

The Union Times

FALL 2025



UAW
LOCAL 163
WESTLAND, MI



LOCAL 163



President's Report

Al Byrd Jr.

On September 1, 2025, Union members, families, and allies gathered in Detroit's Corktown neighborhood to celebrate Labor Day with a powerful display of solidarity. The annual parade, starting at 9:00 AM, featured a vibrant procession down Michigan Avenue, culminating at Roosevelt Park near the historic Michigan Central Station.

Under clear skies, participants marched proudly with Union banners held high, chanting in unison. The event underscored the enduring strength of the labor movement in Michigan and the nation's industrial heartland.

UAW members, including those from Local 900, joined the parade, emphasizing the critical role of organized labor in shaping the region's history and future.

The parade also featured a diverse array of participants, including community organizations and advocacy groups, reflecting the intersectionality of labor rights and social justice issues.

This year's parade highlighted the UAW's commitment to advocating for its members and standing in solidarity with all workers and communities striving for justice and equality. The event served as a

reminder of the power of unity and collective action in advancing the rights and dignity of working people.

With election season underway, we encourage support for UAW-recommended, labor-friendly candidates. Join us October 25th for Trunk or Treat, on November 1st for the "Money Matters" session in our monthly Education Committee series, and November 9th for a Lions vs. Commanders tailgate hosted by the Recreation Committee. I'm proud of our membership's steadfast support—especially for those laid off across the local. Thank you.



Vice-President's Report

Gary Dotson

Hello my UAW Brothers and Sisters, Summer has come to an end, Fall is here, and kids are back to school. The Backpack & food drive went great thanks to Alicia Ivy's Community Service and everyone who pitched in to help. They were able to get Backpacks delivered to Purem of Brighton and Antolin of Howell. The members were grateful and it's always great to be able to help members in need.

The Family Fun Day was a great

success! Members had a great time with all the activities and food. Thanks to all the volunteers who helped set up and clean up. You all are amazing!!!

The 3rd Annual UAW Local 163 Car Show was a hit! Thanks to Janet Zickafoose's Recreation Committee and all that volunteered to help. trophies for 1st, 2nd & 3rd place cars, as well as best motorcycle were awarded. There were lots of nice cars and motorcycles, and we appreciate all who attended, There were door prizes and a raffle. It was great to hear some of the stories about people and their cars, and it was great to meet so many new people. Hope to see everyone again next year.

Thanks to Shirley Davenport and

the Chaplaincy Committee, a very nice fellowship with special guest speakers, music, prayers and food was held at the hall. And it was a fantastic time for all who attended.

We still have a couple more events coming up, Trunk or Treat, and a Lions Football Watch Party. Get your tickets while they last. Join us for a good time with friends and food. Always check Facebook and the website for upcoming events.

Please check out John Carter at LOCAL163 PODCAST on YouTube. There will be all kinds of information and updates about what's going on in the plants, including layoffs and other stuff.

Get to know your Shop Chairperson and the Committees in your plant.



This year's MLPA Conference, held at the Pat Greathouse Center in Ottawa, Illinois, brought another exciting achievement for UAW Local 163 and The Union Times! Our publication was recognized with one of the top honors in Union communications—the Don Dalena Award for Best Newsletter. This award is one of the highest distinctions a Union publication can receive, and we couldn't be prouder.

It's a true reflection of the hard work, dedication, and teamwork that go into every issue we produce. We want to extend our heartfelt thanks to our President Al Byrd, Vice President Gary Dotson, and all the members of UAW Local 163 for your continued support. Your encouragement inspires us to keep pushing forward and doing our best to represent the voices of our Union family. At The Union Times, we take great pride in being part of this strong and united community. We'll continue striving to deliver an informative, engaging, and meaningful publication that speaks directly to you—the dedicated workers of UAW Local 163 who keep our Union strong.

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LOCAL UNION COMMUNICATION ASSOCIATION



MIDWEST LABOR PRESS ASSOCIATION



LOCAL 163



Recreation Committee Report

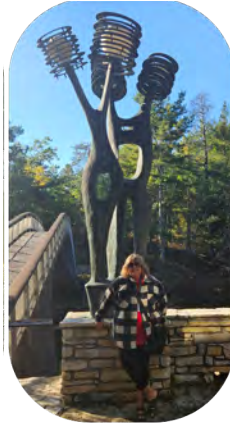
By: Janet Zickafoose

Dear Brothers and Sisters,

I was able to attend the Mobilization Conference at Black Lake. This was the first time that the Walter and May Reuther Education Center had ever hosted this workshop. I want to share just a recap of what we learned.

Mobilization first started in 1936-1937 with the Flint Sit Down Strike, which began on Dec 30th 1936. The sit down strike crippled

GM production and forced the company to recognize the UAW in February 1937. Even today in our Union, we need to educate and engage the members. We need to involve the membership and get the passive members to become active participants. We are the Union and sometimes we forget that. If anyone would like to learn how to become more involved in our Local or Region, please reach out to Anna Guajardo, Ernie Bruton, John Carter, or myself. We will be more than happy to help. Also, if you would like to attend this conference next year at Black Lake, please go see your plant chairman or our President Al Byrd. I highly recommend this conference.



"There is no power in the world that can stop the forward march of free men and women when they are joined in the solidarity of human brotherhood". -Walter Reuther



DDC Apprenticeship Coordinator

Doug Szydowski

Hello Brothers and Sisters,

Hope this newsletter entry finds you well. As we all know, the orders have slowed, and we have members laid off. Please remember to keep these folks in your thoughts. It is my hope that members on lay off take full advantage of their tuition assistance benefit. You may take a class in any field of interest if you are a laid off employee.

Tuition Assistance –Members on Layoff:

Members on lay off do need to create an account, you will submit an application directly to tuitionassistance@daimlertruck.com. Please reach out to me and I will email you the application. You will also need to provide an itemized statement from the institution providing the class. The statement will need to be on their company letterhead identifying the class, start and end dates of the class and total cost. All classes need to be approved prior to the start date of the class. Applications will be reviewed according to policy. If approved for payment, it will be submitted to corporate payroll for processing weekly on Fridays. Employees will be required to submit grades within 60 days of the course ending or be placed in repayment. Tuition io and

Daimler Truck will verify eligibility based on the layoff list or any updated list provided. You are eligible for \$6500 in tuition assistance.

We have added 7 new apprentices in the past couple of months. Currently we have 23 active apprentices. If you are on layoff and on the Selection list, you can still be offered an apprenticeship.

Registration for new students at Henry Ford College will open October 30. Classes will start Jan 12, 2026. Please contact me if you are interested in enrolling for next semester.

In Solidarity,

Doug Szydowski
Apprenticeship Committee
Chairman

Office Cell: 1-313-492-1515



**GM Romulas
Apprentice
Coordinator
Jeff Hanson**

Greetings Romulus Brothers and Sisters,

Hope everyone of you and your families are doing well. It is that time for me to provide a quick update on our apprentice program at our facility. We currently have around 120 skilled trades members including our apprentices and JIT. At the end of August, we had some of our members retire under the SAP agreement negotiated in 2023 and to those who did, congratulations and wishing you the best. Here at Romulus, we currently have fourteen apprentices in various stages of their training. We would like to welcome our two new electrical apprentices that joined our ranks back in August, Luzinka (Annette) Bell and Tiombe' Goodwin. Both of these ladies took advantage of the GM-UAW STARC Program to gain access into the apprenticeship and to begin a new chapter in their lives. The STARC Program is the only avenue for entering a General Motors skilled trade apprenticeship. Here is a little

more on it...

GM-UAW STARC program consists of two semesters (2 classes/semester) of online courses. The program is available for both internal and external folks. For internal employees that qualify, their TAP benefits will cover the cost. For all others it requires self-pay out of pocket cost. External individuals who self-pay for the program can be reimbursed after being indentured and completing the mandatory probationary period. Once the individual completes the program that person is placed on the corporate apprenticeship list by seniority for internal candidates or program completion date for external candidates. Deadline dates for program completion are 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. 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.

Not knowing when the next SAP offers will be made, this is still a

good opportunity to be considering skilled trades as a career choice. GM-UAW has been and are still active in adding new apprentices in all trades. For those interested this may be a good opportunity to look at the STARC Program. Nobody can guarantee when offers will be extended or the amount of time someone may remain on the candidate list. But becoming a skilled trades journey person is an option that is worth looking into. Here at GM a program exists that allows everyone the opportunity to participate. We encourage all our internal GM employees to be contacting myself if you have questions or would like to register for the STARC program. We can get all questions answered and assist with the TAP process and registration. If there are questions for external candidates, we are more than happy to assist with those questions and provide guidance. My time accommodates all three shifts if you have any questions, or want to schedule a meeting, you can email or call. I look forward to assisting you with any questions you may have.

In Solidarity,

Jeff Hanson

Cell #: (734) 716-3045

Email: jeffrey.c.hanson@gm.com



Bothers and Sisters of Local 163, we have started a podcast. I would like to welcome everyone to check it out or as they say, like and subscribe. The name of the YouTube channel is LOCAL 163 PODCAST, so far, we have 9 episodes and counting. Our guests have included Cleophus Long (Romulus Shop Chairman), Alicia Ivy (Community Service Committee Chair), Pete Potts, Dan Rider (Romulus Shop Committee), Al Byrd (Local 163 President), Gary Dotson (Local 163 Vice President), Tom Tuomi (Detroit Diesel Shop Chairman), Jeff Hanson (GM-UAW Apprenticeship), Toni Massey (Detroit Diesel Benefits), Darryl Stephens (JTR-Tuition Assistance Rep.), And Robbie Robinson (Detroit Axle Chairman). I would like to thank all the guests for their time, I'm learning so much from these conversations, I look forward to talking to all of the leadership at Local 163.





Chaplaincy Report

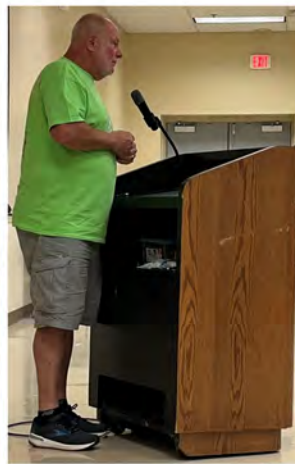
By: Shirley Davenport

Hello my UAW siblings. I pray that you are able to see the glass of life as half full instead of half empty. Recognizing what it isn't but choosing to focus on what it is. We can and will get through this season of our lives. On another note, I would like to thank everyone that came out or donated to our Chaplaincy fellowship brunch this year. We enjoyed great food, great fellowship, great singing and a great word from our Brother Jason Thompson of Axle. His topic was "Our Great Intercessor." We

also had greetings from our president, Al Byrd. Our International Assistant Director of Chaplaincy, Cynthia Harris blessed us with a beautiful poem; letting us know that we can be the one, we can be the change we want to see. We were also blessed to have with us our previous International Assistant Director of Chaplaincy, Brother Jerry Carson, who brought words of encouragement as well. The encouragement didn't stop there. We were also blessed to have in our midst our International EAP Rep Chaplain, Anthony Walker. We had prayer for our children by Sister Connie Brown from Local 7. We had prayer for our retirees by Sister Rosa Floyd from Local 600. We had prayer for our active and laid off UAW workers by Minister

Kiethon Miller from Local 600. We also had prayer for the United States of America by Sister Connie Bobbitt. There were opening and closing prayers by Brother Ernest Van Burton and Brother Jamal Saleh. Prayer over the food by chaplain Darlene Wallace.

The Word of God says when we abide in him and he abide in us that we can pray and ask what we will and it shall be done (John 15:7). It also says, trust in the Lord with all of our hearts and lean, not into our own understanding, acknowledge him, and all of our ways, and he shall direct our path (Proverbs 3:5-6). We joined our faith currency together, expecting God to hear and answer to the prayers that were prayed.



**FOOD,
POP,
BEER!**



**TICKETS \$20
PER PERSON**

UAW LOCAL 163 RECREATION COMMITTEE HOSTS 3RD ANNUAL



LIONS



COMMANDERS

**SUNDAY, NOVEMBER 9th, 2025
Doors at 3:30 PM - Kickoff 4:25 PM**

**UAW LOCAL 163
450 S. MERRIMAN RD. WESTLAND, MI 4816**

**PRIZE FOR
BEST DRESSED
LIONS FAN!**

50/50





Retiree Chairman Report

By: Roy
Gonzales

When Will It Ever End?

I was born in 1935, so I was there when World War II started for America on December 7, 1941 when the Japanese Bombed Pearl Harbor. Then, a few days later Hitler declared war on America. Hitlers second in command was Heinrich Himmler, and Hitler gave him an army and the dreaded Gestapo.

Now we have Trump who is going all out to have his own army, the National Guard. He is sending them to as many states as he can and aggressively looking for more, (most of the states are governed

by Democrat Governors).

Trump already has his own Gestapo in the form of ICE. They are ruthlessly following Trump's agenda of arresting people, violating their constitutional rights of due process, and in far too many cases they are getting away with it. There are many judges ruling Trump can't defy the constitution but he still has his Gestapo going full speed ahead grabbing people of color, or profiling them because of their ethnicity. Life, Liberty, And the pursuit of happiness is a cruelty being trampled into dust.

Yet what a slap in the face of Americans that Trump is giving Argentina 20 BILLION while doing his best to cut Health Care for many millions of Americans who can barely survive with their very limited incomes, and Trump is still

firing thousands of people every day with no end in sight. To the would be Dictator none of these people matter at all. We still have crazy people who agree with Trump's devastating tariffs on a whole lot of Nations, but no tariffs on Russia.

Trump hasn't even had one year in office and he says he is definitely looking into a third term. Trump has over three more years to finish this term, by 2028 he may have already accomplished what he's always wanted to become, THE DICTATOR OF THE UNITED STATES.

We have to garner all our strength to stop Trump and the republicans in 2026 and again in 2028, and the only way to do that is to VOTE DEMOCRAT, or we are DOOMED.

Take Care, Be Well





Community Service Report

By: Alicia Ivy

Standing Strong Together at Local 163:

Over the past few months, the Community Service Committee at Local 163 has continued to grow stronger through service, partnership, and unity. We've had a truly successful stretch of events, building meaningful relationships and ensuring that our members and community feel supported during these challenging times.

One of our biggest highlights was our partnership with Eternal Light for our food drive. Thanks to the generosity of Eternal Light and our members, we collected more than enough to meet our goals so much so, that we were able to extend our donations to a local church as

well. This act of giving reflects exactly what UAW Local 163 stands for: Solidarity, compassion, and community.

This year, our annual backpack drive was dedicated to our own membership. With ongoing layoffs impacting many of our Brothers and Sisters, we wanted to make sure our families were taken care of first. Ensuring our children had the tools they need to start the school year strong was one way we could ease a bit of the pressure during these tough times.

Our on-site pantry remains stocked with household essentials for any member currently on layoff. It's a reminder that at Local 163, no one faces hardship alone. We look out for one another.

We also want to take a moment to extend our deepest gratitude to our leadership, supporters, and community partners:

President Al Byrd and Vice

President Gary Dotson, for always going above and beyond for our membership—whether it's reaching into their own wallets or going business to business to secure donations.

Thank you to our Committeemen, the best bargaining team in the UAW, and our Executive Board, for their continued leadership and support.

I would also like to thank Parkway Party Store, located near our plant, for their generous donation to our backpack drive and continued support of Local 163.

The strength of Local 163 shines brightest in challenging times. The Solidarity and unity of our leadership, members, and community partners are what make our Union truly special.

Belonging to Local 163 isn't just about representation, it's about family, pride, and the power to say "We take care of our own."





2025 UAW LOCAL 163 CAR SHOW

By: Janet

As summer drew to a close, we hosted our 3rd annual Car Show featuring an impressive array of

vehicles. Notably a 1967 orange Chevy Camaro SS belonging to Doug Donakowski of Plymouth took 1st place. A 2008 Shelby GT 500 belonging to Dave took 2nd place.

And a Baja Gold 70' Grand Prix, all original manual shift, came in 3rd place. It belongs to Gerry Perkins, a GM Romulus Engine retiree.

Furthermore, a Harley Davidson won 1st place among motorcycles. We would like to take this opportunity to thank Amy Rodriguez and Carvil Jackson for their invaluable assistance at the grill.

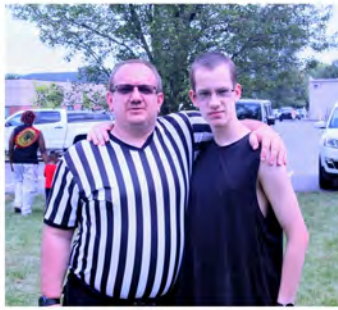
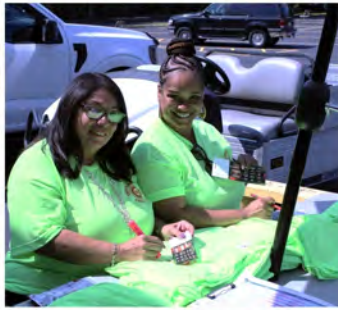
Please mark your calendar for September 13th, 2026 when we will host our 4th annual car show.



KAW Local 163 Car Show 2025



2025 Family Fun Day Photos



Backpack & Pantry Item Drive



2025 Labor Day Parade



MORE THAN JUST A DAY OFF AND A CUP OF COFFEE

By: Angel Collins

Every November 11th, Americans pull out their flags, and social media turns patriotic for about 24 hours. People across the country hurry to post sentimental memes about freedom or shout out and tag all the Vets they know. Veterans Day is a holiday meant to honor the men and women who've served in the U.S. Armed Forces. People who signed up to do what most people can't even imagine doing before their morning coffee. But did you know?...

Veterans Day wasn't always called that. It began as Armistice Day marking the end of World War I. The ceasefire took effect specifically at the 11th hour, of the 11th day, of the 11th month in 1918. (Clearly, someone really liked symmetry.) No but really, that timing had to be intentional. Moving forward, congress made it a federal holiday in 1938 to honor WWI Veterans. However, in 1968, congress decided to create the Uniform Holiday Act moving federal holidays to Mondays to give federal workers more three-day weekends. This caused an uproar! Veterans weren't thrilled about their holiday being treated like an excuse for discounted mattresses. Finally, in 1975, President Gerald Ford restored it to November 11th, where it proudly remains. That's how seriously they took it.

So how many people do you know who confuses Veterans Day with Memorial Day? To put it bluntly,

Memorial Day honors those who died in service, and Veterans Day celebrates those still living who served. Hopefully this explanation prevents someone from posting "Happy Memorial Day" with a picture they just took of their grandpa at the VFW, causing every veteran to collectively sigh.

While many associate Veterans Day with sales, ceremonies, and free pancakes, it's worth noting that not every veteran wears their service on their sleeve. According to the U.S. Department of Veterans Affairs, there are roughly 18 million veterans living in America today. They represent every branch of service, every era of conflict, and every imaginable walk of life. About 1.6 million of them are women; many of whom served in roles that were once considered "off-limits." The first American woman to receive a military pension, Margaret Corbin, fought in the Revolutionary War and manned a cannon after her husband fell. Talk about taking "till death do us part" seriously. About 2 million are African American Veterans; a group that's often underrepresented in the history books. From the Buffalo Soldiers of the 1800's to the Tuskegee Airmen of World War II, Black service members have been fighting for a country that, for a long time, didn't always fight for them. Yet they served anyway, because that's what real patriotism looks like.

In other words, if you see a veteran, it's perfectly fine to say "Thank you for your service." Just maybe skip the "Happy Veterans Day!" it's not exactly a "party hat" kind of holiday. Take a moment to appreciate the veterans in your

life. Listen to their stories, even if they claim they "didn't do much." Chances are, they did more than most of us ever will. After all, while many Americans bravely battle Wi-Fi outages and Monday mornings, our veterans faced far tougher challenges, and often so the rest of us could gripe about ours.

So, this November 11th, take a moment between the sales and the selfies to genuinely thank a Veteran. Ask them about their service (but maybe skip the "Did you ever shoot anyone?" questions). Remember that behind every uniform is a person who chose to serve, often for reasons more complex than "I wanted free college." And if you really want to show appreciation, skip the social media post and pick up the tab for that Veteran's coffee. They've already picked up the tab for your freedom. In Solidarity.





Region 1A Organizing Committee

**By: Jamal
Saleh**

From the Line to the Fight: An Update to My UAW Local 163 Family

I miss you. I miss my coworkers at Detroit Diesel, the rhythm of the line, the nods at shift change, the smell of coolant in the bays, the quick jokes that make a long night shorter. And I want to speak to everyone across our amalgamated Local 163, every unit and shift, skilled trades and production alike. We're one local. What we do in one shop echoes in the rest.

I know what this economy feels like at our kitchen tables. Groceries up, rent up, gas up, health care confusing and costly. Too many of us do the math and find less left over each month. That isn't bad luck. It's the result of choices by people who profit when we accept less.

I'm working across UAW Region 1A

organizing workers because the fix starts with us. It starts with conversations on break and in the lot. It starts with a plan that belongs to the people who do the work. I carry Detroit into every conversation. Our standard, our grit, our proof that unity changes outcomes travel with me to every shop I visit. I come from Detroit Diesel, but I'm writing to all of Local 163.

Equal work, equal respect

A product built in Detroit doesn't sell for less because of the ZIP code. The value lives in our hands, in our skills, and in the time we trade out of our lives. When companies try to play plants or cities against each other on pay or conditions, they're asking us to fight each other so we don't fight them. We don't take that bait. Across all our units we set one standard. Equal work deserves equal respect and equal pay.

What the VOC is, in a Union shop like ours

You'll hear me talk about the Voluntary Organizing Committee, the VOC. It's a circle of trusted coworkers who take responsibility for steady, person

to person organizing inside our Union workplaces. It isn't a clipboard. It's how we keep our units strong between contracts and how rights on paper become rights on the floor. We focus on real conversations each week. Start with a concrete pain point. Ask what it costs in time, money, or safety. Connect it to wins we've already delivered. Set a clear next step like coming to the Union meeting, helping a new hire learn the ropes, or joining a safety push. We keep a simple map of our area with who supports, who's undecided, who we haven't reached yet, and who influences whom. If the map's blank, power's blank. If the map's current, power's real.



What I'm seeing with Webasto workers, and why it still matters to us

Webasto workers are facing the pressure that shows up whenever working people start to win. Schedule games that jerk people around. Whisper campaigns that try to turn coworkers against each other. Outside consultants paid to sow doubt. Workers told to hurry, to fear, to wait. Same script every time. They'll likely land in a different local than ours, but their fight still touches our pay and safety because standards ripple through the whole supply chain. When a nearby shop raises the floor, expectations go up everywhere. When a nearby shop

gets silenced, every boss in the region takes notes. The lesson for us is simple. Tell the truth about cost of living talking points that get used to divide, then bring the conversation back to value and shared standards. Take small public actions that build muscle and can be counted, like safety tallies or a petition on a concrete issue that hits our day. Close loops fast so trust doesn't leak away. Webasto workers aren't asking for the moon. They're asking for a fair say, a safer pace, and honest wages. Standing with them isn't charity. It's common sense for every unit in Local 163 too.

How this matters here across Local 163, with a note from Detroit Diesel

We're already Union, and that's our strength. The work now is to keep our shops organized every day, not just when a contract is up. That means helping new folks in their first six months of probation feel the Union on day one. It means backing our stewards with clean timelines and good documentation when something goes sideways. It means fixing safety hazards before they turn into injuries and making sure Weingarten rights are more than a poster on the board. It means keeping our VOC active so every department in every unit has a few people who can spark conversations, gather issues, and move a plan. I'm meeting workers after shift, in coffee shops on the west side, and in living rooms from Dearborn to downriver. I'm helping start VOC huddles, teaching quick structure tests that show who's ready to move, and turning frustration into real plans. I bring what we learned at Detroit Diesel, and I bring back lessons that make

all of Local 163 stronger. When a department flips from undecided to support on an issue, we study how they did it and repeat the pattern. I miss my team at the plant. That's part of what fuels me. Every time I see someone find their voice, I think about the people I stood next to on our line and I push a little harder.

If you want to help right now

Start with one conversation in your area. Ask what's costing your coworker time, money, or safety. Share one win that mattered to you, whether you're at Detroit Diesel or another Local 163 unit. Then set a clear next step by inviting them to join the Organizing Committee at Local 163 and plug into the Region 1A crew. Get their cell, confirm the best time to talk, and follow up within two days. If you like a script, try this: Quick ask. What's the one thing here that's costing you time or money. If a few of us push on it together, will you join our Organizing Committee at Local 163 and bring two more. We're getting folks together Tuesday at 5 at the hall. Can I put your name on the list.

Closing

I'm proud of Local 163, every unit, every shift. I'm proud of Region 1A workers who keep choosing courage. The economy's squeezing families, which is exactly why we organize. We don't wait for permission. We build power, we set a standard, and we move together. I come from Detroit Diesel, and I'm working every week to bring back wins that make our whole amalgamated local stronger. See you at the hall.



In Memoriam

Roy Haddox – DDC Employee

Raymond Fowler – DDC Employee

John Marszalek – DDC Retiree

Michael O'Connor – DDC Retiree

Larry Shimmell – DDC Retiree

Edward Collins – DDC Retiree

Karl Long – GM Romulus Retiree

Bernice Klebba - GM Romulus Retiree

Billy Arm - GM Romulus Retiree

Gary Baldyga - GM Romulus Retiree

William Kerr GM Romulus Retiree

Denis Darveaux - GM Romulus Retiree

Phyllis Huny - GM Romulus Retiree

Gene Gerber - GM Romulus Retiree

Willie Smith - GM Romulus Retiree

John Burgess - GM Romulus Retiree

Mark Weller - GM Romulus Retiree

Willard Penfold - GM Romulus Retiree

Raymond Johnson - GM Romulus Retiree

Nancy Rolston - GM Romulus Retiree

Johnny Randazzo - GM Romulus Retiree

Thomas Moretuzzo - GM Romulus Retiree

James Trailer - GM Romulus Retiree

Omar Alsakkaf - GM Romulus Retiree

Joseph Gibbs - GM Romulus Retiree





UNION ACTION NEWS

UAW LOCAL 163

TURNING COVID PROFITS INTO GAINS

By: John Carter

The Teamsters at Local 135 have been on strike since October 1st, at the Brulin Holding Company for unfair labor practices in Indianapolis.

Brulin is a specialty chemical manufacture with more than 90 years of experience, distributing chemical products for industries like aerospace, medical, and food services. Brulin has an estimated revenue of \$133.4 million. Members are asking for contractual pay increases and that they negotiate in good faith.

"Our members are united and

will not back down until they receive fair pay and respect, they've earned" said Dustin Roach, President of Local 135."

Members are striking because the company broke the law, and left members no choice. Workers have gone without pay increases for three years. Meanwhile, Brulin saw enormous profits during and after the pandemic, profits made possible by the workers.

With picket lines at all three company entrances, workers chanted, "What do we want? Fair contract! When do we want it? Now!" and "If we don't get it, shut it down!" They also put up a giant Scabby the Rat inflatable at the front entrance



on Dr. Andrew J. Brown Avenue.

The strike is drawing support from the community and State Representative Mitch Gore and Indianapolis City-Councilor Jesse Browning, joining the line to stand with workers. They both gave fiery speeches denouncing Brulin for refusing to bargain in good faith and praising the courage of the striking workers. Solidarity Forever.



ASSEMBLE YOUR HEALTH



Presented by Local 163

BREAST CANCER AWARENESS MONTH

By Rashida Davis

As we all know, October is Breast Cancer Awareness Month. This year's theme is "Every Story is Unique, Every Journey Matters", highlighting the importance of supporting and empowering those Brothers and Sisters that are, or have dealt with this disease, regardless of their journeys throughout. During this month every year, the nation takes time out to emphasize education and awareness about breast cancer and its devastating effects, along with celebrating our warrior survivors.

Breast Cancer has wreaked havoc on the lives of so many men and women around the world, but there are also many that can say that they were victorious in their fight. As the theme reminds us, every single story is unique and

absolutely every journey matters. Breast Cancer is still the most common cancer around the world amongst us women, with 1 out of every 8 being diagnosed in their lifetime. In addition to women, over 2700 new cases of breast cancer in men were reported last year, along with over 500 deaths. We all know someone directly, or indirectly, that has been affected by breast cancer in some way, shape, or form. Even still with that being said, the mortality rate has been in a steady decline since 1989. That's over 30 years of research, education and awareness, and early detection, working together. All of these things are our best defense when it comes to beating the disease, and forward progress in lowering the mortality rate. The American Cancer Society suggests women should begin annual mammograms at the age of 45, while The U.S. Preventive Services

Task Force suggests the age of 40. Depending on your family history, screening may have to begin as early as the age of 30 or 35. Besides family history, if you've had any type of history of problems or even concerns about your breast health, you should contact your physician for testing immediately. Which now brings us to my favorite saying. That's right family. The 5p's principle. Proper preparation prevents poor performance. I can't stress this enough. It can be referenced in every aspect of our lives, but right now our focus is our breast health. And that goes for my Brothers as well. It's no secret that statistically, men are less likely to frequent the doctor's office. However, preparation and preventative actions can be the difference between life and death family. Let us choose to live happy and healthy lives not only for ourselves, but for our children, families, and loved ones. In order to do this, we must be vigilant and take accountability when it comes to taking care of ourselves.



Local 163 Members working 3rd shift at GM Romulus celebrating "Pink Out Days" every Friday in October.

KNOW YOUR WARRIORS LOCAL 163

I'd like to introduce you to one of our own warriors. Ms. Trina (Kandi) Parker is an employee of GM Romulus. She started her career at GM on March 4, 2016. Trina was diagnosed with breast cancer in 2019, just before the Covid pandemic hit our country. Because of that, her treatments were put on hold. Luckily, her cancer was caught at a very early stage. On August 7, 2020, after 2 surgeries and 30 rounds of radiation, she was declared cancer free! Here's Kandi in her own words. "My advice would be to get regular mammograms, even if there's no

cancer history in your family (there were none in my immediate family). Early detection saves lives. Stay positive no matter the outcome of your mammogram. A strong support system is very helpful. Join a support group and become an advocate of your own health and well being. Schedule a yearly exam, do self checks, and know your body. If something feels different, get it checked out. Encourage your sisters, mother, and friends to do the same. (side note: a small percentage of men can develop breast cancer as well) #earlydetectionsaveslives



UAW LOCAL 163 RECREATION COMMITTEE HOSTS:

Festival FALL

FREE CIDER AND DOUGHNUTS

NOVEMBER 2, 2025

12:30 PM UNTIL 3:30 PM

PLYMOUTH ORCHARD & CIDER MILL
10685 WARREN RD.
PLYMOUTH, MI

WE WILL BE LOCATED IN THE RED BARN

1 FREE TRACTOR TICKET PER PERSON

APPROVED: AL BYRD, JR.
PRESIDENT
OPEIU42/AFL-CIO/VJ

LH LABOR HISTORY WITH LOCAL 163

ITS MORE THAN JUST STRIKES AND SLOGANS!

By: Angel Collins

When most people hear “Labor Movement,” they picture picket lines, picket signs, Union chants, and fire filled garbage cans. But the labor movement is a whole lot deeper, and messier, than that. It’s a tale of sweat, strategy, betrayal, and a few surprise heroes who don’t get nearly enough credit. So, buckle up, because it’s time to take a ride through the stuff your history class rode right over.

Let’s start with the fact that the movement wasn’t exactly inclusive at first. I know, shocker, right? It started back during the Industrial Revolution. A time when factories were popping up like weeds after rain, and working conditions were about as pleasant as an unguided tour of a minefield. People (including children as young as 4 and 5 years old) worked long hours for low pay, with safety regulations that could easily be summed up as “Try not to fall in.”

Sadly, many of the early Unions were about as welcoming as a country club with a “Members Only” sign. In the 1800s, black workers, women, and immigrants were often excluded from the “official” labor movement. Unions claimed to stand for all working people, but that “all” had an asterisk big enough to drive a railroad through. Yet, that didn’t stop African Americans from organizing their own movements. The Colored National Labor Union (CNLU) was founded in 1869, just four years after the Civil War ended. Led by Isaac Myers, a black ship caulker from Baltimore, the CNLU pushed for fair wages,

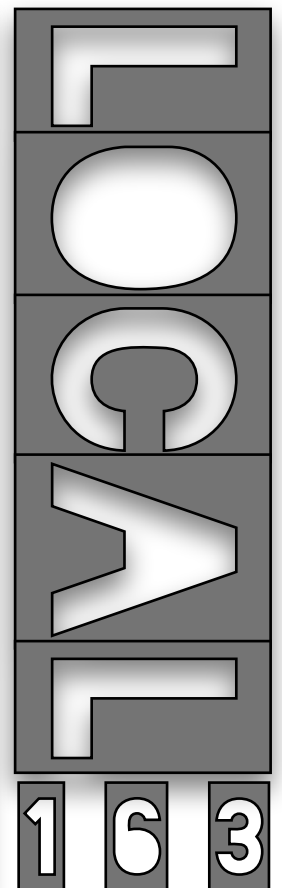
education, and political rights. Myers and his colleagues weren’t waiting for a seat at the table; they were building their own. The movement blossomed, and so did the protests. Strikes became as common as coffee breaks.

Meanwhile, labor leaders emerged, like Samuel Gompers, who founded the American Federation of Labor (AFL). Samuel believed in negotiations and collective bargaining, which is basically Union-speak for “Let’s talk this over, and if you don’t agree, we’ll all sit at home enjoying our Union mandated coffee break until you do.”

Of course, not everything was smooth sailing. Sometimes strikes didn’t work, and sometimes management tried other tactics, like hiring replacement workers who had never seen a wrench

before. What do we call them, today? Let’s all say it in unison, “SCABS!” Labor organizers had to get creative, leading to things like the “scab parade” where workers marched to the home of the “scab” with a band playing funeral music.

Another great labor leader and organizer that must be mentioned is A. Philip Randolph. He was the man who forced America to face its own hypocrisy. I think we need him again today but that’s another article. In 1925, Randolph founded the Brotherhood of Sleeping Car Porters, the first Black-led Union to gain recognition from a major corporation (the Pullman Company). Randolph was relentless. He fought for better wages and working conditions for the porters, who were often underpaid, overworked, and expected to smile through it all. His success eventually inspired the 1963 March on Washington for Jobs and Freedom, yes, that march, the one where Dr. Martin Luther King Jr. told the world about his dream.



So the next time someone says labor activism and civil rights were separate struggles, feel free to roll your eyes dramatically. They've always been intertwined.

Back in the late 19th century, workers were clocking in 12-hour days, six or seven days a week. Then the labor movement said, "Nope, this is ridiculous," and pushed for shorter hours. The eight-hour workday and the concept of weekends off didn't just appear out of nowhere. They were earned through strikes, protests, and, in some cases, a few well-timed riots.

So the next time you hit "snooze" on a Saturday morning, you can silently thank the people who made weekends a thing. Maybe not your boss, though. Definitely not your boss!

However, it wasn't just Randolph who connected the dots between labor and civil rights. Bayard Rustin, another brilliant strategist

(and one of the architects of the March on Washington), was both a labor organizer and a civil rights activist. Rustin believed that true equality meant not only ending segregation but also ensuring economic justice.

He and others recognized that racism and class exploitation were two sides of the same coin, so they fought both. Rustin even worked with Unions to support anti-discrimination policies, laying the groundwork for future equality measures in the workplace.

Now, let's fast forward to today. Union membership might not be what it once was, but labor activism is far from dead. From Starbucks baristas to Amazon warehouse workers, a new generation is rediscovering the power of collective action. Modern movements like the Fight for \$15, which advocates for a higher minimum wage, owe much of their energy and organizing savvy to

black and brown workers demanding the dignity they've always deserved. So don't sleep on the people who built the movement. The labor movement isn't some dusty chapter in a history book. It's living history; A story that's still being written. While it's easy to romanticize the idea of "solidarity forever," the truth is that solidarity had to be fought for, expanded, and redefined, especially by African Americans who refused to be left behind.

So when you clock in for work, remember those breaks and benefits didn't just appear out of nowhere. The next holiday that affords you a three-day weekend, maybe raise a glass to Samuel Gompers, Isaac Myers, A. Philip Randolph, Bayard Rustin, and the countless unnamed workers who made it possible. Because nothing says "thank you for your struggle" quite like a cold drink, a grill, and the freedom to rest. Until the next article... In Solidarity.



Those that don't learn their Labor History are doomed to get pummeled by Henry Ford's goons on the overpass again!

-Old Union Proverb

MAKING CENTS

With local 163

EDUCATION COMMITTEE MONEY MATTERS CLASS

By: John Carter

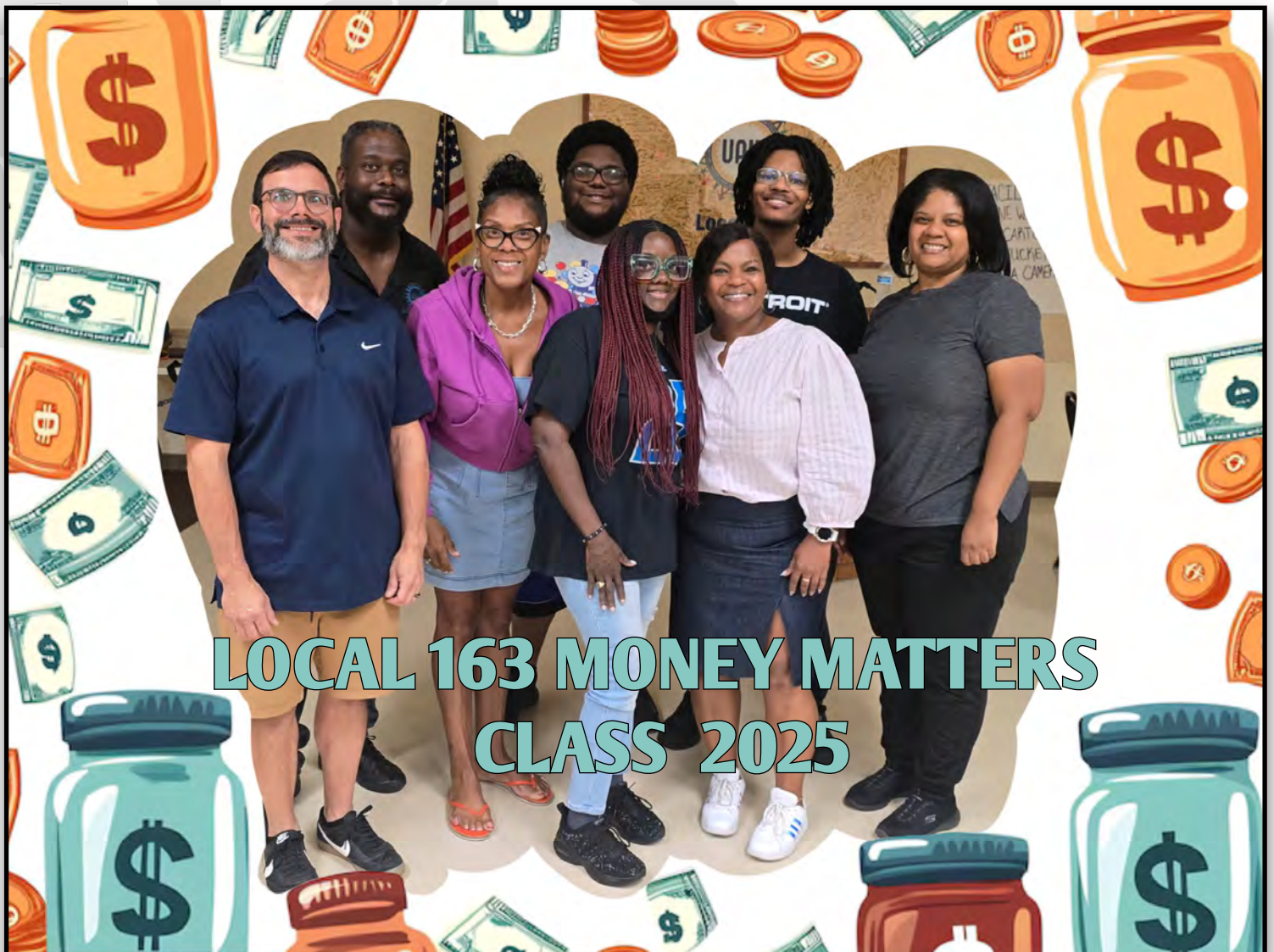
Greetings Brothers and Sisters,
on behalf of the education
committee, I would like to thank
those that attended our Money
Matters class on September 27th.

We had great conversations about
understanding deductions on our
paychecks, determining financial
needs, planning for the future,
and developing budgets. The
subject of needs verses wants

revealed that we all have different
ideas of what's important
financially. For example, it was a
need for some to be able to get
their nails done and eat out at
least once a week, and to others
that was an easy sacrifice to be
able to save roughly \$200 a week.
Wants are things like,
entertainment, travel, personal
care, and dining out, all not
required for survival. Needs are
things required for survival like
housing, transportation, utilities,
and food. Being able to determine
what is a need verses a want is

one of the first steps in budgeting.
We agreed that none of us have
really experienced being poor,
thankfully.

During hard times your needs and
wants will be clearly defined, it will
be easier to see how much you
can save by making your own
coffee, packing a lunch or doing
your own nails. The point of this
class was, if you can't afford it,
don't buy it, we all have a hard
time following this simple rule.
And that leads us to our next
Money Matters class on Nov.1st,
from 11am-1pm, there we will
discuss credit cards and debt. We
look forward to seeing you there.
Financial intelligence is the key to
building a strong membership.



Politically Speaking

WHOSE FAULT IS IT ANYWAY?

By: Rashida Davis

Government shutdowns are nothing new. There have been a total of 7 government shutdowns since 1980, that have lasted anywhere from five hours to five days. The longest government shutdown to date was during President Trump's first term, 2018-2019. The shutdown lasted 35 days, due to disagreements about funding a wall between the United States and Mexican borders.

I'm sure we all remember those headlines. So where are we now in the 2025 shutdown? As of the day this article was written, there seems to be no real projected end in sight. The Senate will vote once again about government funding soon, but with seven prior failed

attempts, it's not looking very promising for those government workers who have been working without pay.

The Republicans and Democrats can't come to a negotiated agreement about passing a bill funding government services and spending plans. This has caused major issues and delays of resources and have put many Americans at risk for losing their assets and I can also imagine their patience. As in previous shutdowns, those workers that were forced to be laid off, were given back pay. However, after the Senate failed to reach an agreement for the fifth time, Trump made some disparaging comments in reference to their compensation. On October 7th, he said "depends on who we're talking about". He also stated that some

workers "don't deserve to be taken care of".

I can't speak for anyone else, but I don't know any worker that doesn't deserve to be paid for the work that they do. Apparently, the President doesn't share that same sentiment for whatever reason. Maybe because he's never been in our position. He can't relate to working middle class America. He can't begin to understand what it's really like to be in a position that threatens your livelihood so much that it causes you to make life decisions at a gas pump. Buy gas or buy food? Insane right? Well this shutdown has affected Unions all over the states.

Mass layoffs have occurred since October 1st, with many being permanent, due to Trump and his administration's RIF (reduction in force) policy. During previous shutdowns, jobs involved temporary furloughs. However, the



present administration considers some jobs as non-essential, meaning many Union workers across the country have been furloughed without pay, and may very well not have a job anymore at all once everything is said and done.

I personally feel like this is downright criminal and a huge slap in the face to those hardworking individuals who now have to face financial hardships with no time to prepare themselves and their families, nor really successfully dispute these actions taken against them.

Many lawmakers feel that this is an atrocity, including top Democrat of the House of Representatives, Hakeem Jeffries, who stated, "The law is clear- every single furloughed federal employee is entitled to back pay, period". That may be what the law states, but clearly we have been dealing with a President and an administration that do not believe or uphold the laws of the United States of America. From day one, it's been a show of complete lack of honor and dignity for what this country is supposed to stand for. Blatant disrespect has been apparent and continues to become the status quo.

Allow me to be transparent. I have never agreed with the party against party dynamic that we seem to adhere to when determining the true fabric of an individual person. I know both Democrats and Republicans that are really decent hardworking people. I also know some folks on

both sides that are not. The point is, right is right and wrong is wrong, no matter your political affiliation. Yet here lately, all I've been hearing is that it's the Democrats fault for not agreeing to fair terms. You have the Secretary of the Department of Homeland Security, Kristi Noem, forcing travelers to listen to her blame the Dems on a video, while you're trying to board your flight. In my opinion, she's creating hostility to an already tense situation. Then there's the other side. Republicans are trying to gut everything we have in place. They're trying to take away our healthcare and do away with the provisions that are in place that protect Americans from rising healthcare costs, amongst other things.

Well family, honestly, I don't know all the ins and outs of all the negotiations and things going on within the Senate, or what is all at stake. All I can do is speak what I know, and testify to what I have seen. What I do know is that some things are non-negotiable and non-debatable. Those things I speak of, is truth. The truth is, our country is being run by a felon. Excuse me. A convicted felon. Period. Do not pass go. Do not collect \$200. It doesn't matter what party you belong to. That's what's called undisputed truth. I believe it all started right there, and that it's just been a trickle down effect felt by all of America ever since he's been in office.

What is non-debatable is that working people deserve to be paid for what they do, essential in

someone else's eyes or not. That's the truth. I don't know of any sane thinking, working person that would dispute that. There are Union leaders that have pleaded with Trump and the administration to come up with a spending plan and to reopen the government, while other federal Unions have filed lawsuits to try and block these new policies of laying off federal workers during the shutdown, so that people can support themselves and their families. What a mess. A crime and a shame.

I feel for all of those workers out there that have found themselves in this position, no fault of their own. No matter what side you're on, compassion is a part of human nature, for most of us anyway. Not party affiliation nor whether I agree with your opinions or not. I was not a fan of Charlie Kirk but my heart went out to his wife and his children and all that loved and knew him. He was still a human being and what happened to him, no matter what he believed, was inexcusable. That's compassion.

Sometimes we take for granted that the shoe could be on the other foot. How would you feel? What would you do? Can you imagine not only the financial hardships, but the psychological strain that many are enduring? With that being said, I pray for an expeditious ending to the shutdown and that everyone affected during this period will be made whole again. Mind, body, spirit, job, and paycheck. In Solidarity

"If there is a shutdown ... I think it would be a tremendously negative mark on the president of the United States. He's the one that has to get people together."

-PRESIDENT DONALD TRUMP (from the Today Show in 2011)

Politically Speaking

FASTER CONTRACTS YOU SAY...

By: Andrew Lewis

This past March, legislators from both sides of the aisle introduced a bipartisan Labor bill that would effectively do little in this current political environment.

The Faster Labor Contract Bill would effectively set a deadline for negotiating a first contract after workers vote to join or form their own Union. The deadline would be a maximum of 120 days. This would reduce the time workers wait for their first contract to go into effect by 338 days on average, almost a whole year.

Without this legislation, employers can temporarily postpone negotiating with the workers by refusing to negotiate, appealing decisions, and accusing the Union of unfair labor practices. Employers employ these tactics to weaken solidarity among workers and to make Unions look weak. They do this in an attempt to keep wages and working conditions the

same as they were before the vote for as long as they can.

Employers and anti-Labor organizations, such as the Chamber of Commerce, oppose this legislation. The Chamber has a webpage dedicated to spreading propaganda about this bill. The propaganda includes proclamations like this, "The truth is that Big Labor and government can rush you into something you might not want, leaving you stuck with the consequences." The workers have already told their employers what they want, and they're tired of the consequences of not working under a legally binding contract.

So while this bill has language that would help workers in their fight for a first contract, there is currently a huge hurdle to being able to certify a Union election. After the Trump administration fired NLRB General Council Jennifer Abruzzo and board member Gwynne Wilcox, who was fired illegally, it left the NLRB without the quorum needed to make

rulings. This means that after workers vote to join a Union, all their employer has to do to postpone the outcome is file a charge against the election and then appeal that decision to the board, which can't rule on the charge without a quorum.

Large employers like Tesla, Amazon, and Blue Oval(Ford) have already taken advantage of the chaos the Trump administration has unleashed at the NLRB. They've all hatched plans to postpone their workers from joining the Union of their choice. Even if Trump appoints new members to the NLRB, it will still be a battle to join a Union. This is due to the fact that he packs pro-corporate and anti-Union lackeys to hold these kinds of positions.

With all things considered, a real bipartisan effort to strengthen worker rights would need to be more than this single piece of legislation. While it is a good start, workers need support from all three branches of government. As we've seen, a victory for workers in the halls of Congress can be easily overturned by the will of agencies and courts.

HAVE A UNION-MADE THANKSGIVING

TURKEY

- BUTTER BALL
- BOAR'S HEAD

SIDES

- BIRDS EYE
- VEGGIS
- OCEAN SPRAY
- CRANBERRY
- SAUCE

BREAD

- PILLSBURY
- CRESCENT
- ROLLS
- PIE CRUST

DESSERT

- SARA LEE
- PIES
- RICH
- PIES
- CAKES



AMERICAN HISTORY

QUOTA ACT OF 1921 vs, ICE

By: John Carter

From kindergarten to adulthood, I was taught that Christopher Columbus discovered America, like most of us. We have all heard the poem in 1492 Columbus sailed the ocean blue.

Columbus Day originated in the late 1800's as a celebration of Italian-American heritage, at the time Italian immigrants faced significant discrimination in the United States. Immigrants often lacked formal education and competed with earlier immigrants for lower-paying jobs and housing; this created hostility towards them. The 1891 New Orleans lynchings were the murders of 11 Italian Americans by a mob, for their alleged role in the murder of a police chief.

The mob broke into prison and killed the 11 prisoners mostly by shooting, the mob believing that the jury was fixed by organized crime. To control the influx of Southern and Eastern Europeans in 1921, the Emergency Quota Act was formulated to give numerical

limits on immigration, and to use a quota system to establish limits, this formula is known as the National Origins Formula.

Italians had surpassed the Irish as the second largest-born group in America after German-Americans. They also had the highest percentage of violence and kidnapping in New York according to the press. The conclusion was made that all Italians with criminal records were flocking to America. Because the press and the police were saying it, and in this country

that makes it true. With all the negative impressions surrounding the Italian community, prominent Italian American leaders, such as Generoso Pope in New York and Catholic lobbying groups like the Knights of Columbus, lobbied President D Roosevelt to make it a federal holiday in 1937. The lobbying for it to be a holiday had very little to do with him discovering America, an already populated country, but it was more about his Italian heritage. This was an attempt to restore and lift up the Italian community. This country has always found a way to let a particular group know when they are no longer welcome, and the instrument being used currently is Immigration and Customs Enforcement (ICE).



Happy Holidays!

*From
Local
163*

**Place: UAW Local 163
450 S. Merriman
Westland, MI 48186**



Money Matters

Budget Planning for Life.

Are you prepared?

**Join us to learn how to handle your finances and prepare
you for life's challenges.**

Presented by: The Education Committee



**November 1, 2025
11 AM – 1 PM**

Approved by:
Al Byrd Jr., President
09/24/25/01/2025

NFL TEAMS

D	C	O	L	T	S	E	A	G	L	E	S	H	R
G	C	B	S	T	E	J	A	S	S	G	S	D	S
S	H	R	R	A	M	S	R	R	N	F	S	E	R
A	A	O	O	N	N	E	A	I	E	S	R	T	N
N	R	W	S	O	L	E	K	I	A	R	S	R	S
F	G	N	W	E	B	I	H	R	E	E	O	O	R
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EAGLES
RAIDERS
NEW ENGLAND
RAVENS
TEXANS
STEELERS
SEA HAWKS
CHARGERS
BENGALS
DETROIT LIONS
PANTHERS

SAN FRANCISCO
CHIEFS
FALCONS
BUCCANEERS
BRONCOS
GIANTS
BEARS
VIKINGS
COLTS
RAMS
JETS

Labor Daze

By: Andrew Lewis

