

The Union Times

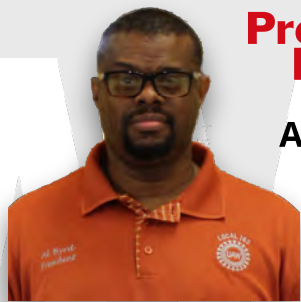
WINTER 2025



BLACK HISTORY MONTH 2025



AFRICAN AMERICANS AND LABOR



President's Report

Al Byrd Jr.

.Happy New Year Brothers and Sisters, first I would like to congratulate Antolin on their first contract! The TA passed 98% to 2%. A few of the highlights were a 40% wage increase over the life of the contract and a 50% reduction for out-of-pocket health care cost for the year. We are very proud of the new bargaining and shop committee at Antolin for all of their hard work. We are currently in negotiations for Detroit Axle. We recently held a Strike Authorization Vote at the Hall, resulting in 99% of

the Axle Membership voting for the ability to strike giving us more leverage. Last year was a great year for our Local. I was able to work with the shop committees of Purem, Continental, Antolin and now Axle, assisting in negotiating record contracts for everyone. We are averaging 25% raises across

the board during these negotiations. We have some of the greatest, hardest working committee's, and even greater members. Due to the hard work of our member's, we were able to win contracts that will help us all in our personal lives, and in the industries we work in. Looking



Congratulations to Grupo Antolin Members who just ratified their first contract! Great job!



Vice-President's Report

Gary Dotson

Happy New Year Brothers and Sisters!

2024 was a great year for our Union. Lots of gains for our Brothers and Sisters throughout the UAW. Lots of contracts with raises and other wins, like more vacation time, better Insurance, and other well deserved benefits.

I would like to say congratulations to our UAW Local 163 Units that have also negotiated some great contracts, including, Purem, Continental food services at the Diesel plant. Congratulations to our newest Unit Antolin on winning their first contract. We are also looking forward to negotiating a great contract for Detroit Trans-Axle.

2025 is going to be a great year for us! I'm looking forward to our annual Family Fun Day, the 3rd annual Car Show, and lots of other events that our Committees have in store for our Local! Make sure you take the time to come to the

Union Hall for these great events.

In 2024, we suffered some losses of Union Brothers and Sisters that were dear to our hearts, Please take a moment of silence for them and their families and friends.

We had an awesome event at the Union Hall for the Lions game and looking forward for another event like that next season! How about the Detroit Lions? Wow what a fantastic season for them!!! I'm looking forward to seeing them in the Super Bowl this year! Our Recreation Committee just might have to throw a party if the Lions GO to the Super Bowl!!

"Truth is a continuous examination, and Fact... always supersedes belief." — Yosef A.A. Ben-Jochannan



**THANKS FOR
ANOTHER GREAT
SEASON LIONS!
WE'LL GET IT DONE
NEXT YEAR!**



LOCAL UNION COMMUNICATION ASSOCIATION



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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





SHOP CHAIRMAN REPORT GM ROMULUS

**Cleophus
Long**

Local 163!!! I want to share some important information regarding Local 163. Our Local is amalgamated and represents a diverse membership of over 4,000 individuals from various facilities. The standing committees are actively seeking new members to contribute to our growth and prosperity. If you are unsure on which standing committees are available to join or what standing committees actually do, reach out to your union leadership to help provide you with information, or come to the general membership meeting.

I also encourage all members to

attend our Union meetings regularly. These Union membership meetings are an excellent opportunity for you to ensure your voice is heard, participate in decision-making regarding Union funds and event planning, and connect with other members. Our meetings provide valuable time for fellowship, sharing important updates, learning about upcoming events,

and engaging with our Union leadership and other members. Please make it a priority this year to attend both a general membership meeting and your unit meeting. Keep an eye out for postings regarding the times and dates that these meetings will take place. In closing, please remember: There is no Union without unity.



ANTOLIN SECOND SHIFT COMMITTEE- PERSON

Camelia Pano

I would like to say thank you to every Member who came out to

the meeting . The Shop Committee had the honor of going over the new contract. We appreciate all of the concerns that were raised and addressed them all. I enjoyed seeing everyone's relief from knowing we ratified the new contract. We all fought hard for growth and we also had a great

team who helped us throughout the whole process. I know we will make more changes in Antolin. The whole Committee is happy about helping with enforcing the new contract to the fullest .

Congratulations everyone! We are Local 163!

**I got loyalty,
got royalty,
inside my
DNA.**

- Kendrick Lamar



'We all require and want respect, man or woman, black or white. It's our basic human right.'

Aretha Franklin



**DDC
Apprenticeship
Coordinator**
Doug Szydlowski

Hello Brothers and Sisters. Here's an update for Tuition Assistance.

– Members on Layoff only:
Tuition.io (the outside vendor) cannot process course applications for laid off employees as they no longer show on the weekly eligibility file. In order to satisfy any requests, employees on lay off will need to manually submit application form ([Daimler Truck Tuition Assistance Request Form.docx](#)), course registration

and itemized statement to tuitionassistance@daimlertruck.com. 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 course ending or they will be placed in repayment. We will verify eligibility based on this layoff list or any updated list provided. Please use the email address above for any questions regarding this process.

Active members will continue to use the same application process, [Login | Tuition.io](#). Please remember, all classes need to be approved before the start date of

the class. And, after you create an account and submit an application for approval, your immediate supervisor will also need to approve the class.

Apprentices: We recently added 5 new apprentices (3 – EL, 1 – MW, 1 – MR) the first week of 2025. If you are currently on lay off and are on the Selection list, you could still be offered an apprenticeship while on lay off.

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

In Solidarity,



**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.



**UAW-JTR
GM
ROMULUS
DARRYL
STEPHENS**

Happy Holidays Brothers and Sisters of L.U.163. I hope all is well with you and your families.

Happy New Year! As we bring in 2025, let's look forward as we make plans to make this the best year yet. As I reflect on what I'm leaving in 2024 and anticipating what is to come in 2025. I know I need a road map, not of resolutions for the upcoming year, but of resolute ways to stay true to myself. For example, not getting stuck on promising myself what I plan to do, and never checking off what I have accomplished, or reviewing the plans I set out, because I never wrote them down to begin with.

Today is the day to say "here is what I want to do and here is how I'm going to do it." I am going to plan to use the benefits that I

already have, to accomplish the tasks I always said I wanted to do, but never put the action into making them happen. I will lead by example. I will walk the talk. These things I say to myself and I need no complements or recognition for them. My recognition will be from accomplishing the tasks I set out to do for myself.

Our Union has negotiated benefits that many of us do not access or use. What am I talking about? Tuition Assistance Program (T.A.P) Why?

Benefit Levels

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.

That is \$13,500 dollars left on the table per person each year, and many of us say, "the Union hasn't done anything for me." My question is, what have you done for yourself, lately? Let's use what we have, to get what we want.

<https://uawgm.edassist.com>



Recreation Committee Report

**By: Janet
Zickafoose**

Dear Brothers and Sisters
Our Recreation Committee ended 2024 with a very successful Lion's

watch party.

We would like to thank our Romulus Shop Committee for donating money so we could purchase the liquor for the baskets that we raffled. I want to thank my committee for all their hard work. Moving forward into the New Year, when the Lion's make it to the Superbowl (I have 100% faith they will). we will be hosting a Lion's

Superbowl party. Keep an eye out for information about this event. Also, this year we will be hosting our 4th annual Lunch With The Easter Bunny in April. As always we are looking for new members to join our committee. Please reach out to me if you have any questions. As I close, I wish you all the best in the New Year!
In Solidarity

"You know, you don't see with your eyes You see with your brain And the more words your brain has The more things you can see" —KRS-One

TRUNK OR TREAT AT LOCAL 163



TOYS FOR TOTS

GM ROMULUS



TOYS FOR TOTS

DETROIT UNITS





**UAW
LOCAL
163
LUNCH
WITH
SANTA**







**UAW LOCAL 163
LIONS WATCH PARTY**

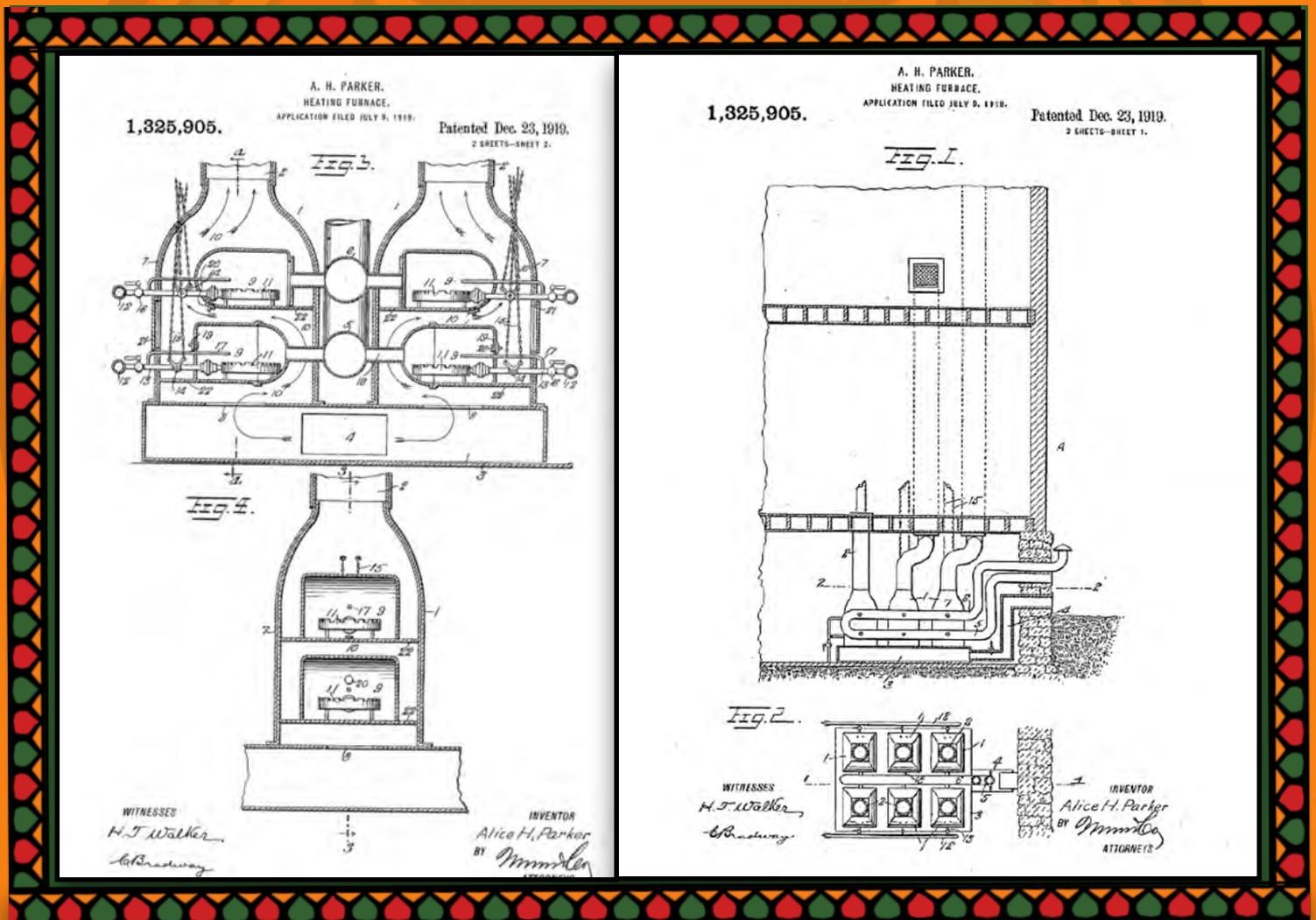
PATENT #1325905

By: John Carter

I wanted to share the story of Alice H. Parker an African American inventor born in 1895, in Morristown, New Jersey. Alice attended Howard University Academy in Washington D.C., a high school connected to Howard University. The academy was established to prepare students for attending Howard University. In the 1800's, the primary method for heating homes was burning coal or wood. This process rarely heated up an entire home, forcing

families to crowd around the coal or wood burning stove to stay warm. Alice invented the first independently controlled heating system in July 1918. This system would take in cold air and exchange it into warm air forcing it through vents creating heat for homes using natural gas. It took more than a year to earn the patent which was granted in December 1919. This was before the 19th Amendment, which legally guaranteed American women the right to vote, it wasn't until 45 years later in 1965 that all African Americans were granted

the right to vote. I admire the determination Alice had navigating the patent process 45 years before the civil rights movement. At a time when African Americans were not welcomed as pioneers of this industry; She was recognized in 2014 by the New Jersey Chamber of Commerce as one of the states 25 greatest innovators. Alice H. Parker was one of only five women to make the list. Let's remember her during these cold winter months for her inventive patent # 1,325,905 that led to heating homes across the world.



(Alice H. Parker's Heating Furnace
Patented December 23rd, 1919)

AFRICAN AMERICANS AND LABOR

By: Rashida Davis

Maida Springer Kemp (1910-2005)

Mrs. Maida Springer Kemp, affectionately known as "Mama Maida", was an American Labor organizer. She worked tirelessly to improve the labor standards for all men and women. In 1933, she joined the Dressmakers Union, Local 22, of the International Ladies Garment Workers Union



(ILGWU). That same year, the ILGWU went on strike, demanding better pay and working conditions. She was involved with the Executive and Educational boards, eventually becoming a Shop Representative, meeting with factory bosses to settle on wages, and making work fair among the people. She was a member of the AFL-CIO and became the 1st black woman to represent the U.S. labor movement overseas. For many years she was a liaison between countries and an advisor to newly founded Labor Unions in Africa, playing a key role in founding Solidarity House in Nairobi. Amongst her many accolades and awards, she was a member of the National Council of Negro Women, the NAACP, the African-American Free Labor Institute, the Asian-American Free Labor Institute, the National Organization of Women, and the Coalition of Labor Union Women.

.Christian Smalls (1988-)

Mr. Chris Smalls is an American labor organizer and is known for his role in leading Amazon workers to organize in Staten Island. He is co-founder and former President of the Amazon Labor Union (ALU). In March of 2020, he organized a walkout to protest a lack of safety protocols in regards to the pandemic. Employees, including himself, were unknowingly exposed at the warehouse where he worked, JFK8, after an extremely ill colleague was allowed to come to work while awaiting the results of a Covid-19 test. No action was taken by the company, so Smalls contacted local Politicians, health officials, along with Amazon's Human Resource department. Consequently, he was terminated the very same day for violating what the company called their social distancing policies. Many government officials criticized the company and demanded an investigation. Mr. Smalls, along with the state of New York, sued Amazon and demanded he be reinstated. After his discharge from Amazon in 2020, Smalls founded The Congress of Essential Workers (TCOEW), a labor-activist group. On May 1, 2020, Smalls and TCOEW, helped

orchestrate a May Day strike at Amazon, Target, Walmart, and other large companies across the country. On April 1, 2022, the JFK8 warehouse where Mr. Smalls worked, voted in favor of unionizing with representation of the ALU. In May 2022, Smalls met U.S. President Joe Biden at the White House. Biden told him "I like you, you're my kind of trouble" and "let's not stop". Smalls was named one of Time's 100 most influential people of 2022



The theme for Black History Month 2025 is "African Americans and Labor". This year we focus on the significant contributions of Black people to the workforce and the role labor has played in shaping their experiences. Here are four incredible individuals who have made huge impacts in the Labor industry. We celebrate their achievements, and the legacies they have left behind.

William Lucy (1933-2024)

Mr. William "Bill" Lucy was an American Trade Union leader. For over 40 decades, he was at the forefront of the Labor movement in America and around the world. In 1956, he became a member of the American Federation of State, County, and Municipal Employees (AFSCME) Local 1675, and in 1965, was elected as their President, working at the national headquarters in Washington, D.C., the following year as Associate Director of Legislation and Community Affairs. In 1968, he lent his support to Dr. Martin Luther King Jr. and the sanitation and other service workers in Memphis, who were striking for better wages and benefits. He is credited with the famous slogan, "I AM A MAN!", which became the rally cry for the strikers. In 1972, he co-founded the Coalition of Black Trade Unionists (CBTU) and was elected its first President, a position he held until 2013. He was the first African American to be elected President of Public

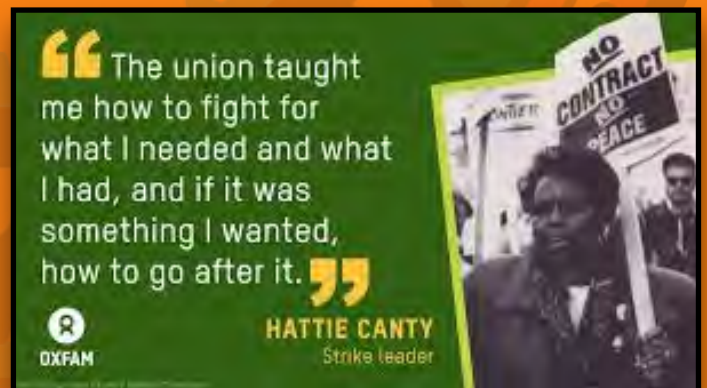


Services International. In 1995, he was appointed to the AFL-CIO executive council. He has also served as Vice-President for the AFL-CIO's Maritime Trades, Professional Employees, and Industrial Union departments. He was also a member of the NAACP. Although Mr. Lucy was not always in the spotlight or as well known as others, he has left us a legacy based on living wages, healthcare benefits, and job safety. He is often cited as one of the most influential Black Americans of all time.

Hattie Canty (1933-2012)

Mrs. Hattie Canty was an African American Labor Activist in Las Vegas, Nevada. A leading force in the Labor movement, championing the causes of organized labor and civil rights, she's been called one of the greatest strike leaders in U.S. history. She joined her first Labor Union, the Las Vegas Hotel and Culinary Union Local 226, while working as a room attendant at the Maxim Hotel. She immediately started taking on an organizing role by talking to her coworkers about the importance of joining the Union and fighting for fair contracts. She was elected to their Executive Board. She helped to plan a walkout strike of the Las Vegas casino workers, who demanded improved conditions and insurance benefits. The strike lasted for 75 days. In 1990, she was elected President of Local 226 and led a strike of over 500 culinary workers in protest of unfair labor conditions. It was the longest strike in American history, lasting an incredible 6 and 1/2 years! In 1993, she helped to found the Culinary

Training Academy of Las Vegas. The Academy is still in operation, and trains several thousand people every year for work in the hospitality industry. Their mission is "to reduce poverty and eliminate unemployment by providing employability and vocational skills to youth, adults, and displaced workers." Mrs. Canty will always be remembered for her work in fighting for a living wage, as well as for being an advocate for minority involvement in the labor movement



A TIME FOR CHANGE

By: Angel Collins

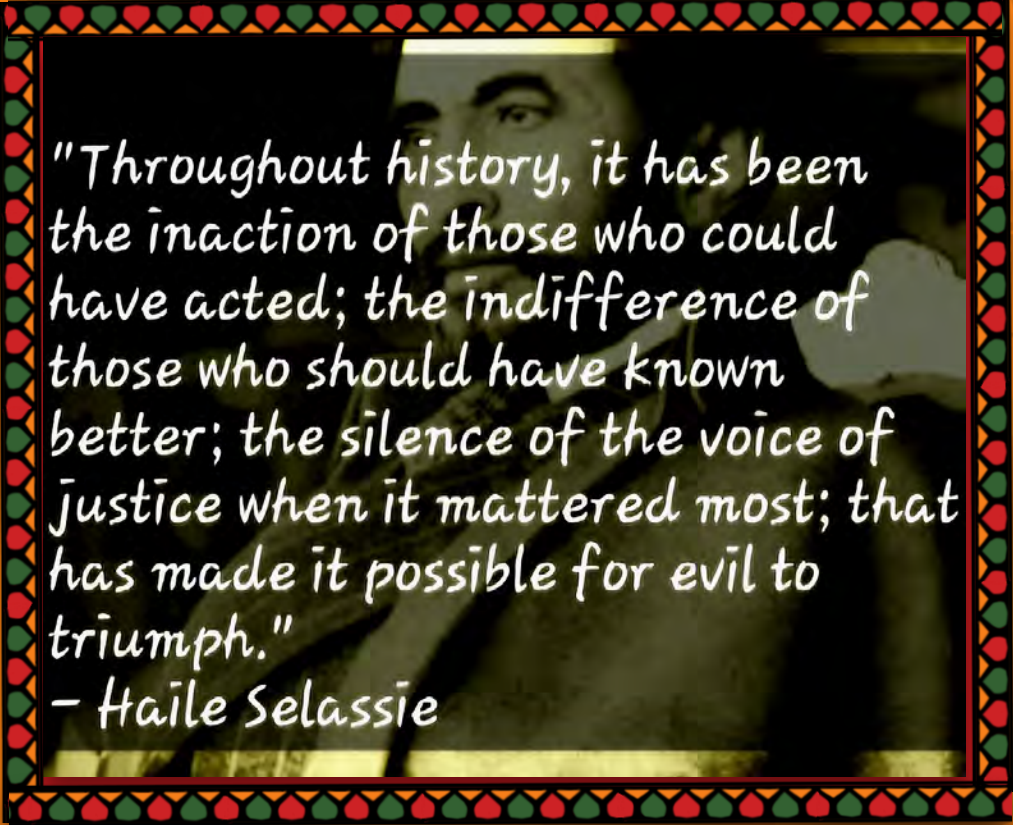
Greetings Union family.

Allow me to pose a question. How far would you go to protect your family? In honor of Black History Month, I thought I'd share a special story that I think many haven't heard much about. Let us show some appreciation to the "Deacons for Defense and Justice." If they sound familiar you get a point. The Organization was founded in 1964, in Jonesboro, Louisiana by Earnest "Chilly Willy" Thomas and Frederick Douglas Kirkpatrick. The groups members consisted mostly of black veterans from World War II and the Korean war. They came together with a strong sense of black empowerment and pride in the black community and the belief that

armed, self-defense was the best way to keep people safe from the ku klux klan, and the local police, who were often one in the same. Now let me pause for a moment to bring attention to the fact that this was during most of your or your parents' lifetimes. Just let that simmer a bit then please continue reading...

After becoming fed up with the constant segregation violations, discrimination, mistreatment, abuse, and senseless murders of African Americans in the local community, they stood up and fought back. Actively taking arms, standing watch, and providing security, The Deacons became one of the first visible, Self-Defense Organizations, which was something major and extremely dangerous in the Jim Crow South. Traditional Civil Rights Organizations didn't stand with the Deacons or agree

with many of their decision. Most activist were middle class Americans and religious leaders who believed in non-violent direct action to incite change, such as, marches, protests and praying. However, many others found refuge and solace in The Deacons militant strategies and methods. They believed in empowering their community and build up black pride. It's not that they didn't pray or believe in non-violent actions for change. They just knew with everything they had to go through, there was a war going on around them everyday, and it was going to take more than a protest to keep their families safe on the battlefield. They provided protection during "The March Against Fear" in 1966; A 270 mile walk from Memphis to Jackson over a period of 21 days, to counter the continuous racism in the Mississippi Delta and to encourage African Americans to vote. They also provided protection for members of the "Congress of Racial Equality," also known as CORE, and for the many people taking part in protest and marches all over Mississippi, and throughout the south. The Jonesboro chapter eventually organized its first affiliate chapter nearby in Bogalusa, Louisiana. That Chapter was led by activist, Robert Hicks, and a group of other local men who were ready to make change. The Deacons often went head-to-head with ku klux klan members in violent stand offs and stood up against police brutality, which eventually caused the federal government to intervene. This brought more attention and protection to



"Throughout history, it has been the inaction of those who could have acted; the indifference of those who should have known better; the silence of the voice of justice when it mattered most; that has made it possible for evil to triumph."

- Haile Selassie

black communities in the Bogalusa area and started the desegregation of many jobs and businesses. It's believed that with an upcoming election and people in the northern states in uproar over constantly seeing children being beaten and abused in the news and in photographs, that eventually both state and national officials got involved to neutralize the KKK in the area. However, once they got the attention of the FBI, they also begin investigating the groups members and their activities until more influential organizations with the same methods begin popping up, such as The Black Panther Party in 1966.

After the passage of the Voting

Rights Act of 1965, the rise of the Black Power Movement and Black people getting involved in politics and the economic activities in their communities, by 1968 the Deacons activities begin to decline. They were smart, strong, powerful and influential. The Deacons of Defense started with 5 members in 1964 and grew to several hundred over 21 chapters within a couple of years. They led some of the most successful local campaigns in the Civil Rights Movement. We still fight some of those same wars today as 1968 wasn't that long ago. While I'm thankful for the fight that came before me, I'll be happy when the war is done. The more we choose to stand up and speak up for those treated



unfairly, and the more we use our influence to incite change for the better, the closer we'll be. Til next time.

THE WRIGHT EXPERIENCE

By: Angel Collins

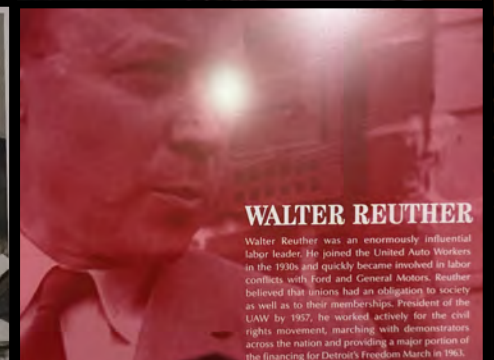
I had the opportunity to experience something that I'd only heard about until today. I'm not sure how many of you had the experience yourselves but I urge you to take advantage of the opportunity while it is still available to us. The Charles H. Wright Museum of African American History is what I'm talking about. I have to say that at first, I was not ready for everything I saw even after hearing about it. There were several exhibits to explore including the Ford exhibit, and the James Baldwin exhibit was stellar. The one that captured me the most was the Slave Trade exhibit, or "And Still I Rise." They

walked you through the steps of the slave trade from Africa to America, complete with a set up of the way they were positioned on the ship, to the cries and commands, to the auction block. Then it carried on to how we came up from the ashes of slavery into prominent positions in society. "Can't let nobody turn me round, turn me round, turn me round." I felt it in my my heart, in my spirit. To see what we as a people have come up from and still, we rise. It's a different experience than what you gain from reading in a book. Even more so from that of which we see on TV. I would strongly urge you to explore the "Wright" experience for yourself and take your children too. If you don't understand the truth about history and learn from it, you're

destined to repeat it. Now that's not say we'll be on slave ships and cotton fields but I'm sure most of you can look out your window or drive down the street and see an example of what I mean. As time has shown us, slavery has become a state of mind. Growing is inevitable but growth is not. There are still so many changes that need to be made in todays society. How can one look in the face of another and see anything but Gods grace? I hope this gives you something to ponder on and hopefully you'll take my advice and pay the museum a visit. What better time than Black History Month? I'd love to hear about your "Wright" experience and how it touched your spirit. Til next time. In Solidarity.



CHARLES H. WRIGHT MUSEUM OF AFRICAN AMERICAN HISTORY



THE QUESTION HAS ALWAYS BEEN
WHO HAS THE **POWER** AND **DUTY**
TO ADVANCE **EQUALITY?**

— JUDGE DAMON J. KEITH



MAKING CENTS

With Local 163

SAVING MONEY

By: John Carter

Greetings Brothers and Sisters, let's talk about money. More specifically saving money. According to a 2024 survey, 78% of Americans live paycheck to paycheck which means 8 out of 10 families are struggling to pay the basics. Credit cards are sometimes used to make up for what we don't have. The downside to credit cards is the high interest rates, and the average annual percentage rate (APR) is 22.80%. This means if you charge \$500.00 and don't pay it off within the next billing cycle you will owe \$614.00, an additional \$114.00. What I suggest in this example is paying \$125.00 a week, paying this balance off before the interest is applied. Interest rates are not always bad news, we can use interest to our advantage. In this case high interest rates can be a good thing. We all

remember our first time opening a savings account, or in more current times, a mobile payment account. Most peer-to-peer cash transfer apps do not pay interest. The average interest rate for a savings account in the United States is .42%. There are better options than average saving accounts. You can earn more interest by opening a high yield savings account. The rates for January 2025 are between 3.70% and 4.60%. For example, .42% interest on \$500.00 earns us \$2.10, versus 3.70% interest earning \$18.50. We can agree in this case the higher interest rate is to our advantage. Another way to leverage money is compound interest. This is when you earn interest on the money you've saved, and on the interest you earned along the way. Let's use \$500.00 in this case if we earn 5% on \$500.00, this would give us \$525.00. Then we earn 5% on top of that which gives us \$551.25. Compound

interest is the best of the three scenarios and this is usually from investing in the stock market. I am not a financial advisor I am just a member concerned about the financial health of our membership. A financially intelligent Union is a strong Union prepared for the fight if it comes in the form of a Strike. We can all find ways to cut back and save by doing things like bringing lunch from home, cutting out the \$8 coffee, not getting the newest phone models, staying home and cooking instead of eating out. Below is the compound interest calculator from investor.gov. This shows you how your money can grow using compound interest.



SOUTHERN SOLIDARITY!

Members from Local 3520 stand with Detroit Axle 163 Members!



In Memoriam

Robert D Berger, GM Romulus Retiree 11/23/22

Ralph Prato, GM Romulus Retiree 3/23/24

J D Brown, GM Romulus Retiree 5/27/24

Theodore R Johnson, GM Romulus Retiree 6/6/24

William B McCarthy, GM Romulus Retiree 7/31/24

James E Alexander, GM Romulus Retiree 8/3/24

Johnny H Ware, GM Romulus Retiree 8/9/24

Betty J Rutherford, GM Romulus Retiree 8/15/24

Thomas C Warden, GM Romulus Retiree 8/16/24

Ronald J Peterka, GM Romulus retiree 8/18/24

Christine Swans, GM Romulus Retiree 8/21/24

Pharoah D Blewett, GM Romulus Retiree 8/27/24

Kathy M Sewejkis, Gm Romulus Retiree 9/1/24

Esther M Portee, GM Romulus Retiree 9/4/24

Jay R Packard, GM Romulus Retiree 9/5/24

Philip H Geraci, GM Romulus Retiree 9/15/24

Alfred Middlebrooks Jr, GM Romulus Retiree 9/12/24

James H Daniels Jr, GM Romulus Retiree 9/23/24

DDC RETIREE BERT MILLER 10/14/24

Mrs. Rachelle Frost, wife of DDC employee Robert Frost 10/16/24

Mr. Sean Boger, brother of DDC employee Joann Robinson 10/17/24

Mr. Bro Jack Doyle, grandfather of DDC employee Jackson Doyle 10/19/24

Mr. Laron Stroud, father of DDC employee Laron Stroud, Jr. 10/24/24

Mrs. Penelope Garrett, mother of DDC employee Lee Garrett 10/27/24

Mr. Leroy Cawthon, brother of DDC employee William Pickens 10/27/24

Mrs. Linda Jo Reinke, sister of DDC-UAW Shop Chairman Tom Tuomi 10/30/24

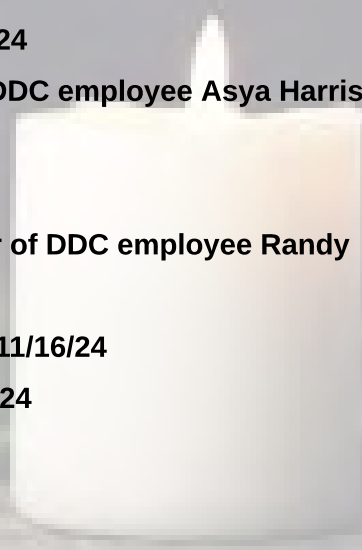
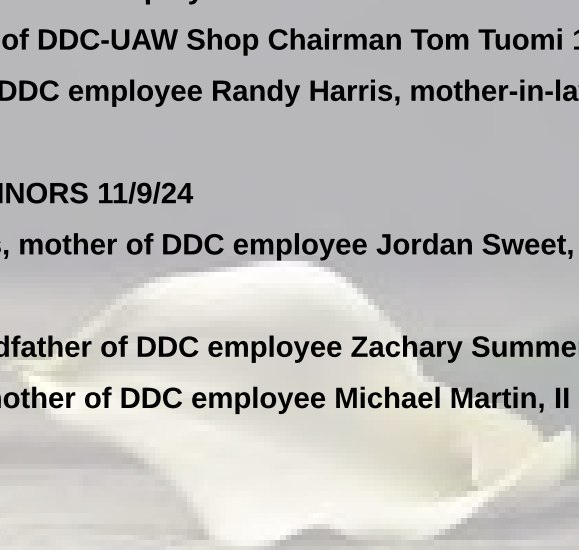
Mrs. Alice Harris, mother of DDC employee Randy Harris, mother-in-law of DDC employee Asya Harris
11/1/24

DDC RETIREE JOSEPH CONNORS 11/9/24

Ms. Tamera "Tameka" Harris, mother of DDC employee Jordan Sweet, sister of DDC employee Randy
Harris 11/15/24

Mr. Michael Kushmaul, grandfather of DDC employee Zachary Summerville 11/16/24

Mrs. Betty Coleman, grandmother of DDC employee Michael Martin, II 11/16/24



In Memoriam

Mr. Jerome Tomczak, stepfather of DDC employee Savanna Romanchuk 11/21/24

DDC EMPLOYEE RONALD MICHALSKI 11/23/24

Ms. Lynn Killion, sister of DDC employee Donald Raby 11/26/24

Mrs. Annie Chandler, grandmother of DDC employee Karnisha Kidd 11/26/24

Mrs. Mary Rose Dewar, grandmother of DDC employee Ashley Hamilton 11/26/24

Mr. Moses Pettway, grandfather of DDC employee Denzel Williams 12/3/24

Mr. Frank Robinson, Sr., father of DDC-UAW Bargaining Committeeman Frank Robinson, Jr., grandfather of DDC employee Austin Robinson 12/6/24

Mrs. Ramona Woods, grandmother of DDC employee Brandon Woods 12/6/24

Mrs. Ernestine Solomon, wife of DDC retiree James Solomon 12/7/24

Travion Tarver, grandson of DDC employee Shirley Davenport 12/8/24

Mr. Roy Cook, grandfather of DDC employee Rodney Moody 12/8/24

Ms. Yolanda Thornton, sister of DDC employee Jarvis Thornton 12/8/24

Mr. Jemy Cheers, brother of DDC employee Candyce Cheers 12/9/24

DDC RETIREE WILLIAM GALLAGHER 12/12/24

Mrs. Carol Pierce, grandmother of DDC employee Alexander Thomson 12/12/24

Mr. Bruce Allmayer, father of DDC employee Karl Allmayer 12/16/24

Mrs. Catherine Hodges, mother of DDC employee Noah Moricz 12/18/24

Mrs. Mildred Brown, grandmother of DDC-UAW Alternate Committeeman Kenneth Caswell, great-grandmother of DDC employee Grant Caswell 12/18/24

Mrs. Veronica Leahu, grandmother of DDC employees Phillip and David Leahu 12/18/24

DDC RETIREE CALVIN EVERETT, Jr. 12/21/24

Mrs. Rebecca Seppala, wife of DDC employee Scott Seppala 12/22/24

DDC RETIREE GUY GIBBS, Jr. 12/24/24

Ms. Charlene Price, sister of DDC employee Rodney Waites 12/24/24

Mr. Herrick Goldman, brother of DDC employee Clifton Smith 12/24/24

DDC RETIREE SISILIO "CECIL" FERNANDEZ, father of DDC employee Ricardo Fernandez 12/26/24

DDC RETIREE ROY "BLUE" PRATER 12/26/24

Mrs. Donna Ladow, mother of DDC employees Cindy and David Orow 12/27/24

Mr. Rudolph Emrick, brother of DDC employee James Emrick 12/30/24

Mrs. Sally Eastes, mother of DDC employee Laura Nadeau 1/1/25

Mrs. Kimberly Jones, mother of DDC employee Demetrius Jones 1/5/25

Mrs. Carolyn Brinkman, wife of DDC retiree Robert Brinkman 1/8/25

Mrs. Mary Mackey, grandmother of DDC employee Nicholas Tilley 1/8/25



STRIKE REPORT!

UAW LOCAL 163

STARBUCKS ON STRIKE

By: John Carter

After the UAW National Agreement was ratified, GM, Ford, and Stellantis returned to work with record gains. We had overwhelming support from Unions in every industry, also supported by those that were not yet organized. Non-unionized workers were inspired by what the mighty UAW was able to accomplish together. They supported us in many ways through donations, food, and some joined us on the Picket Lines. Supporters even held off purchasing vehicles until an agreement was reached with the Big 3. With that being said, we have to make an effort to support other striking industries that may not get the media coverage that the UAW and Big 3 received. On December 24th, According to the labor group, Starbucks Baristas

went on strike in 43 states: Alabama, Arizona, Arkansas, California, Colorado, Connecticut, Florida, Georgia, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana, Maryland, Massachusetts, Michigan, Minnesota, Missouri, Mississippi, Montana, Nebraska, Nevada, New Hampshire, New Jersey, New Mexico, New York, North Carolina, Ohio, Oklahoma, Oregon, Pennsylvania, Rhode Island, South Carolina, Tennessee, Texas, Utah, Vermont, Virginia, Washington, West Virginia, Wisconsin and Wyoming. Until an agreement is reached, we must support Starbucks Baristas any way we can. This may mean making your own coffee or buying coffee from somewhere else until Baristas demand are met. United we stand and divided we beg. According to the labor action tracker, there are 428 accommodations and food services companies on strike



'T WAS THE STRIKE
BEFORE CHRISTMAS

DEC. 20TH - DEC. 24TH

ranging from hotels to a broad range of fast-food companies. Below is a map of approved strikes in that industry and the QR code to the strike tracker. (Kallas, J., Iyer, D. K., & Friedman, E. (2024). "Labor Action Tracker." Cornell University ILR School & University of Illinois LER School. Retrieved from striketracker.ilr.cornell.edu.



ASSEMBLE YOUR HEALTH



Presented by Local 163

January- National Blood Donors Month

By Rashida Davis

On December 31, 1969, President Nixon signed a proclamation designating January as National Blood Donor Month. This is the time that we celebrate those that voluntarily give blood, and to encourage others to do the same. Blood donation is a vital key in saving lives. Every 2 seconds in the United States someone needs blood, but only 3% of the eligible population are donors. Since blood can't be made or manufactured, it is important that those who are able, donate regularly. Think of all the lives that could be saved from this selfless act. Not only is it a benefit to those in need, there comes a few positive kickbacks for your own health. According to Modern Heart and Vascular, here's what donating regularly can do for

you.

Blood Donation Benefits

- *reveals potential health problems
- *reduce harmful iron deposits
- *reduce the risk of a heart attack
- *reduce the risk of developing cancer
- *help keep the liver healthy
- *help the mental state

Not only are you saving others, you could potentially be saving yourself. Besides those facts, no one ever knows when they may be in a position to have to be on the receiving end themselves. Life is

unpredictable. No one gets up and plans to need a blood transfusion due to an upcoming unforeseeable accident. Personally, I surely didn't plan on having 5 myself after the birth of my daughter, but I did. And thanks to those who so graciously and selflessly donate, I was saved. Unfortunately, I am ineligible to donate, so I feel it my duty as a recipient to bring some awareness to this ongoing campaign, especially during the winter months when donations are at their lowest. If you don't know if you're eligible or not, I encourage you to find out and consider being a part of this life saving community. To find out your eligibility, you can visit RedCrossBlood.org, or call 800-Red-Cross.

Once a blood donor,
always a lifesaver.



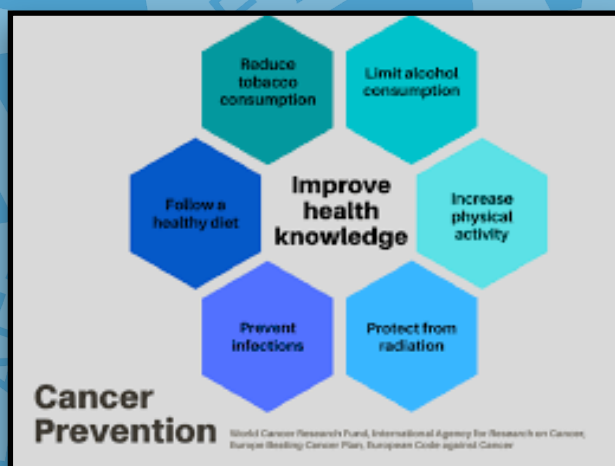
February- National Cancer Prevention Month

By Rashida Davis

National Cancer Prevention Month raises awareness about prevention and early detection. Cancer does not have to be a death sentence, however, it would be best not to have to deal with it at all. So here comes my favorite phrase: Proper preparation prevents poor performance. Upon my research, it seems some medical experts believe that most cancers are 100% preventable, with respect to us doing our due diligence. However, others believe you cannot totally prevent it, but you

most definitely can significantly reduce your risk of development by making healthy lifestyle choices. Some cancers are hereditary as well. Even though that gene may run in your family, you still have a fighting chance of beating the odds. Awareness and preparation can contribute to that. Most people don't realize they have it until it's in an advanced stage. Luckily for us, we don't have to wait until the signs and symptoms show up. This is why we have cancer screenings. In addition to

screenings, thanks to cancer research, 18 million cancer survivors in the United States are living with, through, and beyond their diagnosis..



BLACK HISTORY WORD SEARCH



LOVE

RESPECT

ACTIVISM

DIVERSITY

EMANCIPATION

JUSTICE

CHARACTER

NAACP

CULTURE

EGYPT

INTEGRITY

LEADERS

FREEDOM

INVENTORS

COMMUNITY

BLACK PANTHERS

SEGREGATION

BLACK POWER

AFRICA

ANKH

HBCU

BLUES

Labor Daze

By: Andrew Lewis

WE JOIN AN ORGANIZING MEETING IN PROGRESS...

WHEN CANVASING FOR UNION SUPPORT AT WORK, ALWAYS AVOID TERRYS!

TERRYS WILL QUICKLY SHED ANY COWORKER AFFILIATION, AS WELL AS THEIR PRIDE, AT A MOMENTS NOTICE FROM THE COMPANY. WORKING TO SABOTAGE THE HARD WORK YOU AND YOUR COWORKERS PUT IN TO FORM YOUR OWN UNION AND FIGHT FOR BETTER WAGES AND WORKING CONDITIONS.

IT'S NOT ALWAYS EASY TO IDENTIFY A TERRY. SOMETIMES THEY'LL BE EASY TO SPOT WITH THEIR HANDLEBAR MUSTACHES, HOT DOG SKIN, AND BANDANA COVERING THEIR SKULLET. OTHER TIMES YOU'LL HAVE TO FIGURE IT OUT ON YOUR OWN. WHAT MAKES TERRYS SO DANGEROUS TO ORGANIZING DRIVES IS THEIR PENCHANT TO LISTEN TO WHAT THE ORGANIZERS ARE PLANNING AND REPORTING BACK TO MANAGEMENT.

BUT PERHAPS THE MOST SUREFIRE WAY TO KNOW IF YOU'RE DEALING WITH A TERRY OR NOT WILL BE THE UNEASY FEELING YOU'LL HAVE IN YOUR GUT WHEN THEY CALL YOU BROTHER.

BOOOO!

BOO!

BOO,
SCAB,
BOO!