those 1,200 jobs — which just four years ago numbered over 5,000 — would leave Belvidere, along with the workers who worked them, the families who depended on them, and the local economy that survived off of them.

It's not because auto jobs are disappearing. In 2022 alone, automakers announced over \$70 billion in new investment as the industry transitions to electric vehicles. Meanwhile, real wages have flatlined since the Great Recession.

Corporate greed is alive and well in the auto industry. For generations, the United Auto Workers has been the check on that greed. The union way of life meant not letting corporate profiteering destroy good jobs to make an extra penny on the backs of everyday people. But in the past two decades, the union lost its way. The corruption crisis at the top of the UAW tainted our union and set us back in its mission to raise the standard for everybody who works for a living. Two of our union presidents, among other top officers, were convicted of financial crimes.

Meanwhile, good, family-wage auto jobs were stripped of key benefits and wages were eroded.

During the Great Recession, permanent jobs were replaced by temporary ones, and two-tier contracts created second-class citizens across the Big Three automakers, General Motors, Ford Motor Co., and Stellantis. The UAW



used to set the standard in the auto industry.

When our leadership abandoned that cause, working-class communities across this country, communities like Belvidere paid the price. After too long on the sidelines, our union is getting back in the fight.

This September, our union contracts with the Big Three automakers, covering 140,000 workers across 10 states, will expire. The employers will seize the moment to further put the squeeze on autoworkers. Our job, and the job of allies of economic justice everywhere, is to hold the line. The UAW is the last line of defense for working class communities across this country. If the Big Three automakers want to keep waging war on U.S. workers, they'll have to go through us. That means all of us.

My job as UAW president is to put the membership back in the drivers seat of this union and get us back in the fight for working people everywhere. But I can't do it alone. If the public stands with us against the billionaires' race to the bottom, and for the electric vehicle future to be union-made, we can save communities like Belvidere and rebuild the working class. It might be the only thing that can.



PUREM by Eberspaecher
Chairman Report

By: Larry McDonnell

Brothers and Sisters,

I hope everyone enjoyed their Good Friday and Easter Sunday!

It has taken over a year and 5 months since we started negotiating the language and terms of the apprenticeship program. Through many delays and changes in management, I can now proudly announce through the hard work of the Bargaining Committee, Jason Smith, Al Byrd, Ralph Morris, the management team and myself, we

have completed the language and terms of the apprenticeship program. Once the Department of Labor approves the apprenticeship program the process of finding the first Maintenance Tech apprentice will begin, more news on how the process, selection, and program will work will be shared with everyone once the program is approved. Also during this time, our skilled trade classifications were approved through the UAW skilled trades department to become journeyman. Congratulations to Patrick Brennan, Jason Smith and Edward Murray on receiving their



UAW journeyman cards.

On the grievance front, the grievances about Sunday pay and the 3rd weekend definition are at the 3rd stage and are being negotiated through proposals at this time, once a conclusion is reached the membership will be informed about it.



GM Shop Chairman Report

By: Terence Jones

Last month, I had the privilege of being introduced as one of the Top Negotiators of the UAW-GM Bargaining Team at the 2023

UAW Special Bargaining Convention. It was an honor to be on the stage with the rest of my Brothers and Sisters, elected to represent the membership at the national bargaining table this fall.

I am proud to have this opportunity to represent the membership of Romulus

GPS, UAW Local 163 and Region 1A. The bargaining team has gone through all the resolutions submitted by the membership and put together a plan to "TAKE ON THE BOSS !!!!!" (quote from UAW VP Chuck Browning's speech to the delegates, during the 2023 Bargaining Convention)



GM National Bargaining Committee



UNIT REPORT
DETROIT DIESEL
By: Ray Herrick

spearheaded by UAW Local 163 Shop Chairman at Detroit Diesel, Mark "Gibby" Gibson, and the Logistics Bargaining Committeemen Tom Tuomi (day shift) and Derrick "D.J."

Jones (afternoon shift), as of February 25th, 2023, the 71 hourly employees at the Warehouse will be seniority employees, members of UAW Local 163, and eligible for health care coverage immediately; and start their progression to a top pay rate that more than doubles the highest hourly pay rate they would have ever achieved in a non-Union warehouse, in just 5 years.

Prior to the final "t's" were crossed, and "i's" dotted on the agreement to assume ownership of the warehouse, several seniority Detroit Diesel employees were allowed to post for positions at the warehouse, including several team leader positions throughout the various logistics areas within this new endeavor, and will remain at the warehouse for at least one year before they, and the new warehouse employees, will have



DDC Chairman Mark "Gibby" Gibson poses for a picture with Livonia Mayor Maureen Miller Brosnan

the opportunity to post for jobs within the Detroit Diesel facility.

Welcome aboard to UAW Local 163's newest members, and may those of us that have long-enjoyed the tremendous benefits of UAW membership be helpful and inviting, as we bring our new members into the fold.

DETROIT DIESEL PURCHASES PENSKE LOGISTICS WAREHOUSE
New venture adds 71 new UAW Local 163 members

After months of negotiations, Detroit Diesel completed the acquisition of the former Penske Logistics Warehouse, where many of their engine, axle and transmission parts are stored before transport to the plant, in late February of 2023. The warehouse, newly christened the Detroit Logistics Center, was previously manned with non-Union employees, and the wages and benefits for these employees were considerably more substandard than others in the same logistics business.

Now, under the agreement



Detroit Logistic Center staff pose for a picture in front of a Freightliner truck at the Launch Ceremony on March 1st, 2023 at the newly dedicated Detroit Logistics Center.



Women's Committee Report

By: Beth Morrow

Hello Brothers and Sisters,

I just want to say what an amazing month we had in March! As you may be aware, we had so much to celebrate as we rolled into March. We celebrated Women's History Month, and we sure had a lot of Historical Women to be thankful for. I appreciate everyone sharing their favorite Women icons of our history to our Facebook pages. Second, we had International Women's Day on March 8th. We had so many members participate in showing their support by wearing purple. I was happy to capture many photos throughout the GM facility and make a few slide shows to share with the members. Next, we celebrated Rosie Riveter Day on March 21st at all our Units. It was great to see so many participants get involved this

year, and we hope to see even more next year. Again, we had many participants wear their Rosie attire and share many photos. And finally, we had wrapped up the month with the March of Dimes Drive at the GM Facility. What a busy month and thanks for all the participants.

As we welcome spring into the air, The Women's Committee is planning their first Spring Vendor and Craft Fair on Saturday June 3rd, from 10am-3pm at the Union Hall. We encourage many of our own entrepreneurs to join in. Look for flyers and information sheets on Union Boards and on the floor. Lastly, the Women's Committee is offering one CPL Class this year. It is scheduled for Sunday June 4th, from 9am until 5pm. Again, the class is being brought to you by Steel & Stiletos Firearm Training and taught by Amy Lucas. It is a great class to take and being offered at a discounted rate for us Union Members. This class is for men and women and is offered to members and their families. Look for flyers and information sheets on the Union Boards and on the floor.



Recreation Committee Report

By: Janet Zickafoose

The Recreation Committee has been busy planning fun things to do with our family and Co-Workers. We had our 1st Spring Shindig, I was pleased with the turn out. It was nice seeing our Union Brothers and Sister's getting together after work to have a drink, play cards and playing a fun game of corn hole. I can see this becoming a yearly event. Our next event will be a Mom/Son Dance on May 21st. There will be a special raffle for anyone that brings a non perishable food item.

SPRING SHINDIG



UAW LOCAL 163 RECREATION COMMITTEE IS HOSTING THE 1ST ANNUAL SPRING SHINDIG

THURSDAY, APRIL 6, 2023

AT

UAW LOCAL 163 UNION HALL
450 S. MERRIMAN RD.
WESTLAND, MI 48186

3PM TO 9PM

BEER AND MUSIC

\$5.00 TICKET IN ADVANCE
\$7.00 AT THE DOOR

For tickets please see: Janet Zickafoose, GM Team 6, Anna G, GM 3rd shift Machining, April Stubbs, GM Team 10, Jennifer Boonsberg, BDC, Jenny Thorpe, BDC Livonia, Karolya Hamilton, Oakwood, Alfredda Wallace, Retirees

Approved By: Al Byrd Jr., President, UAW Local 163

Signed By: The Recreation Committee
All proceeds go towards future events.

A WOMAN'S PLACE IS IN HER UNION



COMMUNITY SERVICE COMMITTEE REPORT

By: Jenny Thorpe

A big thank you to all of the Community Service Committee for the wonderful job on the 2nd annual Easter event. A big shout out to James Strong IV for serving as the Easter Bunny. James would like to personally thank Al Byrd, UAW Local 163 President for the appreciation and

the gift card.

A big shout out to Janet Zickafoose, Al Byrd, Gary Dotson, Gibby, Ryan Martin and all the volunteers for helping make this event a HUGE success!





Retiree Chapter Report

Roy Gonzales

HYPOCRITE- Described In Webster's World Dictionary as " One who pretends to have a virtue, feeling, etc. he or she does not have."

It is the height of hypocrisy for the millions of people demanding abortions be illegal nationwide, while at the same time they themselves practice all kinds of methods to prevent having babies

themselves. They cannot truly say they are doing all they can to prevent Babies from being born.

If all American women of the average baby bearing ages were to never have the right to control their own bodies concerning having babies, millions of women would have 10, 12, or more pregnancies in their baby bearing years. I'm sure the vast majority of women would definitely not like it. And, the males would be going ballistic. After all, these guys should be responsible for the wellbeing of the mothers and the wonderful large bunch of babies they fathered.

Are women so insignificant that they should have no say in their health care when it comes to

having babies? No. Are women not supposed to have the same rights as men when it comes to making their own decisions about their health needs? They definitely should! When it comes to the subject of abortion, the vast majority of our nation's woman's voices are completely ignored, they are treated as second class citizens that have to bear the burden of hypocrite politicians and their hypocrite supporters.

Meanwhile, gun violence is rampant in America, yet little has been done about it because of some uncaring legislators. Yet, these same uncaring legislators go all out to stop women from having abortions, which should always be their constitutional right. Take care Be Well



Words for Thought Chaplaincy

By: Shirley Davenport

Love yourself and all that it encompasses.

Take care of your physical, spiritual and mental health. Make it top priority .

Physical (nutrition): Fitness is not just a diet, but a choice to eat for living a full life !!!:

Physical health: Make it a goal -to be physically fit, exercise- be active, visit your doctor routinely. Become health conscious .

Mental fitness: Let go of the stress, (deal with the issue),quiet time to unwind, me time to do things that bring you joy with all things in balance.

Spiritual health: Connect with God. Divine connection. Relationship is what it is all about. Talk to God about it.(pray)

Choose life choose, a good life, be fit, be resolute.

May you have peace, have joy, be

wise. May God strengthen you in your inner man, may He make you whole. May you come to know him in a close personal relationship.

Be at PEACE, STAY AT PEACE !!!





**UAW LOCAL 163
ELECTION
COMMITTEE**

Marty Victory

Our General Election is coming up on Tuesday May 17, 2023 and for the members of your Election Committee, it will be an "all hands on deck" endeavor as voting will take place at all plants under the Local 163 umbrella. Though it makes for early mornings and late nights (16+ hours for our Chairman Ryan Martin and Co-chair Janet Zickafoose) we consider it an honor and a privilege to serve our membership in such an important function. We encourage, and actually enjoy, that all members come out and make their voices heard!

This is my third General Election and I am proud of all the colleagues I have had an opportunity to work beside, and know that I can hold the integrity of our Committee in the highest regard. I have worked with members from DDC, GM and Purem and ensure you that NO ONE has a personal agenda or could effect the outcome of our elections. They have all acted professionally and have upheld the rules governing our roles in the procedure.

We are here to conduct the tabulation in a proper and orderly manner. We don't care WHO you vote for. We are instructed to not even accept campaign literature to avoid the APPEARANCE of endorsing a candidate. We just want to make sure your vote COUNTS!

None of us are on any type of power trip, but there are rules we must follow. So when we ask you for a PICTURE ID, please remember; we may have worked with you for the last 20 years or we may see you all

the time, hell, we may even go out and get knee walking drunk together, we still need that picture ID! That's just the way it is! It's a "best practice" for elections and in our Bylaws. (We can show you. A copy is sitting RIGHT behind us.) If "the Other Guy" sees us treating you any different from anybody else, that is grounds to challenge the ENTIRE election, and at over \$20,000 for use of the tabulator, none of us want to be responsible for having to do this again!

With that all being said, here are some things we ask you to do to help the process go smoothly:

- Have a picture ID with a distinct image of you. Your Employee badge is perfect but if it is faded or all scratched up, please bring a back up
- Please NO phone use in the voting area. Photographing the ballot or people is strictly prohibited

- Please fill the ballot out according to the directions. The tabulator does not consider your intent, it just spits your ballot out

- Please DO NOT fold your ballot. Place it flat through the slot. The tabulator will jam and not read your ballot

- Please no loitering in the voting area

So on behalf of myself, our Chairpeople and the Local 163 Election Committee, (Jamal Saleh, Sonya Jennings John Sebest Jr., Jim Hammock, Vicki Juarbe, Ashlyn Cummins, Josh Banas, Liesa Krawiee, Catinia Dennis, Beth Ross, Steve Boyle, Anna Guajarde, Vicky Gianossa, Carroll Bannister, Janet Tessman, and Rob Guinn)

Come on out on this May 17th and make you choice known and our Election a rousing success.





DDC EAP REPORT

By: **Larry Dietz**

We formed this team of hourly and salary for the soul purpose for all people here at Detroit. As of past practice here at Detroit, Maya Clark our Nurse Practitioner is the salary EAP Rep. Myself, Larry Dietz, is your hourly EAP Rep (that part has not changed). But now, If you know one of these other people, or see them on the plant floor, you will know they are also here to assist you in finding Help when the time arises. "Its OK to ask for Help" Everyone has a story!

Greetings Brothers and Sisters of Local 163,


Well spring has sprung, so we say good bye to old man winter.

I would like to take this time to introduce everyone to our new Mental Awareness Support team "MAST"

First our sponsor Christian Schenke, our Nurse Practitioner Maya Clark, Reese Smith, Tony Weston, Dan Manning, Shirley Davenport, Ryan Rude, and Larry Dietz, your Employee Assistance Representative.

I also want you all to know we are having a Mental Health Wellness Presentation on May 24, 2023, from 5am-5pm. Mental health professionals will be on site to hand out new information and to answer any questions you may have pertaining to Mental Health.

We will be located in the old company store across from the cafeteria entrance. Remember Folks, you Don't have to go it alone.



"Only the strongest MAST can carry a ship through the toughest storms"

Your
Mental Awareness Support
Team
Hosts
Mental Wellness Day

May 24th, 2023
Outside the Main Café in the Old Company Store
5am – 5pm



DDC Skilled Trades Report

By: **Doug Szydowski**

complete. Unfortunately, with the high price tag, there is a higher level of authorization needed from both Daimler and AON Hewitt. I will keep you up to date as much as possible.

As many of you already know, our Tuition Assistance vendor has changed to Wiley ([Login \(wiley.com\)](http://wiley.com)). Please feel free to text me and I can forward you the link. The process has actually been working very well. The biggest change that has held up funds is the approval needed from your immediate supervisor. I have walked several supervisors through the process because of this added step. Once you apply for Tuition Assistance, please let your supervisor know you have applied

and ask them to watch for an approval link in their email. They only need to approve the application; Wiley will monitor payment, grades, etc. Once your class has ended, you must submit a passing grade (C or better) to Wiley within 60 days after the last class.

Contact us any time if you have questions about the Apprenticeship Process or Tuition Assistance

Doug Szydowski or Dan Palm:
Office: 1-313-592-7229 Cell:
1-313-492-1515

In Solidarity,
Douglas Szydowski
Apprenticeship Chairman

Hello Brothers and Sisters,
Apprenticeship Office Report:

Our next Apprenticeship test is getting closer. As reported earlier this year, the next test comes with a hefty price tag, well over \$70K. The current test needs to be evaluated to confirm it still meets our testing requirements. The last evaluation took place in 2012. The review takes 10-12 weeks to



2023 SPECIAL BARGAINING CONVENTION DELEGATE REPORT

By: Dale Dupuis

Brothers and Sisters

I am Dale Dupuis, and I had the humbling opportunity to serve as your Delegate at the 2023 Bargaining Convention. I want to thank you for allowing me to be your voice and your vote.

Laura Dickerson, Region 1A Director, kicked off the convention, Halania Waker took us through prayer, followed by our Color Guard, National Anthem, and a moment to remember Ken Terry, Region 1 Director, and Phil Wheeler, Region 9A Director, that have both passed away since the last Convention. Recognition was given to the Advisory Council, the 2023 Trustees and Timekeepers, as well as past Presidents. During his speech, Senator Gary Peters congratulated newly elected President Shawn Fain, and thanked former President Ray Curry for his services, and also announced that Michigan repealed Right to Work.

Videos were shown of Detroit Mayor Mike Dugan, as well as Senator Debbie Stabenow, who spoke on the ProAct and the importance of its passing. We had the opportunity to hear many speakers take the stand, including Chaplaincy Chairperson for Region 9A Renford Whyne, US

Representative of the 12th District Debbie Dingell, Christine Olivies, the Industrial Assistant General Secretary from South Africa, and Canadian Unifor President Lana Payne who stated when future generations reflect back on this time, let the record show that our two Unions stood together, shoulder to shoulder, in solidarity.

UAW President Shawn Fain addressed the Convention saying, "We are united to serve you. Now we're here to come together to ready ourselves for the war against our one and only true enemy, multi-billion dollar corporations and employers that refuse to give our members their fair share." President Fain also reflected on the writings of Dr. Martin Luther King, and quotes him saying, "Every revolutionary movement has its peaks of united activity and its valleys of debate." He then states, "So Brothers and Sisters, let us debate the future of our Union. Let that debate be spirited and forceful, and let us emerge from this valley of debate to our highest peak yet, and let us move forward, together."

Secretary-Treasurer Margaret Mock said " The Special Bargaining Convention is a unifying force in the UAW. Here we discuss the physiological goals of the UAW, as well as more specific proposals. We will debate the direction the entire Union will take in the next four years, regardless of sector or region. The demands are clearly sector specific and have been properly referred to councils of the Big 3. It's our cultural implementation to mold the bargaining agenda for those sectors, but the officers of the UAW understand there is an overlap between diverse sectors. We have been working with the Resolutions

Committee to ensure that we don't eliminate those resolutions designed to create equality between sectors, and to raise sectors with inferior contracts to the levels of our highest sectors."

Vice President Rick Boyer gave a speech about Stellantis' recent decision to idle the Belvidere Assembly Plant in Illinois. VP Boyer expressed the need for all UAW members to stand together to stop the Big 3 from arbitrarily closing US plants despite record profits. He states, " I'm going to make one commitment to everybody in this room. If you're in trouble, we're coming. We're coming to your side. We're going to walk the line with you. We're going to do whatever we've got to do to make sure you survive."

Special guest speaker Governor Gretchen Whitmer spoke also on her signing the repeal of the so-called "Right to Work", and says as our Governor, she has our backs.

There was a discussion of the introductions of UAW Bargaining and key issues like reducing wage disparities within classifications, insourcing and outsourcing work, new investments, training, protecting healthcare, and retirement security. We discussed resolutions of retirement income, group insurance, profit sharing, gain sharing, temp work, discipline, grievance procedure, benefits for service men and women, skilled trades and apprenticeship. COLA was brought up and debated by the Delegates to have stronger language in the resolutions. While the other Delegates felt the language would be too specific and could handcuff the UAW negotiators at the bargaining table, it ended up being voted on, and kept the way it was written in the original resolutions.

UAW Vice President Chuck Browning gave a speech in which he

stated, “ a lot of the earlier days of our Union were fought for with strikes.” He highlighted some historical battles with Caterpillar, John Deere, and Case New Holland. He expressed that no one person or caucus owns the agenda. It’s the members’ agenda and we were a witness to what the last three negotiating teams were able to accomplish, and it’s a good time to bargain. During his passionate speech he states “I’m going to address the damn elephant in the room because I’m a sucky politician, but I’m pretty good at telling the truth. The man who’s our UAW International President got sworn in less than 24 hours before this convention started. There are people out here extremely passionate on both sides. It’s no secret who’s caucus I’m from and whom I supported. It’s not a secret. I was very vocal about it. It’s no secret where Shawn comes from, he’s been very vocal about it as well.

But the reality is the UAW is way more than Chuck Browning or Shawn Fain or anybody sitting out here right now. It’s way bigger than all of us. To our enemies who are not in this room; to the rich and powerful that want to attack labor; to the employers that want to make profits at our expense and through the exploitation of workers. To those people, I send a message today and so does this hall. This International Executive Board supports all of you and we’re going to work together to achieve our goals. Support this International Executive Board and support our President Shawn Fain. Let the world hear we’re united when it comes to taking on our enemies and bargaining. When they write this article, they see we stand as one. WE ARE THE UAW!!!”

President Fain gave his final speech saying, “ The UAW wasn’t founded by asking for permission. The only limit we face is what we put on

ourselves. I see a Union that is ready to go

from defense to offense. The question is when do we say as a Union, enough is enough. When we stand together, they will not break us.”

All resolutions were discussed by the Delegates. A motion was put out to accept all remaining resolutions and was passed unanimously. A motion was put in to adopt all the amended resolutions, honor picket lines, build student worker solidarity, inclusive units, wall-to-wall Unions, sectoral strategy, and to bring back all trades that had been lost in the past two decades, and the Delegates approved the motion.

In Solidarity, Dale Dupuis
-3rd shift Committeeman and Delegate for the Special Bargaining Resolutions Convention



2023 SPECIAL BARGAINING CONVENTION DELEGATE REPORT

By: Tracy Stump

I would like to thank Detroit Diesel and Local 163 for putting their confidence in me as a delegate. The UAW & especially General Motors, Chrysler and Ford Motor Company are coming due this fall for contract negotiations. We need everyone's help by

voting and understanding their individual contracts. By bringing this special bargaining convention to light will ensure a better contract for all now and in the future.

Thank you again!

Tracy Stump

Detroit Diesel Local 163 Delegate.





POPPY FLOWERS AND PICNIC BLANKETS

By: Angel Collins

Hello Brothers and Sisters!

With May right in front of us, I thought it would be a perfect time to point out that May is Military Appreciation Month. There's plenty of ways to show our appreciation to both active and retired military personnel. You can send a care package to a service member, donate to a charity, or simply support military owned businesses. One of my favorites is Harry's Army Surplus in Dearborn. As a military veteran myself, I can easily get lost in that store amongst the army fatigue pants and military gear. Then, falling right at the end of Military

Appreciation Month is Memorial Day. After showing your appreciation for all who served, take a moment to appreciate and

remember those we've lost. If you can find time in your day, volunteer with a local charity or organization to show your support. Every year for Memorial Day, volunteers often come together to place small flags on every grave site at national cemeteries. You can contact your local national cemetery, American Legion post, Daughters of the American Revolution, or Boy or Girl Scouts troops to get information about volunteering. This is why Memorial Day was originally referred to as "Decoration Day." The custom of honoring those lost during service by cleaning and decorating gravesites is an ancient and worldwide tradition. Visiting our ancestors at the gravesite was never meant to be morbid or saddening. People came together to share memories and celebrate

the life of their lost loved one. This was often made into a family picnic or reunion due to cemeteries being the only green space in many crowded cities. For miles you could see red poppy flowers and picnic blankets. The red poppy flower has been the official Memorial Day flower since World War 1. Dating back to 1915 a Canadian soldier was inspired to write the poem, "In Flanders Fields" after what once seemed barren began to birth red poppy flowers all over its fields. The red wildflowers began springing up around the slain soldiers in the field after the brutal war caused enough disturbance in the ground for the seeds to germinate. Now all over the U.S. the red poppy is known as a symbol of Memorial Day. I hope you remember to take this with you and share it with friends and family around the bar-b-q this Holiday season, and don't forget to take a moment of silence for loved ones lost. In whatever way it is that you decide to celebrate, please do it responsibly.





Member Profile By: Wayne Scott

Hello Brothers and Sisters of Local 163, I want to take a brief moment and introduce myself. My name is Wayne Scott. I've been here at Romulus Propulsion Systems (Romulus Engine), for about 5 years now. I have been an active UAW member for over 20 years at various plants and locations. I want to let the membership know that there are many classes that can be taken through the UAW. I have participated in many leadership training classes, as well

as being chosen as the Conference Coordinator at the University of Michigan Labor Studies. I have taught Labor classes at two HBCUs, Savannah State and Morehouse College. I am currently the Sargeant-at-Arms for the Canton Chapter of Coalition of Black Trade Unionists (CBTU), as well as for UAW Region1A. I formerly served as the Civil Rights Chairperson for UAW Local 849, from 2007, until the plant closed in 2009.

Just so you have an idea of what's available through our Union, here's a short list of classes I have taken:

- Parliamentary Procedure
- Equality Solidarity and Culture Awareness
- Building Social Justice Leadership
- Grievance Handling
- Getting and Staying Elected
- Effective Committees
- Basic Union Skills
- And a host of many others

In closing, I'd like to add that if anyone is interested in attending any of these classes or workshops, or becoming a teacher or facilitator, feel free to reach out to me. It would be my pleasure to steer you in the right direction.
#thepeopleschamp

SPRING SHINDIG



Pictures with the Easter Bunny



**International
Women's Day
at GM
Romulus**

In Memoriam

GM-POWERTRAIN RETIREE HENRY CLOUTHIER
7/22/22

GM-POWERTRAIN RETIREE KENNETH SKELTON
9/12/22

GM-POWERTRAIN RETIREE LEVI TYLER 9/29/22

GM-POWERTRAIN RETIREE THOMAS PLEMMONS
9/29/22

GM-POWERTRAIN RETIREE SERGE OSTROVETZ
10/4/22

GM-POWERTRAIN RETIREE ANTOINETTE BROWE
10/7/22

GM-POWERTRAIN RETIREE LEE NIELSON 10/24/22

GM-POWERTRAIN RETIREE ROBERT MOORER
10/28/22

GM-POWERTRAIN RETIREE EDITH MITCHELL
11/1/22

GM-POWERTRAIN RETIREE GEORGE PASKAUCHAS
11/5/22

GM-POWERTRAIN RETIREE WILLIAM REEVES
11/5/22

GM-POWERTRAIN RETIREE MARY RAKES 11/18/22

GM-POWERTRAIN RETIREE PATSY PINION 11/22/22

GM-POWERTRAIN RETIREE GLENN BEAL 11/28/22

Mr. Christoffer Lithgow, son of DDC employee Gary
Lithgow, brother of DDC employee Sean Lithgow 1/2/23

Mrs. Dema Pierson, wife of DDC retiree George Pierson
1/8/23

Mr. Robert Tomlin, stepfather of DDC employee Scott
Albright 1/14/23

Ms. Glenna Cummings, sister of DDC employee Joanne
Schuette, sister-in-law of DDC employee Gary Schuette
1/16/23

GM-POWERTRAIN RETIREE TERRY DARLING
1/22/23

Mr. Jackie Willoughby, stepfather of DDC employee
David Woodward 1/22/23

GM-POWERTRAIN RETIREE GENE VIERS 1/23/23

DDC EMPLOYEE JOHN SAMPSON 1/27/23

DDC RETIREE RONALD GRAHAM, Sr. 1/29/23

Mr. S.J. Embery, stepfather of DDC employee LaShonda
Williams 1/29/23

GM-POWERTRAIN RETIREE HENRY GERHARD
1/30/23

Mr. Mitchell Thomas, brother of DDC employee Lavelle
Gardiner, uncle of DDC employees Aaron & Antonio Isler
1/31/23

Mr. Thomas Parker, grandfather of DDC employee Adam
Parker 2/2/23

DDC RETIREE DONALD GRANT 2/5/23

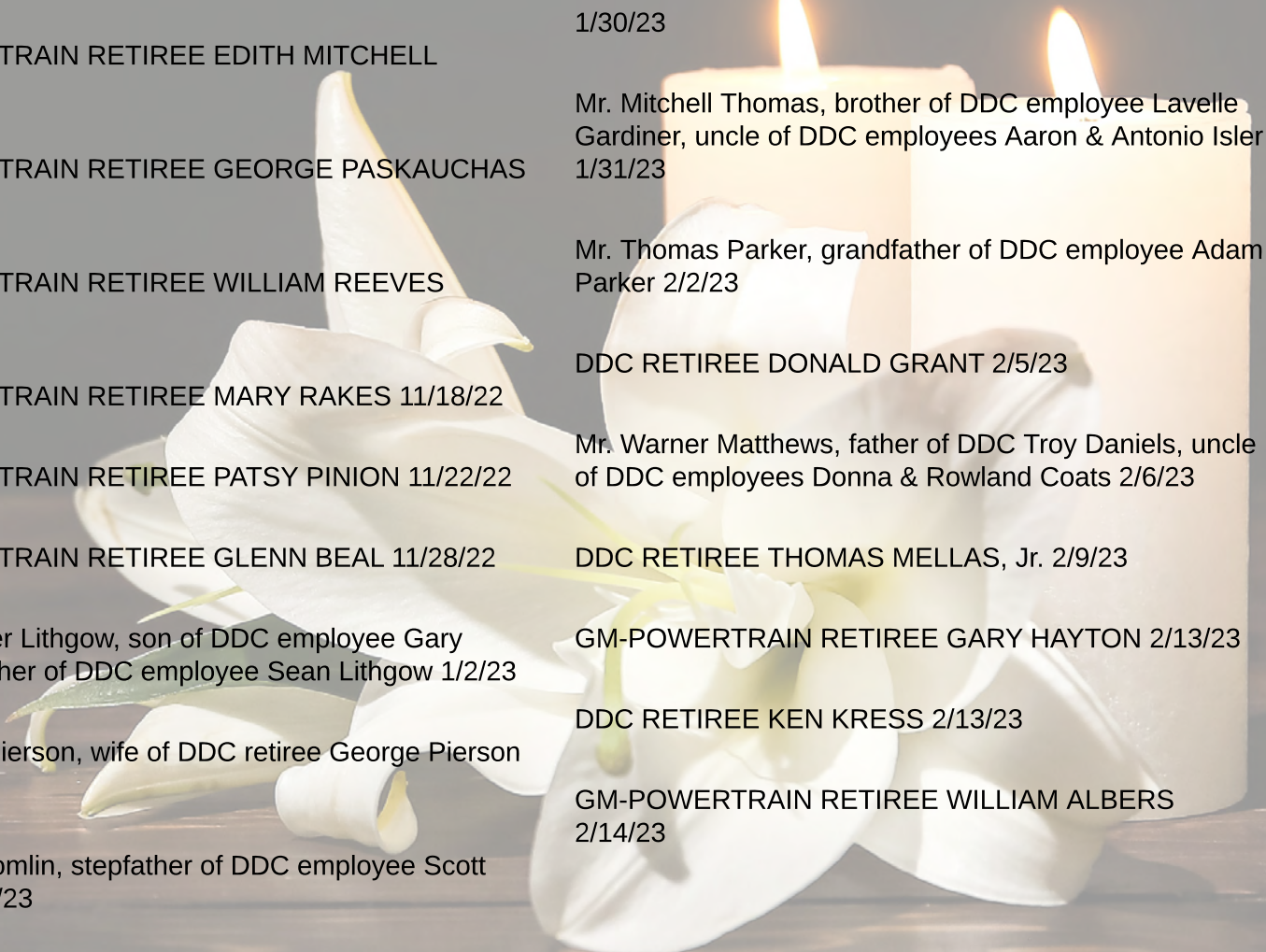
Mr. Warner Matthews, father of DDC Troy Daniels, uncle
of DDC employees Donna & Rowland Coats 2/6/23

DDC RETIREE THOMAS MELLAS, Jr. 2/9/23

GM-POWERTRAIN RETIREE GARY HAYTON 2/13/23

DDC RETIREE KEN KRESS 2/13/23

GM-POWERTRAIN RETIREE WILLIAM ALBERS
2/14/23



In Memoriam

Mr. George Elliott, father of DDC employee Rebecca Airasolo 2/14/23

DDC RETIREE HENRY BURCH, II 2/15/23

GM-POWERTRAIN RETIREE EDWIN JANIK, Jr. 2/15/23

DDC RETIREE RICHARD ELLSWOOD 2/19/23

GM-POWERTRAIN RETIREE JOHN MOORE 2/19/23

GM-POWERTRAIN RETIREE BERNARD PARKER, Jr., father of DDC employee Terence Parker 2/22/23

DDC RETIREE JOHN SULTANA 2/24/23

DDC RETIREE LOUIS PRZBYLA, Jr., father of DDC employee James Przbyla 2/24/23

GM-POWERTRAIN RETIREE DONALD ANTHONY 2/24/23

GM-POWERTRAIN RETIREE HARRY JONES 2/24/23

Mr. Robert Silverburg, Sr., father of DDC retiree Robert Silverburg, Jr., grandfather of DDC employees Donald & Nolan Speer 2/25/23

Mrs. Josephine Martha, wife of DDC retiree Issa Martha 2/27/23

DDC RETIREE CHARLES SZALAY 2/28/23

Mr. Willie Davis, brother of DDC employee Nakia Davis 2/29/23

Mr. Anthony Johnson, father of DDC employee Demetrius Corbin 3/5/23

DETROIT AXLE EMPLOYEE GREGORY LEVERETT 3/5/23

DDC RETIREE ROBERT WILK 3/7/23

Mr. David Wood, brother of DDC employee Catherine Wood 3/10/23

DDC RETIREE RAYMOND "MOOSE" MANNING, former UAW Bargaining Committeeman, father of UAW Sourcing/Ergonomics Rep. Brian Manning 3/11/23

DDC RETIREE JIMMY LAWS 3/13/23

DDC RETIREE WILLIAM MOORE 3/14/23

Mr. Richard Rumohr, father of DDC employee Russell Rumohr 3/21/23

Mrs. Carrie Nealy, mother of DDC employee Kyle Nealy 3/24/23

DDC RETIREE NORBERT CYNOWA 3/22/23

DDC RETIREE JOSEPH BARBER 3/23/23

DDC RETIREE LAWRENCE GARDNER 3/25/23

Mrs. Salome Jones, mother of DDC employee Harry Jones, grandmother of DDC employees Persia & Tamiya Jones 3/29/23

Mrs. Mary Seguin, surviving spouse of DDC retiree Marvin Seguin, mother of DDC retiree William Seguin, grandmother of DDC employee Connor Stapleton 4/1/23

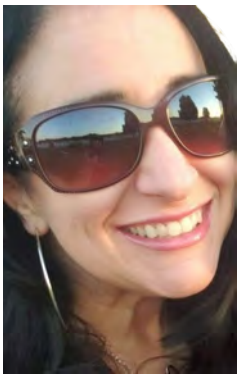
Mr. Steve Boyd, father of DDC employee Matthew Boyd 4/4/23

Mr. David Wilkin, father of DDC employee L. David Wilkin 4/4/23

DDC EMPLOYEE CHARLITA EDWARDS 4/8/23

DETROIT AXLE EMPLOYEE CHRISTOPHER DENNIS 4/9/23

Mrs. Reba Harrell, Grandmother of DDC employee Richard Harrell 4/15/23



Guest Article **THE PARABLE OF THE LONG SPOONS**

**By: Bobbi Jo
Marsh**

**UAW 2250
Wentzville, MO**

Throughout the history of humanity, there have been stories passed down through each generation with specific lessons to pave the way for a better future. These stories guide family members in deep thought, reflection, growth, and maturity. In addition, generational stories answer questions like who we are as humans, our belief system, and our purpose here on earth. Parables are an example of these generational stories that illustrate a universal truth that can teach a moral or spiritual lesson and stimulates deep thought or a starting point for reflection. Most parables we are familiar with come from various religious books. The most commonly known is The Bible. Religious parables are used to teach the lessons in each religion and are guidelines for proper moral behavior. When I came across this parable, I was blown away by its lesson and immediately thought of our UAW membership. Unfortunately, the current multitier levels and new workforce ideals have continued to push the membership away from focusing on the fundamentals and traditions that started the UAW. With each new contract, we are divided deeper with tier levels, we give the company more concessions, and

our membership becomes more complex to manage for each Local. I was hired into GM in July of 2008 as a 3rd generation, nontraditional, Tier II worker. I have served my membership in various committees at UAW 1714, UAW 1112, and now at UAW 2250. Most of us have expressed a desire for more education here at 2250, but it is also essential for all of us to try changing how we treat each other. Unfortunately, many members here focus too much on selfishness, greed, entitlement, and power over others. Suppose we do not change our mindset to work together for our future. In that case, we will be doing ourselves and our families a great disservice. As you read through this parable, see how this could help improve your role and your involvement level in our Local and secure our brotherhood at work. For some, it will be a call to action, and for others, it will be a time of reflection and humbleness. I don't want this to seem like this lesson is the only way to fix our Solidarity problem, but this could be a great place to start. If you are already offended, then maybe realizing those emotions and asking yourself why you feel that way without reading the whole lesson is where you should start. Then, continue reading with an open heart and mind. We have an opportunity to promote positive change so that we all can get along for the future of our Local and this plant. The Parable of the Long Spoons This parable is a story of survival through sharing, handed down in several cultures and religions. The Parable of the Long Spoons is a lesson in helping others, which would help us all.

There once was an old woman nearing the end of her life. As she closed her eyes one night, she saw a bright light and was transported to another realm. She didn't pass away just then; instead, she returned to the living world to find her family gathered at her bedside. She smiles and whispers to her children, "I have seen the great hereafter. I have seen both Heaven and Hell, and I came back to tell you what I have found." I was met by a personage who told me that I get to choose where to spend my afterlife. The woman had lived a long life to the best of her ability and was not an evil person, but was not completely without sin. She was therefore given the choice of where she would spend eternity. We came upon a door; behind that door, the personage told me was Hell. What I saw there confounded me. Inside was a dining hall filled with rows of tables, each table teaming with a magnificent feast. It looked and smelled delicious, yet the people seated around the tables were emaciated and sickly, moaning with hunger. As I walked closer to the diners around the table, I realized that each person's arm was made out of a long spoon. They could reach the feast, but the spoon was too long to feed themselves. They tried repeatedly but could not bring the delicious nourishment to their mouths. In this 'Hell,' the people were starving, weak, and miserable. I told my guide I needed to leave this place. The guide then took her to another door similar to the first one, but behind that door, he told her it was Heaven. The woman said,

Once we were inside, I was surprised to see the same scene before my eyes; a dining hall filled with row upon row of tables. Again there was a marvelous feast just like before. However, the people were not moaning with hunger. The diners were happy, fellowshiping together, and satisfied from the abundance before them. Like the diners in 'Hell,' the people had long spoons for arms. But the people in Heaven acted differently. I had seen one woman dip her spoon into a bowl across the table, but rather than struggling to feed herself, she extended her spoon out and fed the man seated across from her. The man was now satisfied and no longer hungry. To show his gratefulness, he returned the favor and served the woman who fed him. The old woman had even seen people get up and feed others at different tables. She suddenly understood the difference between "Heaven" and "Hell." Neither the qualities of the place nor the abundance of resources makes up "Heaven" or "Hell." It is the way these people were choosing to treat each other. The old woman begged the guide to take her back to the first dining hall. She wanted to share with the hungry diners the lessons she had learned because she believed she could help all of

them. We went back to the first door and went inside to the first diner I had seen. I told her that she could help herself by helping the person across the table. But the woman was met with disgust. The sickly diner said, you want me to feed that filthy man across the table from me? He is not my family! He is not my responsibility! The old woman tried to convince the people around the table that they could all be fed if they just helped each other. She turned to her guide and said she had seen enough. She told her family, In 'Hell,' we are selfish. We would rather go hungry than give the people we don't care for the pleasure of eating. But in 'Heaven,' we feed each other. If you put trust in those around you, no one will ever go hungry. The message is the same in every example of this parable. The difference between "Heaven" and "Hell" is much less than we were taught or imagined as young children. What creates our "Heaven" or "Hell" is how we choose to be with each other at our Local and at work. Sometimes, thinking solely of our own personal gratification, we focus on our independence from others instead of how our lives are intertwined at work and in our communities. Unfortunately, we now live in a society that has stopped caring for

every individual who is working for the same goals we are. This is an "anti-human kindness" trend I would like to see lessened, starting with this Local. Suppose we blindly allow unaccountable actions and selfish ways of thinking to continue? In that case, I don't see where a better future and more productive work environment here could thrive. I urge you all to stop and take a moment to see where things can change, starting with you. Even if you just say hello to someone new or have a conversation with someone you don't know to learn more about them. The question becomes, What can you do to lessen the divide and bring our membership together in Solidarity? This lesson is essential for each of us to consider as we come up to another contract year. There may come a time when voting something down for one group will create gains for us all, regardless of your years of service or tier level. This is the time we should be working together for the greater good. Remember that selfishness and self-centeredness can cause many of our problems at work with each other. In "Hell," we only worry about feeding ourselves. In "Heaven," we feed each other...





GUEST ARTICLE

West Michigan CAP Update

**By: Bob Smith,
Second Vice-Chair
West Michigan
UAW-CAP**

Ten years ago, the Republican-dominated state legislature passed “Right to Work (RTW)” legislation during a “lame duck” session at the end of 2012. The bills were rammed through committees and both chambers without debate and on strictly party lines before being signed into law by Republican Governor Rick Snyder. Since the law went into effect on March 28, 2013, Michigan has seen a decade of decline in union membership as wage increases failed to keep up with inflation.

That changes now. On March 7, 2023, the State House of Representatives passed HB 4004 to repeal RTW. On March 14, 2023, the State Senate followed suit both by passing HB 4004 themselves, but also passing SB 34; which is the Senate version of the RTW repeal. At this writing, the Legislature is planning to reconcile both bills on March 21 before sending the final bill to Governor Gretchen Whitmer. Whitmer has indicated that she plans to sign the bill into law by the end of March.

On the 14th, I drove to Lansing with Jahwan Jackson, President of Local 330. We arrived at the Binsfeld Office Building, where the State Senators have their offices and committee rooms, at 8:00 AM. Although we were early for the Committee on Labor session, the room and both lobbies were already filled with Union members eager to observe the fall of RTW and the restoration of Prevailing Wage, which was also on the day’s agenda.

We moved to the Capitol Building, where the AFL-CIO had arranged for a room in which union members could gather to watch the proceedings on a television. The room and the halls of the Capitol Building was filled with representatives of various unions from across the state: IBEW, Teamsters, LIUNA, UFCW, and many, many more. On the screen we could see Michigan AFL-CIO President Ron Bieber addressing the committee and making his case for the repeal in his usual, colorful style.

In the Senate Chamber we sat with Region 1D Director Steve Dawes, Assistant Director Scott Zuckschwerdt, and several 1D servicing reps as we waited for the committees to finish their work and for the main voting to begin. After the Senate Committee on Labor session at 8:30, there were two other committees scheduled to hold session before the full Senate could meet. Besides the RTW repeal and Prevailing Wage there were at least two other bills on the day’s docket.

It was after 3:30 when the Senate was officially called out of recess and discussion on SB 34 began. There were several attempts at adding amendments to weaken the repeal; including requiring regular re-certification votes and a Grandfather Clause for employees who hired into union shops under the RTW law. All amendments were voted down and Senate Bill 34 passed on party lines. House Bill 4004 faced all of the

same attempts to amend, with the same results.

When Lt. Governor Garlin Gilcrest announced that SB 34 had passed, union workers sitting in the Senate Chamber and crowding the halls throughout the Capitol Building responded with thunderous applause!

These bills affect both private and public sector workers; although they will only take effect for public employees should the Supreme Court overturn the Janus V AFSME ruling.

The Senate also passed their Prevailing Wage reinstatement, benefiting union contractors in bidding on state contracts. Senate Bill 6 (prevailing wage) also passed on party lines.

The bills were signed into law by Governor Whitmer on Friday March 24 and will likely take effect by the end of this year. However, this is only the start. There is much more that needs to be done to truly make Michigan a Freedom to Organize state. The UAW Community Action Program will continue to lobby for laws that protect our collective bargaining rights and our contracts; and for laws that provide real consequences for those companies that violate labor laws.

The West Michigan CAP will next meet on May 11, 2023, 6:00 PM, at the UAW Local 19 hall.

Right to Work... For Less

BENEFITS
Lowers & Restricts Access to Benefits

WAGES
Drives Wages Down

SAFETY
Weakens Workplace Safety Rules

[/WorkingAmerica](#) **WORKING AMERICA**



The Brotherhood of Sleeping Car Porters

By: John Carter

I wanted to take this opportunity to write an article about the Brotherhood of Sleeping Car Porters (BSCP), and their contributions to the Labor and Civil Rights Movement. It all starts with the Pullman Company, a maker and operator of luxury train cars in the mid to late 19th century, during the railroad boom. In 1894, four thousand employees of the Pullman company went on strike. Four days later, over

125,000 workers on 29 railroads had walked off the job in support of the strike. From June 26- July 20th rail service stopped due to the nation-wide boycott. In response, railroads began hiring African Americans. Of course, this fueled racial tension between strikers and newly freed African American Slaves. On July 2nd, there was a federal injunction ordering the strike to end and the Railway Union still refused. The next day, President Cleveland ordered troops to enforce the injunction. The troops fired on the Pullman workers, killing 30 workers and wounding many more, but not before the strikers caused 80 million dollars in

damages. The troops were successful in breaking up the strike. This led to the hiring of roughly 20,000 black car porters, making the Pullman Company the single largest employer of African Americans during the 1900's. In 1925, the attempt to organize began with the leadership of A. Phillip Randolph and Milton P. Webster. The Black workers made \$697.80 a year and were forced to work a minimum of 400 hours a month, pay for their uniforms, and forced to endure awful treatment from white passengers. It took 12 years for the BSCP to become the first African American Union to sign a collective bargaining agreement with a major corporation, and to receive a charter from the American Federation of Labor (AFL-CIO). This created the beginning of the black middle class which helped finance the Civil Rights Movement and laid the foundation for the United Labor Unions.



(Pictured right): The Brotherhood of Sleeping Car Porters receives instructions for the upcoming journey.



Stress Awareness Month

Rashida Davis

April is known as National Stress Awareness Month. Stress, when pertaining to health, is defined as a state of mental, physical, or emotional strain or tension, resulting from adverse or very demanding circumstances. For every human being on earth, stress is just a fact of life. How we deal with that stress is the key factor. Learning how to manage stress is essential in order to have a healthy body and lifestyle. If you are experiencing physical symptoms such as constant or frequent headaches, upset stomach, trouble sleeping, chest pains, and high blood pressure, these are good indicators that you may be stressed. Mental symptoms and signs may include being irritable, impatient, feeling overburdened and or overwhelmed. You may also be feeling anxious, nervous, depressed, and unable to enjoy yourself. Some people may even experience suicidal feelings. Whether physical or mental, chronic stress can also have a profound impact on our immune system. Bottom line, we need to find healthy and positive ways to manage the uncontrollable adversities that we may encounter throughout our unpredictable journey through this life.

So what does stress management look like? Let's look at the ABC's of stress. Awareness. Balance. Control. It's so important to know

what is causing your stress. Being aware of your triggers is the first step towards feeling better. It can give you the knowledge you need in order for you to make necessary changes. Balance ensures that you have just the right amount of everything. Think in terms of a scale. Too much on one side causes it to fall. The goal is to keep ourselves aligned, so that we can maintain the lowest levels of stress, along with healthy mindsets and healthy lifestyles. Taking or having control, does not mean that you can control everything that happens to you. It means that you can only determine how you react to these situations. Here are a few tips from the Mayo Clinic about some tools we can use for stress management:

Get active Virtually any form of physical activity can act as a stress reliever. Physical activity can pump up your feel-good endorphins and other natural neural chemicals that enhance your sense of well-being. Exercise can also refocus your mind on your body's movements, which

can improve your mood and help the day's irritations fade away.

Eat a healthy diet Eating a healthy diet is an important part of taking care of yourself. Aim to eat a variety of fruits and vegetables, and whole grains.

Avoid unhealthy habits. Some people may deal with stress by drinking too much caffeine or alcohol, smoking, eating too much, or using illegal substances. These habits can harm your health.

Laugh more A good sense of humor can't cure all ailments, but it can help you feel better. When you laugh, it not only lightens your mental load but also causes positive physical changes in your body. Laughter fires up and then cools down your stress response.

Connect with others When you're stressed and irritable, your instinct may be to isolate yourself. Instead, reach out to family and friends and make social connections.

Social contact is a good stress reliever because it can offer distraction, provide support and help you tolerate life's ups and downs.



Assert yourself You might want to do it all, but you can't, at least not without paying a price. Learning to say no or being willing to delegate can help you manage your to-do list and your stress.

Get enough sleep Stress can cause you to have trouble falling asleep. And the quality and amount of sleep you get can affect your mood, energy level, concentration and overall functioning.
Keep a journal Writing down your thoughts and feelings can be a good

release for otherwise pent-up emotions. Don't think about what to write — just let it happen. Write whatever comes to mind. No one else needs to read it.

Seek counseling If new stressors are challenging your ability to cope or if self-care measures just aren't relieving your stress, you may need to look for reinforcements in the form of therapy or counseling. Therapy also may be a good idea if you feel overwhelmed or trapped, if you worry excessively, or if you have trouble

carrying out daily routines or meeting responsibilities at work, home or school.

Brothers and Sisters, let's do our best to live a healthy, happy, and fulfilling life. Even with all the stressors that life can bring, it is possible! Choose Peace. Choose Kindness. Choose Love. Choose to live your best life, with the opportunities we are being given everyday, everytime we open our eyes.

ASSEMBLE YOUR HEALTH



Presented by Local 163

SELF CARE AND CELEBRATE!

By: Angel Collins

Brothers and Sisters let me first say Happy Mother's Day to all our Union Mom's, and light a candle for the moms that are watching from above. May is not only the month of Mother's Day, but Women's Health Week starts May 14th, on Mother's Day, through the 20th running throughout the week. Ladies, this one's for you! Rather you're a mom or not, Women's Health week will be a week to not only celebrate the women in your life, but as a woman this will be the week to take a closer look and prioritize your health. This go round let's focus on not only our physical health, but our mental health and take some time for self-care. Far too often we carry the world on our shoulders. So many of us are not only women, but Nurses, Housekeeper, Chefs, Teachers, Journalist, Party Planners, Personal Shoppers, Hostesses, Stylist, Psychiatrist, Chauffeurs, Secretaries, Photographers, Spiritual Advisors, oh yeah and MOM! MOM! MOM!

MAMA! MAMA! MAMA..., you know where I'm going with that. We tend to be on-call for so many people in our lives that we often forget about ourselves. Those are only some of the titles we hold. If I add Wife to the list, that comes with a whole list of additional job titles. I say we take that week to be Women! Not in any of the ways we see daily, but in all the ways we need and hope for. As much as we can fit in with our busy schedules at least. After you schedule your regular doctor's visits, take a day or two for yourself to simply breathe and be. Go for a walk near the water or just sit there and enjoy some peace and sunlight. That's also a great way to take in some natural vitamin D. Make a date with friends for an uninterrupted ladies' night to unplug and reboot. Sing karaoke like no one is listening and laugh like you own the place. Stretch and meditate! There are so many people unaware of how beneficial it is to meditate on a regular basis. It's just as important to relax your mind as it is to relax your body. If you don't

know how to meditate, you can find guided meditations videos on YouTube to help. I remember seeing a movie where a group of Moms took turns watching the children while the rest of the group went out for a night. I thought that would be amazing to have a group of friends to do this with (if anyone is interested let me know :-). No but really, things like this are so necessary when you have a busy, stressful life. In whatever way it is that you like to relax, relate, and release, do it! Find time for you. You are as important, if not more, in your busy life as everyone you put before you. Please understand that no one is perfect. We all have our problems and issues that we feel no one can understand or relate to. Often, we find ourselves keeping in all in and carrying the weight of everyone else's problems as well. I'm here to tell you that you don't have to. Sometimes we just need an ear to release our stresses and maybe a word of encouragement. If there is ever a time that you need this and you can't find it, I hope you find it here. You got this! You can do it! You are not alone! Have a wonderful Mother's Day and make the most of the week. Until we read again...

LOCAL 163 SPORTS

DDC VETS LEAD BELLEVILLE TO BACK-TO-BACK STATE TITLES

By: Ray Herrick

After their triumphant victory in the 2021 Division 1 State Championship, knocking off Rochester Adams 55-33, behind freshman wunderkind quarterback Bryce Underwood, the Belleville Tigers started their 2022 high school football season with great anticipation. As Underwood, now ensconced as the #1 high school recruit in the country, began his sophomore season with a stellar returning cast on both sides of the ball, the Tigers were the preseason favorites to repeat their Division 1 championship from the previous year.

The Tigers' dominance began from the 1st snap of the new season, taking back the opening kickoff against perennial westside power, Novi High School, for a touchdown, on the way to a dominant win. Belleville's team, led by the powerful ground attack designed by Running Backs Coach/Assistant Head Coach Cal Norman (a Detroit Diesel/UAW Local 163 member for over 30 years), steamrolled their way through the Kensington Lakes

Athletic Association's (KLAA) Eastern Division, averaging 47 points a game while going undefeated.

Finishing the regular season undefeated, giving up only 3 points, combined, in non-league wins over Woodhaven and Brighton, the Tigers were devastated to learn that their Head Coach, Jermaine Crowell, had been suspended for the remainder of the season for violation of MHSAA's "unjust influence" rule, prior to the start of the 2022 season. Belleville had already been under probation for a previous violation of this rule the previous season, and this violation ultimately led to Crowell's dismissal as Belleville's Head Coach, and his suspension from coaching anywhere through the 2024 season.

Losing their Head Coach, right before the playoffs, may have been a knockout blow for many teams, but with veteran coaches like Cal Norman rallying the troops, the Tigers routed their first three playoff opponents, Woodhaven, Saline, and perennial power Detroit-Novu Catholic Central. Their



(Above): Coach Cal Norman showing off his Championship rings.

Underwood-led offense put up 145 points in those dominant performances. This led to the Tigers' first taste of adversity, in the Division 1 State Semifinal game against Detroit Cass Tech. Cass Tech has sent a bevy of outstanding players to major College Football programs, and on to the NFL, for decades, and has won a plethora of State Championships in Michigan. Trailing for much of the game, Bryce Underwood scored a late 4th quarter TD to take the game into overtime. After a Cass Tech TD to take the lead, Underwood dove into the endzone for a TD, and the Belleville Coaches decided to go for a 2pt. conversion right then! Either win the game, and play for a State Championship next week, or suffer an ignominious defeat that would end their season....with their season on the line, All-Everything QB Bryce Underwood dove into the endzone for a successful conversion, and the Tigers would play on!

The Belleville Tigers dominant 35-17 victory over Caldonia High School, in the Division 1 State Championship the following week at



Detroit's Ford Field felt almost anticlimactic. The ups-and-downs of the 2022 season were largely forgotten, as DDC veterans Coach Cal Norman, and their incredible Videographer James Fleming, led their Tigers charging out to midfield at Ford Field to pick up their trophies for their hard-earned back-to-back Division 1 State Championships amidst the rousing cheers and falling confetti from their faithful fans.

The upcoming 2023 High School football season is fast approaching,

as Coach Cal Norman and his video coordinator, James Fleming, are deep into preparation for another great season at Belleville High School. It is difficult to believe that young Bryce Underwood is only entering his junior year in high school, and will have two more seasons to add to his already-considerable resume. With mentors like Coach Cal Norman, and Videography James Fleming stalking



the sidelines, the future certainly looks bright for the Belleville Tigers' football program

LOCAL 163 SPORTS

WHEN THESE BOYS ARE UP AT BAT, THEY AREN'T AFRAID TO STRIKE

By: Andrew Lewis

Minor league ball players slugged a home run against team owners by successfully forming a Union, just two and a half weeks after their organizing drive began last summer. Now they've scored a grand slam with their first negotiated contract.

With a considerable number of players living below the poverty line while trying to follow their dreams, it's no wonder that the majority of the leagues 5,567 players signed their Union authorization cards shortly after August 28th of 2022. Under their new contract wages for rookies will go from \$4,800 a year to \$19,800. The three classes of ball players will also receive raises in the \$10's of thousands of dollars with salaries ranging from \$26,200

to \$35,000 per year.

The contract also saw improvements for players housing, medical, and arbitration for disciplinary issues.

Considering the billions of dollars Major League Baseball brings in every year, it's hard to imagine how poorly they treated minor league players... and how long they've been getting away with it. The MLBPA has been representing Major League Players since 1968 and hadn't really considered representing the Minor Leagues until recently. Many would've never considered trying to organize the minors until the right group came along at the right time. Now they are represented by the MLBPA, having their own assigned unit.

We've seen a steady rise in organizing efforts in many sectors across the economy

during the last several years. From teachers and college staff, baristas at Starbucks, and the uphill battle workers continue to face at Amazon, workers all over America are putting in the work to improve their wages and working conditions. Hopefully the battles won by all of these workers and ball players will continue to inspire others to pick up the fight, so that maybe one day organizing the workplace will be considered as American as baseball and apple pie.



Politically Speaking

WHEN IT COMES TO LABOR, THE RIGHT TO WORK IS AN ORDER TO OBEY

By: Andrew Lewis

The first state to repeal Right To Work in nearly 6 decades is a state that no one ever expected to pass RTW laws in the first place, it also happens to be the state we live in.

Governor Whitmer signed the ultra partisan RTW repeal bill on March 24th, freeing Michigan's organized workers from having to foot the bill for their freeloading coworkers. Coworkers who benefited from Union representation without any of the sacrifice that comes in the form of paying Union dues.

Companies are willing to spend millions of dollars a year fighting workers efforts to better their pay and working conditions. Every dues dollar counts when it comes to putting up a fight against these large, soulless corporations. One of the most important things dues dollars are spent covering is the costs of bargaining. The research, legal counsel, man hours, and not to mention the heavy costs of

covered benefits if a strike is called. Dues dollars also go towards educating the membership, coming up with strategies to grow our power at the workplace, and funding for our Local Union.

Without Union representation, workers are at-will employees. Employers have their at-will employees by the throat, because they make the rules. This means workers have no say at work, and that's the goal of the anti-labor forces who first brought RTW to Michigan in late 2012, even after they swore they wouldn't. These deceivers even went as far as attaching financial appropriations to the bill, so the public couldn't bring the issue to a referendum vote to block the law from taking effect. Which is why many supporters of Labor are glad to see financial appropriations were attached to the repeal bill a decade later.

Currently there are 26 right to work states across America. Workers in RTW states earn less

money, have less healthcare coverage, don't have as many retirement options, and have less say in their working conditions. RTW laws essentially do the exact opposite of what their anti-Labor politicians say they will.

Correcting a past wrong by restoring Michigan's status as a Pro-Labor state is a win for Michigan's workers. The next step for us is to show our support for workers in right to work states by supporting efforts to repeal RTW at the national level. Worker rights need to be applied evenly in all states to guarantee the American Worker will prosper.



Politically Speaking

TAKE THIS JOB AND SHOVE IT

President Biden's FTC to ban non-compete clauses in work contracts

By: Ray Herrick

Imagine yourself locked into a dead-end job, making substandard wages in less-than-ideal working conditions. Now, imagine that a

competing business in that industry offers to double your salary, put you up in a cushy office, and give you a company car....sounds fantastic, yes? As you fairly trip over yourself in a rush to quit the life-force-sapping employer before enthusiastically accepting this new position, you find out that you signed a non-compete clause when you hired into this little slice of Hell!

In contract law, a non-compete clause, or "restrictive covenant" bars an employee from starting a new business, or entering into employment for a company in the same field as their current employer for a set period of time. In January of 2023, President Biden's administration, and the Chairperson of the Federal Trade Commission (FTC) Lina Khan, announced that they would be barring employers from using such contracts to lock workers into their

jobs, and prevent them from taking better offers elsewhere. The FTC, which deals with such antitrust violations, declared these non-compete agreements an unfair method of competition, and a blatant violation of the Federal Trade Commission Act. The FTC set a deadline of Wednesday, April 19th, as last day for public comment, before they make a final decision on a proposal that has drawn raucous cheers from Labor Unions and national progressive and worker's groups, along with the expected backlash from business lobbies and far-right Neanderthals, like the U.S. Chamber of Commerce, that deem this proposal "blatantly unlawful".

The FTC has said that non-compete clauses, which affect nearly 25% of the U.S. workforce, violate the agency's fair trade laws by preventing workers from starting a new job, at a competing business, until a certain amount of time has passed. The agency has called the agreements, usually entered into when workers start a new jobs at a company, "simply exploitative". The new rule would bar employers from imposing non-compete clauses, and could increase worker's wages by \$300 Billion a year in the U.S., according to FTC internal data studies. These workplace contracts are already illegal in 10 states, and Oregon has data from the first year of their statewide ban showing a 4-5% real wage increase across all industries.

Of course, groups like the U.S. Chamber of Commerce, and other big business/anti-Labor groups, are threatening lawsuits to stop the passage of this proposal into law. Chamber of Commerce CEO Suzanne Clark announce this

intended lawsuit, after a Senate hearing, chaired by Senators Elizabeth Warren (D-Massachusetts) and Sheldon Whitehouse (D-Rhode Island). Warren, Whitehouse, and other Democrats at this hearing, wrote a letter to Ms. Clark shortly after her announced lawsuit threat, where they suggested that, "The Chamber's description of non-compete agreements as a tool for 'fostering innovation and preserving competition' is demonstrably false, and represents exactly the kind of Washington insider doublespeak that big business has been using for years to justify anti-worker and anti-consumer policies."

After the Chamber-of-Commerce failed to meet the March 13th, 2023 deadline imposed by the Senate committee during the February hearing, Senators Warren, and Richard Blumenthal (D-Connecticut) penned a letter to FTC Chair Khan, on Tuesday, April 18th, one day before their final decision was due to be made public on this much-needed proposal for American Workers. The letter, signed onto by 64

Democratic Party members from both the U.S. House of Representatives, and the U.S. Senate, outlined their position on this proposed law. The Sixty-four lawmakers urged the FTC to implement its proposed ban on non-compete agreements

"without delay", and keep the rule as broad as possible. Further, the letter demanded that the FTC stand strong, and resist calls from businesses to postpone the rule, add carve-outs for particular industries, such as manufacturing and food service, and instead act quickly to protect as many workers as it can, under this new rule.

Suffice to say, the FTC should remain skeptical of any exemptions urged by Big Business, to possibly water down this necessary law. This is another important step toward ending the abusive practices in the U.S. Labor market favored by past Republican Party legislative majorities. Organized Labor, Progressive political groups, and an overwhelming number of Democratic Party voters expect the Biden Administration to allow workers a voice in their workplace, and the dignity associated with a fair wage for a fair day worked. This FTC ruling, if maintained in its current broad form, will be a giant leap in the right direction for American Workers, and their families.



THE BRAWL TO SETTLE IT ALL!



2023 U.A.W. CONTRACT NEGOTIATIONS

****UAW REGIONAL DIRECTORS PREPARE FOR BATTLE**
(from left to right): Region 1-LaShawn English, Region 1A-Laura Dickerson, Region 1D-Steve Dawes, Region 2B-David Green, Region 4-Brandon Campbell, Region 6-Mike Miller, Region 8-Tim Smith, Region 9-Daniel Vincente, Region 9A-Brandon Mancilla

Labor Daze

By: Andrew Lewis

