

The Union Times

SUMMER 2025



"Boxes of Hope"



President's Report

Al Byrd Jr.

Brothers and Sisters,

I hope you are trying to stay cool this summer. We are starting an LGBTQIA Committee plus a Men's Committee and are looking for members to head these

committees.

Big things are happening at UAW Local 163! Your UAW Local 163 Community Service will be hosting a Back To School Event. We are proud to announce that we will be starting monthly education classes at the hall on Saturday once a month.

I would also like to congratulate UAW Region 1A Laura Dickerson on being voted by the International Executive Board to become Vice President of the Ford Department.

There will be a special Constitutional Convention Committee meeting in September where delegates from Local 163 will vote for our new Regional Director.

I look forward to an exciting Labor Day parade. We will be renting a bus this year, and spots fill up very quickly, so please provide us with your name if you are interested in going as soon as possible. I look forward to marching with you in Solidarity! WE ARE UAW LOCAL 163!

LABOR DAY MARCH
Monday, September 1st 2025
Corktown Detroit, Michigan



Vice-President's Report

Gary Dotson

Hello, my U.A.W. Local 163 Brothers and Sisters I hope everyone is doing well and enjoying their summer with family and friends. The weather has been a little crazy this summer, but it's Michigan,

Enjoy the days you can.

Family Fun Day August 9, 2025, Make sure you pick up your Raffle tickets. You can pick them up at the Union Hall or from one of our Standing Committees or your Shop Committee in your plant. You can win some cool prizes and cash prizes also. Free Hamburgers and Hotdogs Corn on the cob, Chips, Drinks, Ice Cream and lots of Entertainment. Hope to see you all there. And let's not forget Pure Pro Wrestling!!!!

The Car/Motorcycle show is coming. Get your Car, truck, or motorcycle, shined up for the 3rd annual car show Sunday September 14th, 2025, Dream Laine Entertainment will be the DJ. All Makes Models and Motorcycles are welcome. Bring your friends and their cars too. Car show is open to the Members and the public. All money raised will go to the Recreation Committee. As always, be on the look out for future events from our standing committee's!



At The Union Times, we take great pride in serving the hardworking members of UAW Local 163. Our goal is to deliver an informative publication that speaks directly to you, the dedicated workers who keep our Union strong.

We are proud to share that at this year's 2025 LUCA Communications Conference, The Union Times was honored with two prestigious awards. This recognition would not have been possible without the steadfast support of our President, Al Byrd, the leadership of Local 163, and each of you, our members.

Thank you for your continued support of The Union Times. We look forward to upholding the values of dignity, honor, and pride as we continue to represent Local 163.



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Al Byrd Jr.
UAW Local 163 President

Gary Dotson
UAW Local 163 Vice-President

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





Community Service Report

By: Alicia Ivy

Local 163 Report: NAACP National Convention Highlights

I had the honor of attending the NAACP National Convention on behalf of Local 163. This powerful experience was filled with critical conversations, tools for action, and a renewed focus on the role labor can play in the fight for justice and equity.

Key Takeaways:

Panel Highlight: Policy, Tech, and Equity

One of the most impactful discussions featured Congresswoman Lauren Underwood (Illinois' 14th District) and Phaedra Ellis-Lamkins, co-founder and CEO of Promise.

They addressed the intersection of public policy, technology, and systemic equity — especially in how we support under served communities.

- Rep. Underwood emphasized the importance of inclusive policy-making and how Union voices are critical in advocating for equitable healthcare, education, and economic opportunity.
- Phaedra Ellis-Lamkins spoke powerfully about the need for

technology to be used as a tool for justice, not harm. Her work at Promise is focused on dismantling barriers in the justice system and ensuring marginalized communities are not left behind in the digital age.

This conversation was a reminder that innovation must be tied to justice, and Unions have a place at that table to ensure working families are not excluded from progress.

Youth Engagement

The NAACP is placing strong emphasis on cultivating the next generation of civil rights leaders. This includes mentorship, scholarship opportunities, and encouraging youth activism within local branches and community efforts.

Labor & Civil Rights

There was a strong call for Unions to reassert themselves as champions of civil rights, both in the workplace and in our neighborhoods. We were reminded that our collective voice is powerful at the ballot box, on the shop floor, and in the halls of government.

Technology & Advocacy

Workshops covered the responsible use of AI and digital platforms for organizing, advocacy, and protecting democracy. We were challenged to use these tools

to strengthen our local Unions, expand outreach, and elevate working-class stories.

Regional Priorities:

In our region, the focus remains on:

- Education equity
- Economic opportunity
- Environmental justice

These are issues where Union leadership can make an immediate and lasting impact.

What's Next for Local 163:

As we move forward, I encourage our Local to:

- Strengthen partnerships with our local NAACP branches
 - Get our Young Workers and children involved in both labor and civil rights initiatives
 - Bring NAACP resources—like voter registration drives, youth scholarships, and community forums—into our Union work.

Attending this convention reinforced the truth that the Labor movement and the civil rights movement are deeply connected. As we fight for dignity on the job, let's also stand tall for justice in our communities.

If anyone is interested in joining or collaborating with the NAACP locally, I'd be happy to connect you.





Recreation Committee Report

By: Janet Zickafoose

Dear Brothers and Sisters,

In June Romulus Engine held a end of School Cereal Drive. We raised

about 500 boxes of cereal for the students of Romulus Elementary the kids were so excited to pick out there own cereal.

I would like to thank everyone at Romulus for their generous donations and making this event a huge success.

Your Recreation Committee has been busy planning our 3rd annual

Car/Motorcycle show occurring on September 14th. If you have a car or Motorcycle that you're proud of bring and show it off you may even take a trophy home.

We are also planning our Lion's watch party again this year.

We will keep you updated on a date. We look forward to seeing everyone there!



UAW Sourcing Visit

By: Frank Robinson

I attended this sourcing meeting with Jim Isom from DDC, as well as Ken Bien Jr. and Sean Petricca from DETROIT Axle. We have started a new council that will include representation from Detroit Axle and Detroit Diesel. This council will serve as a platform for sharing sourcing information across the entire organization. It represents a

powerful opportunity to protect jobs not only at individual locations but throughout the corporation.

We met with UAW International Sourcing Reps Tom Burns and Todd Scott. We also had an opportunity to meet with the Leadership at the plant who happened to be Keith Pierce who used to be a tradesman at DDC as well as a supervisor. Being part of this new council which is focused on bringing new work into our facility gives me hope that we will be building powertrain components for a very long time.





Chaplaincy Report

By: Shirley Davenport

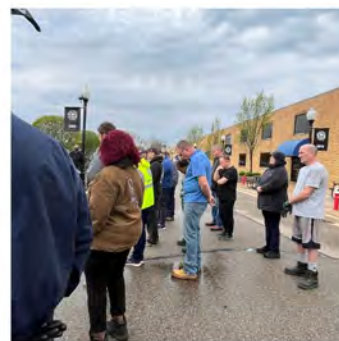
Hello everyone, I pray all is well and that you are still looking at the

glass as half full rather than focusing on it being half empty.

During our National Day of Prayer at DDC, salary and hourly workers came together in prayer. We prayed for each other, our families, and our work place. Realizing that difficulties don't have to divide us, we can choose to allow it to strengthen us. We all are faced with difficulties at some

point in our lives, and none of us are immune to it. What makes the difference is what we do with what we've been dealt. Do we allow it to be a stumbling block, or do we come together in prayer and make it a stepping stone? Nothing is impossible to achieve when we work together in unity.

I pray your day is blessed and productive.





UAW Local 163 Chaplaincy Committee

**Andrea
Gonzales**

Dear UAW Brothers and Sisters,
I want to take this opportunity to sincerely thank you for allowing me to attend the 2025 UAW Chaplaincy Conference at Black Lake. It was an incredible experience that left me refreshed, inspired, and better equipped to serve our Union family.

One of the most impactful takeaways from the conference was the importance of caring in the workplace. In today's fast-paced and high-pressure environments, it's easy to become task-focused and overlook the emotional and spiritual well-being of our coworkers. However, the sessions I attended reminded us that true leadership starts with compassion.

Caring in the workplace fosters a culture of respect, trust, and unity. It creates safe spaces where members feel heard, valued, and supported—not just as employees, but as human beings. When we take the time to show we care for one another, we build stronger relationships, reduce stress, and create a more positive, productive environment. This ultimately strengthens our Union and aligns with the core values that make the UAW a family, not just a workforce.

Additionally, the classes on Leadership and Matters of the Heart provided practical tools to recognize when someone is struggling, how to approach difficult conversations, and ways to offer meaningful support. I walked away with a renewed sense of purpose and a deeper understanding that Chaplaincy is not about having all the answers, but about being present, listening,

and showing up for one another with empathy and integrity.

I'm grateful for the investment you made in my growth and training. I'm committed to bringing this spirit of care, leadership, and service back to our local—to continue fostering a work culture where compassion leads and Solidarity thrives.

Thank you again for this unforgettable opportunity.

UAW LOCAL 163's ANNUAL MEMBERSHIP FUNDAY

at
UAW Local 163
450 S. Merriman Rd.
Westland, MI 48186

12:00 P.M. to 5 P.M.
SATURDAY, AUGUST 9, 2025

Raffle Tickets Available
\$1 each or 6 for \$5.

Prizes:
1st Prize - \$550 Ticketmaster Gift Card
2nd Prize - Cash \$500
3rd Prize - Cash \$400
4th Prize - Smoker/Grill
5th Prize - Nintendo Switch
6th Prize - Waterpark Tickets
7th Prize - \$300 Cash
8th Prize - \$300 Apple Gift Card
9th Prize - Detroit River Cruise
10th Prize - \$250 Zap Zone Gift Card
11th Prize - \$200 Cash
12th Prize - \$200 Cabelas Gift Card
13th Prize - Fire Pit Table
14th Prize - \$150 FanaticU Gift Card
15th Prize - \$100 Cash

Tickets are available at the Union Hall, your Committeeperson, or any Standing Committee Member.
You Do Not have to be present to win.

OPEIU42/AFL-CIO/NJ

Free: Hot Dogs, Hamburgers, Corn on the Cob, Chips, Pop, Water, Popcorn, Slushies, Ice Cream.

Beer for Members 21 and over.

Pure Pro Wrestling!
Noon until 5 pm

Face Painting



Magician and Clown with Balloon Animals



SCAN ME

We need Volunteers:
If you are interested, please go to this QR Code to sign-up.



Issued by:
Al Byrd Jr.
President
UAW Local 163



Retiree Chairman Report

**By: Roy
Gonzales**

ALL HAIL THE KING

The room was quiet as the reporters from many different media organizations waited for the leader to arrive. A door opens and a spokesperson for the leader enters. He quickly surveys the reporters, in a commanding voice he says, " From now on to show the highest respect for our leader when he enters the room. You will immediately rise and remove the new hats that all of you will receive for all future news conferences, and you will bow when he enters the room. The new hats will be given to you when the conference is over."

Suddenly there was a loud blaring of horns, the door opened again and the leader strutted in. "All rise, the

spokesperson commanded, and bow." The leader then took over, " As you have been told for future gatherings how I am to be glorified, putting a loud emphasis on glorified. "You will bow and then be seated and we will begin the questions." Pointing to a young lady from the Katrina Carrier the leader continued, " OK Magi Mudslide what's your question?" " Thank you your HIGHNASS. I see you're wearing a new hat with a new message, "MAKE AMERICA GREEDY AGAIN", is that a new message for the World?" With a wide beaming smile the leader answered, " It sure is. The World will know that they better bow down and give me what I want or they are toast." " I've already gotten huge American corporations and huge businesses Kissing my - Ahhhhhhh, Kissing My Boots, and countries Worldwide will know they have to do the same."

Pointing to a middle aged man the leader continued, " Danny Doughnut from the Mount Saint Helen Herald what's your question?" " Thank you

your HIGHNASS with so many wars, starvation, and American and Worldwide disasters happening every day, do you have any plans for America to come up with some way to show America will do all that is reasonable to help in these ongoing catastrophes?" With a grim look on his face the leader answered. " Listen I'm going to be late for my golf game and that's more important than anything you just mentioned. Let those who have what they consider problems play golf then they can forget everything else."

Rising from his throne the leader continued" all of you are now aware of the new protocol and no deviations will be tolerated." The reporters rose from their chairs, bowed, and in unison said " thank you your HIGHNASS." The loud blaring of horns rang through the room as the new name for the leader HIS HIGHNASS LEFT THE ROOM.

Welcome to the future of America,
Take Care Be Well.



IPS Conference

By: Al Byrd Jr.

I recently attended the CS/IPS Conference in Louisville, Ky. CS/IPS started in 1964 and stands for

"Competitive Shop/ Independents, Parts and Suppliers". CS/IPS currently has 830 contracts. They are included in the UAW Constitution in Article 24. They consist of over 100,000 members and are in place to assist anyone in the manufacturing industry.

Their slogan is, "nothing rolls without us". Six facilities from our Local are CS/IPS plants. CS/IPS assisted with the Anotlin contract

for UAW Local 163. The class was taught by Rich Boyer and George Hardy. They cautioned us to avoid whipsawing and trust the CS/IPS standards that are in place to assist us with day-to-day operations.

I enjoyed becoming more familiar with the CS/IPS platform and look forward to the next conference so that I can continue my development in an effort to serve this Local and all of you better.

UAW Competitive Shop/IPS Conference: "You Can't Roll Without Us".



DDC Apprenticeship Coordinator

**Doug
Szydlowski**

Hello Brothers and Sisters,

As we all know, we are headed for a slowdown in the business which will impact our membership. Hopefully the market will stabilize, and the order books return to a positive level.

While on layoff, it is my hope that many of you will utilize your tuition assistance benefit. There are different ways to apply for both active and inactive members.

Tuition Assistance – Members on Layoff:

Members on lay off will need to manually submit an application form (Daimler Truck Tuition Assistance Request Form.docx) to tuitionassistance@daimlertruck.com along with course registration and an itemized statement from the institution. All classes need to be approved before 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.

Tuition Assistance - Active Members

Members actively working will need to create an account with Login at Tuition.io. All classes need to be approved before the start date of the class. After you create an account and submit an application for approval, your immediate supervisor will also need to approve the class. Once approved, the money will be part of your weekly check, normally in 3-4 weeks and it will be your responsibility to pay the college. Grades need to be

submitted within 60 days of class end date.

Candidates on the Apprenticeship Selection List -

If you are currently on layoff and are on the Selection list, you could still be offered an apprenticeship while on layoff.

Please feel free to contact our office if you have any questions.

Doug Szydlowski or Dan Palm:

Office: 1-313-592-7229 Cell:

1-313-492-1515

douglas.szydlowski@daimlertruck.com

Daimler Truck



Tuition Assistance Request Form

Name:

Date:

Email:

Employee ID#:

Date of Hire:

Supervisor Name:

Type of Study:

College/University:

City and State:

Purpose of your education request:

Payment Options:

Course #	Course Title	Start Date	End Date	Course Amount	Fees	Total
						\$ 0.00
						\$ 0.00
						\$ 0.00
						\$ 0.00
Must apply prior to course start date					Courses Total	\$ 0.00
Must enter Financial Aid received. If none enter 0					Financial Aid Total	
					Education Purchase Total	\$ 0.00

If an employee does not submit a final grade report or receives an ineligible grade, repayment of tuition and other expenses already paid must be made to Daimler Truck by the employee.

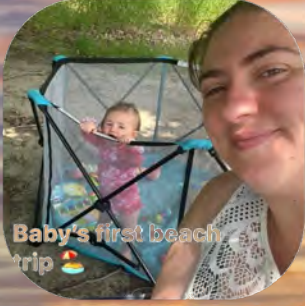
Reimbursement of tuition or other expenses can be made via personal check from the employee or money order (made payable to Daimler Truck). Reimbursement will be due within 6 months of course completion date.

☐ I have read and accept the above Repayment Agreement terms.

Please email your **proof of enrollment** and **itemized fee statement** to TuitionAssistance@daimlertruck.com.

If you have any questions, please contact Tuition Assistance team at TuitionAssistance@daimlertruck.com.

Shutdown Week Memories



LOCAL 163 BLACK LAKE REPORT



LUCA Conference

By: John
Carter

I would like to thank our leadership for allowing me to attend the LUCA (Local Union Communication Association) Conference. I signed up for the "Introduction to Writing" as a core class, and Podcasting as my elective choice.

Before I get into my conference experience, remember the objective of conferences is to

motivate and inspire our members to return with what they've learned, and make their Local better than it was before they left.

Ok, back to my experience, my favorite exercise in the writing class was interviewing other class mates. I had the pleasure of interviewing a brother with 5 years seniority and spent 9 months as a temp worker at Ford. The interview subject was what was your moment of Solidarity? or What made you get more involved with your Local Union? And his answer, or moment of Solidarity was the Stand-Up Strike, Local 1250 Region 2B based in Cleveland Ohio, supported and visited picket lines in Toledo and

Michigan, lifting morale for striking workers in other Regions. His Local did what so many others did during the Stand-Up Strike. They supported our Brothers and Sisters on the picket line. This young man with only five years seniority was also a Trustee, Cap Committee member and Committeeperson. As for the Podcast class, for it to be just an elective, I was impressed at how simple the instructor and students made starting a podcast seem. We actually made a quick interview style video with lighting, microphones, and a camera, also demonstrating how easy it is to edit and add art and music to already recorded videos. This caused me to have a moment of Solidarity, I'm going to propose to our leadership that Local 163 start a podcast, as another way to reach our members, and inspire others to have their moment of Solidarity.



LOCAL 163 BLACK LAKE REPORT



EDUCATION CONFERENCE

By: Nick
Tucker

When we talk about solidarity, we think about the fellow members in our bargaining units and our local unions, but those we stand in solidarity and commonality in the things we fight for extends beyond our localized borders. The 2025 Education Committee Conference at the Walter and May Reuther Education (Black Lake), as is with every conference there, provided us with an opportunity to connect outside our normal spheres and learn new ideas, new solutions, and new ways to return to the local and help grow our union.

This year's conference provided our local with the training of new effective educators, advanced the training of existing effective educators, and we look forward to putting that training to use and educating our members about their rights, their union, and how to exercise their voice and grow.

The UAW Executive Board is committed to building and improving educational programs that enrich our membership and can help you exercise your voice, prepare you for a leadership role within your union, and build a future in which you can thrive and prosper. Your Local 163 Education Committee is likewise committed to putting that training and experience into providing you

with the structure, access, and support to promote your union education in a variety of ways.

One area in which we are striving to grow is in promoting attendance to classes offered at the local hall by increasing the awareness of available training, and access to it. There are also educational opportunities outside of the classes held at your Local 163

The Rory L. Gamble Academy, at our Region 1A hall, holds classes the first Tuesday of every month from 12:00PM – 4:00PM, and has an exceptional online academy available at <https://region1a.uaw.org/uaw-region-1a-online-academy> so you can learn as your schedule allows.

Conferences are held at Black Lake throughout the year and are held by a variety of committees on a variety of topics. Our union

includes people from all walks of life and needs people of all skill sets and abilities to thrive and grow, and attending a conference that interests you will ignite new motivation and offer new inspiration. The road there starts at your local. Please come and get involved and let your education committee know what support we can offer! Outside the UAW, there is union education available locally and online through Wayne State University at [edu/labor-schoohttps://labor.wayne.edu/labor-schoo](https://labor.schoohttps://labor.wayne.edu/labor-schoo) and U of M – Dearborn

at <https://clcs.umd.umich.edu/about-clcs> and your Education Committee can inform you about those courses and how connecting with the unionist movement and the class struggle that defines America can help benefit you.

Your Education Committee is here not just to help you understand your union and its mechanisms, but also to help provide you with the tools to thrive in it, to hold it to the standards you expect, to shape it moving forward, and to become a leading voice in it.





**Western
Michigan
CAP
Townhall**

By: Bob Smith

West Michigan CAP

By Bob Smith, WMCAP Chairman

At this writing we are midway through the “dog days of summer.” The “Big B*****t Bill” (BBB) has been signed into law; and now everyone in the media and in politics is talking about what the real impacts on the American people will be. Some of these talks are highlighting a divide in the Republican Party, although not nearly as big a divide as caused by the announcement that there is no “Epstein List,” after all.

Michigan State House Representative John Fitzgerald (83rd District) attended the July

10th meeting of the West Michigan CAP to give a legislative report. At that time, the Legislature was ten (10) days past due on a Constitutional deadline to complete the 2026 state budget; fifteen (15) days at this writing. State agencies, schools especially, are concerned about their ability to plan their own budgets for next year without knowing what, and how much, to expect from the state. This can result in disruptions of services, including our children’s education.

Part of the difficulty in coming to an agreement on the state budget is that Michigan has experienced a \$3.5 billion shortfall in expected federal funding due to the Department of Government Efficiency (DOGE) cuts earlier this year. Now, with the passage of the BBB, more cuts in federal funding are expected; and Michigan’s budget counts on 40% of its money coming from the federal

government.

The biggest disconnect between state legislators on the budget is that Democrats are trying to preserve vital services while Republicans want absorb the federal shortfall without generating new revenue.

Rep. Fitzgerald also discussed the Earned Sick Time Act (ESTA), and the changes that were made to the original MI “Time to Care” Proposal from 2018. Fitzgerald was one of twenty-three (23) House Democrats to vote with Republicans on the version of the act that became law in February of this year. ESTA expands sick leave coverage compared to the law that had been in effect since 2019, but still falls short of the original proposal. Fitzgerald acknowledges that there are adjustments that will need to be made to expand coverage to some of the most at-risk workers in our state, but this was the best version that could be passed in a divided legislature.



In Memoriam

<u>EMPLOYEE NAME</u>	<u>DECEASED NAME</u>	<u>DATE OF DATE</u>	<u>RELATIONSHIP</u>
LEN BIERBAUM	JUDT FITZPATRICK	4/8/2025	AUNT
STEVEN SPEAR	RETIREE:	4/12/2025	FATHER
AUSTIN MITCHELL	MICHAEL SPEAR		STEP GRANDFATHER
GARY KANIA	THOMAS KANIA	4/12/2025	BROTHER
STEVE HEACOCK	JOYCE HEACOCK	4/12/2025	MOTHER
THOMAS PETIT JR.	SHIRLEY POPPENGER	4/13/2025	MOTHER IN LAW
FRANK ROBINSON JR.	JOHN PARTIN	4/15/2025	UNCLE
BRANDON GRAYDON	MAUREEN RICHARDS	4/15/2025	AUNT
JAMES (JIM) ISOM	RETIREE:	4/16/2025	FATHER
RYAN ISOM	JAMES (JIM) ISOM		GRANDFATHER
KARNITA HILL	MINNIE ANN HILL	4/18/2025	SPOUSE'S GRANDMOTHER
BRIAN MORETTI	MERCEDES ALBDO	4/19/2025	AUNT
SHAWN BARTHLOW	RONALD BARTHLOW	4/20/2025	FATHER
DAVID BEAUREGARD	BERNARD MALBURG	4/21/2025	FATHER IN LAW
SEAN BEAUREGRAD			GRANDFATHER
WILLIAM LOUCKS	CLAUDIA CARUSI	4/22/2025	AUNT
JUSTIN LOUCKS			
KIMBERLY EDICK	PATRICIA KOZLOWSKI	4/25/2025	MOTHER
GARY EDICK			MOTHER IN LAW
	RETIREE:	4/24/2025	
	BRIAN J.MILLER		
FRANK O'BRIEN	DR. PATRICIA FRANZ	4/24/2025	SISTER IN LAW
DAVID CURIS	YVONNE CURIS	4/28/2025	MOTHER
GLENNA RETTINO	AMY LUCAS	4/28/2025	SISTER
LAKENYA TRICE	DOUGLAS FANTROY JR.	4/29/2025	UNCLE
MAKYLA URSERY			
BRITNI LAMON			
MICHELLE LAMON			
KELLY HAMMER	ROBERT GURGANUS	4/30/2025	UNCLE
JAMES REED	JUDY ABRAHAM	5/2/2025	AUNT

In Memoriam

KEN BIEN JR.	RETIREE:	5/1/2025	FATHER
ASSISTANT CHAIRPERSON	KEN BIEN SR.		
KOWANDA HOLLAND	LUVENIA	5/2/2025	AUNT
	CARSTARPHEN-ANDERSON		
THOMAS PETIT JR.	DEANNA POPPENGER	5/7/2025	SISTER IN LAW
THOMAS PETIT JR.	JEANINE DUDAS	5/9/2025	AUNT
WILLIAM PETIT			
CALVIN JUDE	NADINE JUDE	5/9/2025	STEPMOTHER
VICTOR GRIFFIN	FRANK DAY	5/13/2025	FATHER IN LAW
CASSANDRA GUERERRO	BARBARA GUERRERRO	5/14/2025	SPOUSE'S GRANDMOTHER
LOREN YANCY JR.	KALUIDA YANCY	5/14/2025	GRANDMOTHER
CHARLES BROWN	CHRISTOPHER BROWN	5/15/2025	BROTHER
SHANIQUA	AUDREY DOUGLAS	5/16/2025	AUNT
DAMON BLACKMON	ESTHER NEDD	5/16/2025	AUNT
RODNEY HARRIS	SADIE WILLIAMS	5/16/2025	SPOUSE'S GRANDMOTHER
BYRON HIDGES	WAYNE HODGES	5/16/2025	UNCLE
JOHN KING JR.	ROBERT PARKS	5/17/2025	BROTHER IN LAW
MARK GIBSON	SALARY RETIREE:	5/19/2025	FATHER
JAKE GIBSON	JAMES GIBSON		GRANDFATHER
BRAD GIBSON			
GRANT GIBSON			
DAVID CURNELL	HERMELINDA	5/19/2025	AUNT
WILLIAM CURNELL	ARREDONDO		
AUSTIN MITCHELL	WANETTA HOUGHTON	5/20/2025	GREAT GRANDMOTHER
KAREN FRANK	PATRICIA OHLER	5/26/2025	AUNT
MALISA DONNER	JEON GYE SOON	5/29/2025	GRANDMOTHER
LEEZA DONNER			
TERRY MASSENGILL	DOROTHY MAE LYLE	5/30/2025	AUNT
NOLAN SPEER	KENNETH RIPLEY SR.	5/30/2025	UNCLE
DONALD SPEER			
CHRISTOPHER DENNIS	MARLENE WALLACE	5/30/2025	MOTHER
JALEN DENNIS			GRANDMOTHER
THOMAS MCCABE	PERFECTO FAJARDO	5/31/2025	UNCLE
BRANDON WILLIAMS	JAMES BARNES	6/1/2025	UNCLE

In Memoriam



CHARLOTTE HARRIS	GERALDINE PATTERSON	6/2/2025	AUNT
ARBRA HARRIS			
JENNI KYNASTON	DAVID WALTERS	6/4/2025	FATHER
BRIAN KYNASTON			FATHER IN LAW
AUSTIN CRAMER	PATTI LEMPEA	6/6/2025	GRANDMOTHER
WILLIAM PICKENS	WILLIAM PICKENS SR.	6/7/2025	FATHER
ROBERT PICKENS			BROTHER
THOMAS MCCABE	CARL SIELOFF III	6/7/2025	UNCLE
BERYL BOYCE	RAYMOND OSBORN	6/9/2025	STEPFATHER
BRIAN MCCANN	JUDI ENGEL	6/10/2025	MOTHER IN LAW
TRISTAN HORTON	SHELIA HORTON	6/10/2025	GRANDMOTHER
MARC CAVAGNINI	ANGELO CAVAGNINI	6/12/2025	SON
KEVIN WALLACE	CARMEL WALLACE	6/14/2025	AUNT
PATRICK HARRIS	JENESE HARRIS	6/15/2025	MOTHER
KARLA BOGGS	DR. DELORES	6/18/2025	AUNT
	BERRIEN-JONES		
STEVEN SPEAR	FLORENCE EASTIN	6/23/2025	AUNT
JAMES LARSH	LARRY HINSLEY	6/24/2025	BROTHER IN LAW
STACEY CARSTARPEHN	JAMES CARSTARPHEN		UNCLE
COREY HAMILTON	CHESTER HAMILTON	6/25/2025	GRANDFATHER
CAMBYL HAMILTON			SPOUSE'S GRANDFATHER
BRIAN NAPIER	RIOBERT SMITH	6/30/2025	STEPFATHER
ANTHONY JONES	MICHEALA	7/2/2025	AUNT
KEITH STEMPIEN	ROBERT STEMPIEN	7/3/2025	FATHER
JOE GRYSIEWICZ	LINDA PAIR	7/4/2025	AUNT
TAMARA PALMER	LINDA PALMER-BRITT	7/4/2025	AUNT
LAJEAN JACKSON	O'DELL JACKSON	7/4/2025	MOTHER IN LAW
BRIAN COLLARD	TODD GORDINIER	7/6/2025	BROTHER IN LAW

In Memoriam

NATASHA PODNAR	EMPLOYEE;	7/6/2025	BROTHER
	ROY HADDOX		
DAVID BIANCHI	WARNER BIACHI	7/12/2025	GRANDFATHER
TONY WESTON	THOMAS WESTON	7/12/2025	UNCLE
RETIREE JOHN H. POOLE	DEBORAH POOLE	7/15/2025	SPOUSE
JOHN A. POOLE			MOTHER
BRANDON WILLIAMS	ELSIE LEE GRAY	7/15/2025	AUNT
SEAN KLEIN	BARBARA DYE	7/16/2025	GRANDMOTHER
JAMES SPEAR	WILLIE MAE MYERS	7/18/2025	AUNT
MATTHEW KNIDLER	MICHAEL KINDLER	7/19/2025	FATHER

GM Propulsion Systems

JOHN ANDERSON	DAVID SKOCZYLAS	ROBERT THUMAN
RONALD INMAN	RICHARD RANTA	NORMAN HILLYARD
DIEGOGIRONZA	WILLIAM CRILLEY	JAMES MILLS
STEVEN GRIEWAHN	FRANDA GRIMES	MICHAEL BENEDICT
DONALD GROTH	JR LIMBAUGH	BESBIE COTTON
DAVID LAWRENCE	THOMAS JENKINS	PHYLLIS LIBRA
RICHARD ANDERSON	PHILLIP SHANNON	WILLIAM RUSHLOW
DONALD WEICHEL	JAMES HILL	MICHAEL EBEL
JOHN PARKER	JOHN JONIEC	BABIL STURDIVANT
RUSSELL HICKS	CLABRON ROGERS	GEORGE JEMIBON
BRENDA CROFFIT	CHARLES CALANDRA	LOBIUS GREEN
ROBERT DOKTOR	PETER WIATROWSKI	
WILLIAM BACH	DELEESA GINYARD	
DORTHY WOODY	DARRYL HOLIDAY	
COLLEEN FETH		
EDWARD MOORE		
DONALD WALTON		
WILLIAM TRUDGEON JR.		

Back-to-School Drive with Region 1A Young Workers Council

We are currently preparing boxes for our annual Back-to-School Drive, in partnership with Region 1A Young Workers Council. Donations will benefit students at Gompers Elementary and children of Local 163 members.

Supply Pickup Day:

Friday, August 23, 2025

Kudos Family Fun Center – Taylor, MI

We're inviting all families out for a day of fun while picking up school essentials! Don't miss this exciting event as we help our young scholars start the year off strong.

Food Drives in the Community



Our food drive initiative led by Brother Juan Hicks is in full swing, beginning in the Westland area in partnership with Eternal Light. The next

food distribution will be held at our Local, and we'll need volunteers for:

- Spreading the word in the community
- Set-up assistance
- Unloading produce from trucks

If you're interested in participating, please contact Juan Hicks or myself directly. Let's continue to support and serve those in need.

Annual Trunk-or-Treat – October 25, 2025

Planning is underway for our Annual Trunk-or-Treat, happening Saturday, October 25 in the Local 163 parking lot.

We're asking all committees and the Shop Committee to:

- Set up at least two decorated vehicles, or
- Donate bags of candy

Let's fill the lot and create a safe, fun, and unforgettable Halloween celebration for the children of our Local 163 family.

Let's continue to lead by example—serving, giving, and showing up for our communities. Together, we build stronger families and a stronger Union.



UAW LOCAL 163
BACK TO SCHOOL
SUPPLY DRIVE

With support from UAW Region 1A Young Workers
July 22, 2025 until August 22, 2025
We will be accepting the following Donations

Backpacks	Scissors	Lysol Wipes
Pencils	Paper	Notebooks
Pens	Tissue	Pencil Boxes
Crayons	Sanitizer	Glue sticks
Folders	Calculators	Markers

Please drop off items at the marked boxes in your plant or at UAW Local 163 Union Hall.

All Donations go to Gompers Elementary and UAW Local 163 members.
Community Service Committee

Approved: Al Ward Jr., President
UAW Local 163





UNION ACTION NEWS

UAW LOCAL 163

LOCAL 95 ON STRIKE!

By: John Carter

Congratulations to the 90 UAW members in Region 4 at Local 291 in Oshkosh Wisconsin. They now have a 3-year agreement addressing wages, temporary workers, attendance policies and weekend work concerns. After a 14-week strike Cummins and the UAW have an agreement. Now the fight continues in Janesville Wisconsin where more than 130 healthcare workers at Mercy

health East Clinic represented by UAW Local 95 are on strike. This includes nurses, physical therapists, medical assistants and maintenance staff. Mercy health wants to pass on healthcare cost to its members despite already low wages. The lack of security is an issue to members that leave at night, there are instances of homeless individuals in break rooms and panhandlers approaching cars, meanwhile Mercy health has removed its existing cameras.

Employees, former employees, community members and family

members took to the strike line in support of striking medical workers. We stand in Solidarity with Local 95 Healthcare workers.

To donate to Local 95, please scan the QR code.





UNION ACTION NEWS

UAW LOCAL 163

PAY ME WHAT YOU OWE ME: THE FIGHT FOR FAIR COMPENSATION

By: Rashida Davis

"Pay me what you owe me."

Rihanna's lyrics ring in my head as I begin to gather my thoughts for this article, and I don't think it's too much to ask. We all want what we are rightfully due. Only volunteers work for free, and even in those cases, they deserve to be recognized for their time and effort. Again, not too much to ask. But let's be clear: we're talking about hardworking people who sacrifice their energy, time, and resources just to make a living wage so they can care for themselves and their families. Still, not too much to ask. Yet, this has been an ongoing issue for decades. What's considered fair? What's considered unfair? Who even determines what is fair and what is not? Since the formation of labor Unions, these have been some of the most heated debates in society. From

the Philadelphia City Workers to the talented women of the WNBA, workers continue to stand up for their worth.

Let's look at these two entities separately for a moment.

The Philadelphia City Workers fought for wages that reflected the value of their labor. They demanded added pay steps on a better scale and improved benefits. For the work these skilled laborers do for their city, I can't imagine that being too much to ask. During their strike, the city discovered exactly how essential these workers are. Imagine living in a place with mile-high, rodent-infested trash heaps, barely any 911 dispatchers during emergencies, and no school crossing guards to protect children. These are only a few examples of the impact the Philly strike had, showing just how vital these workers are.

Now let's look at the WNBA. These talented and skilled women are asking for a collective bargaining agreement that reflects a growth-aligned

contract—one that ties earnings and bonuses to league revenue, ensures equitable travel, and offers family and retirement benefits. These women are global trailblazers, yet they have to fight for dignity, recognition, and equity in a system that has long undervalued them.

So we're talking about local heroes and global athletes, all demanding fair compensation for their hard work. Is that not fair? Is that too much to ask? I believe not, Brothers and Sisters. Paying people what they



are owed is not too much to ask; it is the bare minimum of a society that claims to value work, dignity, and justice.

It's time we stand with the workers who keep our cities running and with the women who are redefining the world of sports. It's time we challenge the systems that undervalue labor and talent, and demand fair compensation for all. Whether it's through supporting local Unions, advocating for policy changes, or simply raising our voices in Solidarity, we each have a role to play in creating a society where "pay me what you owe me" becomes a reality, not just a plea, or a lyric in a song. Let's honor the value of hard work and ensure that every worker, everywhere, receives the dignity, recognition, and fair pay they rightfully deserve. Remember, silence is compliance.



ASSEMBLE YOUR HEALTH



Presented by Local 163

BOOBY MOMMA'S

By Angel Collins

Hey Union Sisters and Brothers! In honor of National Breastfeeding Month, this article is dedicated to all of my "Booby Momma's." Let us raise awareness about the importance of breastfeeding and how beneficial having the proper support can be for both the mother and the child. I have become a strong advocate for breastfeeding over the last 15 years, after having been awakened with some of the knowledge I plan to share with you. Like the fact that breastfeeding can strengthen your babies immune system and lower the risk of several types of diseases and illnesses. It can help protect you baby from respiratory diseases, middle ear infection, and gastrointestinal diseases. It helps boost the natural healing of the mother's body after childbirth too. It reduces the risk of heart disease, type 2 diabetes, osteoporosis, and breast and ovarian cancers for both mother and child. I

remember being told that you should always alternate breasts when nursing your baby to prevent engorgement. That works a little different when you have twins. I didn't have to worry about becoming engorged because both sides were being used continuously. However, I did assign a side to each child when I learned that the body produces exactly what the child needs in their system. When an infant is nursing, some of their saliva is sucked back into the mothers breast. The mothers body then reads that saliva to understand what nutrients and or deficiency are there, and it begins to make milk to support the child's needs. When pumping I noticed the milk from both sides were different colors and consistencies. My body seemed to produce more nutrient rich milk for the smaller of my twins. From breastfeeding my twins I learned so much about the ability of the human body. God gave us so much within our own

DNA structure that our body is capable of healing itself and others if we care for it properly. I became in awe of the wonder of God in the human body. At this point I began to do further research about the benefits of breast milk and fell down a rabbit hole. Did you know that you can put a few drops of breast milk into a babies ear to heal and soothe irritation? Breast milk has natural antibacterial properties so it can also be used to treat cuts and scrapes. These are just a few of the reason Breast milk is also known as liquid Gold. There are too many beneficial properties to list. Let's not forget the convenience of breastfeeding. It's always right there. It last longer than formula. You can pump and let it sit at room temperature for up to 5 hours. Formula only gives you 2. Not to mention, you never have to worry about a recall for listeria or any other risk. So if you're a breastfeeding momma or in support of one, keep doing what you do! You can also find many breastfeeding support groups on Facebook with tons of information. So yes, breast milk is best and women are super hero's! With that being said. Happy nursing Booby Momma's! In Solidarity!

5 FUN FACTS About breast milk

1

Breastfeeding burns between 500 - 600 calories per day.

2

The smell and taste of breast milk changes based on the food you eat.

3

Your breast milk constantly changes to meet the needs of your growing baby.

4

Breast milk is not always white, especially when you or your baby is sick.

5

When your baby starts eating solids, you can use breast milk to replace cow's milk in recipes.



MAKING CENTS

With local 163

WHEN THE MARKET IS DOWN

By: John Carter

401K plans have become one of the main products for retirement savings. If you are not contributing and you want to retire or just accumulate money for future generations, it's a great way to start. First of all, what is a 401K? It's an employee sponsored retirement savings plan, that allows employees to contribute a portion of their salary to individual accounts, often with tax advantages. With some companies no longer offering pensions, this is the only way for most Americans to be able to even think about retirement. A 401K plan allows you

to invest portions of your money before taxes are taken out, hoping that your earnings out pace future tax rates upon withdrawal. That's right, you have to pay taxes on the money and gains you invested. Let's focus on the matching aspect of the 401K plan. What this means is that your employer will add money based on your contributions. In this example let's use 6% as the match rate that the employer is giving. If you make \$50,000 your employer will contribute \$3000 to your 401K plan, but only if you contribute at least 6% or \$3000 in this case. By not contributing you're giving away \$3000 in this example. I strongly recommend increasing your contribution amount as you receive raises, you won't even

notice the increase. And here is something I wish someone would have explained to me. The downside of borrowing from your 401K is double taxation. When you repay a 401K loan, you're using after taxed dollars to pay back untaxed money that will be taxed again when you are of age to withdraw it, so you are paying taxes on the same money twice. Hopefully this helps someone make the right decision when it comes to saving, a membership that understands finances is a strong one.

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.



NO TAX ON OVERTIME*

While HR1 doesn't come close to eliminating taxes on overtime, it does provide some tax savings.

HOW IT WORKS

No tax on overtime* is an above the line tax deduction that workers can claim when they file their taxes starting in 2025. This deduction lowers a workers gross adjusted income by the amount of qualified overtime pay they earn. Workers can use this deduction on top of the standard deduction without penalty, so there's no need to file an itemized return.

Eligible workers will be able to deduct up to \$12,500 (single filer) or \$25,000 (joint filer) of qualified overtime pay. To figure out your tax savings, you would need to find your tax bracket tax percentage for qualified overtime earnings and multiply your overtime income by that percentage. Here's a few examples of expected savings for workers who get the full deduction amount:

**A SINGLE FILER IN
THE 14% BRACKET
COULD EXPECT UP
TO A \$1,500
SAVINGS**

$$(\$12,500 \times .14 = \$1500)$$

**A JOINT FILER IN
THE 22% BRACKET
COULD EXPECT UP
TO A \$5,500
SAVINGS**

$$(\$25,000 \times .22 = \$5,500)$$

**A SINGLE FILER IN
THE 24% BRACKET
COULD EXPECT UP
TO A \$3,000
SAVINGS**

$$(\$12,500 \times .24 = \$3,000)$$

LIMITATIONS

Overtime wages need to be compliant with the Fair Labor Standards Act(time and one half for hours over 40). We'll need the IRS to issue it's final guidance to see how this affects our Contractually Negotiated Doubletime Wages for work performed on Sundays and Holidays.

Social Security and Medicare taxes are still taken from these wages.

The deduction amount phases out for workers earning over \$150,000(single) or \$300,000(joint).

The Center For American Progress(CAP) estimates that the average worker will pay \$4,600 annually for costs associated with tariffs, this would outweigh any tax savings for most workers.

The deduction expires after tax year ending 2028.

UAW SUMMER

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

BOATING

CARNIVAL

BICYCLE

ICECREAM

FAMILYFUNDAY

FISHFRY

JETSKI

GRILLING

SUNGLASSES

LADYBUG

CRUISE

GARDENING

JOGGING

SUNTAN

REUNION

CARWASH

BEES

BARBQ

FISHING

SAND

BEACHES

Labor Daze

By: Andrew Lewis

WHY IS THERE A CANARY IN
THE MINE SHAFT?
WHAT'S NEXT? A SCHOOL
FOR ANTS?



THE CANARY INDUSTRY HAS
BEEN SUFFERING EVER SINCE
THEY STARTED IMPLEMENTING
SAFETY REGULATIONS FOR
MINE WORK, SO BIG CANARY
BOUGHT OFF ENOUGH
POLITICIANS AND JUDGES TO
ROLL BACK REGULATIONS
AND GET CANARIES BACK TO
WORK IN THE MINES.



REALLY?



NO. NOT REALLY. THE MINE COMPANIES, OTHER LARGE
CORPORATIONS, AND CEO'S SPENT A BUNCH OF MONEY
TO SWAY POLITICIANS AND JUDGES TO ROLL BACK
WORK PLACE PROTECTIONS. THIS CANARY IS
THE COMPANIES MONEY SAVING SOLUTION FOR
VENTILATION, PROPER PPE, AND DISEASE REPORTING.
THEY SAY THAT THIS WILL HELP
KEEP US COMPETITIVE WITH OTHER
COMPANIES AROUND THE WORLD.
I LIKE TO CALL IT PROFITING AT THE
COST OF WORKERS HEALTH.

