

The Union Times

SPRING 2025





President's Report

Al Byrd Jr.

Brothers and Sisters,

I would like to take this opportunity to congratulate our Detroit Axle members on ratifying a record-breaking contract. This is a landmark victory for the members at Detroit Axle. The contract was ratified with an 84% YES vote.

I would now like to turn my attention to the Detroit Axle Bargaining Committee. The Detroit Axle negotiations were fueled by a strong set of resolutions provided by the membership. The demands were clear, and included better wages, stronger benefits, improved safety standards, and a more secure path forward for both current and future employees. The Bargaining Committee took the resolutions seriously, treating them as a mandate.

Over weeks of intense talks, the committee pushed back against corporate resistance, stayed late into the night hashing out details, and held firm to the priorities of the membership. The result is a historic

contract that sets a new standard across the industry.

They didn't just reach their goals, they surpassed expectations. They achieved significant wage increases across all classifications — the largest in company history. They secured enhanced healthcare coverage with no increase in out-of-pocket costs, they obtained expanded vacation and leave policies, recognizing the need for work-life balance, and negotiated for increased investment in safety and training, ensuring safer working conditions and pathways for skill development. And so much more.

Make no mistake about it, this contract didn't just happen, it took Solidarity from the shop floor to the

negotiating table. They had the support of their Local 163 Brothers and Sisters, as well as support from their Daimler Truck Brothers and Sisters, who sent messages of their support from as far away as UAW Local 5287 at Thomas Built Bus in High Point, NC.

At the heart of this victory stands the Bargaining Committee, a team of committed Union members who worked tirelessly to carry the voice of the membership to the negotiating table and fight for a better future for every worker on the floor, I witnessed them fight with everything they had. And as President of UAW Local 163, I am extremely proud of all of them. **WE ARE UAW LOCAL 163!**



2025 Detroit Axle Bargaining Committee



Vice-President's Report

Gary Dotson

Hello my Brothers and Sisters,

I would like to start off by congratulating Axle for a record contract!

The Committee worked hard day and night to get such a contract,

spending months going over demands putting them in order.

The best part is how well they worked together to fight for our members. Members are the key to our UAW Local 163.

The Women's Committee Raffle Drawing for the \$300 Motor City Casino gift card was a hit. Congratulations to the winner, Robert Watts Sr.

The Local has so many upcoming events this Summer. We will host a Car show as well as the UAW Local

163 Family Day.

I want all our members to have a safe summer, and make sure to spend time with family and friends.

I would like to thank our newsletter committee for all their efforts in producing an award winning newsletter. I get to witness all the hard work that they put into producing a high quality publication which highlights the hard work and success of our amalgamated Local.

Thank you!



(Pictured above): The UAW Local 163 Newsletter Committee poses in front of the entrance to the "Detroit Diesel Power" exhibit at the Detroit Historical Museum.



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Al Byrd Jr.

UAW Local 163 President

Gary Dotson

UAW Local 163 Vice-President

Union Times
Newsletter Staff:
Rashida Davis
John Carter
Andrew Lewis
Ryan Martin
Angel Collins



LOCAL UNION COMMUNICATION ASSOCIATION



MIDWEST LABOR PRESS ASSOCIATION



DDC Chairman's Report

Tom Tuomi

Greetings Brothers and Sisters,

The Detroit Diesel Shop Committee and I have been very busy lately and I am happy to report that I have some good news to share with all of you. First, I would like to start off by saying we will be calling back 80 members from layoff. While this still leaves 40+ members still on layoff, I want to assure all of you we are working hard to bring everyone back and will not be whole until you return. I want to remind you to be ready for the pre-employment screening which you will be required to undergo as part of your call back procedure.

Secondly, we are waiting to see how the results of the ongoing tariffs (coupled with the changing of EPA standards) are going to impact the anticipated buy ahead of engines. There is speculation that these changes may "flatten out" the curve we originally anticipated of "buy ahead" orders.

I have good news to share regarding our 3PL Warehouse also known as the Detroit Logistics Center. We will be encapsulating work that is currently being done at the Matrix warehouse and leasing and additional 90,000 square feet of warehouse space. This insourcing will provide job security for the members at the warehouse. I have an announcement regarding profit sharing. Profit sharing will be paid

out in 2026 for 2025. We will also be receiving a 4% bonus in June this year which will be calculated from May 2024 to May 2025.

The committee and I are fighting to secure Juneteenth as holiday on the engine side of the business.

I would also like to mention that we need our members to get involved, we will be posting training opportunities soon. The UAW offers a UAW Family Scholarship at Black Lake. It is a great opportunity to spend a week with your family and learn about our Union at the Walter and May Reuther Education Center at Black Lake in Onaway, MI. If you have interest in finding out more, contact your Committeeman.

To our members who are on layoff, I would like to remind you that we have a Community Service Committee led by Sister Alicia Ivy who have collecting items to provide to our laid off members. This committee's entire function is to serve our members and the community. Please make sure to take advantage of the supplies that they have collected for our laid off members. I would also like to mention to our active employees, if you are interested in assisting our laid off Brothers and Sisters, please drop off any of the supplies listed on the flyer below in either of the Community Service red boxes located at both

entrances to the plant. Also, if you are interested in making a big impact, please consider donating Kroger gift cards for our current laid off members. We are our Brothers and Sisters keeper!

Lastly, I would like to talk about mental health awareness. We have an EAP (Employee Assistance Program) Representative named Larry Dietz. Larry can help and

arrange counseling for issues such as mourning the loss of a loved one, substance issues, guiding members through life's challenges, whether work related or not, and being your advocate. His goal is to not only assist, but to assess you and your situation so he can help you find the proper resources. Mental health is a topic we don't give enough attention to, and we need to be more diligent about it for ourselves and when looking out for others.

I also wanted to remind you that we have a Fitness Center onsite located on the Telegraph side of the plant. We encourage you to use it! We also have an onsite Premise Health clinic which offers free generic prescriptions (with no co-pay) and has a convenient app that allows you to make same week appointments and review your health chart. They have recently expanded their hours of operation to Monday through Thursday 7 a.m. – 5:00 p.m. and Friday 7:00 a.m. – 4:00 p.m. Their services include annual physicals, acute and urgent care, generic medications, biometric screenings, lab services, flu shots and more! Your Union fought hard to provide you this benefit, please take advantage of it as it is free! The Premise Health clinic is located next to our onsite childcare facility on the Outer Drive side of the plant.

Lastly, I want to remind you that we will be having a General Membership Meeting on Sunday, April 27th, at 11:00 a.m. These meetings typically last about an hour and gives members the opportunity to hear information right from the source. This also allows us to vote on important issues that impact our Union and allows you the opportunity to ask any questions you might have. I hope you can join us!

"Our movement is of the working people, for the working people, and by the working people."

-Samuel Gompers



**Axle
Day-shift
Committee-
Person**

**By: Whitney
Rodriguez**

Brothers and Sisters,

What an exciting year we've had so far and its only April! We ratified our new contract agreement on Feb. 1 st with an 84% YES vote. With this new agreement for Detroit Axle, we made huge strides forward for our future and livelihoods. Things like COLA, Profit Sharing, historic wage increases with a shortened wage progression, no increases in our cost-share or prescription drug copays, VTEP, Juneteenth as a recognized holiday, an Apprenticeship program, percentage-based shift premiums and so much more in gains. Ultimately bringing 85 million dollars in new money over the life of our agreement. During our contract negotiations, each member of the bargaining committee brought something different to the table—different voices, different experiences—collectively enhancing our ability to fight for our demands and keep focused on our one goal: bringing a winning contract to our Membership. We traded comfort for conviction, rest for resolve, and time with our families for time at the table but in forging

this historic agreement, we turned every hardship into a steppingstone towards a better future. At the end of the day, this isn't just a win for Detroit Axle members, it's a win for the entire UAW by signaling the end to the era of silent suffering and the beginning of a new demonstration of Solidarity. The successes we had

at the bargaining table could not have been accomplished without the solidarity shown across the plant and country. This agreement is a powerful testament to our unity and focus. I'm looking forward to building on this progress and elevating our standards again the next time around!



**Factory jobs only became synonymous with good wages
and middle class prosperity because of UNIONS.**



Education Committee Report

Arlene Williams

Greetings Union Siblings,

I am Arlene Williams your Education Committee Chairperson at Local 163. There are many opportunities for you to understand the function of our Union. First, you can simply start with attending our local Union and

Unit meetings. You can then join one of our 13 Standing Committees which are: Education Committee, Bylaws Committee, Veterans Committee, Recreation Committee, V-Cap Committee, Civil Rights, Organizing Committees, Women's Committee, Union Label Committee, Community Service Committee, Young Workers Committee, Chaplaincy Committee, and Consumers Affairs. Second, if you want further education we have offered classes at our Local. Currently, Rory Gamble Academy is being offered at Region 1A on the first Tuesday of every month for

the rest of the year. There are classes and conferences throughout the year being offered at Wayne State University and University of Michigan. Lastly, and most importantly, you must make the effort to be present. You must attend the meeting, class or conference. We are all the Union and we all have a part in keeping our UAW wheel moving forward.



2025 Rory L. Gamble Academy @Region1A
scan code for info



GM Romulus Apprentice Coordinator

Jeff Hanson

Greetings Romulus Brothers and Sisters,

Hope everyone is looking forward to warmer weather. I would like to take this opportunity to provide an update on the current UAW-GM Apprenticeship program.

Currently, here at the GM-Romulus GPS Facility we have thirteen active apprentices along with one JIT. Congratulation and welcome to our two newest electrical apprentice Richard Roach and Du-Shaw Russaw. 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. For 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 and program completion date for external candidates. 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. 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.

With the ongoing hourly SAP initiative there is continued shortage of skilled trades at the sites. GM-UAW have been 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 due to the shortage in the skilled trades and the expected attrition of our current skilled trade work force. The potential demands for more apprentices will be significant moving forward. We encourage all internal GM employees to be contacting myself if you want 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 email or call. I look forward in assisting with any questions you may have.

In Solidarity,

Cell #: (734) 716-3045 Email: Jeffrey.c.hanson@gm.com



Community Service Report

By: Alicia Ivy

We are steadily working to build and strengthen our Union pantry, and we're excited to share that we still have items available at the hall for any members who have been laid off. Please don't hesitate to

reach out if you're in need, these resources are here for you.

We are also still actively collecting donations. Building up our pantry remains a top priority so that we're well prepared to support our members in any emergency. Whether it's non-perishable food, toiletries, or household essentials, every donation helps us serve our Union family better.

Our committee continues to grow,

and we're always welcoming new members. If you're passionate about giving back and supporting your community we'd love to have you join us.

For questions, support, donations, or to get involved, please contact me directly:

Alicia Ivy

Community Service Chair

313-671-216



Womans Committee Report

By: Darileen Wallace

Hello Union Family.

Let me first say thank you to our Local 163 President Al Byrd, for appointing me as Women's Committee Chair. I'm looking forward to working with and for my Union family. Also, thank you for, and congratulations to Verna Griswal for being appointed as

Woman's Committee Co-Chair. A big thank you goes out to everyone who gave me encouraging words throughout the process. I greatly appreciate it. Thank you to everyone who supported the Woman's Committee raffle for the \$300 casino gift card and Congratulations to the Winner, Robert Watts Sr. from GM Romulus. Another special thank you goes to Verna Griswal, Terrance Jones, Janet Zickafoose, Heather Dotson and Alicia Ivy for all of their hard work and support. The Woman's Committee was able

to raise over \$1000! Thanks to everyone who participated, after payouts, we we're able to deposit \$750 back into the Women's Committee account to go towards future activities and events for our Union Members.

If anyone is interested in joining the Women's Committee, please contact, myself, Darileen Wallace at Detroit Axle in material on Midnights, or Verna Griswal at Axle, NFD line, day shift. A message can also be left at the Union Hall. The Union hall phone number is: (734) 713-5010.



Recreation Committee Report

By: Janet Zickafoose

Dear Brothers and Sisters,

You are aware that Spring has arrived when the Easter Bunny visits Local 163.

I would like to extend my gratitude

to A.J. Cruse for portraying our bunny; without his contribution, this event would not have been possible.

Additionally, I would like to take this opportunity to introduce our new members to our Recreation Committee:

Steven Wisniewski, Lisa Foster, Amy Rodriguez, Mavenea Johns, and Andy Guzman. They were invaluable assets that made our Easter event exceptional.

This year saw the largest turnout to date, and hopefully, next year's event will be even more successful. Our next event will be our Car Show, so all you car and motorcycle enthusiasts, get ready to see some beautiful automobiles; it will undoubtedly take you back to the good old days.

In Solidarity,
Janet Zickafoose



Retiree Chairman Report

**By: Roy
Gonzales**

Many people have probably heard the saying, "Be careful what you wish for, you just might get it." By the time you read this, those who wished for Trump have gotten their wish. We are just starting to see some of what's in store for us in the coming days, while hoping in the next 4 years we will still be a Democracy. Trump states that America is facing security risks and as President he wants to do

something about it. I don't know if the three countries named are in that category, but he did say he wants to make Canada America's 51st State, take over Greenland, and take over the Panama Canal. There was no mention of a security risk from Communist Russia, America's enemy, even before World War II. Russia gets a free pass. Elon Musk made the statement that if any of his workers go on strike, THEY'RE FIRED, and Trump wholeheartedly agreed. ALL Unions will be under the gun if this Firing of Union Workers is ever allowed to succeed. Be aware that Trump will now name someone for Labor Secretary who, you can bet,

will do anything he or she can to hamstring and wreck Unions.

Another VERY CRITICAL PROBLEM is how our ENVIRONMENT is being impacted by GLOBAL WARMING and DRAMATIC CLIMATE CHANGE.

By some of his statements, Trump is gearing up to do his best to change and remove as many REGULATIONS as he can.

Regulations that are helpful for AMERICA and the WORLD. The lands and waters that are now off limits to any kind of development are JEOPARDIZED with this new administration. Starting on January 20, 2025, with this new regime, try as hard as you can to take care and be well.



Member Testimonial

**By: Nick
Tucker**

When we, the members of UAW Local 163's Detroit Axle bargaining unit voted on [date] to ratify our contract with Daimler Trucks, we helped to land another successful well struck blow not just for future generations of Detroit Axle workers, but all DTNA union employees, and lent our strength to a rising middle-class.

Not only did we take great strides towards reaching wage parity with our union family at Detroit Diesel, but secured COLA and Profit Sharing without concessions. As we move forward, with economic turmoil looming amidst an assault

on the working class by elected officials, having mechanisms in place that can help our wages keep pace with inflation, and are tied to the same metrics that determine profitability for shareholder dividends are massive wins for us that will help our new wages escalate with unforeseen economic changes ahead. We also won victories in adding to our Skilled Trades programs, enhanced safety commitments, higher shift premiums, and much more- without negative changes to health care and retirement benefits.

Perhaps our greatest victories to come out of this negotiation, however, are the unquantifiable ones, the intangible ones. We grew as a unit, by leaps and bounds, in so many ways. From the initial surveys and outreach as we entered negotiations, to holding

meetings, connecting with DTNA workers are the country, getting involvement from the International to get our words and our stories out and bringing awareness to our fight, holding classes and educating each other, wearing red on Wednesdays, and having the necessary conversations with each other about our demands for this contract through the entire process/ it was obvious that we were fighting this contract more organized, more unified, and more strategically. This type of growth will be a huge weapon in our arsenal negotiating forward.

As we conclude this negotiation, we must immediately begin to consider our demands for the next. For all the great things this contract has- there's still more to fight for. I would like to see a shorter term contract, and to

negotiate concurrently
with our sister units. I would like to
see the wage progression
truncated and everyone reach max

wage sooner. I would like increased
educational and tuition benefits,
along with fewer restrictions on the
types of programs eligible. Start
thinking, planning, and talking

about our next contract now and
we can realize our strength and lift
our voices to even greater results
and victory next time!



**UAW
T.A.P.
Program**

**GM
Romulus**

**By: Darryl
Stephens**

Happy springtime, Brothers and
Sisters of Local 163, spring is a time
of renewal when things start to wake
up and replenish. The leaves start to
grow the grass starts to turn green
and require attention, the rain brings
beautiful flowers, and the sun begins
to shine and awaken our senses.

During this time of renewal, I would
just like to remind everyone our T.A.P.
(Tuition Assistance Program) benefits
are reset as well as our D.S.P.
(Dependent Scholarship Program)
benefits and our vacation time. Plans
for new adventures are being made,
as well as plans for assisting our
loved ones with their journeys in life.
Tuition assistance is a valuable tool
we can use to help ourselves with our
own journey to less dependence on
just General Motors by accessing our
negotiated benefits of:

Benefit Levels - (T.A.P.)

Active Tuition Assistance benefit
levels established by the 2023
UAW-GM National Agreement are:

- \$8,000 per calendar year for
courses at regionally accredited
colleges or universities

Regional accreditation is a status
granted to colleges and universities
found to either meet or exceed
academic quality standards
established by an accrediting agency

through an assessment process. This
type of designation indicates
academic quality for educational
institutions, with emphasis focused
on academic core values of
performance, integrity, and quality
assurance. Schools that have
achieved this type of accreditation
assure that the educational institution
satisfied quality standards
established by experts.

- \$4,000 per calendar year for job
related courses
- \$1,500 per calendar year for
personal enhancement courses not
related to the employee's current job
assignment, excluding courses
commonly considered sports, games,
and hobbies.

Our benefit level for Dependent
Scholarship Program is \$1600.00 /
eligible dependent per calendar year.

Eligibility for the Program:

- Dependent children of active UAW
represented employees who are
pursuing post-secondary education or
training at an institution accredited by
a governmental or nationally
recognized agency are eligible to
apply for continuing education
support.
- Child of employee or employees'
spouse by birth, legal adoption, or
legal guardianship.
- Unmarried dependent child (age 26
and under at the time of course
enrollment)

Required documents that employee
must provide for reimbursement:

- Verification of satisfactory
completion of semester coursework
- Verification of dependency
- Verification of payment

Please keep in mind each program
has its own set of guidelines that
need to be followed.

For the T.A.P. Program it is important
to remember it is a pre-approval
process you must apply for
acceptance before beginning classes,
a voucher will be issued to pay for the
class. There are no reimbursements
made for T.A.P. and as always after
completion of a class you must show
proof of completion by uploading
documentation. This will allow you to
continue being eligible for your next
class. Those who fail to provide the
documentation will lose eligibility. To
have your benefits reactivated you
will have to pay for a class in
advance out of pocket, pass it and
show documentation of completion to
have your benefits reinstated.

The Dependent Scholarship Program
on the other hand is a total
reimbursement program you must
pay for the class in advance as well
as request the class which you prefer
to be reimbursed for in advance, for
each eligible dependent. You have 30
days before the class starts to
request to be reimbursed and 30
days after the class ends to provide
necessary documentation of
completion and eligibility, shown in
the above statement. If you are
outside of the 30-day window before
the class starts for a request to be
reimbursed or after the class ends
you will not be reimbursed for that
cycle.

In closing, if anyone wishes to have
more info concerning either program,
I have more info in brochures and
handouts in the Training building and
in the work center or I can be
reached at 734-351-2537.

"LUNCH WITH THE EASTER BUNNY"



"LUNCH WITH THE EASTER BUNNY"





UNION ACTION NEWS

UAW LOCAL 163

NEGOTIATION REPORT

By: Jim Jenison Local 167

Union Brothers and Sisters of Local 163,

We are asking for your support in our upcoming negotiations on our eighth contract with North America Fuel System Remanufacturing LLC. Our journey started on March 6th, 1989, with Roger Penske and Robert BOSCH. We are the Reman Center that remanufactures the fuel system to the great engines you build at Detroit Diesel, that so many truckers like. Detroit Diesel has six Reman centers, five are in North America and one is in Mexico. We are the only Union Reman Center out of all six and we have gone through four different owners and two joint ventures. We had Roger Penske and Robert BOSCH, Roger Penske, Daimler Chrysler, Daimler Trucks North America to Daimler Trucks North

America and Robert BOSCH Joint venture.

Our Contracts have been small increases in pay, and we have lost our Pension and language for 30 years and out. We started out with an 80/20 benefit package and went to a great one of 100% define health care plan that our members could take care of their family with. Our 100% health care benefit plant went on for 24 years and the company made a profit. It was not until 2020 that the company had us move to a 90/10 plan with high deductibles. Our members were asked in 2004 to keep the same pay scale with a small increase at the top out, and we were told they would take care of us. This never happened and we still helped them grow the business and continue to train the workers.

As I continue to watch our market in the Global industry and see it is climbing and still will be a great market in 2030, it is time our membership sees a

record contract that will allow them to comfortably support their family. We are not saying we are trying to break the company, but with their profits and their market share they should take care of the workers better. Our members are looking to have gains like DTNA and Detroit Axle, better benefits like we use to have, better company 401K match, COLA to stay up with inflation. We demand better language so people do not get fired over something that went on for years, and have their career destroyed, forcing them to be on a last chance agreement for three years. We demand fair outsourcing language, job security language and attendance language. As I watched DTNA and Detroit Axle with their negotiations, I supported them with my Red shirt and posted on their Facebook page. I reached out to all the DTNA Locals, including Local 163, asking for their support for North American Fuel System Remanufacturing LLC. We are demanding a record contract just like them.



(Pictured Left): Mike Morrison Director of Bargaining Strategies for the UAW poses for a photo with Jim Jennison Bargaining Chair for UAW Local 167 North American Fuel Systems Remanufacturing at the Region 1D Leadership Conference.

(Pictured Right): Detroit Diesel members wear RED on Wednesday to show support for their Daimler Truck Brothers and Sisters at NAFSR





UNION ACTION NEWS

UAW LOCAL 163

LOCAL 291 ON STRIKE!

By: John Carter

I would like to congratulate the negotiations team at Local 163, for winning the Brothers and Sisters at Detroit Axle a record gaining contract in January. The UAW continues to fight for higher wages and benefits for the working middle class, the

fight continues. As we celebrate our victories, Region 4 Local 291 has 90 Union members on Strike in Oshkosh, Wisconsin. Over failed negotiations with Cummins', according to the Union, Cummins' refuses to return to the bargaining table until April 21 st, two months after the contract expired. Cummins' headquarters is in Michigan, specializing in

designing and producing diesel fuel engines and generators. Cummins' has more than 3,700 service locations worldwide, and more than 600 distribution branches operating in 190 countries. They also employ around 75,500 workers. Always remember; your fight may become my fight, meaning one will stand alongside someone else in their struggle or cause, essentially meaning, "I will join you in your fight." We must continue to support all UAW members on the picket line!



Guess What's Coming Up?

By Angel Collins

Hey Union family!

Figured it out yet?... It's right around the corner... Okay I'll give it to you... it's Mother's Day!

May 11th is the day in case you were wondering. Let me first say Happy Mother's Day to all the Mother's reading this and to your Mother's as well. Now I have a serious question for you. How do you celebrate Mothers Day? I often hear people say they spend the day with their kids. "Not I," says the Mother with the tired eyes and achy feet. We listen and we don't judge! Seriously, I feel like that's a cheat. I spend everyday with my children. I've actually heard people say they'd feel bad if they didn't do something with their kids for Mothers Day. Like this is "kid's day" or something >insert palm face emoji here<. Personally, I'd like to spend Mothers Day basking in my own energy. I'd love to have a day where I don't have to do anything at all. I don't want to cook, clean, touch laundry or help with homework. I'm not against going out for dinner as long as I don't have to go too far beyond my comfort zone to get ready. I don't think anyone would be against a little pampering. Me included. Hair, nails, feet, and a little massage therapy would be amazing! Honestly, I'd be happy with a quiet day alone with a good book or movie. No interruptions. As a Mom myself, I'm always ON. There are no days off for Mothers, so I feel like this is a day to honor your Mother by giving her a paid day off. My Mother will

be 86 years young, and I understand how blessed I am to have her here. I know what she would appreciate more than flowers is not having any added stress to her day... and maybe some shrimp scampi. I'm grateful to my Mother for giving me life, and experiences to learn from. While this life isn't always easy, I wouldn't trade the lessons or the blessings. Well, ... maybe a few of the lessons. Do we have anymore of those palm face emojis? Never mind.

Anyway, you just sit back, relax and enjoy your day. You deserve it. We all deserve it!

Interestingly enough, Mother's Day originated on May 12, 1907, by a woman named Anna Jarvis. She held a memorial service honoring her late mother, Ann, who used to organize women's groups to promote friendship and health. That's when Anna decided to lead a campaign to establish a day that recognized how important Mothers are to their families. Within five years almost every U.S. state was observing it as a holiday. Finally, in 1914, President Woodrow Wilson made Mother's Day, the second Sunday in May, a national holiday. Ironically, Anna died in 1948 after spending her last years trying to abolish it as a holiday. She began protesting what it had become. Much like Christmas and most other holidays, it became too commercialized. I've never been one for flowers, cards and candy. I'm also not big on Christmas for the same reason. I wear my grinch hat proudly. Everything has become a commercial or a hashtag. The thing is, it doesn't take a lot to show someone

they're appreciated. Especially your Mother. However, I can understand how life can get busy, and everyday tasks can become so repetitive, and mundane that we take the simple things for granted. Autopilot activated. Have you ever heard the saying, "You'd forget your head if it wasn't screwed on!"? I think our Mothers were on to something. To be honest we far too often forget ourselves, and that's why self-care is so important. That's also the reason why this day is so important. We, as Mothers, forget ourselves. We become so wrapped up in what's going on in everyone else's lives because we get called on for everything. We do this as a labor of love, daily, often without thought or consideration for our own mental and physical health or wellbeing. Well, who takes care of the Doctor? We need to change that moving forward. We as people take so much for granted each day. Something as basic as breathing. There are days I might struggle taking a deep breath due to asthma. I can never forget how it feels when it's hard to breathe. Now I take a deep breath every day when I wake up and thank my Heavenly Father for the ability to do so. Don't wait til you can't breathe to try and say thank you. Don't wait til she's no longer breathing to say it either. Take the time to show your Mom she's appreciated this Mothers Day and everyday. To those who have Moms in heaven. My heart, thoughts and prayers are with you on this day as well. Do something to honor her memory still, and maybe start a tradition with the other Mothers in your family to do the same.

F★R★I★E★N★D★S OF LOCAL 163



Trump and the Golden Age: PT 1

By: John Davis

During his inauguration, Donald Trump stated "golden age of America begins right now." The question is, for who? It isn't America's workers because he has spent the past 60 days attacking working class Americans at every turn. It isn't our allies, because he has spent the past 60 days attacking them while playing up to our enemies. It isn't the golden age for the unfortunate around the world, because he has literally pulled food out of the hands of starving people. It isn't the golden

age for America's students, because he is undercutting public education.

So, if the poor, the workers, the hungry, children, our allies or any other person of need are not experiencing a golden age, just who is? Billionaires and Vladimir Putin are the two who are experiencing Trump's golden age. However, like everything else about Trump, it isn't his idea. America experienced a similar age over 150 years ago, one that is known as the gilded age. Following the American Civil War, the rich in this country made a play to take everything, and to legally enslave all workers for themselves. American writer Mark Twain coined the term "gilded age" for his 1873 novel "The Gilded Age: A Tale of Today." The story dealt with the

greed and political corruption during reconstruction and the industrial revolution in America. It was a time of the robber barons and the largest wealthy distribution in our history up until now.

To understand Trump's "Golden Age", we need to understand what happened during the Gilded Age. In a post - Civil War United States, poverty spread across the land while a handful of wealthy individuals manipulated both the government and the marketplace to expand their wealth.

Historians place the Gilded Age from 1865-1902, beginning at the end of the Civil War known as Reconstruction to what has been called the Progressive Era. The Progressive Era is known for a call for democracy, a demand for human rights and a push for workers to organize.



The Civil War left part of the country decimated from five years of war. Congress was charged with finding a way to reintroduce the states who had seceded, and try and bring the country together. On April 14, 1865, President Abraham Lincoln was assassinated, making way for Andrew Johnson to become President. Part of reconstruction was passing laws that gave former slaves the right to vote. Johnson pardoned thousands of Confederate officers and supported the southern states passing "Black Codes" which restricted the freedoms of the former slaves. Johnson went along with attacking those who had been enslaved, while pardoning those who had done the enslaving. Justice in reverse, not unlike Trump pardoning the mob who tried to overturn a democratic election on January 6, 2021.

Lincoln had chosen Johnson as a running mate, hoping to set the stage for bringing the country back together following the war. Johnson had been appointed Military Governor of Tennessee after the Union Army took the state back under United States control. The murder of Lincoln, left the country with a president that didn't have the same vision and would undermine efforts to restore a republic that worked for ALL citizens. Congress passed the Fourteenth Amendment, granting citizenship to former slaves. Johnson opposed the measure and all other legislation Congress passed to try to bring normalcy

back and human rights to the former slaves. When Congress overrode his vetoes, Johnson developed his own "Presidential Reconstruction" (essentially executive orders) and went on a national tour to promote his ideas and attempt to circumvent Congress. Trump is not the first to try and go around the will of the people, and use race to separate the population for his own needs.

Johnson encouraged the southern states to quickly establish governments with the pardoned confederate officers being elected to represent the southern states. While many northern citizens didn't like Johnson's hands off approach to reigning in the southern states, they felt it would help the south accept defeat and conform. The exact opposite happened.

Jim Crow laws were being passed across the south to deny rights to the former slaves. Congress passed the Civil Rights Law of 1866, defining citizenship for Americans of African descent. Johnson vetoed the law contending it "discriminated against whites." Johnson would continue to undermine Congress's attempts to provide equal protection for all citizens, and would eventually be impeached by Congress. Johnson would make promises to the swing vote in the Senate that "he would stop impeding reconstruction efforts", and missed being impeached by one vote.

Johnson did not win the nomination for reelection, ending his impact on the new country that was being formed following the war.

The attack on DEI by Trump is very reminiscent of Johnson's efforts to build power by pacifying the southern states following the war. After denying knowledge of the Heritage Foundation's Project 2025 during the campaign, Trump is using the document as the playbook for his administration. Just as Johnson used the former confederates to assemble power, Trump opened his second term attacking DEI to rally his base around him.

After Johnson lost the nomination, he watched former Union Army General Ulysses S. Grant be elected president and refused to attend his inauguration. No president after Johnson refused to attend the inauguration of their predecessor until Donald Trump refused to attend President elect Joe Biden's inauguration in 2021. The similarities between Trump and Johnson are significant, with history not being kind to Andrew Johnson's presidency.

The next part in this series will deal with the rise of the robber barons Morgan, Carnegie, Rockefeller and Vanderbilt, and how they used control of the government to ensure deregulation, erosion of worker's rights and tipping into the tax base to accumulate their personal wealth to the detriment of the country.

**"We must not tolerate oppressive government or industrial oligarchy in the form of monopolies and cartels."
-Henry A. Wallace**

F★R★I★E★N★D★S OF LOCAL 163



Western Michigan CAP Townhall

By: Bob Smith

On Monday, in Grandville, MI State House Representatives Carol Glanville (84th) and Stephen Wooden (81st), along with Kent County Commissioner Kris Pachla (19th), hosted a town hall at the Meals on Wheels building on Wilson Avenue. The purpose was to discuss President Trump, Elon Musk, and the Department of Government Efficiency (DOGE) and how their actions will affect Michigan on the state, county, and local levels. Representatives from Kent County's Head Start Program, Department on Aging, and from Meals on Wheels also spoke on how their organizations, and their clients, will be affected by DOGE's funding and staffing cuts to various federal departments.

The first thing that Rep. Glanville wanted us to know is that the firing of federal workers is not limited to those based in Washington, D.C. Every state has federal employees that are being impacted by staffing cuts. (It should be noted that many of them are members of Unions, including the UAW.) Cutting staff also means that fewer people are trying to do the same amount of work. When overworked federal employees are not able to fully make up for the staffing shortages, people who depend on services from federal agencies do not get what they need. This will leave chunks of federal

money unspent, which will be an excuse for more funding cuts next year.

Federal funding makes up 42% of Michigan's annual budget. Lansing lawmakers are currently working on next year's budget, but it is hard to do without knowing how much we will get from Washington. Delays in passing the state budget impacts every department, school district, county, and municipality in the state who count on money from Lansing for their budgets. Schools also depend on federal funding that has already been cut by 49%. It is unclear at this time how to plug that hole in their budget. Cuts to Medicaid has resulted in the qualifying income level being lowered, which has already resulted in people being kicked off the program.

Their presentation covered funding cuts from DOGE and funding cuts due to anti-DEI (Diversity, Equality, and Inclusion) initiatives and their impact, both current and potential, on housing, Head Start, Meals on Wheels,

education, and county services including the Health Department. The picture they painted was pretty bleak. They spoke at length on the reduction to services that have already been enacted and the reductions that are expected to come. They spoke a lot about how our most vulnerable community members, low-income children and seniors, are being and will be impacted.

The group took several questions from the audience, but their answers, much like their presentation, was to tell us what is happening, what should happen, and what might happen; as well as how it will affect the people of Michigan. They told us that the state's Rainy-Day Fund will not come close to filling the gap in funding created by DOGE. What they did not offer was a plan, or even a proposal, on what to do about any of it. Rep. Glanville called on us several times to protest, to attend Republican town halls and ask questions in person. But none of the elected officials present said what they will do, or try to do, to ensure that these departments and programs get their funding. They spoke only of reducing benefits here and tightening qualifications for benefits there.

Glanville, Wooden, and Pachla want us to raise our voices on these matters, and we should. Let's go to town halls and write to our representatives. Not just the ones who are actively helping Trump and Musk to undermine needed government services, but also the ones who we expect to actively oppose those efforts. Our Democratic leaders really need to have better answers for us than "I don't know." We need to demand that of them.



In Memoriam

<u>Employee Name</u>	<u>Deceased Name</u>	<u>Date of Death</u>	<u>Relationship</u>
<u>LAURA NADEAU</u> <u>JAMES LITTLE</u>	<u>SALLY EASTES</u>	<u>01/01/25</u>	<u>MOTHER</u> <u>MOTHER IN LAW</u> <u>FATHER IN LAW</u>
<u>ALEXANDER BONER</u>	<u>BERNARD DALLAS MCKINNEY</u>	<u>01/04/25</u>	
<u>DEMETRIUS JONES</u>	<u>KIMBERLY JONES</u>	<u>01/05/25</u>	<u>MOTHER</u>
<u>KARL ALLMAYER</u>	<u>MARY ROGERS</u>	<u>01/07/25</u>	<u>AUNT</u>
<u>NIICHOLAS TILLEY</u> <u>CHARLES WARD</u>	<u>MARY MACKEY</u>	<u>01/08/25</u>	<u>GRANDMOTHER</u> <u>SPOUSE'S GRANDMOTHER</u>
<u>JULIE AARON</u>	<u>JAN HOBACK</u>	<u>01/09/25</u>	<u>AUNT</u>
<u>PAUL BOSANKO</u>	<u>NICHOLAS CUMMINS</u>	<u>01/13/25</u>	<u>STEPBROTHER</u>
<u>JOE ABRAHAM (RETIREE)</u>		<u>01/16/25</u>	
<u>JOSEPH SPEEN</u>	<u>LINDA SPEEN</u>	<u>01/17/25</u>	<u>MOTHER</u>
<u>DAVID TRACY</u>	<u>PAUL LAWRENCE</u>	<u>01/18/25</u>	<u>UNCLE</u>
<u>DYLAN HALL</u>	<u>PAULA KREINBRING</u>	<u>01/18/25</u>	<u>GRANDMOTHER</u>
<u>DANIEL HARRIS</u> <u>ARBRA HARRIS</u>	<u>DOUGLAS HARRIS</u>	<u>01/19/25</u>	<u>FATHER /FATHER IN LAW</u>
<u>BRIAN BARKER</u>	<u>DON BROCK</u>	<u>01/19/25</u>	<u>FATHER IN LAW</u>
<u>MATTHEW KNAPP</u>	<u>RICHARD KNAPP</u>	<u>01/19/25</u>	<u>GRANDFATHER</u>
<u>SUNNI WEBSTER</u>	<u>SADIE FOUNTAIN</u>	<u>01/23/25</u>	<u>AUNT</u>
<u>CHRIS MOSSER</u>	<u>GAYLE ANN WILLIAMS</u>	<u>01/23/25</u>	<u>AUNT</u>
<u>SCOTT HITCISON</u>	<u>ROSE MARIE CAPOCCIA</u>	<u>01/26/25</u>	<u>AUNT</u>
<u>LAJEAN JACKSON</u>	<u>DEBORAH MILLER</u>	<u>01/27/25</u>	<u>SISTER IN LAW</u>
<u>LEANDRA THOMAS</u>	<u>CLAUDIA MATHEWS</u>	<u>01/28/25</u>	<u>STEPMOTHER</u>
<u>DANIEL HARRIS</u> <u>ARBRA HARRIS</u>	<u>MORRIS HARRS</u>	<u>01/30/25</u>	<u>UNCLE</u>
<u>GIANCARLO VENTURA</u>	<u>WENDY WILHITE</u>	<u>02/01/25</u>	<u>AUNT</u>
<u>CASSANDRA GUERRIERO</u>	<u>CARMEN LOPEZ</u>	<u>02/02/25</u>	<u>AUNT</u>
<u>ARLESIA FLEMING</u> <u>RAY FLEMING</u>	<u>EUGENE PITTS</u>	<u>02/04/25</u>	<u>BROTHER</u>
<u>BROTHER IN LAW</u>			
<u>ALAYA DAVIS</u> <u>ALANNA WALKER</u>	<u>BOBBIE GREENE</u>	<u>02/05/25</u>	<u>GRANDMOTHER</u>
<u>PHILLIP TOKARSKI</u>	<u>JOSEPH SERGISON</u>	<u>02/05/25</u>	<u>STEP FATHER IN LAW</u>
<u>ERICKA TAYLOR</u>	<u>PAMELA STEWART</u>	<u>02/06/25</u>	<u>AUNT</u>
<u>LARRY JANES</u>	<u>BEVERLY TUTTLE</u>	<u>02/07/25</u>	<u>MOTHER IN LAW</u>
<u>LEONARD STRICKLAND</u>	<u>LARRY STRICKLAND</u>	<u>02/08/25</u>	<u>UNCLE</u>
<u>ELIZABETH SMITH</u> <u>JASHAWN SMITH</u> <u>ANTHONY FITZGERALD</u>	<u>PATRICIA SMITH</u>	<u>02/09/25</u>	<u>MOTHER IN LAW</u> <u>GRANDMOTHER</u> <u>SPOUSE'S GRANDMOTHER</u>
<u>TRENTON WILLIS</u>	<u>LYNDA MAKI</u>	<u>02/10/25</u>	<u>GRANDMOTHER</u>

In Memoriam

<u>Employee Name</u>	<u>Deceased Name</u>	<u>Date of Death</u>	<u>Relationship</u>
<u>JAMES PHILLIPS</u>	<u>ANTHONY SCOTT</u>	<u>02/12/25</u>	<u>UNCLE</u>
<u>ROBERT PATRICK</u> <u>LINDSEY NAGY PATRICK</u>	<u>CAROL SCHWARTZ</u>	<u>02/14/25</u>	<u>GRANDMOTHER</u> <u>SPOUSE'S GRANDMOTHER</u>
<u>MICHAEL WALLACE</u>	<u>JACKIE WALLACE</u>	<u>02/15/25</u>	<u>FATHER</u>
<u>RIQUETTE SEABORN</u> <u>MYKAILA TRAPP</u>	<u>WANDA HALL</u>	<u>02/16/25</u>	<u>AUNT</u>
<u>AUSTIN MITCHELL</u>	<u>KATHLEEN SIMPSON</u>	<u>02/16/25</u>	<u>GREAT GRANDMOTHER</u>
<u>EBONY HARRIS</u>	<u>MINNIE GRIFFIN</u>	<u>02/16/25</u>	<u>AUNT</u>
<u>ROBERT PATRICK</u> <u>LINDSEY NAGY PATRICK</u>	<u>SUSAN ADAMS</u>	<u>02/17/25</u>	<u>GRANDMOTHER</u>
<u>JOSHUA TOUCHETTE</u>	<u>MAJORIE WIGGLE</u>	<u>02/17/25</u>	<u>GRANDMOTHER</u>
<u>LJUPCE TRPOVSKI</u>	<u>SJAJNA BOGOJEVIC</u>	<u>02/18/25</u>	<u>AUNT</u>
<u>DAVID TRACY</u>	<u>IRENE SCHOONOVER</u>	<u>02/21/25</u>	<u>AUNT</u>
<u>E'LISA LOCKETT</u>	<u>TOLISA THOMAS</u>	<u>02/22/25</u>	<u>AUNT</u>
<u>STACEY BROWN</u> <u>MADISON BROWN</u>	<u>SALLY MILLS</u>	<u>02/23/25</u>	<u>GRANDMOTHER</u> <u>GREAT GRANDMOTHER</u>
<u>MARTIN CHARBONEAU</u>	<u>DANNY BOROWICZ</u>	<u>02/24/25</u>	<u>STEPBROTHER</u>
<u>WILLIAM JONES</u>	<u>WILLIAM JONES</u>	<u>02/25/25</u>	<u>FATHER</u>
<u>BENJAMIN MOORE</u>	<u>MARGARET ANN MOORE</u>	<u>02/26/25</u>	<u>MOTHER</u>
<u>E'LISA LOCKETT</u>	<u>MADELYN MCCLENDON-BOLDER</u>	<u>02/26/25</u>	<u>AUNT</u>
<u>CARLNELL MCDOWELL</u>	<u>JOHN MORGAN</u>	<u>02/26/25</u>	<u>UNCLE</u>
<u>ANGELA BROOKS</u> <u>LETITIA BROOKS</u>	<u>CALVIN YOUNG</u>	<u>02/28/25</u>	<u>GRANDFATHER</u>
<u>DAMONE ROBINSON</u>	<u>WILLIE EARL PAYNE</u>	<u>02/28/25</u>	<u>STEPFATHER</u>
<u>CYNTHIA HUNT</u>	<u>HAROLD DARDEN</u>	<u>02/28/25</u>	<u>UNCLE</u>
<u>ALLAN HONEY</u> <u>JOHN HONEY</u>	<u>SYLVIA HONEY</u>	<u>03/01/25</u>	<u>MOTHER</u>
<u>ALAN VAVREK</u>	<u>THOMAS DUJMOVICH</u>	<u>03/01/25</u>	<u>UNCLE</u>
<u>JERRY CARROLL</u>	<u>PATRICIA AKERS</u>	<u>03/03/25</u>	<u>MOTHER IN LAW</u>
<u>KIMBERLY FORD</u>	<u>ARTHUR JOHNSON</u>	<u>03/03/25</u>	<u>UNCLE</u>
<u>JEROME BRANTLEY</u>	<u>DONETTA HALL</u>	<u>03/04/25</u>	<u>AUNT</u>
<u>ANGELO DIAZ</u>	<u>ELISA CABRERA</u>	<u>03/05/25</u>	<u>AUNT</u>
<u>SEAN KLEIN</u>	<u>DANIEL KLEIN</u>	<u>03/10/25</u>	<u>FATHER</u>
<u>ALAN VAVREK</u>	<u>HELEN JENNINGS</u>	<u>03/10/25</u>	<u>AUNT</u>
<u>JOHN WITHROW</u> <u>CHRISTOPHER WITHROW</u>	<u>BARBARA WITHROW</u>	<u>03/10/25</u>	<u>MOTHER</u> <u>GRANDMOTHER</u>
<u>SCOTT SEPPALA</u>	<u>JOHN SEPPALA</u>	<u>03/13/25</u>	<u>FATHER</u>
<u>KELLY BOERNER</u>	<u>JAMES BOERNER</u>	<u>03/15/25</u>	<u>FATHER</u>

In Memoriam

<u>Employee Name</u>	<u>Deceased Name</u>	<u>Date of Death</u>	<u>Relationship</u>
<u>WAYNE PAYNE</u>	<u>JO CAROL WELLS</u>	<u>03/17/25</u>	<u>SISTER IN LAW</u>
<u>JORDAN ORD</u>	<u>REBA SANDERFUR</u>	<u>03/19/25</u>	<u>WIFE'S GRANDMOHTER</u>
<u>JAMES JACOBS</u>	<u>WILLIAM JACOBS</u>	<u>03/22/25</u>	<u>FATHER</u>
<u>CASSANDRA GUERRERO</u>	<u>CARMEN COTTO</u>	<u>03/23/25</u>	<u>AUNT</u>
<u>JEFFREY WILLIAMS</u>	<u>DONALD WILLIAMS</u>	<u>03/24/25</u>	<u>FATHER</u>
<u>HARMEN MACKIE</u>	<u>BETTY HOWZE</u>	<u>03/24/25</u>	<u>MOTHER</u>
<u>ANTONIO AMAKER JR.</u>	<u>GLADYS FLOYD</u>	<u>03/26/25</u>	<u>AUNT</u>
<u>TIARA KELLEY</u>	<u>AARON ANDERSON</u>	<u>03/27/25</u>	<u>STEPBROTHER</u>
<u>DENZEL WILLIAMS</u>	<u>ALONZO COLLINS</u>	<u>03/28/25</u>	<u>UNCLE</u>
<u>DYLAN CAMPBELL</u>	<u>SCOTT TWIGG</u>	<u>03/29/25</u>	<u>BROTHER IN LAW</u>
<u>ANTHONY HICKS</u> <u>TYRONE HICKS</u>	<u>OPHELIA TILLIS</u>	<u>03/29/25</u>	<u>STEPMOTHER</u>
<u>AUDREY BANKS</u>	<u>JANIE BROWN</u>	<u>03/30/25</u>	<u>MOTHER</u>
<u>LAKENYA TRICE</u> <u>MAKAYLA USERY</u>	<u>TELISHA SAWYER</u>	<u>03/31/25</u>	<u>SISTER</u> <u>AUNT</u>
<u>TROY SORRELS</u>	<u>CURT SUTHERLAND</u>	<u>04/03/25</u>	<u>GRANDSON</u>
<u>CATHERINE WOOD</u>	<u>EMILY WOOD</u>	<u>04/05/25</u>	<u>AUNT</u>
<u>JASON HARDY</u>	<u>ROSEMARIE HARDY</u>	<u>04/07/25</u>	<u>AUNT</u>
<u>STEVEN COOK</u>	<u>BONITA COOK</u>	<u>04/08/25</u>	<u>MOTHER</u>

GM ROMULUS RETIREES

HOWARD CARLSON
JAMES NEEDHAM
LINDA WALL
THOMAS BROWN
PAT DOUNIS
FATIME MAKKI
PHYLIS Y. ANDERSON



“What we have once enjoyed, we
can never lose. All that we love
deeply becomes part of us.”

Helen Keller

UAW LOCAL 163
COMMUNITY SERVICE
COLLECTION

UAW Local 163 Community Service is asking for donations to help the Laid-off workers at Detroit Diesel and Detroit Axle.

Please help by donating items listed below or by donating money to help make it a little easier for our laid off workers and their families.

The Community Service Committee will be collecting the following items:

**DIAPERS – ALL SIZES, FORMULA, BABY WIPES,
TOILET PAPER, PAPER TOWELS, LAUNDRY DETERGENT,
PET FOOD, CLEANING SUPPLIES,
TOOTHPASTE, SHAMPOO, OR CASH**

No Food items at this time.

(Please make sure these are New Items only)

There will be boxes at the entrances of each plant to place your items for collection.

If you would like to donate cash you can contact:

Alicia Ivy, Community Service Chair at (313) 671-2163

Anna Guarjdo, Community Service Co-Chair at (313) 418-7953

The Union Hall at (734) 713-5010.

Thank you,
The UAW Local 163
Community Service
Committee

*Approved: Al Byrd Jr., President
Opeiu42/afl-cio/vj*

You Are Not Alone!

Are you or someone else you know going through a tough time?

There are people here to help

Your employer provides resources that are confidential

Please call any of the following phone numbers:

Local 163 EAP Rep. - 313-204-4916

Local 412 & Salary – Call

1-800-273-TALK (1-800-273-8255)

Text HOME to 741741 to access the Crisis Text Line

There is also a resource not associated with Daimler

Call – 988



Point your camera at this code to be taken to the 988 website

<https://988lifeline.org/>

Save these numbers in your phone

This is posted by your fellow employees



ASSEMBLE YOUR HEALTH



Presented by Local 163

HOW AWARE ARE YOU?

By Angel Collins

Hello Union family.

This might be one of my favorite articles, not only because it's personal to me, but because in the title is a very valid question. April is World Autism Month. How aware are you? Were you aware that 1 in 36 children are on the spectrum? Well, now you are. So, let's dive into the rabbit hole of information about ASD (Autism Spectrum Disorder) so you can not only be aware but be informed. The word "spectrum." is used to identify or classify something in terms of its position on a scale between two opposite points. There are many types of Autism, and it looks different for everyone. Each person can have different strengths and challenges. Some people can speak very eloquently while others can be completely non-verbal. Some may have intellectual disabilities and others may be incredibly intelligent, specifically in certain subjects or areas. One person may need assistance for their whole life while another may be completely independent. Then there are the ones in between who may only need assistance with some things but are just fine with others. That's a broad spectrum! If you're unaware of how ASD works, you may not know how to deal with someone who has it. I hope this article provides you with a little comfort and understanding.

Autism is usually diagnosed by age 5 with signs appearing by age 2 or

3. According to the CDC, boys get diagnosed with ASD four times more often than girls. Autism can look different in boys and girls. Girls are more likely to have subtle symptoms that sometimes go unrecognized to doctors. Many people with autism experience co-occurring conditions including ADHD (attention-deficit/hyperactivity disorder, anxiety and depression, GI (gastrointestinal disorders), seizures, and sleep disorders. It is also common for people with ASD to experience sensory issues or disorders such as hypersensitivity or hyposensitivity. Children can have a severe medical issue and not have the understanding or enough sensitivity to it to explain what's ailing them. A person's strengths and challenges can change, becoming better, worse, or even fluctuating between the two over time. Early intervention and therapy can make an incredible difference in their outcome and the challenges they

face later on in life.

Now on a more personal note. There's about 5 children and young adults that I personally know who are living with ASD, and two of them are my grandsons. One is 3 and the other is 5. Both are non-verbal but the 3-year-old seems to be developing a bit more in speech, mocking some of the things he hears while watching his favorite shows on television. He has a cadence that he moves to and he loves music. He gets as much pleasure watching the words move up the screen while the music plays in the background as he does while watching his favorite movie. I would often find him standing in front of the television, waving his hands like a conductor and always on cue. My 5-year-old grandson is happy, active and loves to play. He wants to climb and flip all day long, and his laugh is simply contagious. He's not yet grasping speaking but he's picking up a little sign language. While they both have their own challenges to face, these are also challenges for their parents.

To care for an autistic child can be very rewarding and also very



challenging. Imagine the difficulty of a mother or father not knowing what their child wants or what may be bothering them. Imagine a child that screams because they don't know any other way to communicate. When you are caring for an autistic child, you have to have patience and determination. Autistic children need constant direction and guidance. They may have to be directed and redirected to stay on or complete a task. Over time children with proper direction and structure tend to form habitual behavior. They will often conform to the structure they've been taught and naturally function

accordingly. Different medical issues can alter the outcome of their teachings which can feel like a reset button was pushed and everything you taught them went out the window. Don't give up! Autism is a lifelong disorder, and it can take time to manage.

There are several factors that can play a part in what causes autism. It's recommended that you explore genetic testing to see if there's a genetic cause for more severe cases. Causes can also be environmental. According to the National Institute of Environmental Health Sciences, it can range from parental age to air pollution, from

maternal obesity to low birth weight. Even maternal stress can add to the factor. Autism is complex and polygenic. It's considered a developmental disability because it affects how the brain develops and functions which can impact their ability to learn and interact with others. So, with all of this information I ask that you take your time, and study a little deeper if you need to, or if you have people in your life on the spectrum. Be a little more patient with the parents (and grandparents as well.) If you are one of them, you are not alone. Stay strong Union family. Til the next article...

ASSEMBLE YOUR HEALTH



Presented by Local 163

February- National Cancer Prevention Month

By Rashida Davis

The health observances for the month of May are two topics that go hand in hand for me. Mental Health and Women's Health. I can definitely attest to the importance of both. Mental health plays a gargantuan role in being a healthy woman. Mental health is a positive state of well-being. It's everything you feel and think. It's how you respond to how you feel and think. Having a healthy mind allows you to cope with everything that comes with life, which we all know, can be overwhelming at times. As a working woman and Mom, I am guilty of making sure my loved ones around me are healthy in mind, body and spirit, while neglecting my own. Now that's unhealthy. I recognize that without

having a sound and healthy mind, the body will soon follow suit. As women, it is important that we not forget that fact. It's okay to prioritize your own well-being. Preventative care in both physical and mental health should be routine. Don't wait until something hurts before you go see your physician. Don't wait until you're completely overwhelmed before you begin to slow down and take a mental break. Let's do what it takes to live our very best lives. Not only a life of quantity, but also of quality. Proper preparation

prevents poor performance in every aspect of our lives, especially when it comes to our health. Remember to get to those annual check ups and screenings. Let's remind all the women in our lives to do the same. Also don't forget to take mental breaks. Do something enjoyable. Practice relaxation techniques. Know what makes you feel better and what calms your spirit. Sometimes, that may look like seeking a professional for assistance and that's completely okay. It is even encouraged. Let's begin to take accountability over our lives and do what it takes to stay in a healthy mind, body, and spirit state of being.

"True wealth is having your health and knowledge of self."

-Benjamin Franklin



MAKING CENTS

With local 163

WHEN THE MARKET IS DOWN

By: John Carter

There is a lot going on with the economy right now, here are some different places to put your money to gain interest while the market is shaky.

1.) Real Estate, home prices have increased 47% since 2020. Of course, this takes a substantial amount of money to get into, if that's a problem you can invest in a (RIET) Real Estate Investment Trust. This is a company that owns, operates, and finances income producing real estate, allowing investors to participate in real estate ownership without directly owning property.

2.) Saving bonds, they are offered by the federal government and pay interest over a specified period of time, very low risk and the only way you could lose your money is if the government defaulted on its debt.

3.) Gold, it can be invested in a

variety of ways by buying gold bullion, gold coins, gold mining companies, gold futures contracts and mutual funds that invest in gold. When investing in physical gold make sure you use a reputable company.

4.) Certificates of Deposit (CDs) are bank accounts that offer a fixed rate of interest for a specific period of time, and are protected by the Federal Deposit Insurance Corporation (FDIC). If you withdraw the money before the term ends you will pay an early withdrawal penalty.

5.) Corporate Bonds pay interest over a set period of time, and then pays the face value of the bond when it matures. They can be purchased through the company or through secondary markets. Unlike with stocks you don't own any of the company, so you don't make any extra money if the company is doing well, and the same goes if the company is doing bad, your return is already set. Corporate bonds are often safe but there are no guarantees, you

could lose your money by default or if the company files bankruptcy.

6.) Municipal Bonds, city and state governments also issue bonds to raise money for projects such as building new schools or highways. These bonds pay a lower rate than corporate bonds, the interest is exempt from federal income taxes. This makes your after-tax return comparable or higher than some bonds with better interest rates.

7.) Annuities, are contracts in which you agree to pay a certain amount of money up front in exchange for a series of payments over a certain period of time, or for the rest of your lifetime, from an insurance company, annuities can be fixed, variable or indexed. Annuities often offer the advantage of delaying taxes on the earnings until they are paid out to you.

I am not a financial advisor, but these are things I wish someone had told me when I was a new hire. We are saving for retirement, our kids, our families, work slowdowns, life emergencies, Strikes, and whatever else life throws at the middle class, United we Stand Divided we Beg..



LH LABOR HISTORY WITH LOCAL 163

Labor History is American History.

By: Rashida Davis

Labor History is American History. It is a shared history. An inevitable and uncontrolled bond. In one way or another, our lives have been impacted by labor, and it is woven into the fabric of this country. There were many significant events that shaped America as it began to grow and expand, and more than a few are in relation to the Labor Movement. At this time in our history, the labor movement was created out of the necessity to protect the common interest of all working people. The conditions that workers had to endure in those days were unimaginable. We see some of that history depicted in books like "The Jungle" by Upton Sinclair. We see them in classic movies like "Norma Rae" (1979) and "Silkwood" (1983). These were true stories of what life was like for the working class of the past. Because of those absolutely deplorable conditions, labor workers began to organize, and Labor Unions were formed. For those in the

auto/industrial sector, those Unions fought for better wages, reasonable hours, and safer working conditions, addressing issues such as banishing child labor and providing health benefits among other demands. I'm reminded of a quote I read in the book "The Many and the Few" by Henry Kraus. The workers of Fisher Body 1, marched into the heart of Flint, Michigan with a banner that read, "In 1776 We Fought For Liberty; Today We March For Bread". What a statement. To first fight for the right just to be, to then fight for the opportunity just to eat. Although this occurred in the 1700's, we cannot forget that history can repeat itself. In the words of Philosopher George Santayana, "Those who cannot remember the past are condemned to repeat it." In today's economic climate, to me it doesn't seem to be that far of a stretch. The fact of the matter is, the rich history of the Labor movement has a significant influence on the world we live in and have created for ourselves today. The decisions that are made and the laws that are passed on our behalf today, matter for the future tomorrow. It took

more than a century for the achievement of Labor laws to make things better for workers in America. I pray that those laws won't ever be taken for granted by the working class, nor compromised by those that have never known what real labor looks like. We have to come together despite our differences and realize we're all Brothers and Sisters on the line. As laborers, we stand on the shoulders of incredibly brave men and women who took to the streets and fought for many of the benefits we have today. Brothers and Sisters not only lost their jobs and all of their possessions, but some even lost their lives for our freedoms. Let us not allow their diligence to fall to the ground. We have a responsibility to hold up the blood stained banner of our predecessors and to continue in the fight of our rights as workers. A Presidential Proclamation was made by former President Bill Clinton in 1995, declaring May as Labor History Month. So during the month of May, I challenge and encourage you to take the time to explore Labor history, American history, Our history. It gives us the opportunity to educate ourselves and also to celebrate the many victories and achievements of American workers and their valiant struggle for labor rights. The struggle continues...

Without labor
nothing
prosper.

Sophocles

BrainyQuote





AMERICAN HISTORY

WHAT'S WITH THE LAWN JOCKEY?

By: John Carter

Greetings Brothers and Sisters, I wanted to share the story of the popular lawn jockey statues that we see on some lawns. There are several myths as to what the lawn jockey symbolizes, I've heard and read, that it can be a symbol of racism, showing blacks as servants in horse stables.

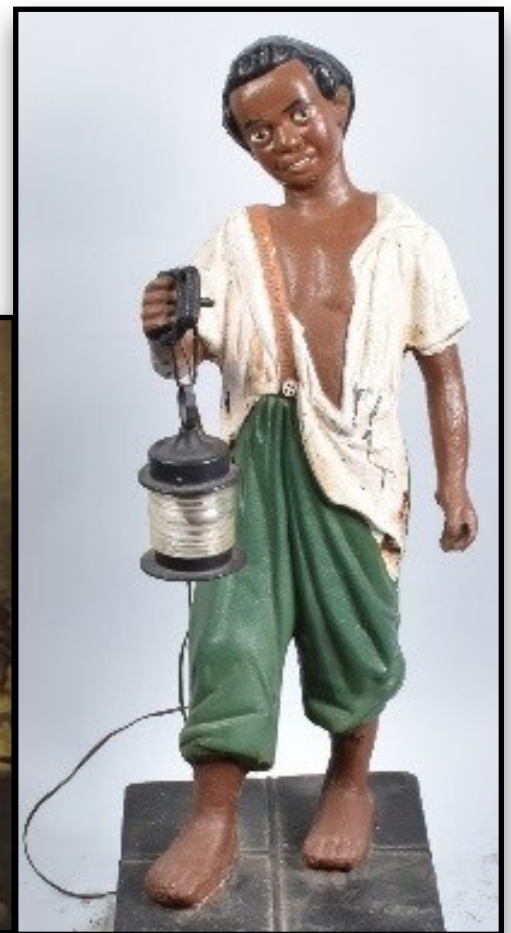
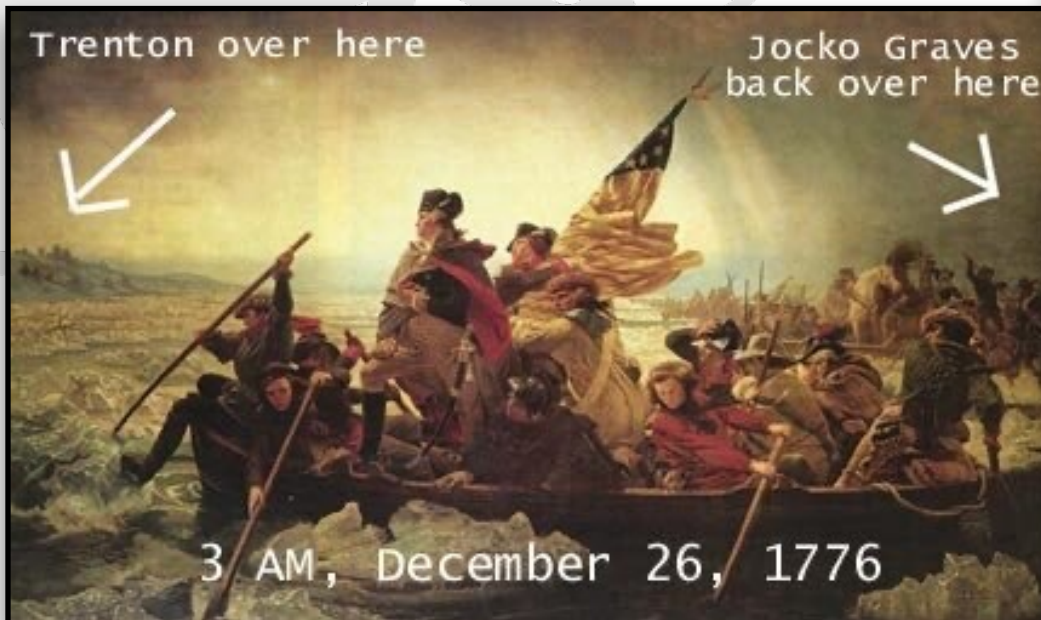
Another story associated with the lawn jockey, is that it was a signal for those traveling the underground railroad north to freedom. Houses displaying the lawn jockey were said to be safe

havens for runaway slaves. Lawn jockey statues are often associated with wealthy white Americans, this somewhat reinforces the negative imagery surrounding the black lawn jockey in the front yards of some white Americans.

Jocko Graves the son of Tom Graves a free man and about 60 other black men, were among those who answered the call of General George Washington on Christmas Eve, in 1776 for reinforcements for the battle with the British across the Delaware River. Jocko was only twelve years old; George Washington declared him too young to fight. Awed by the boy's passion to fight, the general asked him to watch over the horses and hold a lit lantern, so

that the soldiers could find their way back once the battle was over.

The next two days there was a freezing blizzard, when Washington and his army returned on the 26th they found young courageous Jocko frozen to death with the lantern still in hand. General Washington was so humbled by the young Jocko's sacrifice, he made a commemorative statue entitled, "The Faithful Groomsman". So for whatever reason one chooses to display the lawn jockey just know you are memorializing Jocko Graves sacrifice to this country.



"The labor movement means just this: it is the last noble protest of the American people against the power of incorporated wealth." - Wendell Philips

SPRING TIME

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

EDUCATION

TULIPS

DEVOTION

EQUINOX

BYLAWS

PASSOVER

RECREATION

REBIRTH

BOUNTIFUL

RENEWAL

COMMUNICATION

FERTILITY

HARVEST

COMMUNITY

MAY

WORSHIP

WOMEN

VETERANS

FRIENDS

LOVE

HOMERUN

BLOOM

APRIL

EGGS

Labor Daze

By: Andrew Lewis

I THINK THESE TARIFFS ARE GOING TO HURT AMERICAN MANUFACTURING, ESPECIALLY US.

HOW SO?

OUR COMPONENTS COME FROM ALL OVER THE GLOBE. THE WIDGETS COME FROM FRANCE, THE COGS COME FROM PERU. HECK, EVEN THE SPROCKETS COME FROM HEARD ISLAND.

THAT ISLAND BY AUSTRALIA THAT'S MAINLY INHABITED BY PENGUINS?

HOW'D THEY FIGURE IT OUT?

I TOLD YOU WE SHOULDN'T DRESS LIKE BUSINESSMEN!!