

The Union Times

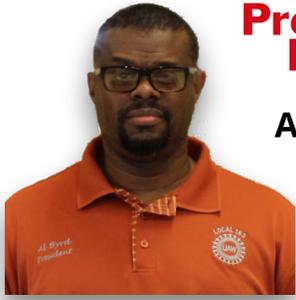
Summer 2024

✦ UAW LOCAL 163 ✦

SECOND ANNUAL

CAR SHOW





President's Report

Al Byrd Jr.

Brothers and Sisters,

Summer is halfway over, I hope you have had an enjoyable Summer so far, with plenty of sunny days ahead.

I am happy to announce that Purem is close to a tentative

agreement and we are all excited to see that come to fruition. We will finally begin bargaining with Antolin in Howell starting the week of July 22nd.

UAW Local 163 is hosting the second annual Car Show on July 21st, this event is open to the public and it is always great to see all the cars and motorcycles. The Family Fun Day will be on August, 10th. It will feature 15 prizes and Pure Pro Wrestling will be performing from 12 p.m. - 5:00 p.m. It is a family-friendly show and we have showcase it for the

past 2 years.

Election season is ramping up, if you are not registered to vote there is still time. This is a very important election for labor. You can register to vote by scanning the QR code below:



It takes two minutes or less to register to vote using this QR code



Vice-President's Report

**Gary Dotson
UAW Local 163
Vice President**

Hello Brothers and Sisters

I'm hoping you are all enjoying your summer so far. Looking forward to seeing everyone at the Family Fun day August 10th 2024.

The Union hall has some really exciting prizes make sure you get your tickets. You can either come to the hall to buy tickets or watch for people selling them on the floor, Or at the plant where you work.

President Albert Byrd and I have been in contract negotiations with Purem and their Shop Committee, So far everything is going well, We hope to have a contract soon.

Antolin Contract Negotiations will be starting very soon. We have

been waiting on dates from Antolin's Management team. Looks like we will be sitting down with Antolin and the Shop Committee in the next week or so.

Our 2nd Annual car show was a complete success. We had members from Local 163 as well as folks from the nearby communities come out and present their cars and motorcycles.

I was particularly pleased with all of the prize donations we received from businesses in the Local community. UAW Local 163 has strived to be a good community partner and it is refreshing to see Local business support us with their donations for our events. I want to send a special shout out to Ken and Maxine Lane and all of the good people at Dream Lane Entertainment. They dedicated their time to our event Sunday for free. They offered us their DJ services as well as took photos of



each car and printed out a custom photo for each participant. They committed to returning next year for the Third Annual UAW Local 163 Car Show.

I wanted to thank Janet Zickafoose and her Recreation Committee for coordinating this event. The weather cooperated and this event would not have been possible without Janet and her Committee. Lastly, I wanted to thank those of you who bought raffle tickets and came out to show your support. Have a great rest of your summer!

The Union Times would like to welcome Brother John Carter to our newsletter family. John is a Health and Safety Trainer over at Romulus Powertrain. He has been a huge contributor and support to our team. His articles have always been educational and thought provoking and we are truly honored to welcome him aboard.

We would also like to pay tribute to Brother Raymond Herrick. Ray has been a key component in the success of our publication, and he will be sorely missed. We wish him the best in his future endeavors.



John Carter



Raymond Herrick



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Al Byrd Jr.

UAW Local 163 President

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UAW Local 163 Vice-President

Union Times

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John Carter

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*The UAW Local 163 Newsletter
Committee dedicates the Summer
2024 Issue of "The Union Times"
newsletter to Brother Keith
Jackson. Keith was loved by many
and respected by all.*



Financial Report Update

**By: Denise
Wood**

Local 163 has been defrauded by a scammer. The scammer used a method called "washing the checks." Which is a scheme where the scammer takes a check number from an account and counterfeits their own checks using account numbers and check numbers that they estimate haven't been used yet by the account holder.

A bank manager at Huntington discovered this fraud and contacted the Hall to describe what had been going on. Seven of these washed checks were cashed over about a month's worth of

time, only one was caught by the manager. To verify his findings, he asked for proof that the actual check numbers were attached to checks that hadn't been used by the Local. Vicki Jenkins, Secretary for Local

163, confirmed the managers suspicions by finding the checks with the corresponding numbers locked up in the safe.

The bank sent the fraudulent check to the Hall for review. We found that the scammer used a rubber stamp to forge President Al Byrd's, and Financial Secretary Denise Wood's signatures. The Local would've been responsible for paying all monies back, but Huntington waived the fee.

We had assumed that due to the amount of money Local 163 had in the Huntington account they would be providing fraud protection. It turns out they were not and wanted \$60 a month for this service. Their fraud detection

program requires customers to input all checking information themselves, and calling the bank personally to verify all of the information.

After having discussions with Huntington, it felt like they didn't want to help us with this issue. In response, we held a Special General Membership Meeting on June 4th, 2024 to address this issue. After discussion, the membership voted to switch banks from Huntington to Comerica.

Comerica usually charges \$120 a month for an account with fraud protection. They waived this fee due to the amount of money that will be deposited into the account. They also give us 4% interest on our account every month (\$3,600-\$4,600 per month). With the additional funds from interest, and the more customer friendly fraud protection that Comerica offers, Local 163 will be more secure than it has been in the past.

Community Service Report

By: Alicia Ivy



Jet's Pizza Romulus, we were able to provide delicious pizza for the graduates, making their day even more special.

- Blanket Making with Gift of Life for Organ Donors:

In partnership with Gift of Life, we created cozy blankets to support organ donors and their families, showing our appreciation for their incredible gift of life.

- Sock Donation to The Community House.

We delivered much-needed socks to The Community House, helping to provide warmth and comfort to those in need.

- AFL-CIO Community Service School at Black Lake:

Our committee attended the AFL-CIO community service school at Black Lake, gaining valuable knowledge and skills to better serve our community.

- Gift of Life Walk at Belle Isle:

Participating in the Gift of Life Walk, we walked in solidarity to raise awareness and support for

organ donation.

Looking ahead, we're excited to announce our upcoming events:

- Back to School Drive: We're gearing up to ensure students in our community have the supplies they need for a successful school year.

- Trunk or Treat: Prepare for a spooktacular event where kids can safely enjoy Halloween festivities.

Lastly, we are thrilled to welcome our new committee members, Juan Hicks, Bailee Porter, and Marlon Nabors! Their enthusiasm and fresh perspectives are a great addition to our team.

Together, we are making a significant impact in our community, and we encourage more members to join us in these rewarding efforts. Let's continue to work together, support one another, and make a difference.

In solidarity,

Alicia Ivy

Community Service Chairperson

Greetings, Brothers and Sisters!

As the Community Service Committee, we've had an incredible few months filled with meaningful and impactful activities, thanks to the dedication and hard work of our Members.

Here's a recap of what we've been up to since our last newsletter:

- Volunteering at Romulus Elementary Field Day: Our Committee Members had a fantastic time helping out at the field day, ensuring the kids had a day full of fun and excitement.

- Pizza Donation for Romulus Elementary Graduation:

With the generous donation from





Chaplaincy Report

By: Shirley Davenport

Greetings my UAW Family,
First of all I want to pray that

continued blessings cover you and your families. I also want to thank our President, Al Byrd for making it possible for those of us that was afforded the opportunity to attend the 37th Annual International UAW Chaplaincy Conference at Black Lake, from June 2-7, 2024. The theme was STAND UP, BE READY. There were over 280 delegates

representing over 90 Locals. We also had the opportunity to hear from our UAW President, Shawn Fain and Chuck Browning our Vice President and Director of Chaplaincy. We also had the opportunity to hear from our Region 1A Director, Laura Dickerson, who was accompanied by the Assistant Director, Dave Pagac. The classes and sessions were designed to help each delegate be Ready and United in the face of any opposition that might try to divide and over take us. As UAW Chaplains, working with our EAP REPs, our duty is to intercede, cover and help whenever possible.

As Chaplains, in order to Stand and

be Ready when called upon, we must be taught, strengthened, and united. Ephesians 6:12 OUR FIGHT ISN'T AGAINST FLESH AND BLOOD, BUT AGAINST THE RULERS, AGAINST THE POWERS, AGAINST THE WORLD FORCES OF THIS DARKNESS, AGAINST THE SPIRITUAL FORCES OF WICKEDNESS IN THE HEAVENLY PLACES. Sounds deep??? Well it is!!!

Shawn Fain often quotes Ecclesiastes 4:12 IF ONE CAN OVERPOWER HIM WHO IS ALONE, TWO CAN RESIST HIM. A CORD OF THREE STRANDS IS NOT QUICKLY TORN APART.

So true. United, we can STAND UP, BE READY.



Recreation Committee Report

By: Janet Zickafoose

Hello Brothers and Sisters

The Recreation Committee has been busy over the last few months. We started the year off with our Easter Bunny event. A huge thank you to A.J. for being our bunny! He was fantastic with the kids. In May,

our Recreation Committee was able to go to Black Lake to connect with other Locals to share ideas and learn from each other. I hope to implement some of these ideas in the upcoming year.

July 21st was the day of Local 163's Car/ Motorcycle Show. Many thanks to those who participated and attended.

On September 8th, we will be planning a back to school luau for the kids.

If you have any questions, or if you would like to join the Recreation

Committee, or would like to help out at an event, you can reach out to me, Liesa Krawiec, Bridgett Sciriha, or Rebecca Cardona.





(Pictured left:) Photos from the Third Annual "Party With The Easter Bunny" event at UAW Local 163 on March 24th. The event included hot dogs, chips and punch for lunch, and cake for dessert. The kids also played games and colored Easter themed pictures.



**DDC
Apprenticeship
Coordinator
Doug Szydowski**

Hello Brothers and Sisters,

I hope everyone is enjoying their summer. We have successfully added 4 new apprentices to the program since the 2024 test. Instrument Repair (Ciara Gassaway), Cutter Grind (Dominic Flora), Electrician (Blaine Downey) and Toolmaker (Richard Liggett). I hope to add several more apprentices before the end of the year.

Have you used your Tuition Assistance benefit yet? Tuition IO (Login | Tuition.IO) is our vendor and the process has been working very well. As a reminder, anyone that participated in the 2024

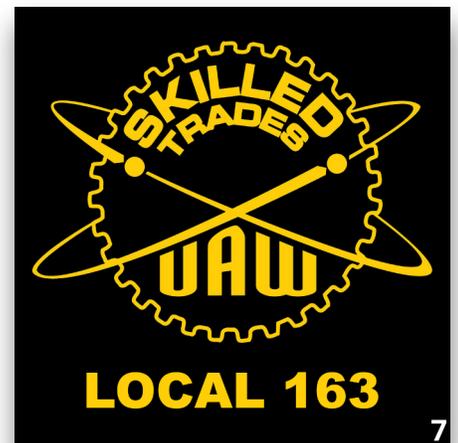
Apprenticeship test and did not receive an interview letter will need to take a college level class to retest in the future. The class must be related to the content of the test or a skilled trades class. Stop by my office any time if you would like to explore class options.

Tuition Assistance Steps: 1) Open an account 2) Apply for a Degree (or personal development) 3) Apply for your class and save your class invoice as a PDF 4) Apply for tuition assistance for the class (Side Note: your supervisor will receive an email once you apply for tuition assistance, they will need to approve your class as well) 5) Once approved, the money will come directly to you (direct deposit), it is your responsibility to pay for the class 6) Once the class is completed, upload your grade to Tuition IO. Please note: Your class must be pre-approved before the class start date to qualify for funds. If

you have any questions if the class you are considering meets the criteria to receive tuition assistance, please reach out to Tuition IO before registering for the class.

The tuition assistance process normally takes couple of weeks to complete. The Fall semester at Henry Ford College starts August 22, 2024. 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 (douglas.szydowski@daimlertruck.com)





GM Romulus Apprenticeship Coordinator

Jeff Hanson

Reminder to all our Romulus Brothers and Sisters: If you are interested in an apprenticeship opportunity for Skilled Trades, GM-UAW offers the STARC Pre-Apprenticeship Program. The program consists of two semesters (2 classes per semester) of online courses. The program is available to both internal employees and external individuals. Tuition assistance is available for individuals who qualify. Once the program is completed your name will be added to the apprentice "readiness" list based on seniority for GM employees and program completion date for external individuals. Those that complete the program will be added to the readiness list twice a year. Deadline

dates for program completion is 06/30 and 12/31 of each year. Following the deadline dates, those who have completed the program should receive an email from the NAC (National

Apprentice Committee) the following month with a congratulatory letter and a survey for their preferred trade/plants for apprentice indenturing. It is very important that all individuals who have successfully completed the program to keep a lookout for these surveys in their emails. During the survey period, this is also a time for individuals currently on the readiness list to review and update their selections if they so choose.

Currently at Romulus we have ten active apprentices, and towards the end of this month we will be adding one additional Electrical and Millwright apprentice to our ever-shrinking skilled trades work force. Congratulations to Markita Diugiud and Robert Wilson for taking on this new adventure. We look forward in welcoming you.

Again, due to the skilled trades

attrition situation, this may be a great opportunity to be considering participating in the STARC program. If not for yourself, you may have friends or loved ones that may be interested. The skilled trades are not for everyone and joining an apprenticeship program is demanding, not only at work, but in personal sacrifice. It is very manageable if you decide it is the right career path for you.

We encourage all internal GM employees to contact me if you want to register for the STARC program. We can get all of your questions answered and assist you with the TAP process and registration. If there are questions for external candidates, we are more than happy to assist with any questions or guidance. My time accommodates all three shifts. If you have any questions or want to schedule a meeting email or call me. I look forward in assisting with any questions you may have.

Best wishes to all....



Joint Training Representative

Darryl Stevens

Hello Brothers and Sisters of Local 163,

I hope everyone is "Living their life like it's golden", and enjoying the summer fun and activities you participate in. We have finally received the Tap Dependent Scholarship Program guidelines negotiated in our 2023 National agreement. First, there was a Catch-Up period which is defined

by the date the contract was ratified Nov 20, 2023 thru July 15, 2024. This period will be reimbursed for any class that started within those dates. All you have to do is apply and have the proper documentation. The

documents you need are proof of dependency, proof of completion of the course, and proof of payment for the course. After this period is over, going forward you will have to apply up to 30 days before a class starts to be approved to receive reimbursement, and you will have up to 30 days after the end of the class to provide completion and proof of payment to receive your reimbursement. The program will pay reimbursements on a

quarterly basis. Taxes will be taken out of the reimbursement at the rate of 22% just as our other bonuses are taxed at the same rate. We are eligible for up to \$1600.00 / year per dependent. All program info is available to help answer your questions. We have a program flyer, a Catch Up letter F.A.Q, info to help with the website(<http://uawgm.edassist.com>), and how to access your Bright Horizon account to apply for reimbursement.

Which employees are eligible for the T.A.P program? Any seniority employee or Full Time Temp with 90 days of seniority or more. For more info or question you can contact Darryl Stephens UAW-JTR @ 734-351-2537.



UAW Local 163 Car Show



F★R★I★E★N★D★S OF LOCAL 163



Facts Concerning Project 2025

**By: John Davis
Region 8
Webmaster**

There is a lot of discussion around Project 2025, what it is and what it says. As Union members, the plans outlined in Project 2025 should concern us all. It calls for draconian actions that would make the American Dream much harder to achieve for working class Americans.

Project 2025 is a plan for another potential Donald Trump presidency. The plan was published by the Heritage Foundation, a conservative think tank founded in 1973. A group of business men, including Joseph Coors, of the Coors Beer Company. The group has since that time pushed business first proposals, anti worker legislation and policies that benefit the wealthy. The Heritage Foundation has continued to be a major player in policy decisions for Republican Administrations since Ronald Reagan.

Project 2025 is a 900+ page document outlining plans for dismantling the Constitution, rolling back all regulatory function of the government, changes to

Social Security and Medicare, attack on basic human and civil rights, eliminate environmental protections and such.

One of the big changes proposed by Project 2025 is to break down the three branches of government, executive, legislative and judicial. This would remove checks and balances that were put in place by our founding fathers almost 250 years. Power would be concentrated at the top, essentially transitioning the position of president to a king or dictator.

All government positions would be made available to replacement with loyalist rather than qualified personnel. Most federal employees are represented by a Union and are protected by a collective bargaining agreement. The plan would make it illegal for Unions to represent many federal employees and would throw out their legally negotiated contract.

The proposal calls for making Medicare Advantage the default Medicare program. Medicare Advantage is a commercial policy the government pays for. Traditional Medicare is administered by the government with the same care costing 20% less than its Medicare Advantage counterparts. The additional tax dollars Medicare Advantage cost

would be diverted to the pockets of insurance companies, eating up budgeted money for senior care.

The proposal recommends raising the retirement age to 70, meaning that future Social Security beneficiaries would not be able to draw their Social Security until they reached 70 years old. People who actually work for a living cant continue to do most manual labor jobs that late in life. Of the national debt, the largest portion, 9% or 2.7 trillion dollars, are treasury bonds owed to Social Security. Social Security is a pay as you go system, where current enrollees pay for those currently receiving benefits. There are more active workers than there are retirees, so since the beginning more was paid into Social Security than gets paid out. The result is the Social Security Surplus, to see the program through the retirement of the "baby boomers" the largest group of retirees in the system. The problem is through the years the government has "borrowed" money from the surplus to pay for other programs. For example, President Bush used over



\$700,000,000 of the Social Security Surplus on the Iraqi War. Continued tax cuts to the wealthy make it harder for the government to repay the money owed to Social Security.

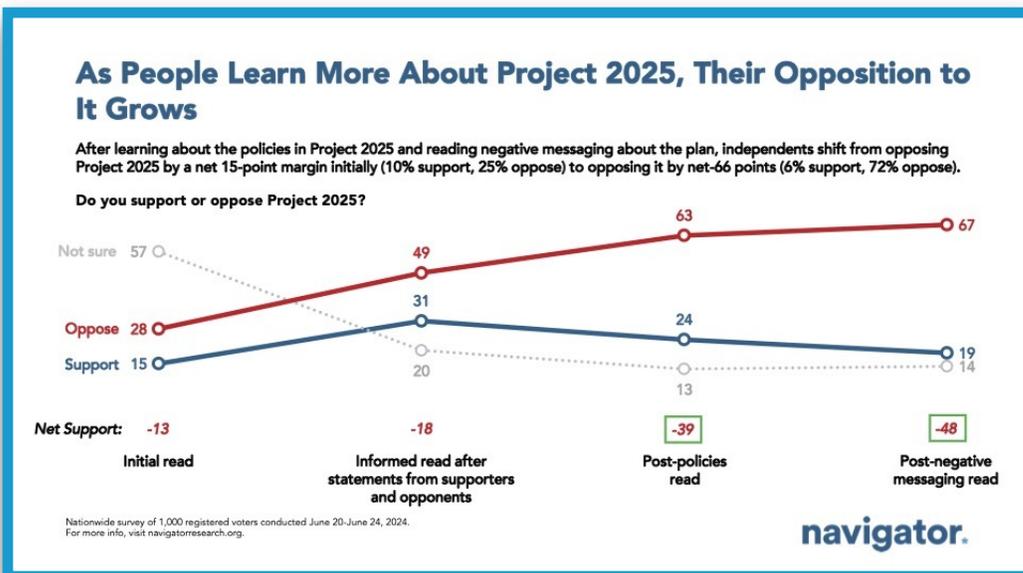
Project 2025 calls for overhauling the United States Tax Codes. Currently there are seven tax rates, 10%, 12%, 22%, 24%, 32%, 35% and 37%. Document 2025 calls for going to just two tax rates, 15% and 30%. This essentially would shift more taxes from the wealthy to the working class and those in poverty. Studies show the average middle class family making \$100,000 a year would see an increase of \$2600 a year under this proposal. It also calls for the elimination of many deductions such as the childcare credit. That alone would cost working class families another \$6000 in year taxes. In contrast, the proposal would cut taxes on a married couple making \$5,000,000 a year by \$325,000.

Project 2025 proposes sweeping changes to public education. Currently the Federal Government

provides Title One funds to schools whose students meet a certain poverty rate. These funds help provide additional resources such as lower-class size and instructional aides, to provide help to students who lack resources at home. One of the educational proposals in Document 2025 suggest taking that money and giving it to states to use for their "voucher" school programs. Voucher Programs take public funds and use them to cover the cost of private schools for those who choose to attend them. Other proposals include cutting Federal Headstart Programs which many of our members use to provide Pre-K education for those four or younger. The proposal also requires public high school students to take the Armed Services Vocational Aptitude Battery; this to improve recruiter "access" to candidates. Private schools would receive even more federal money, but their students would not be required to take the armed forces entry test. Federal lunch programs would be drastically reduced as well.

Project 2025 proposes an alternative to Unions called "employee involvement organizations", or company Unions. The idea is to erode the ability of workers to organize limiting their collective power. In 2023, Union election victories broke 70% for the first time in 15 years. Unions today have a more favorable public rating than in many years. Project 2025 wants to stop this progress by pushing employee organizations that have no bargaining power in the workplace.

These are just a few of many things contained in the 900+ page document, which essentially rolls back 100 years of gains for working Americans. Heritage Foundation President Kevin Roberts recently stated "the country is in the midst of a "second American Revolution" that will be bloodless "if the left allows it to be." This open threat to the working class should concern every one of us. These plans are real and each one represent a direct threat to the way of life Union members have fought so hard to win. UAW President Walter Reuther stated many times "There's 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." These threats are real and should be taken seriously. Before you support any candidate for any office, find out where they stand with Project 2025.



F★R★I★E★N★D★S OF LOCAL 163



**West Michigan
CAP**

**Robert Smith
Vice Chairman**

West Michigan CAP

By Bob Smith, Vice Chairman

By the time you read this the Primary Election will be behind us; as will the Republican Convention. The Democratic Convention is right around the corner. At this writing, President Biden is no longer running for reelection. There is no word at this time who the UAW will endorse in his place; but it certainly will not be Donald Trump. Many UAW members plan to vote for Trump, and that is their right, but the UAW backs candidates who back Labor. Trump wants to “save” our jobs by lowering our wages to \$8 per hour (he said as much in a campaign speech in 2016). He has fought tooth and nail to keep his hotel workers from unionizing (particularly his Las Vegas hotel in 2016). While Biden and Harris were walking UAW picket lines last year, Trump was visiting a non-union auto-supplier plant. UAW President Shawn Fein said it best: “Donald Trump is a

SCAB!” Whoever the UAW endorses next, it will be someone who will protect our wages and collective bargaining rights.

While big endorsements such as President, US Senate, and Governor are decided by the international officers, local endorsements are handled locally. Local Community Action Program Councils such as the West Michigan CAP screen and endorse candidates for every office from US Congressional Representative and State Senate all the way down to Township Trustee and School Board Member. These councils are not made up of international officers or even regional representatives; they are made up of hard-working union members. Some of the delegates are local union officers and some are rank-and-file members who ran for, or were appointed as, Per-Capita Delegates. Some of them may work along side you in your plant.

The UAW has been accused of only endorsing Democrats. This isn't entirely true, but a Republican or third-party endorsement is rare. We do not invite candidates to apply for endorsement; they have to ask us. In the last ten years the

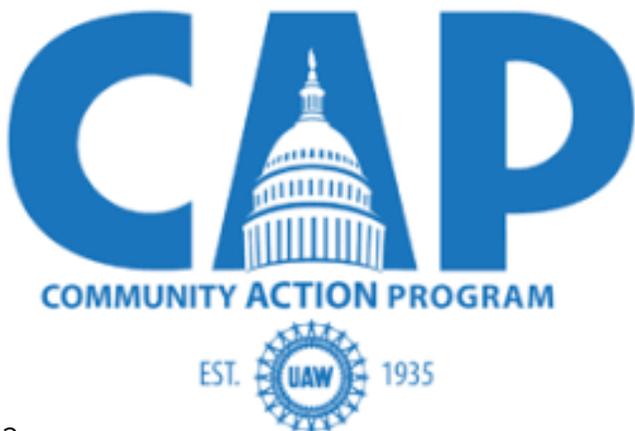
West Michigan CAP has endorsed a few judicial candidates who were also endorsed by Conservative organizations, but no Republican running in a partisan race has sought our backing. If one does, he or she will get a fair screening.

When a candidate asks for our endorsement, the first step is to provide them with a questionnaire that is specific to the office they are seeking. Upon receipt of the questionnaire, the CAP executive officers (also your co-workers) review the answers and discuss what is known about the candidate. If the candidate is running for reelection or has held prior offices, we will look into how they served (for example: their voting record). While sometimes our CAP members show interest in a candidate's position on certain social issues, for the most part we stay focused on what this candidate has done for Labor and working people.

Next the Eboard votes on whether to invite the candidate for a direct interview or if we already have enough information to decide. We will often skip the interview for a previously endorsed candidate who is seeking reelection if we can verify that they have served us well in their current term. For example: State House Representatives who kept their promises by voting to repeal Right to Freeload and voting to restore many other union rights that had been stripped away during the Engler and Snyder Administrations. If we hold the interviews, afterward the Eboard discusses their thoughts on the candidate and votes whether to *recommend* endorsement to the full council.

Finally, the Eboard shares with the CAP Council their thoughts and findings on the candidates, along with our recommendation on whether to endorse. The CAP Council has the final vote on whether to endorse. Just like at your local union meetings, the Council delegates are under no obligation to vote the way the Eboard recommends.

The CAP Councils do not have the authority to make campaign contributions. Those come from



the V-CAP and are authorized by the Regional Director, Steve Dawes. However, Steve will not give V-CAP dollars to anyone who wasn't first endorsed by a CAP Council.

It should be noted that we do, occasionally, choose to not endorse in a race when we don't believe that any of the candidates have Labor's best interests in mind. On one occasion we didn't endorse because the Labor-friendly candidate did not strike us as qualified for the office

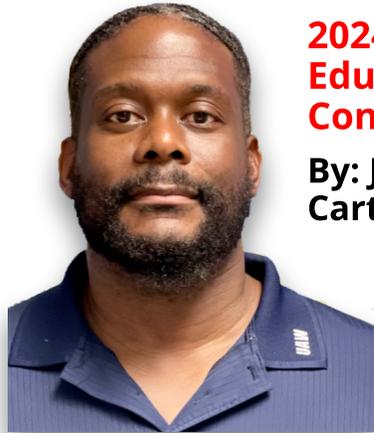
that he was seeking. On another occasion, a candidate's position on the minimum wage inspired a unanimous thumbs down from the board. We only back those who can be counted on to support working people being able to afford dignified lives for themselves and their families.

The full list of UAW endorsements for this year will be available soon. We encourage you to read up on our endorsees and their opponents. We especially encourage you to look at the

voting records of incumbents seeking reelection. Did they vote in the chamber in a way that you approve? Did they vote the way they promised they would? That is what the CAP Delegates ask ourselves before we endorse, and what you should ask yourself before you vote.

We hope that this information and the coming endorsements help you on Election Day.

In Solidarity.



**2024
Education
Conference**
**By: John
Carter**

Greetings Brothers and Sisters, I would like to thank the membership for giving the education committee the opportunity to attend the Education Conference in April. We watched as Union members gained confidence in public speaking and presenting skills. Overcoming what most people fear, public speaking, this conference created a welcoming

environment for new and seasoned members to perfect their skills and relight that UAW fire to get involved. Two attendees from Local 163 answered the call by assisting with a new member orientation class and the other helping facilitate the Understanding Strike class for Detroit Axle in June.

I also wanted to congratulate Arlene Williams for being selected for the UAW's 2024 Fellowship program. We are committed to the continuous education of our membership.



LOCAL 163 BLACK LAKE REPORT



2024 Young Workers Conference

By: Samuel Guerriero

Hello Brothers and Sisters, this year I was lucky enough to attend the Young Workers Conference from July 7th - 12th, at the Black Lake UAW Educational Center in Onaway, Michigan. Over the 5 years of my employment at Detroit, I've slowly become more active in our Union. When the opportunity to get sent up to Black Lake for education and training, and after hearing how awesome of a place it is, I was excited to check it out for myself. Now being back from the

conference, I can confirm that it was great! In class, we went over topics such as Union meeting structure, striking, bargaining, and UAW history. We also had our fair share of fun when we weren't in class. Participating in sporting competitions, swimming at the beach and karaoke night at the on-site bar. While there, I met my fellow Union Brothers and Sisters from across the nation, from New York all the way to LA. With each person I met came a story. Stories of struggle to win more basic human rights in their own contracts and how it affected them. There were also stories of many victories, such as the end of wage tiers and obtaining COLA, and even a story of Brothers down at Local 211 in Ohio, who are just now wrapping up with their very first contract. I learned many things from all the classes I attended and

all the people I met. The most important thing I learned is that we can never stop fighting for our rights. If you are reading this article then I implore you to start becoming more active in our fight and encourage your Brothers and Sisters standing next to you on the plant floor to do the same. Simple actions such as wearing red on Wednesdays, and just talking to each other about our own struggles have so much more of an impact than you know. I know sometimes we can all get frustrated with the way things are being ran, both in the company, and even at times even in our own Locals. But, the only way to change that is to become the change that you want to see. The Union is a complete democracy where everyone's voice is heard, but respectfully they aren't going to be heard from a facebook comment section. I come back from this conference with fresh ideas and better ways to stay informed, and I hope to see you all at future Union meetings to discuss these ideas with me.



LOCAL 163 BLACK LAKE REPORT



2024 Young Workers Institute Conference

By: Julian Wyatt

First and foremost, I would like to thank Local163 for the experience, and the opportunity. Please know that it didn't go to waste. I just want to tell you a few things I learned, and just what my experience was like overall. The conference I attended was the Young Workers Institute at Black Lake, in Onaway, MI. The conference was held on Sunday-Friday July 7th-12th 2024. A little bit about Black Lake, WOW! Black Lake is an education center, with nature walks, surrounded by plenty of beautiful trees, lakes and streams of water where you can also fish. What a dream and vision, Walter P. Reuther had that came to fruition. Fun Fact: In the 70s the United Nations held a meeting at the gym, that's why the UAW can fly the flag over their building at Blake Lake. Black Lake also provides a recreation center including a basketball/volleyball court, swimming pool, fitness center, as well as social activities with a bar. Thinking about going yet? Oh, and the food, bonjour, the food was AMAZING, you will just have to check it out yourself, but lock in, I will tell you all about this amazing experience.

There were 114 delegates at the conference. I met a few folks who were from my Local who work at Detroit Diesel. Those workers are Jake Ruger and Samuel Guerriero, along

with meeting workers from different Locals such as; Aaron Kraus and Atusa, from Local 2325, both Legal Aids from Brooklyn; Jasmine Williams Local 862 Louisville, Kentucky; Dominique Birdsong Flint Assembly; Paul and Caesar both work for GM Grand Rapids; Matt Lawhad Local 900, and countless of other Brothers and Sisters. The instructors who taught and gave me tools that I didn't have going into this conference is Kevin Tolbert, Susie Reid, and Jeff Morris. Some of the things I learned was how to talk to a member, how to organize



and form a Union. I learned that there are multiple ways of showing a member how to get involved. Red shirt Wednesdays isn't the only way to show your involvement. You can use buttons, post fliers, host different events, and most of all, through one-on-one conversations. The classes I attended were Union Meetings And Me, UAW-101, Understanding Bargaining, and Understanding Strikes.

This conference was important because, there is so much history and

education that teaches us why we are, where we are in today's society. There will always be a fight and there will always be war, but as a Union, we really have to come together collectively and win this. This conference was important because it starts with US. For the younger workers, the Union is not only a community, it's a family. This was a lot of great information and a lot of knowledge that I can pass on to others, to encourage them to get this experience. Even those who just aren't willing to go, but want to know, I will be that beacon of information members can come to. Going forward I will first start strengthening my fellow Members. With a young workforce joining together in

SOLIDARITY for this movement, the numbers will show our strength.

What really impacted me the most and sparked that drive in my passion, was meeting new and different people across the world, and not all were part of the Auto Industry, but we were all Union members once again in SOLIDARITY.

I met a guy name Zuubar, he works in Connecticut and he's from Asia. He's an atmospheric scientist, he follows and studies Hurricanes. He isn't part of the auto industry, but he's part of our Union.

Hearing the personal and work-related stories impacted me because, I'm not alone, we're in this together. Those stories motivated me to fight for others and showed me how to have more compassion. I will never forget those people or their stories. The people are what drive me. IT'S NOT JUST ME, IT'S US, WE ARE ONE, WE ARE SOLIDARITY, WE ARE THE UAW.

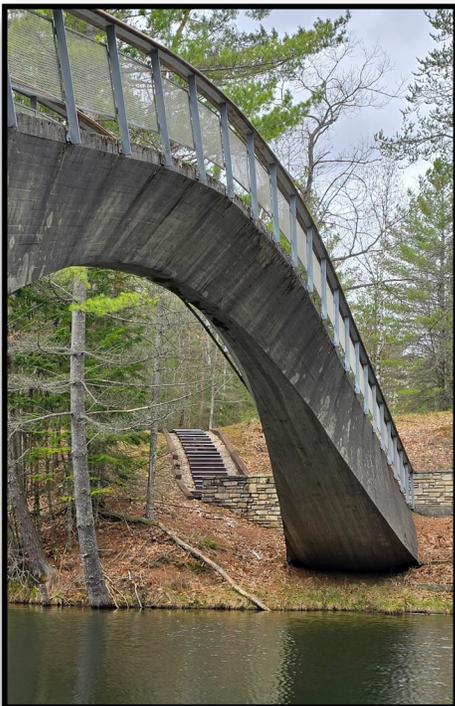


LOCAL 163 BLACK LAKE REPORT



"LUCA"
**What We
Learned**
**By: Angel
Collins**

Greetings Union Family! Allow me to construct for you a photograph. I'm wanting to share a little knowledge about education, and my learning experience at the Labor Union Communication Association Conference, known as "LUCA". It was held this past May, at the historic Walter and May Reuther Education Center, also known as, "Black Lake". I could go on and on as I did with my first experience at Black Lake and talk about all the history there. I would love to talk about the waves splashing against the shore at its beautiful beach, which is where the name Black Lake came from. I probably should remind you about the level of peace and serenity I found on its incredible grounds. However, this time, I'm going to talk about the educational experience I had there. The plus side is I get to



use some of the same adjectives. In my first experience I took a writing class, and while I do remember learning a lot from that experience, I was new to it all. I got so lost in the history of the center itself, and the serenity and beauty of the site that I forgot to take in everything else. This time around I was not only a bit more prepared, but I was able to take on a completely different experience. Not only did I have the opportunity to learn more about the history of the center, but also the history of labor, labor communicators, and so much more. There were conference speakers who shared so much knowledge about communication, laws concerning copyrights, and different ways to get communications to your union members. Being able to take notes and useful knowledge with me allowed me to improve my skills and abilities to become a vital addition as a communicator. I absolutely must speak about "The Annual LUCA Awards Ceremony" to give credit where credit was due. So many different Unions came together to honor and praise each other, (and ourselves) for the incredible work we do as communicators. We took home 2 awards this year, earning 3rd place for "Best Series by a Local" with "Politically Speaking". Applause goes to Ray Herrick and Andrew Lewis for making those articles so great! We also earned 2nd place for "Best Newsletter by a Local". In my Kanye West voice, Local 163 has the best newsletter of all time, OF ALL TIME, but Congratulations to Local Union 249 for gaining 1st. We'll see you next time. It was all in love, peace and fellowship. There were several classes being taught, including Writing, Beginning Communicator, and Solidweb 3.0. My personal



favorite, although I might be a little biased because it's a passion of mine, was photography. I had the opportunity and pleasure to learn from an amazing instructor, beautifully talented photographer, and incredibly knowledgeable union brother John Davis of Local 2195. He taught me more than I could even begin to share with you except through pictures that I had the joys of taking under his mentorship. The entire experience is something I will always carry with me. It highlighted supreme communication skills and abilities that I can use, not only to add to the growth and engagement of our union, but also to add to the development of my own endeavors. As a photographer I try to capture things from a different perspective. As a writer I try to share from the deepest parts of myself in hopes that people can not only read to understand, but to visualize, as my story paints a picture to fuel the imagination. Here I hope to give you both of these. Until next time, in solidarity.





Detroit Diesel Power

By: Ryan Martin

Detroit Diesel brand diesel engines have powered everything from 18-wheelers to presidential yachts to tanks since their founding in 1938. A Local institution, it has employed generations of Detroiters and continues to be a leader in the design, manufacture, and sale of diesel engines both on and off the highway.

The Detroit Historical Museum launched an exhibit on May 29th entitled, "Detroit Diesel Power". The Signature Sponsor is Daimler Truck North America and the Presenting sponsor is the Penske Corporation with a Partner sponsorship from the Motor Cities National Heritage Area.

I was recently honored along with several others to be interviewed for this exhibit as I am a third generation Detroit Diesel employee. During my interview, I spoke about my work experience

in the plant and how Roger Penske first saved Detroit Diesel in 1988 taking us from 3% market share to 33% market share in the first 5 years of his ownership.

I highlighted how Daimler has invested millions of dollars in our company and took our plant which was extremely underutilized in 2010 to a factory in 2024 that is 3.1 million square feet and filled to capacity. And I shared the story of my family legacy in the plant. From my grandfather who left the coal mines of Kentucky in 1956 heading north looking for a better life, to my father who worked at Detroit Diesel for almost 42 years, to myself who recently celebrated 27 years of service at the plant. I was fortunate to also get my brother-in-law a job at DETROIT in 2010. Detroit Diesel has bought everything I have ever owned, and it was a tremendous honor to be a part of this exhibit. I even got to share the experience with my mentor and dear friend, DDC Retiree Pam Esshaki.

The debut for this exhibit featured former Detroit Diesel ownership and leadership including Roger Penske who spoke very highly of Detroit Diesel and its workforce.

For anyone who has ever worked at Detroit Diesel or is interested to know more about the history of the plant, I highly recommend you check out the Detroit Diesel Power exhibit at The Detroit Historical Museum.

The Detroit Historical Museum is located at 5401 Woodward Avenue in the city's Cultural Center Historic District in Midtown Detroit. It is near the campus of Wayne State University. It chronicles the history of the Detroit area from cobblestone streets, 19th century stores, the auto assembly line, toy trains, fur trading from the 18th century, the Detroit Diesel Power exhibit and much more.

Ticket prices are as follows:

Adults: \$10

Seniors, students, active military, and first responders: \$8 with valid ID

Children: \$6

Household: \$35 for up to six people with the same address

Detroit Historical Society members and children under 6: Free



In Memoriam

DDC RETIREE DANIEL WALSH - 2/4/24

DDC RETIREE RUSSELL PIERCE - 2/19/24

DDC RETIREE MICHAEL MIKE PACK - 2/20/24

DDC RETIREE JESSIE LENIEAR, JR. - 2/24/24

DDC RETIREE BENNY JACKSON - 3/8/24

DDC RETIREE DONALD KELLEY - 3/12/24

DDC RETIREE LAWRENCE ZAJAC - 3/24/24

DDC RETIREE GARY GURNEY - 3/31/24

DDC RETIREE WINFIELD PETTAWAY, JR. - 4/4/24

MRS. DIANA RUMOHR, DDC SALARIED RETIREE AND MOTHER OF DD C EMPLOYEE RUSSELL RUMOHR- 4/5/24

DDC SURVIVING SPOUSE GLORIA SPRINDYS, WIFE OF DDC RETIREE, THE LATE VITAS SPRINDYS - 4/6/24

MRS. RENEE LAFOREST, WIFE OF DDC EMPLOYEE MICHAEL LAFOREST - 4/8/24

DDC RETIREE DEAN MOSER - 4/10/24

DDC RETIREE CLEVELAND REESE - 4/15/24

DDC EMPLOYEE MICHAEL CRENSHAW - 4/20/24

DDC RETIREE RONALD MARTIN, SR. - 5/2/24

DDC EMPLOYEE KEITH JACKSON, UAW LOCAL 163 ALTERNATE BARGAINING COMMITTEEMAN- 5/6/24

MRS. DONNA KOZLOWSKI, WIFE OF DDC RETIREE ROBERT KOZLOWSKI - 5/8/24

DDC RETIREE THADDEUS LEWEK - 5/22/24

DDC RETIREE TIMMY BOHLMAN - 5/26/24

DDC RETIREE CURTIS CHANEY - 6/16/24

DDC RETIREE ROBERT JORDAN, JR., father of DDC retiree Alfonso Jordan - 6/18/24

DDC EMPLOYEE LISA HOUSEHOLDER - 6/26/24

DDC RETIREE ANDRES "ANDY" GARZA - 6/27/24

GM ROMULUS RETIREE BERNARD WHITEHEAD - 3/14/24

GM ROMULUS RETIREE ROBERT PETERS - 10/1/2006

GM ROMULUS RETIREE RONALD SELLERS - 4/24/24

GM ROMULUS RETIREE SCOTT PHILLIPS - 5/12/24



A Woman's Place Is In Her Union

By: Rashida Davis

The impact of women in labor is undeniable. There was a time when women weren't even able to join the workforce, let alone participate in something as significant as organized labor. Last year, women made up 47% of the workforce, and currently make up almost half of Union members, at 45.6%. I'd say that's a huge leap from nothing to something. It was organizations like CLUW that helped make this possible.

The Coalition of Labor Union Women (CLUW), is a nonprofit, non-partisan organization. It is a bridge used to connect the feminist movement to the labor movement. Founded for women, by over 3,000 women from 41

different states, this organization worked tirelessly to achieve equality. Olga Madar, a graduate of Detroit Northwestern High school, was elected the 1st National President of The Coalition of Labor Union Women at its founding convention, March 24, 1974, in Chicago, Illinois. During the convention, the leadership introduced four basic goals. Organize the unorganized. Promote affirmative action. Strengthen the roles of women in Unions. Increase women's involvement in the political and legislative process. In order to end wage discrimination and other gender-based inequities, CLUW encouraged its members to write letters to legislators and participate in political demonstrations. In 1978, they established the Center for Education and

Research, a nonprofit research body and resource center to further assist its members in their endeavors. These goals are still the foundation of CLUW activities today. CLUW members also advocate for issues such as child and elder care benefits, job security, safe workplaces, affordable health care, and protection from sexual harassment and violence at work, just to mention a few. With members from more than 70 international and national Unions across the United States, CLUW has an incredible network of 36 chapters throughout the nation, and is still growing, and going strong.



The Power of Mother Jones

By: John Carter

Greetings Brothers and Sisters. I wanted to share the story of Mary G. Jones, also known as Mother Jones, she was an Irish-born labor organizer, former schoolteacher, and dressmaker. She was baptized in 1837, her exact date of birth is unknown, in her early 20's she married her husband a staunch Unionist they had four children, unfortunately they all died of yellow fever in 1867. Her dress shop was destroyed in the Great Chicago fire of 1871 where she was patronized by some of the wealthiest women in town. It bothered her to see the poor outside shivering while the wealthy didn't seem to care. She then became an organizer for the Knights of Labor, in June 1897 after addressing the railway Union convention, she began to be referred to as "Mother" by the men of the Union. That summer 9,000 Mine Workers called a national strike of the soft coal workers,

she arrived in Pittsburgh to assist them, she became "Mother Jones" to millions of working men across the country because of her efforts. Being so effective, the Mine Workers sent her to the coalfields to sign up miners with the Union. She agitated in Pennsylvania, West Virginia, and Colorado, nearly anywhere coal miners, textile worker or steelworkers were fighting to organize a Union Mother Jones was there.

In 1902, she was called the most dangerous woman in America for her success in organizing Unions. To attract attention to the child labor cause, in 1903, she led a children's march of 100 children and their parents from the textile mills of Philadelphia to New York nearly a hundred miles "to show New York millionaires our grievances". She led the children to



President Theodore Roosevelt's Long Island summer home to plead for child labor laws, also putting the children in animal cages to dramatize the bosses' attitudes towards workers. This helped form the National Child Labor Committee in 1904, causing Pennsylvania to toughen its child labor laws. It took another thirty years until the New Deal presidency of Franklin D. Roosevelt, for nationwide legislation protecting young workers, the Fair Labor Standard

Act of 1938. Mother Jones died in 1930 at the age of 93, some of the work she did 38 years ago paved the way for the United Automobile, Aerospace and Agricultural Implement of America (UAW) founded in 1935.





July 2024 National Minority Mental Health Month: Be The Source for Better Health: Improving Outcomes Through our Cultures, Communities, and Connections.

Rashida Davis

This theme calls on each of us to better understand how the unique environments, cultures, histories, and circumstances of racial and ethnic minorities, impact their mental health. Minorities face unique challenges every single day. It's just a matter of fact. People who face racism, discrimination, prejudice, and systemic oppression, have the highest rate of developing other challenges such as stress, anxiety, and even depression, depending on the severity of the situation. The trauma that can be attributed to these issues can be catastrophic, and can lead to aggressive behavior that can lead to violence. There has always been a stigma on mental health, which can cause people to feel shameful about needing and getting the help that they so desperately require. If you add to that the barriers that come with being a minority, you have an even bigger problem on your hands. Some of those barriers include vulnerability to being uninsured. The cultural differences we have in the way we seek for help is a factor, along with language and communication barriers. You can also add to that the feelings of being fearful and the mistrust of treatment that may occur, stemming from those aforementioned unique challenges of just being a minority. And it's not just a minority problem. It's a problem for all Americans. For all of mankind. It's not a totally

hopeless situation. There are things we can do as individuals to reduce the stigma of mental health as a whole. The most important one of all, is self-awareness. Be mindful of your attitude and behavior towards others, even those that don't look or talk like you. Choose your words carefully. No one wears a sign expressing where they are mentally, and the struggles they may be going through. Mental illness can come with friendly conversations and a smile. It's hard to tell what people are experiencing in their lives, nor what their breaking point is, nor where it lies. It is imperative, and just our moral duty to treat everyone we encounter with dignity and respect. Let's educate ourselves and also not be afraid to educate others on those principles. Just because someone's second language is English, doesn't make me better, or worth more than them. We've seen enough video of all the Kens and Karens of our generation that lack morality. We have a duty to protect human rights. Practicing solidarity is not just because the Union makes us strong. Unity makes us strong. We, the people, make us strong. Sticking together and having compassion for one another regardless of age, race, educational, political, or social status, is what makes us strong Brothers and Sisters. Below are some other ways that we as a community can help, provided by

MidWest Clinical Research.

1. Community Outreach and Education: Raising awareness about mental health and available resources through community events, workshops, and media campaigns.

2. Training Culturally Competent Providers: Encouraging mental health professionals to undergo training in cultural competency and diversity to better serve minority communities.

3. Increasing Accessibility: Expanding access to affordable mental health services and support in under served areas.

4. Policy Advocacy: Supporting policies that address disparities in mental health care, including funding for minority mental health initiatives and research.

- Educate Yourself: Learn about the mental health challenges faced by minority communities and the importance of cultural competency.

- Raise Awareness: Use social media, community platforms, and Local events to spread the word about minority mental health.

- Support Organizations: Donate to or volunteer with organizations dedicated to improving mental health care for minorities.

- Advocate for Change: Contact your Local representatives to support policies that address mental health disparities.

ENGAGE... EDUCATE...
ADVOCATE



ASSEMBLE YOUR HEALTH



Presented by Local 163

Walking on Sunshine

Rashida Davis

The CDC recognizes the month of July as UV Safety Awareness Month. Its main purpose is to bring awareness to the dangerous effects of ultraviolet radiation. Although the sun is the primary source of UV radiation, there are other places that it can be found, including tanning beds and sun lamps, which are the main sources of deliberate exposure to artificial UV radiation. I personally don't know anyone who doesn't like the feel of the warm sun on their skin while swimming, or just soaking up some Vitamin D on a beautiful day. Sounds like fun to me.

However, as the saying goes, too much of anything can be bad for you. That doesn't mean that you can't partake in these things, but you must always practice safety

measures. PPE is a familiar term that we use in the workplace, but we need to apply it outside of the workplace as well.

Here are some ways to protect yourself from ultraviolet (UV) radiation:

- Stay in the shade: Avoid the sun when it is at its brightest, especially between 10 AM and 4 PM, when UV rays are the strongest.
- Wear protective clothing: Cover your arms and legs with long-sleeved shirts and pants.
- Wear a hat: A wide-brimmed hat can shade your face, head, ears, and neck.
- Wear sunglasses: Wraparound sunglasses that block both UVA and UVB rays can protect your eyes.
- Use sunscreen: Apply sunscreen

with an SPF of 15 or higher generously to all exposed skin, including your face, ears, neck, arms, tops of your feet, scalp, and hairline. Reapply every two hours, even on cloudy days, and after swimming or sweating. You can also use lip balm with sunscreen to protect your lips as well.

As far as tanning beds and sun lamps are concerned, the best way to prevent this type of radiation is to AVOID THEM. Many health experts advise against them because the rays they emit can cause long term skin damage, and can also contribute to cancer. The World Health Organization (WHO), has upgraded the risk of cancer from tanning beds from likely, to definite.

Those are some heavy facts. So Brothers and Sisters, please stay vigilant and aware of the long term effects that a beautiful tan could cause. Some beauty regimens can be painful, but they aren't supposed to be deadly. Stay Safe. Stay Informed. Have a wonderful and fun-filled rest of the summer!



Unions V. Supreme Court

By: Andrew Lewis

In last year's *Glacier Northwest V. Teamsters* case, the Supreme Court ruled that companies can sue Unions for perceived damages during strikes. Handing a huge victory for employers whose workers are represented by Unions, by ignoring nearly 80 years of National Labor Relations Act practices. All of this in an attempt to weaken worker power by raising the stakes when workers contemplate going on strike to improve their pay and working conditions. This year, the Court has set their sights on preventing workers from even forming their own Unions.

With their ruling on *Starbucks Corp Vs. McKinney*, this anti-worker Court has completely undermined workers rights to organize and form their own Union. Here are some facts of the case.

Nikki Taylor, a shift supervisor at a Starbucks in Memphis, Tennessee, started a push to form a Union at her store back in January of 2022. After she started having conversations with her coworkers about the benefits of forming a Union she received push back from her employer. She was handed worker disciplinary action forms, without warning, for insubordination and wearing leggings. Both of which Taylor denied. Getting written up without warning rarely happened without warning at their location, according to the testimony of a store manager.

Later in January, an organizing committee was formed, and a letter of intent to organize was written for the Starbucks CEO. Union authorization cards were

handed out the following day. In response, management closed the store early. The media showed up after the doors were locked and interviewed the Union Organizers inside the store. A few workers handled their regular tasks while off duty. The company decided to investigate what happened when the media was there, and to also start tearing down Union literature on the community boards. Not long after, seven Union organizers were fired.

There was only one organizer left after the mass firing. Workers stopped wearing Union pins to work, with one employee testifying that he was worried management would target him if he wore his button. Similar concerns spread to other Starbucks locations. The Memphis store successfully voted to join the Union despite the companies efforts. Around the same time unfair labor practice charges had been filed with the NLRB. Kathleen McKinney, a respondent for the NLRB, sought injunctive relief through the District Court of Western Tennessee, pending the findings of the NLRB's administrative proceedings. Included in her request was a call to reinstate the seven fired employees. The court obliged. Starbucks appealed and sent the case to the Sixth Circuit Court, who affirmed the lower courts findings.

After losing again, Starbucks brought their arguments to the Supreme Court. They argued that injunctions related to NLRB proceedings handed out by circuit courts need to follow regular court four part standards as opposed to the two part standards included in section 10(j) of the NLRA. Opposite of how these injunctions have been handed out for over a half a century. The Supreme Court ruled

with corporations over many years of precedent, again.

This makes it harder for the NLRB to show irreparable harm when petitioning for injunctions and easier for employers to stall efforts to organize by their employees. Employers stall efforts by illegally firing Union Organizers, intimidating employees, refusing to accept results of NLRB elections, and refusing to bargain. Before this decision the NLRB only had to prove that employers engaged in unfair labor practices that resulted in irreparable harm to get an injunction to speed up action on cases where workers will win. Now they have to win courts over to get the injunction, or employees have to wait for the entire process to get finalized, which can take up to several years.

Over the last few years workers have been organizing their workplaces at a breakneck pace. With this ruling, the pro-corporation Supreme Court is trying to slow organizing momentum. Taking power away from workers by letting employers violate their Labor Rights, and sometimes their right to association afforded by the first amendment. This case, mixed with several others from this last session that challenge agency power, have the potential to do a lot of harm for the Labor Movement as a whole. This court has no issue with going against precedent and changing established rules on behalf of employers. Kinda like how employers have no issue changing the rules in their employee handbooks for non-Union workers.





Introduction To Bargaining Classes Coming Soon!

Labor Daze

By: Andrew Lewis

