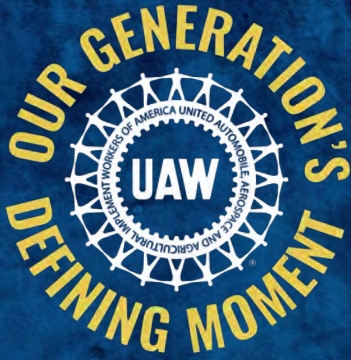


The Union Times

SUMMER 2026



2026 39th CONSTITUTIONAL CONVENTION SPECIAL EDITION



"OUR GENERATION'S DEFINING MOMENT"



President's Report

Al Byrd Jr.

**Growing Stronger Together:
Highlights from the 39th UAW
Constitutional Convention and
What's Ahead for Local 163:**

The 39th UAW Constitutional Convention was a tremendous success, bringing together delegates from across our International Union to discuss the future of the UAW, strengthen our Constitution, and ensure our Union continues to evolve to meet the needs of working families. I could not be prouder of the delegates representing UAW Local 163. They showed up, participated, and represented our membership with professionalism, integrity, and a commitment to making our Union even stronger.

One of the most significant moments of the convention came when Brother Ray Herrick pulled an amendment out of committee that proposed making Communications a UAW Standing Committee. Thanks to his

leadership and determination, delegates had the opportunity to debate and vote on this important change. The amendment passed unanimously, recognizing the critical role communications plays in educating, informing, and engaging our membership. Brother Ray deserves our sincere thanks for championing this effort and helping move our Union forward.

Here at Local 163, we're continuing to build solidarity through family-focused events that bring our members together outside the workplace. Our UAW Local 163 Family Fun Day at Wiard's Orchards is right around the corner, and this year's event will be bigger than ever! Families can enjoy a giant slide, moonwalks, wagon rides, live animals, mini golf, and many other activities for the kids. We're also excited to welcome back Pure Pro Wrestling, whose performances were a huge hit with members and their families last year. Events like these strengthen our Union by bringing our families together and building the Solidarity that makes Local 163 so special.

Please join us for our General Membership Meeting on July 26, where the Men's Committee will be sponsoring a delicious fish fry for

those in attendance. In addition, the Women's Committee will be selling merchandise in support of Breast Cancer Awareness Month, helping raise awareness for an important cause while supporting our Local.

I am grateful for the opportunity to continue growing our local beyond our own boundaries. I am honored to serve on the Member Advisory Council on Ethics (M.A.C.E.), where we work to ensure our policies and procedures remain compliant with our ethics standards, keep members' voices at the forefront, and modernize outdated rules when necessary. I am also honored to have been elected once again to the Executive Board for the State of Michigan Community Action Program (C.A.P.), where I will continue advocating for working families throughout our state.

As summer continues, I hope each of you and your families have a safe, enjoyable, and well-deserved season. Thank you for everything you do to make Local 163 the strong, united organization it is today. Together, we will continue building a brighter future for all our members.

We are stronger together. WE ARE UAW LOCAL 163!



*Congratulations to Mr. and
Mrs. Albert Byrd on their
Marriage!*



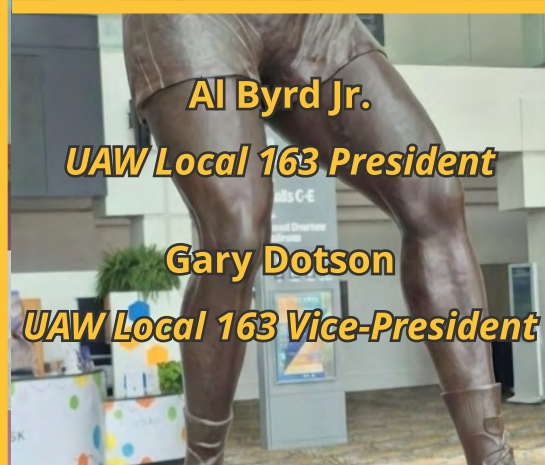
Your Award Winning UAW Local 163 Newsletter Committee would like to sincerely thank Brother Ray Herrick for standing up and raising a motion to pull making Labor Communications a Standing Committee out of Committee. This forced a vote among the delegates present, and was voted on the following day at the convention unanimously in favor of making Communications a Standing Committee. The Labor Union Communications Association (LUCA) has been trying to accomplish this for the past 20 years. Thank you Brother Ray!



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



Vice- President's Report

Gary Dotson

Hello U.A.W Local 163 Brothers & Sisters,

It's Summertime! Get out with your family and friends and enjoy these beautiful days. Fire up them BBQ Grills!

Congratulations to all the brothers and sisters who won their election this past election. All the new officers will be sworn in on Sunday 7/26/2026.

Family Fun Day is approaching

quickly August 15th, this year will be held at Wiard's Apple Orchard 5565 Merritt Rd Ypsilanti Mi, 48197, And yes there will be wrestling, Beer, Face painting, DJ, and lots for the Kids and Adults to do so please bring your Kids and Grandkids. Prizes, 1st (2) electric bikes, 2nd \$500 cash, 3rd Nintendo switch II, 4th \$400 cash, 5th \$350 Kroger gift card, 6th \$300 cash, 7th \$275 Gas card, 8th \$250 Housecleaning, 9th \$200 Cash, 10th Yeti Cooler, 11th \$100 12th JBL Portable Speaker, definitely some amazing prizes make sure you buy you're Raffle Tickets @ The Union Hall or from your Union rep, at your plant.

Car show information will be out

soon, Save the Date September 13th, 2026,

We have other events coming up this fall so stay tuned and watch your UNION BOARDS in your plant for the upcoming events.

I would like to thank all the members who supported President Al Byrd and myself for Vice President in the Membership Election!

We have plans to help bring our membership together! Please start by coming to the membership meetings, there are only 4 meetings a year. You can hear all the updates about your plant and ask questions to keep yourself updated.

OUR GENERATIONS DEFINING MOMENT



**DDC
Apprentice
Coordinator
Doug
Szydlowski**

Hello Brothers and Sisters,

Hope this newsletter entry finds you well and Welcome to all our new hires!

We have had an active first half of the year. 6 new apprentices were added and 2 apprentices graduated. There are only 15 candidates remaining on our selection lists. The next test will take place sometime in the last quarter of 26' or first quarter of 27'.

As a reminder, anyone that participated in the 2024

Apprenticeship test and did not receive an interview letter will need to take a college level class to retest in the future. The class must be related to the content of the test or a skilled trades class.

Tuition assistance is available to all active members. Tuition io is our vendor ([Login | Tuition.io](#)). You are eligible for \$5250 per calendar year toward your classes.

Tuition Assistance Steps: 1) Open an account using your Employee ID number found on your paystub (Workday) 2) Apply for a Degree (or personal development) 3) Apply for your class and save your class invoice as a PDF 4) Apply for tuition assistance for the class (Side Note: your supervisor will receive an email once you apply for tuition assistance, they will need to approve your class as well) 5) Once approved, the money will come

directly to you (direct deposit), it is your responsibility to pay for the class 6) Once the class is completed, upload your grade to Tuition io. Please note: Your class must be preapproved before the start date of the class to qualify for funds. If you have any questions whether the class you are considering meets the criteria to receive tuition assistance, please reach out to Tuition io before registering for the class.

As always, please feel free to reach out to us in the Apprenticeship Department if you have any questions.

In Solidarity,

Douglas Szydlowski
Apprenticeship Committee
Chairman

Office Cell: 1-313-492-1515

douglas.szydlowski@daimlertruck.com



Retiree Chairman Report

**By: Roy
Gonzales**

Awhile back Diesel laid off some people, but just recently they called them back and hired more new workers. Let's hope they can all stay till they retire. The way the country is going, they may never, under this administration, be able to have a job to reach retirement age.

The way king dictator Trump and his republican zombies are Violating Domestic and International Laws and getting away with it with Impunity is

absolutely outrageous. The Illegal attack on Iran, using "the incredible excuse" that Iran is an eminent threat to America, is Crazy World Wide. Americans know this is a monstrous Lie. Iran is OVER 6 THOUSAND MILES FROM AMERICA has no BOMBERS, no MISSILES, and no NUCLEAR WEAPONS that can come anywhere near AMERICA.

Trump and his republican zombies continue to push this Monstrous Lie, costing us Taxpayers Well Over 50 Billion Dollars to continue the Illegal War On Iran. Iran is surrounded in close proximity to three nations that have nuclear weapons, Israel, Pakistan, and India, but yet Americans are bombarded by the Crazy

PROPAGANDA that Iran THREATENS AMERICA, WHICH HAS ALMOST 5 THOUSAND NUCLEAR WEAPONS.

And domestically we continue to be subjected to Trump's many wild actions especially making it clear that his AMERICAN GESTAPO, (ICE), is able to get away with no consequences even killings even though the victims are innocent. Also, this is the beginning of Trump doing all he can to steal the 2026 elections. So if you don't want to cut your own throat and the throats of ALL AMERICANS AND WANT TRUE DEMOCRACY VOTE FOR DEMOCRATS!

Take Care Be Well

WHEN WE FIGHT FOR ALL WORKERS, NOTHING IS IMPOSSIBLE



Recreation Committee Report

**By: Janet
Zickafoose**

Brothers and Sisters,

Now that summer has arrived in Michigan, it's time to enjoy one of our favorite traditions—car show season! The Recreation Committee is excited to invite everyone to our third annual UAW Local 163 Car and Motorcycle Show on September 13, 2026, at the Union Hall. Be sure to mark your calendar because this is an event you won't want to miss.

Over the years, our past car shows have been successful, bringing together members, retirees, families, and friends for a day filled with fun, fellowship, and an appreciation for classic, custom, and modern vehicles. Each year, we've seen an incredible variety of beautifully restored cars, powerful muscle cars and motorcycles. It is a great opportunity to reconnect with old friends, meet new members, and celebrate the pride and craftsmanship that so many enthusiasts bring to the automotive community.

This year's show promises to continue that tradition with another impressive display of cars and motorcycles, great conversations, and a welcoming

atmosphere for the entire family. Whether you're entering a vehicle, showing off your latest restoration, or simply coming to admire the incredible collection on display, there's something for everyone to enjoy.

We encourage all members to spread the word, invite family and friends, and help make this year's event our biggest and best yet. Your participation is what makes these gatherings so successful, and we look forward to seeing familiar faces and welcoming new ones.

We can't wait to see you on September 13th for another memorable day celebrating our Union family and our shared love of great automobiles and motorcycles!



GM Romulus Benefits Report

**By: Joy
Kersey**

Attention Retirees,

If you have recently married, you will need to contact Fidelity @800-489-4646 follow the menu to Pensions and inform them of your marriage date. You will still need to be married for one year before you can elect Surviving Spouse Coverage for your spouse. You will still need to let them know. If you

do not notify Fidelity of the recent change in your status you will NOT be able to add your spouse to your account. Surviving Spouse Coverage is there for you in the event you pass away. This coverage will allow your spouse to collect 65% of your Pension. This is very important, so if you've recently married, please inform Fidelity. Next, you will need to contact the Retiree Health Care Connect @866-637-7555 to add your current spouse to your Healthcare Contract.

If you have any questions, please contact me Joy Kersey @734-595-5141. Thank you



DEMOCRACY IN ACTION, SOLIDARITY IN MOTION



Veterans Committee Report

**GM Romulus
By: J
Rodriques**

Dear Brother's and Sister's of Local 163,

Thank you for supporting me as the Newly Elected Veteran's Chairperson for Region 1A. I am honored by your trust and excited to work alongside all of you Veteran's and supporters. As we move forward, I want to remind everyone to stay vigilant and mindful of the challenges ahead. Our mission requires dedication,

clear communication, and a strong commitment to supporting our veterans effectively.

Let's work together to maintain integrity and ensure that we uphold the highest standards in everything we do. Please don't hesitate to reach out if you have any concerns or ideas.

In Solidarity,

J. Rodriques



National Day of Prayer at DDC





2026 39th CONSTITUTIONAL CONVENTION



2026 UAW CONSTITUTIONAL CONVENTION SPECIAL EDITION



My First Constitutional Convention Perspectives

BY: John Carter

Brothers and Sisters, I would like to share my experience at my first UAW Constitutional Convention where nearly 900 delegates attended to shape our future. I used to view the delegate election process as a way for those eager to run for local positions to gauge their popularity. In other words, if they can win a delegate position, they should be able to win whatever position they decide to run for. Of course, at that time I knew very little about UAW's Constitution and how it was

constructed. The purpose of the Constitution is to provide a legal foundation for day-to-day operations and establish the rights and responsibilities of members and leaders. Also to ensure democratic accountability, Solidarity, and economic justice across all levels of the organization. Our Constitution is the highest law of our Union; every four years the UAW holds a Constitutional Convention where delegates adopt resolutions that set the Unions position on important workplace and social issues. Delegates receive two volumes of resolutions and amendments submitted by Locals across the country. Their roles are to vote on amendments that change the Union's constitution, pass resolutions to establish future priorities, and vote on Union leadership. Leaders are nominated by delegates of the convention, and some

International Candidates nominate themselves, Will Leamon and Greg Mooney did so for UAW International President. One of the nominations that stood out was the nomination of Shawn Fain, the delegate stated "No Fain No Gain" during his nomination speech, of course referring to record contract gains. Article 42 of UAW's constitution requires us to govern our meetings according to Robert's rule of order. The convention was a master class in parliamentary procedure; Michael Taliercio a Professional Registered Parliamentarian was the advisor in parliamentary procedure to the Executive Board members chairing the convention. He was there to clear up any misunderstanding considering Roberts rules. There is so much to this organization we belong to I want to encourage every member to be the change you want to see in the UAW. Solidarity forever.



2026
39th CONSTITUTIONAL
CONVENTION

"THERE WERE MANY IMPORTANT, VITAL ISSUES DISCUSSED AT THE UAW CONSTITUTIONAL CONVENTION, AND AS A 1ST-TIME ELECTED DELEGATE I FELT THAT THE MOST IMPORTANT OF THESE WAS TO ENSURE THAT THE UAW STRIKE FUND IS WELL-FUNDED FOR OUR IMPENDING BATTLES WITH ALMOST ALL OF THE MAJOR AMERICAN CORPORATIONS IN 2028. ALONG WITH COMMITTING FUNDS FOR AGGRESSIVE ORGANIZING INITIATIVES TO GROW THE RANKS OF OUR UNION, THE DELEGATES VOTED TO INCREASE THE WEEKLY STRIKE PAY TO \$550, GIVING OUR MEMBERS THE FINANCIAL SUPPORT THEY NEED TO SUSTAIN MANY WEEKS ON THE PICKET LINE IF NECESSARY."



FRANK ROBINSON JR, DELEGATE

UAW LOCAL 163, DDC



**DETROIT MAYOR MARY SHEFFIELD
SPEAKS TO THE DELEGATES ON DAY
ONE.**

2026
39th CONSTITUTIONAL
CONVENTION



"AS A 5-TIME DELEGATE TO THE UAW CONSTITUTIONAL CONVENTION, I HAVE WITNESSED A DEFINITIVE CHANGE IN HOW THE UAW CONDUCTS THIS CONVENTION EVERY 4 YEARS. FOR DECADES, MOST OF THE IMPORTANT DECISIONS HAD BEEN DECIDED MONTHS PRIOR TO THE CONVENTION AND WAS DOMINATED BY THE ADMINISTRATIVE CAUCUS SINCE 1947. IN THE BRAVE NEW WORLD OF "ONE MEMBER, ONE VOTE", THE APPOINTMENT OF A FEDERAL GOVERNMENT MONITOR OVERSEEING ALL OF THE UAW'S ACTIVITIES, AND THE DISMANTLING OF THE ONE-PARTY SYSTEM IN IEB ELECTIONS, THE NECESSITY FOR HAVING A CONSTITUTIONAL CONVENTION EVERY 4 YEARS HAS GROWN EXPONENTIALLY AS WE DRAG OURSELVES OUT OF THE DEPTHS OF SCANDAL."

RAY HERRICK, DELEGATE

UAW LOCAL 163, DDC



**FORMER UAW VICE PRESIDENT, AND
REGION 1A DIRECTOR CHUCK
BROWNING WAS AWARDED THE
UAW SOCIAL JUSTICE AWARD ON
DAY ONE OF THE CONVENTION FOR
HIS DEDICATION TO THE UNION
CAUSE AND FOR THE MANY
VICTORIES HE HELPED THE
MEMBERSHIP ACCOMPLISH.**

2026 UAW CONSTITUTIONAL CONVENTION SPECIAL EDITION



Reflections on the UAW Constitutional Convention of 2026: Our Generation's

BY: Rashida Davis

The Constitutional Convention of 2026 was an amazing experience. As the conference began, I sat with patience and excitement, watching the countdown clock wind down as I eagerly anticipated what each day would bring. My expectation of having an unforgettable experience was undoubtedly met.

The speakers at the convention did not disappoint. Liz Shuler, President of the AFL-CIO, delivered an inspiring speech about putting working people first, a sentiment we all should embrace. She emphasized that until we dismantle the systems that leave working people behind, "density is destiny," and organizing is how we create meaningful change. She also stated, "Our enemies want us divided. They have their lobbyists, but we have each other!" That statement alone captured the mindset we should all share in the fight for labor justice.

Detroit Mayor Mary Sheffield also delivered encouraging remarks to the delegation. She stated, "We are at a crossroads for working people and Labor.

We need the UAW now more than ever.

The power has always been, and will always be with the people." Hearing those words from someone outside of our Union filled me with an overwhelming sense of pride to be a member of the United Auto Workers. The role we play in this industry and throughout our nation should never be taken lightly. We matter, and that matters to me. President Shawn Fain also took to the stage on several occasions, delivering riveting speeches that emphasized the importance of Solidarity for working people everywhere. With conviction, he proclaimed, "We've won our fights together. Unity is the only way!" The members erupted in applause and cheers.



There is something about President Fain that resonates with me. He has a way of commanding the room that makes you want to listen. His passion is evident not only in his words, but also in his actions. He leads with courage, conviction,

and an unwavering commitment to the membership. I am proud to call him our President, and honored to have him leading the United Auto Workers during such a pivotal time in our Union's history.



The convention also recognized four outstanding recipients with Social Justice Awards, each one richly deserving of the honor. One of the recipients was Chuck Browning, a man I once unknowingly walked the picket line beside. A 33-year Union member and former Region 1A Director, Chuck has served in countless leadership roles throughout his career. President Shawn Fain spoke passionately about their friendship and shared that he would not be in the position he holds today without Chuck's guidance and support. It was a powerful tribute to a lifetime of service.

The Volkswagen Bargaining

Team was another recipient, recognized for their extraordinary determination and unwavering commitment to standing up for their members. Their presentation moved many delegates to tears as we listened to the challenges they faced, the obstacles they overcame, and the sacrifices they made to achieve victory. It was a truly humbling moment for everyone in attendance.

The third Social Justice Award was presented to the legendary Reverend Jesse Jackson, whose lifetime of advocacy and accomplishments speaks for itself. The award was accepted by his son, Congressman Jonathan Jackson. It was another touching and memorable moment.

The final award was presented to Maria Medina of the Education Department. She was recognized for her instrumental role in translating the UAW Constitution into Spanish, ensuring greater accessibility for Spanish-speaking members. President Fain honored her for serving as a bridge and an advocate for members for whom English is a second language. Mrs. Medina reminded us that language should never be a barrier. Such a powerful message and a well-deserved recognition.

Between the inspiring speeches of other distinguished guests, and the well-earned awards that were distributed, there was of course the business of the convention, the very reason we had all gathered. I had the privilege of witnessing

democracy at its finest. Throughout the days there were both victories for some and disappointments for others, but I believe every debate, every vote, and every decision reflected the will of the entire membership. The people spoke. The people voted. The people were heard.

One of the resolutions proposed by one of our own, my Union Brother, Ray Herrick, was to establish Communications as a Standing Committee. After more than twenty years of advocating for this change, I witnessed history as the delegation overwhelmingly voted "yes." Standing in that convention hall, surrounded by applause for the important work we as communicators contribute to the UAW, was a moment I will never forget! As I reflected on that historic vote, I couldn't help but think about those who came before us.

There were men and women who fought tirelessly to elevate the importance of communication within our Union. Their perseverance paved the way for this moment, and I am honored to stand on the shoulders of those giants.

Another aspect of the convention that stood out to me was the incredible attendance

and the diversity of the delegation. I had the opportunity to meet new people from all across the country, even some from my own backyard whom I had never met before.

I connected with Brothers and Sisters from places as far away as Kansas and even Africa. It was a beautiful reminder that the UAW's reach extends far beyond city and state lines. Despite our different backgrounds, cultures, and experiences, we were united by one common purpose. That's true Solidarity.

Meeting so many dedicated Union members from across the nation and around the world was truly an unforgettable experience and another one of the highlights of the convention for me.

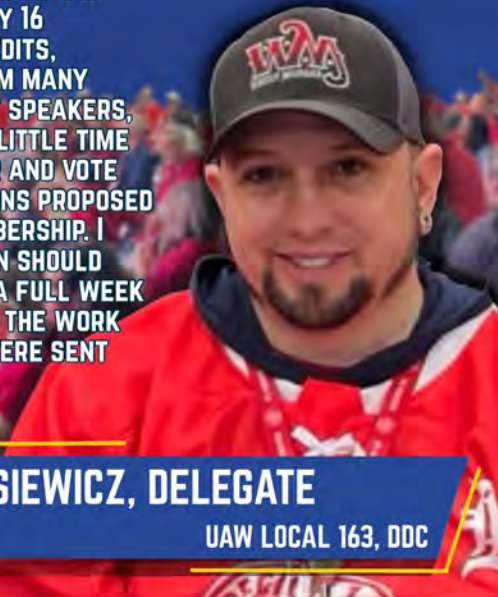
The Constitutional Convention of 2026 reminded me that our Union is more than contracts and negotiations. It is built on Solidarity, service, sacrifice, and the unwavering belief that when working people stand together, real change is possible. I left inspired, energized, and even more committed to doing my part to strengthen the UAW for generations to come.

Solidarity Forever<>For the Union makes us strong.



2026
39th CONSTITUTIONAL
CONVENTION

"AS A FIRST-TIME DELEGATE TO THE UAW CONSTITUTIONAL CONVENTION, I WAS VERY SURPRISED AT HOW LITTLE TIME WE HAD TO COMPLETE THE WORK I EXPECTED WE WOULD BE TACKLING AT THE CONVENTION. AFTER VOTING ON THE NECESSARY 16 CONSTITUTIONAL EDITS, AND HEARING FROM MANY EXCELLENT GUEST SPEAKERS, THERE WAS VERY LITTLE TIME LEFT TO CONSIDER AND VOTE ON THE RESOLUTIONS PROPOSED BY THE UAW MEMBERSHIP. I FEEL THAT CONCON SHOULD BE EXPANDED TO A FULL WEEK TO COMPLETE ALL THE WORK THE DELEGATES WERE SENT THERE TO DO."



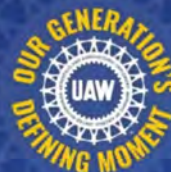
JOE GRYSIWICZ, DELEGATE

UAW LOCAL 163, DDC



THE UAW ENDORSES BENSON FOR MI GOVERNOR

2026
39th CONSTITUTIONAL
CONVENTION



"I HONESTLY THINK THAT IT SHOULD BE HELD EVERY TWO YEARS, GIVEN THE NUMBER OF ISSUES THAT NEED TO BE ADDRESSED AND VOTED ON. THE WAY DECISIONS ARE MADE CAN BE FRUSTRATING. WHEN ONLY TEN TO TWENTY REPRESENTATIVES ARE RESPONSIBLE FOR SPEAKING ON BEHALF OF AROUND 600 MEMBERS, IT'S EASY FOR IMPORTANT ISSUE TO BE PASSED OVER OR REJECTED WITHOUT TRULY REFLECTING ON WHAT THE MAJORITY WANTS. CONSIDERING THIS WAS MY 1ST CONSTITUTIONAL CONVENTION... I STILL HAVE A LOT TO LEARN."



APRIL WATSON, DELEGATE

UAW LOCAL 163, AXLE



UAW LOCAL 42 RECEIVED THE UAW SOCIAL JUSTICE AWARD ON DAY TWO, FOR THEIR STRENGTH AND RESOLVE DURING THEIR 14 YEAR FIGHT TO JOIN THE UAW. THEY SHOWED THE WORLD THE TRUE POWER OF SOLIDARITY!

2026 UAW CONSTITUTIONAL CONVENTION SPECIAL EDITION



HISTORY IN THE MAKING

BY: Angel Colins

Hey Union Brothers and Sisters, It's me again!

You already know where we've been so you already know where we're going. So let's dig in... Every four years, anywhere from 800 to over 1000 delegates from the UAW come together in a convention center to do something incredibly important. Argue about the rules. For those who are unaware or have yet to have the privilege, this gathering is called the UAW Constitutional Convention. It's the highest decision making body of the UAW. It's where the Union's rule book, "The Constitution" gets rewritten, where leaders get elected, and where the Unions future gets decided.

The UAW in itself didn't start with a bang. It started with more of a whimper, and a lot of bureaucracy. In August of 1935, the America Federation of Labor, or AFL, gave the UAW an official charter, but instead of letting auto workers vote for their own President, they appointed a man named Francis Dillion to run the show. As you could imagine, the workers were not happy about that part at all. Immediately the UAW started turning that wheel. The Union's first official Constitutional Convention was held, less than a year later, in the

spring of 1936. Talk about, "Get in and win!" That was their slogan as they came together to break away from the AFL and gain it's independence. Surprisingly, It wasn't held in the heart of the auto industry. They met in South Bend, Indiana, and at the time the UAW only had about 27,000 members compared to the nearly 400,000 today. The main goal for the first convention was to break free from the AFL's control and elect their own President. During that first meeting they choose Homer Martin and they never looked back.

The main job of the convention is simple: debate proposed changes to the UAW Constitution and elect the Union's top officers. It is here that we're shown why simple doesn't always mean easy. Most resolutions, big or small, can turn into a battlefield. For example, it was in 1949 that UAW President Walter Reuther wanted to hold conventions every two years instead of every four. He argued that it would give Union leaders more power to

respond quickly to problems. About 2400 delegates looked at each other, shrugged, and voted him down. Hard! They were basically saying, "Nice try, boss, but we're not handing you more power." It wasn't until the 1974 Con Con that the Unions Executive Board won more power giving them broader authority. They were given the authority to intervene in local negotiations, settle strikes, and override minority objections to contracts, but so many delegates walked out angry that the whole event felt less like a convention and more like a corporate takeover where the founders get shoved out the door. They felt that the Union was moving away from democracy instead of towards it.

Over the past few decades, the convention has tackled everything from what counts as a "retiree" to how to handle foreign car competition. Fast forward to 2026, and the drama was alive and well in Detroit. To paint for you the vision and place you in my shoes.... I walked into Huntington Convention Center, to



the sound of roaring waves over an ocean floor. The closer I got, the more I could hear the waves crashing against the rocks. I stood on the shore for a moment to take it all in. A beautiful sea of red. A United front. I watched my Union brothers and sisters gather into clusters as they filed into the huge room full of delegates and distinguished guests. I felt like I wasn't really sure what to expect, but I knew it would be great!

From the incredible Region 1A choir, to the catalog of distinguished guests, it was a sight to see. President Shawn Fain who led the historical "Stand Up Strike" in 2022 had to face challengers including Vice President Rich Boyer and several rank and file members. A court-appointed watchdog has already criticized President Fain's leadership as retaliatory after a corruption scandal sent two former Presidents to prison. With the Union still under federal monitorship, nothing says democracy like a monitor breathing down your neck. There was quite a bit covered at this convention. Including the approval to sell off \$400,000 in Israel Bonds. While Arab American autoworkers first demanded this in the 70s, supporters called it a stand against genocide while opponents worried about politicizing Union funds. It finally

passed 50 years later. It's wild to see how far we've come but even wilder to think of how long it took. There was also a vote to allow direct deposits for local Union payments. The Unions own lawyer said it violated the constitution but sometimes democracy means telling the lawyers to sit down and shut up. The vote passed to have the Constitution published in both English and Spanish, shining light on language inclusivity. The vote also passed to make LUCA (Local Union Communications Association) a Standing Committee. The cheer that rang across the room in that moment still brings a smile to my face. We made it! From strike funding to retiree voting rights, we moved mountains that day. It was incredible! The speakers really knew how to get you excited and grounded at the same time. They pushed for real causes and changes that can only make this Union greater. They made you look in the mirror at what you're doing and what you can do more of. They brought life and provoked thought.

Each convention has a big inspiring theme, like the 2026 theme "Our Generation's Defining Moment." It sounds great on a banner, but underneath that banner, delegates are furiously debating on whether a retiree should be

covered under certain plans or whether the Union should endorse certain political candidates. It's democracy in action. It can be messy, loud, and sometimes hilarious.

To understand why it all matters, you must first understand that the UAW Constitution isn't just some dusty old document. It's updated every four years to keep up with new challenges. In 1936 nobody worried about robots or AI taking jobs. Today? That's a top concern. The convention makes sure the Union's rules actually work for the current time we're in.

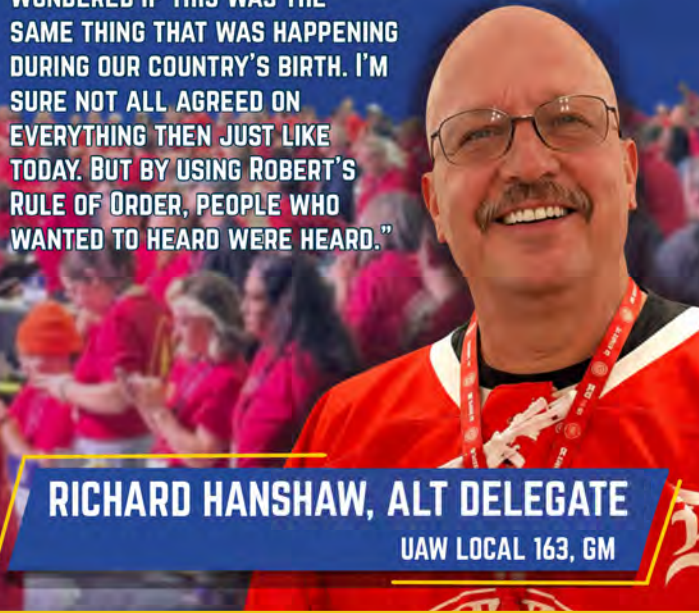
The secret behind the curtain... It's not all about the rulebook. It's about power. Who has it? Who wants it? And who's willing to stand in front of a microphone for 5 minutes to make sure everyone knows they're right?

So next time you hear about a CON CON, don't picture handshakes and calm debates. Picture 1000 people arguing over the difference between "shall" and "may" in a sentence, and making sure no one is "out of order", while simultaneously deciding the future 400,000 active members and 600,000 retirees. That's the UAW Constitutional Convention and honestly, it's kinda beautiful in all its chaos. Til next time... In Solidarity.



2026
39th CONSTITUTIONAL
CONVENTION

"BEING MY FIRST TIME AT A CON CON, I WAS SURPRISED BY THE DIVISION WITHIN OUR UAW. YET WITH THIS DIVISION, I ALSO SAW DEMOCRACY IN FULL BLOWN ACTION. AT TIMES MY MIND WONDERED IF THIS WAS THE SAME THING THAT WAS HAPPENING DURING OUR COUNTRY'S BIRTH. I'M SURE NOT ALL AGREED ON EVERYTHING THEN JUST LIKE TODAY. BUT BY USING ROBERT'S RULE OF ORDER, PEOPLE WHO WANTED TO HEARD WERE HEARD."



RICHARD HANSHAW, ALT DELEGATE
UAW LOCAL 163, GM



THE UAW ENDORSES EL SAYED FOR US SENATE

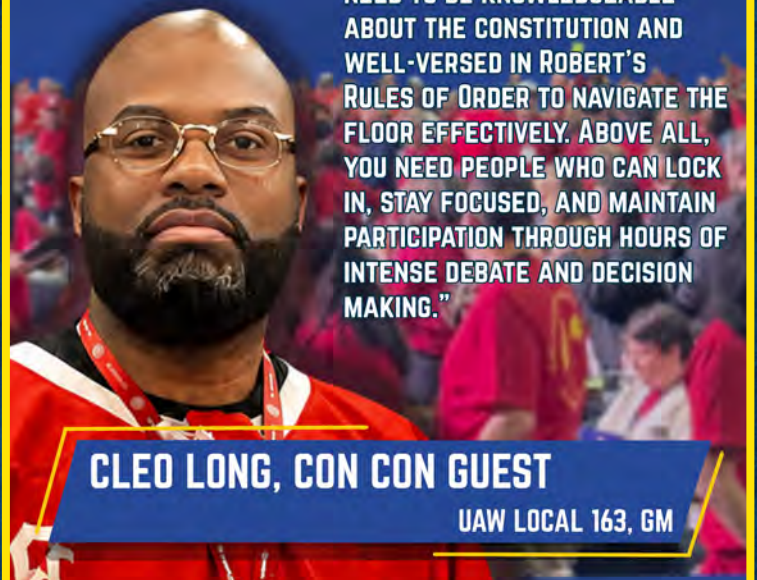
2026
39th CONSTITUTIONAL
CONVENTION



"AS A FIRST-TIME ATTENDEE, WHAT SURPRISED ME MOST WAS REALIZING JUST HOW CRITICAL IT IS TO ELECT THE RIGHT PEOPLE TO REPRESENT US AT THESE CONVENTIONS. IT ISN'T JUST ABOUT SHOWING UP; DELEGATES NEED TO BE KNOWLEDGEABLE ABOUT THE CONSTITUTION AND WELL-VERSED IN ROBERT'S RULES OF ORDER TO NAVIGATE THE FLOOR EFFECTIVELY. ABOVE ALL, YOU NEED PEOPLE WHO CAN LOCK IN, STAY FOCUSED, AND MAINTAIN PARTICIPATION THROUGH HOURS OF INTENSE DEBATE AND DECISION MAKING."



CIVIL RIGHTS ICON, THE REVEREND JESSE JACKSON WAS AWARDED THE UAW SOCIAL JUSTICE AWARD ON DAY THREE, FOR HIS LIFETIME DEDICATION TO THE FIGHT FOR CIVIL RIGHTS. HIS AWARD WAS ACCEPTED BY HIS SON, IL CONGRESSMAN JOHNATHAN JACKSON.



CLEO LONG, CON CON GUEST
UAW LOCAL 163, GM

2026 UAW CONSTITUTIONAL CONVENTION SPECIAL EDITION



39th UAW Constitutional Convention Delegate Report

BY: Karoline Hamilton

Attending the 39th UAW Constitutional Convention as Chairman of Oakwood Metal Group was both inspiring and reaffirming. Throughout the convention, I witnessed the strength of Union Solidarity and the commitment our members have to protecting workers while preparing for the future. Every discussion reinforced that a strong,

democratic Union is built on transparency, member participation, and fair representation.

One of the most encouraging themes was the UAW's continued focus on organizing. Learning that the Union reached its ambitious organizing goal years ahead of schedule demonstrates the momentum behind the Labor movement and the desire of workers across many industries to have a collective voice. The convention also celebrated significant contract victories that have improved the lives of thousands of working families.

I was particularly encouraged by the constitutional amendments establishing National Veterans Affairs and Health and Safety Departments. These initiatives recognize the unique needs of our veterans while strengthening workplace safety and

health protections for every member. They reflect the Union's commitment to supporting workers both on and off the job.

The convention also honored the dedication of past and present leaders whose service has helped shape the UAW into the organization it is today. Their example reminds us that progress is achieved through unity, perseverance, and a willingness to fight for justice.

As I left the convention, I felt optimistic about the future. While challenges such as corporate greed, political pressures, and technological change remain, the message was clear: by staying united, embracing democratic principles, and continuing to organize, we can build a stronger future for working people and ensure the UAW remains a powerful voice for generations to come.



THE MOST POPULAR PERSON AT THE 2026 CONSTITUTIONAL CONVENTION WAS PARLIMANTARIAN, MIKE TALIERCIO. MIKE'S JOB WAS TO HELP KEEP THE CONVENTION IN ORDER AND MAKE SURE THAT ROBERT'S RULES OF ORDER WERE FOLLOWED.

2026 39th CONSTITUTIONAL CONVENTION



"THE MOST IMPORTANT ISSUE DISCUSSED AT THE CON CON TO ME WAS INTERNATIONAL UNION SOLIDARITY, GLOBALLY UNITING UNIONS. ADVOCATES AND GLOBAL UNION LEADERS FROM 150 COUNTRIES WERE INTRODUCED FOR WORKERS AROUND THE WORLD. INTERNATIONAL UNIONS ARE THE ONLY WAY TO FIGHT MULTI-GLOBAL COMPANIES."

DAN RIDER, DELEGATE

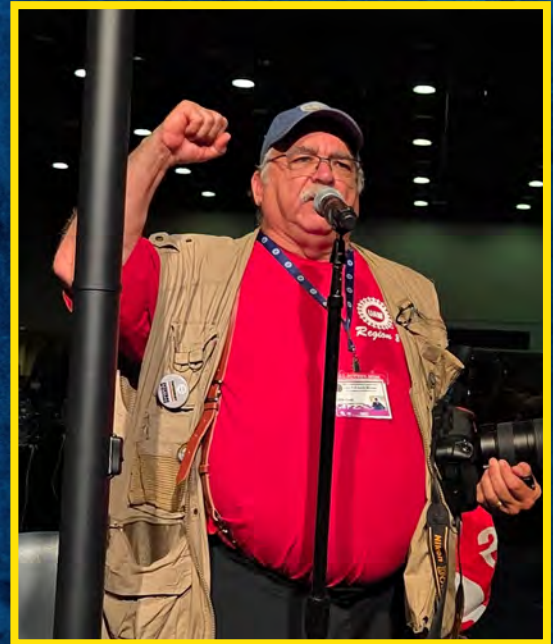
UAW LOCAL 163, GM

2026
39th CONSTITUTIONAL
CONVENTION

"I FEEL THE ELECTED DELEGATES PLAY AN IMPORTANT ROLL IN SHAPING THE GOALS THE UAW FIGHTS FOR. EVERY LOCAL IN THE UAW IS REPRESENTED AT THE CONVENTION IN THE FORM OF DELEGATES. PRIOR TO THE CONVENTION, AND VIA THEIR LOCAL UNION HALL ...EACH AND EVERY UAW MEMBER HAS AN OPPORTUNITY TO DRAFT AND SUBMIT PROPOSALS THAT SHAPE OUR UAW CONSTITUTION. THERE IS EVEN A PROCESS TO VOTE IN REAL TIME TO HAVE YOUR PROPOSAL BROUGHT TO THE FLOOR AND RECONSIDERED IF IT WAS INITIALLY LEFT OFF THE AGENDA. ALTHOUGH NOT PERFECT, THE PROCESS I WITNESSED FELT FAIR AND THE DELEGATES PLAYED THE MOST IMPORTANT ROLL."



DAYMON PORTILLO, ALT. DELEGATE
UAW LOCAL 163



LUCA BECOMES A STANDING COMMITTEE ON DAY FOUR, AFTER A 20 YEAR FIGHT TO BE RECOGNIZED



MARIA MEDINA FROM UAW LOCAL 1268, IN BELVIDERE, ILLINOIS RECEIVED THE UAW SOCIAL JUSTICE AWARD ON DAY FOUR, FOR HER EFFORTS TO HAVE THE UAW CONSTITUTION TRANSLATED INTO SPANISH. EFFECTIVE COMMUNICATION STARTS WITH UNDERSTANDING. MARIA'S WORK HELPS OUR SPANISH SPEAKING MEMBERS TO COMMUNICATE THEIR NEEDS.

2026
39th CONSTITUTIONAL
CONVENTION



I FOUND THE CONSTITUTIONAL CONVENTION TO BE EDUCATIONAL FOR MEMBERS IN DIFFERENT SECTORS BECAUSE WE GET TO HEAR THE DIFFERENCES AND SIMILARITIES WE HAVE AS UAW MEMBERS. I'VE DISCOVERED THAT OUR LOCALS AND AGENDAS ARE DIFFERENT DEPENDING ON THE SECTORS AND WE HAVE TO GAIN UNDERSTANDING FOR OUR DIVERSE SECTORS AS WE MOVE INTO THE FUTURE BECAUSE UNION AND UAW MEANS DIFFERENT THINGS FOR DIFFERENT SECTORS.

ARLENE WILLIAMS, CON CON GUEST
UAW LOCAL 163, GM

2026 UAW CONSTITUTIONAL CONVENTION SPECIAL EDITION



39th UAW Constitutional Convention Delegate Report

BY: Dale Dupuis

Nearly 900 delegates conveyed in Detroit on Monday, June 15th for the start of the UAW's 39th Constitutional Convention as our Union charted a path forward for the next four years.

The theme of this year's convention, "Our Generation's Defining Moment", Highlights the importance of our fight to win both at the bargaining table and in the halls of Congress, at a time when workers and Unions face unprecedented attacks from powerful corporate interests.

During the four-day event, elected local delegates discussed and debated numerous issues facing UAW members and decided the most effective strategies to win for the working class.

AFI-CIO President Liz Schuler told attendees they want us divided. But as they try to turn us against each other, I've never seen working people more unified. The Billionaires got their money. Corporations have their lobbyists. But we have each other. "Elon Musk became the world's first trillionaire while families can't afford health care and we're in the midst of a housing crisis",

Detroit Mayor Mary Sheffield said, "We need the UAW now more than ever. To continue to fight corporate greed, provide pathways to the middle class, and

demand dignity for honest day's work. The time to organize and fight is now."

Reverend Dr. Wendell Anthony said, "We must reject any notion that we will be steamrolled from participating in our own democracy. The mandate is for us not to turn back. Don't agonize, organize!"

Convention delegates honored former president Ray Curry by passing a resolution to bestow upon him the title of President Emeritus.



Recently retired UAW vice president Chuck Browning was given the UAW Social Justice Award for all his hard work and years of service to this great Union. Chuck said, "the UAW owes me nothing, I owe everything to this union. I have worked with hundreds if not thousands of leaders in this union to achieve many of the things our members enjoy today. One person does not do it by themselves. It's been a team effort and regardless of the politics and where you come from, it's people pulling together to make great things happen and to get monumental things done in this Union". "For 33 years I was either

elected or appointed serving this Union, It's been a long hard fight and I wouldn't change any of it."

Delegates heard and approved reports of the Credentials Committee and the Rules Committee, setting the stage for the business of the Convention. Delegates voted to pass several constitutional amendments, from the establishment of Health and Safety Standing Committees, enshrining our UAW Veterans Department in our UAW Constitution, Pasted new language that establishes a independent Advisory Council to monitor to UAW elections after the federal monitor is no longer monitoring are UAW affairs, Another article that was passed was at all conventions of the International Union, A necessary qualification of delegates shall be in the possession and wearing of at least 3 union made items.

Also, the language was changed in another article that changed the reading to 40th Constitutional Convention shall be held during the month of June, 2030 Amending it from the 39th Constitutional Convention shall be held during the month of June, 2026

Day two of the 39th Constitutional convention was marked by spirited discussion on several important issues as elected delegates began shaping the Union's path for the next four years.

Elected delegates heard and debated resolutions and amendments, passing votes to commit to a culture of aggressive organizing, to build for Mayday 2028, and to strengthen our political voice. The delegates voted and passed an amendment to take the strike fund from 850

million to 1.3 billion, which would keep the dues at 2.5 hours per month. In the same amendment it was passed to raise the strike pay from \$500 a week to \$550 a week. Also, it raised to fund special organizing and Bargaining incentives from 60 million to 100 million between any two consecutive constitutional conventions.

The International Executive Board members received raises for bargained Profit sharing payments. They will receive a lump sum payment up to a maximum of 3% of their annual salary from the revenue created by profit sharing dues. The lump sum payments will be payable the 1st payroll period of August 2026, 2027, and 2028. A 3% increase in base salary in March of 2027 and a 4% increase in base salary in March of 2028.

President Fain gave a wide ranging State of the Union address, highlighting the major gains the UAW has won since the last convention, Noting the tough fights that still lie ahead, and emphasizing the importance of the work delegates will undertake over the next few days, "this week will set our Union's agenda for the next four years" president Fain told delegates" and like the founders of our Union, rising out of the Great Depression, It is our obligation to lead in this moment. We have to rise to the occasion. This is our generation's defining moment!

IndustriALL General Secretary Atle Hoie Spoke about the necessity of workers standing together across borders to take on corporate greed that knows no borders. International Solidarity is the only thing that can beat multi-national companies. We need a strong U.S. in this fight, but first and foremost, we need a strong UAW. The international

trade union movement will stand shoulder to shoulder with you forever,

The UAW also honored the workers at Volkswagen in Chattanooga, Tennessee, with the Unions 2nd Social Justice Award at the convention for their courageous decade long fight to win their local Union and a historic first UAW contract. UAW Region 8 Director Tim Smith said" Local 42 is living proof that if you stay in the fight, and if you stand shoulder to shoulder with your brothers and sisters, and if you refuse to surrender your future, you will win! Because these workers stayed in the fight, they are no longer asking to be heard, they are heard!"



Day three of the Constitutional Convention, delegates nominated candidates for this year's international officer elections. Under UAW monitors election rules, IEB candidates who are nominated by the delegates and accept the nomination must be vetted by the UAW monitor before they are candidates for office. This is who accepted nominations:

UAW President: Rich Boyer, Shawn Fain, Tricia Geiger, Brian Keller, Will Lehman, Greg Mooney

UAW Secretary Treasurer: Brandon Campbell, Roc Ciers, Margaret Mock

UAW Vice President: Mike Booth, Laura Dickerson, Rachel Dickinson, Eric Fleming, Kevin Gotinsky, Ryan Hiestand, Keisha Richardson, Matt Slade, Tony Totty, Mike Turner, and Robert Wright.

UAW Local 838 Financial Secretary Stacy Loveless was elected to serve as an International Trustee, that is a 12 year term.

Article Section 19 was discussed and passed. After the conclusion of the 2026 IEB Election, Inclusive of any necessary runoff, In order to qualify for, "retired membership status" a member must be in good standing and meet at least one of the following three requirements at the time they leave employment in a UAW represented bargaining unit:

The individual meets the requirements to be eligible for a pension, as provided under the collective bargaining agreement or negotiated defined benefit retirement plan and they retire to such a plan.

The individual attained at least 10 years of employment in the UAW represented bargaining unit and reached the age of 55. The individual attained at least 30 years of employment in a UAW represented bargaining unit.

In order to be considered a retired member, the member must either opt in by receiving a pension or by clarifying to the UAW that they left UAW represented employment and met the eligibility requirements in paragraphs two and three.

President and CEO of NAACP, Derrick Johnson, called on the Labor movement to engage in the political process this November to protect our fundament rights currently under attack. "in this moment, the concept of Solidarity is more important now than ever"

Johnson spoke." The fight we are in is not against each other. The fight we are in is for the future of this nation and for the hard working men and women across this country"

Congresswoman Debbie Dingell praised the Union's recent accomplishments and urged members to keep up the fight." The UAW has always been strongest when it's been bold, when it's fought, not just for its own members, but for all working people" said Congresswoman Dingell.

The UAW honored civil and labor rights leader, Reverend Jesse Jackson, with the Union's 3rd Social Justice Award of the Convention.

His son, US Congressman, Jonathan Jackson accepted the award.

"In 1984 and 1988, my father traveled across this nation, building what he called the Rainbow Coalition. He reminded Auto workers in Detroit that they had more in common with teachers in Atlanta, janitors in Los Angeles, farm workers in California and nurses in Chicago than with those who sought to divide us by race, religion, region, or background. He understood the simple truth: When working people stand together, America stands taller" said Congressman Jackson.

The last day, the Secretary of State of Michigan Jocelyn Benson was endorsed as candidate for Governor by the UAW. She said, "the power of the people must be greater than the people in power! We are in the middle of a battle over the future of democracy of your jobs and our economy and the 2026 election is the one that will determine the future for

generations to come. I know we deserve a government that makes our life easier. My campaign is about 3 things, keeping costs down, wages up and protecting you. Your rights, your safety, your privacy and your money and as Secretary of state, I've done that."

Candidate for Senate, Dr. Abdul El-Sayed also spoke to the delegates. He expressed pride in being a second generation Union member. His father was a engineer at the GM Tech Center until half of his colleagues were laid off. He said then "a car company that stops investing in its workers and engineers won't last long." In 2008 workers were forced into concessions due to corporate and political decisions. His father later led a strike at Eastern Michigan University for better wages, benefits and dignity, highlighting the power of Union action.



Dr El-Sayed said medical debt and a lack of healthcare are moral failures. He has eliminated 700 million in medical debt and expanded access to Narcan and social services. He advocates for Medicare for all and ending medical debt. He wants to stop corporate buybacks and

corporate profits over people. He supports targeted tariffs to protect Union manufacturing jobs and ensure goods built in the USA use Union labor. He has demanded getting money out of politics, He has refused donations from corporations and special interest groups.

The fourth and final Social Justice Award was given to Local 1268 member Maria Medina. Maria has dedicated her career to many of our Spanish speaking Members to better understand the UAW Constitution, their collective bargaining agreements and their rights as Union members. She also played a vital role in the first ever translation of our UAW Constitution into Spanish this year. Maria said from an early age, I became a bridge for others by helping my parents, my family and friends navigate the barrier of language. What started as helping loved ones became my life's purpose. UAW Region 1D Director Steve Dawes will retire at the end of his current term later this year after elections. He was recognized at the convention for his decades of dedicated service to the UAW.

The delegates voted to allocate funding of \$0.02 per Union paying member per month to the Civil and Human Rights Department. And allocated \$0.03 per Union paying member per month to the Women's Department. Also, it was voted to divest \$400,000 dollars of UAW investments from Israel bonds.

The convention was adjourned by celebrating the Juneteenth holiday, and by singing Solidarity Forever. The 40th UAW Constitutional Convention will be held in June of 2030.

Thank you for electing me to be your delegate.



2026 39th CONSTITUTIONAL CONVENTION



F★R★I★E★N★D★S OF LOCAL 163

UAW
Michigan
Governors
Forum 2026

By: *Bob
Smith, WM
CAP
Chairman*



Dearborn, MI, May 18, 2026

The UAW CAP Department invited the five major candidates in the state's governor race to answer Union members' questions Monday night. Hosted by UAW Local 600, Region 1A Director Mark DePaoli kicked off events. He mentioned how some Union members ask why the UAW "always" endorses Democrats. His response was a shot at the two candidates who did not respond to our invitation: Perry Johnson and John James (both Republicans). "It's hard to endorse somebody who won't even show up and answer our members' questions," DePaoli commented.

President Shawn Fain spoke on UAW history in general and Local 600's history in particular (i.e. the Battle of the Overpass), and urged Union members to participate in the democratic process. Fain handed off to

Michigan CAP Coordinator Art Reyes III, who introduced those gubernatorial candidates who did show up: Secretary of State Jocelyn Benson, former Genesee County Sherriff Chris Swanson (both Democrats), and Detroit Mayor Mike Duggan (Independent).

In opening statements, Swanson swears to still be paying Union dues to the American Federation of Teachers, long after leaving the profession for law enforcement. Benson spoke of her legal showdowns with President Trump to protect our voter information. Duggan claimed to convince Ford Motor Company to bring new manufacturing to Detroit.

Candidates then spent the next hour answering questions from UAW members. Alicia Ivy from Local 163 asked about tax incentives for new manufacturing that often fails to meet fair employment criteria (all three swore there would be no corporate tax deferments without worker protections). Tyrece Perry from Local 7 asked if they would commit to rejecting corporate PAC donations to their campaigns (Benson and Swanson said "yes," Duggan said "no" but swears he won't let it

affect how he governs). AJ Freer from Local 600 asked which of them will stand with us if a general strike is called on May Day 2028 (all said "yes").

Other questions included retirement benefits, energy and healthcare costs, AI and data center regulations, and concerns about ICE actions in our neighborhoods and the threat of ICE at our polling places (Benson and Swanson vowed to stand up to ICE, Duggan claimed that Detroit police do not enforce federal laws but admits to cooperating with ICE in terms of detaining and handing over immigrants who had been arrested in the city).

None of the candidates shied away from Union members' questions. While John James' and Perry Johnson's seats sat empty on the stage, Jocelyn Benson, Chris Swanson, and Mike Duggan answered every question asked of them.

James and Johnson only answered one question, the one asked by Local 600's Recording Secretary: "Who will stand with us?" Their answer was loud and clear: "Not us!"

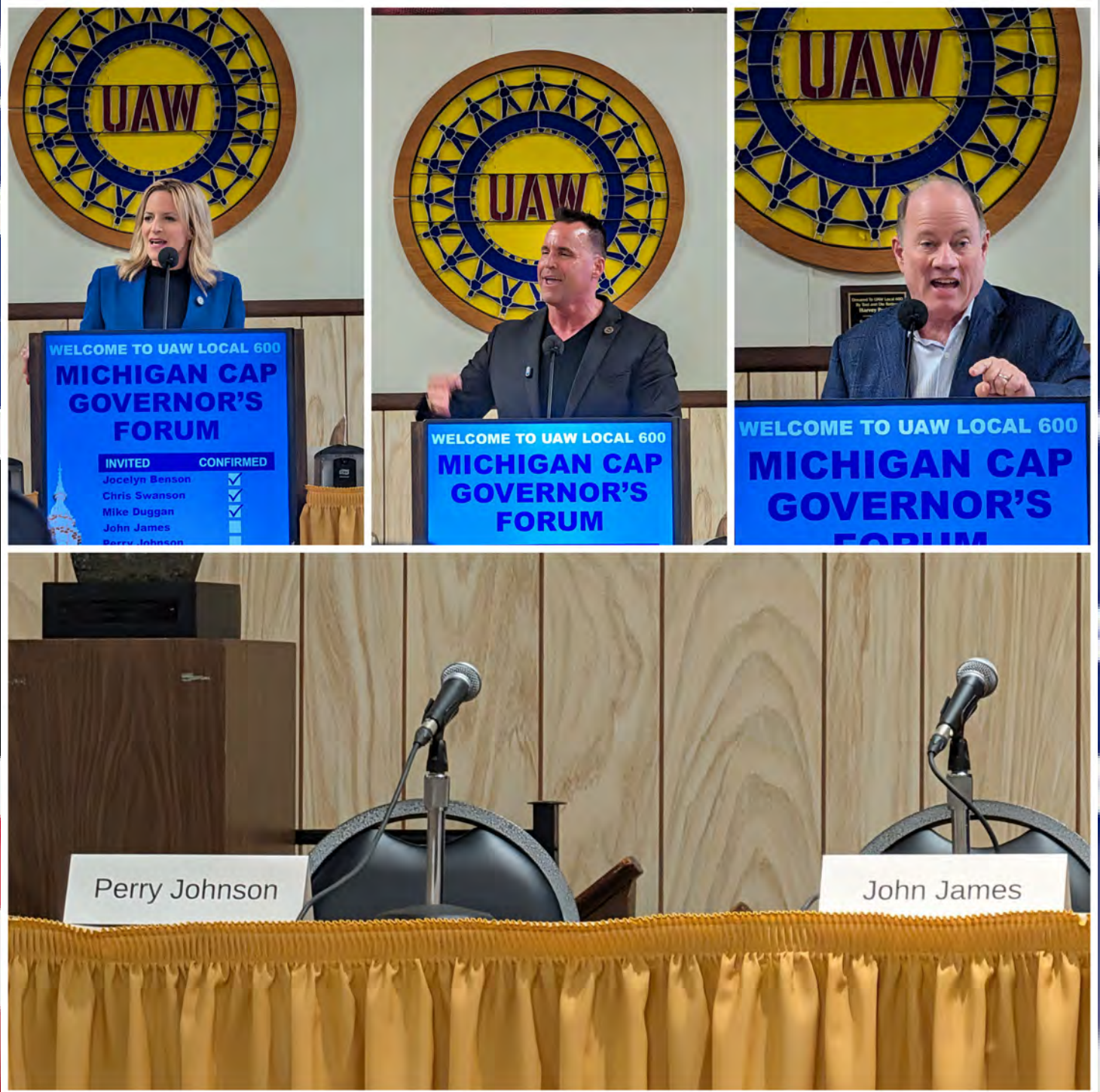
UPDATE: On Thursday May 21st, Mike Duggan ended his campaign for Governor. Dropping poll numbers and campaign finance struggles were cited as reasons.



Check out our website at:
www.uawlocal163.org



UAW Governor's Convention



Local 163's PREMIER PODCAST
W/Host JOHN CARTER



LET'S TALK
ABOUT IT...

In Memoriam

HOMER MCCREE - GM ROMULUS RETIREE
LOWELL MARTIN - GM ROMULUS RETIREE
MARVA GRIFFIN - GM ROMULUS RETIREE
MICHAEL FINFROCK - GM ROMULUS RETIREE
LINDA SCOTT - GM ROMULUS RETIREE
RANDALL EVANOFF - GM ROMULUS RETIREE
WILLIE BATTLES - GM ROMULUS RETIREE
JAMES OWENS - GM ROMULUS RETIREE
STEPHEN BELLAFIRE - GM ROMULUS RETIREE
LEROY HEATH - GM ROMULUS RETIREE
EDMUND JASKULSKI - GM ROMULUS RETIREE
JAMES RICHARD - GM ROMULUS RETIREE
GEORGE BREWER - GM ROMULUS RETIREE
MABLE SUTTON - GM ROMULUS RETIREE
JAMES THOMPkins - GM ROMULUS RETIREE
WILLIAM CANTY - GM ROMULUS RETIREE
DENNIS NORDSTROM - GM ROMULUS RETIREE
TERRY SACKA - GM ROMULUS RETIREE
WAYNE SAYRE - GM ROMULUS RETIREE
WILLIAM NORRIS - DDC RETIREE
CARL YOUNGQUIST - DDC RETIREE
PAUL OLESZKIEWICZ - DDC RETIREE
DARRELL HUGHES - DDC RETIREE
WILLIE GREEN - DDC RETIREE
EDWARD JACKSON - DDC RETIREE





UNION ACTION NEWS

UAW LOCAL 163

FIGHTING THE GOOD FIGHT AT LOCAL 249

By: John Carter

Eleven ready-mix drivers from Heidelberg Materials are on the picket line after the company failed twice to offer a fair contract that addressed issues such as first-year pay, health care, and pension. Heidelberg Teamsters have also faced retaliation for refusing to agree to the company's concessionary offers.

Local 249 has represented members at the company for over 30 years. These drivers are responsible for all Heidelberg's ready-mix operations in Allegheny County. Kevin Schmitt, President of Local 249 said "Heidelberg Teamsters will

not rest until the company returns with a contract that reflects the value our members bring to work every single day."

Contract language that drivers are fighting against include weaker seniority provisions, fewer worker protections against disciplinary action, and less Union input on inward-facing cameras that film drivers on the job. Heidelberg Materials is a leading supplier of cement, aggregates, mixed ready concrete, and asphalt with more than 450 locations and approximately 9000 employees. Heidelberg is also in more than 50 countries across the world and has a net worth of roughly \$34 billion.

Rather than come to the bargaining table, Heidelberg Materials sought a court order

to remove strikers from the plant entrance on July 16, 2026, claiming the picketing seized the Second Avenue facility by physically blocking non striking employees, customers, and deliveries from entering and leaving. Let's continue to support and keep all striking workers in our thoughts, Solidarity forever.



ASSEMBLE YOUR HEALTH



Presented by Local 163

UV AWARENESS MONTH

By Rashida Davis

Ultra violet rays are the root cause of most skin cancers. I know we all love to feel the warmth of the sun on our skin, especially during the summer months, however we must be proactive and intentional about protecting ourselves while doing so. The CDC reminds us to "Protect All the Skin You're In." In order to do this, we begin by practicing the 5s's of sun safety.

- SLIP on a shirt: protective clothing such as sleeves or pants can help protect the skin
- SLOP on sunscreen: sunscreen should be applied to your skin 20 minutes prior to exposure
- SLAP on a hat: slap on a wide brimmed hat to shield your face, neck, and ears
- SEEK: look for shaded areas, especially during the peak sun hours

- SLIDE: slide on a pair of sunglasses, particularly those that protect against UV rays

The skin is the largest organ of the body. We must protect it as efficiently as it protects our other organs. Sun safety should be practiced any time we are exposed to the sun for long periods of time. That means not only while on vacation. Playing outside with our children and grandchildren, walking the dog, and doing yard work are all examples of that. It is also important that we apply sunscreen while engaging in these activities. Sunscreen is crucial because it shields your skin from harmful ultraviolet radiation. Daily use of broad-spectrum SPF 30 or higher, actively reduces your risk of skin cancer, prevents painful sunburns, and stops the premature breakdown of collagen. This also helps to keep your skin looking youthful.

Here are the key reasons to make sunscreen a daily habit:

- Lowers Skin Cancer Risk: Regular use of SPF 15 or higher cuts the risk of squamous cell carcinoma by about 40% and lowers melanoma risk by 50%.
- Prevents Premature Aging: Sunscreen blocks UVA rays from reaching the deeper layers of your skin, which helps prevent fine lines, deep wrinkles, and sun/age spots.
- Keeps Skin Tone Even: Protecting your face and exposed skin helps prevent hyperpigmentation, melasma, and discoloration.
- Prevents Sunburn: Sunburn is a clear sign of acute radiation damage to your skin.

The Skin Care Foundation recommends applying a shot-glass-sized amount (about one ounce) of broad-spectrum SPF 30+ to all exposed skin every single day, even on cloudy days.

Utilize these safety tips and let's continue to have a fun but safe summer!



ASSEMBLE YOUR HEALTH



Presented by Local 163

STRESS AWARENESS MONTH

By Rashida Davis

National Minority Donor Awareness Month was founded in 1996 by the National Minority Tissue Transplant Education Program (MOTTEP). It's primary focus was to bring awareness to multicultural communities about donation and transplantation. There has always been a negative correlation between the healthcare system and minorities.

To be completely honest, I myself have had some reservations about the system, being a minority, and having seen first hand some of the unfortunate incidents in regards to receiving fair medical treatment. In my culture, it's been an ideology passed from one generation to the next. And let's be transparent about this. Some of these reservations are not unfounded.

We have seen discrimination in the healthcare system before. For instance, the case of Sahana Patel, a child of immigrant workers who died of heart failure in 2020 after her parents contacted the hospital over 40 times, and were constantly sent home without proper testing. Or more recently, the case of Kiara Jones of Mesquite, TX, a pregnant Black mother who was left in the waiting room last year for 30 minutes by a Nurse who felt like paperwork was more important than

a woman in labor, screaming in agonizing pain.

With occurrences like these happening all over the U.S., the sad reality is that building trust with the healthcare system is going to be an



uphill battle. Despite that fact, donors are still needed to save the lives of others. 60% of patients needing a life saving transplant are from diverse populations. However, with the mistrust of the system within these populations, a lot of those people will not receive that much needed life saving assistance.

So what can we do to successfully change the narrative? To effectively bring awareness to minority organ donation and transplantation, campaigns must address specific cultural barriers, combat medical mistrust, and meet communities where they already gather. Churches, schools, barbershops,

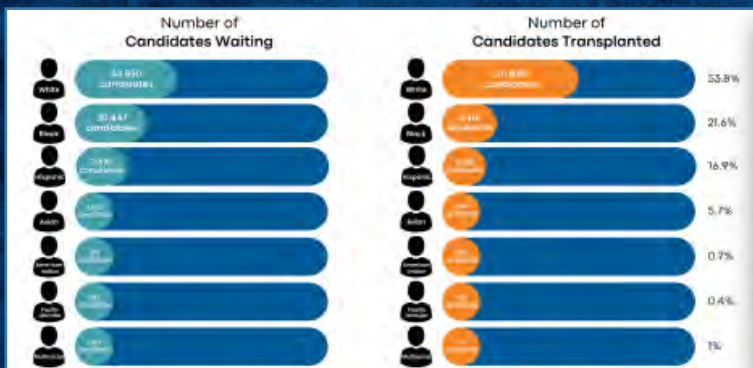
and beauty salons all have a unique opportunity to bring minority communities together to educate us about the importance of taking care of our health and the consequences of neglecting it.

These trusted spaces can also serve as centers for organ and tissue donation awareness by hosting educational events and donation registration campaigns. Incorporating health screenings and other community wellness initiatives can further spread this life-saving message.

Another powerful way to inspire people is through the real-life testimonies of donor recipients and donor families. Hearing someone share their personal journey can be life-changing for those listening and may encourage others to become donors, ultimately giving hope to those who are waiting for a second chance at life.

This must be a collective effort. It is up to all of us to help raise awareness about the needs within our communities. Whether we personally know someone who is suffering or not, we all have a role to play.

We cannot afford to be indifferent or selfish. One day, the life we save could be our own or that of someone we love. My mother used to say, "We must be participants in our own salvation." Those words have stayed with me throughout my life. They remind us that we all share a responsibility to care for one another. As the saying goes, we are our Brother's keeper.



MAKING CENTS

With local 163

GET READY FOR MAY DAY

By: John Carter

May day 2028 is approaching are you ready? Since the sit-down strike in 2023 we have been told to prepare for a strike in 2028, we have no excuse to not be prepared. UAW President Shawn Fain called on the rest of the Labor movement to join our Union in preparing to strike on May Day 2028. May Day is the international worker's day and it's our opportunity to create a

crisis for the billionaire class to win more for all of us. When we align our fights to the same timeline it gives us more leverage than we have alone. Now is the time to get ready to create a crisis for the corporations and billionaire class. The bottom 50% of Americans own less than 3% of the wealth in this country, 10% of household own 60 to 68% and the top 1% own approximately 31 to 32% of the wealth in America. The wealth gap is growing with no signs of slowing down, Unions are one of the only

organizations fighting for the low and middle class. Between now and May 2028 some of us will receive profit sharing, tax returns, or some form of bonuses. I strongly advise our membership to save that money. Here are some high interests checking and savings accounts. Along with the highest performing ETF's (Exchange-traded funds).

I know it's not easy with cost of living rising as you read this newsletter, but our options are fight for a living wage or take what they give us, united we stand divided we beg.

Also, I am not a financial advisor, Solidarity forever.

GIVE YOUR CHECKING ACCOUNT A RAISE

Account Balance

\$1,000.00

Earned Per Year*

\$65.50

\$0

Slide the green circle to adjust the account balance and see how much you could earn with Genius High Yield Checking.

\$7,500

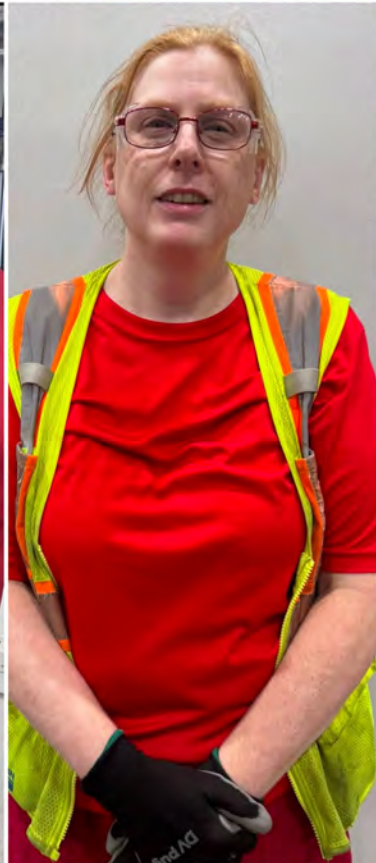
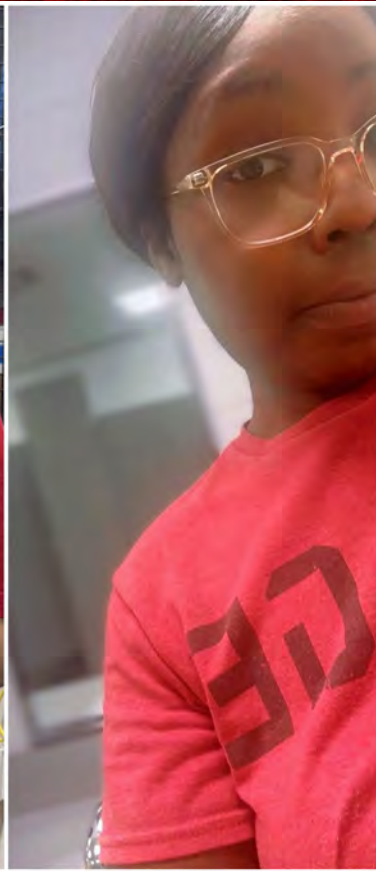
Top 5 ETF funds for 2026

1. State Street SPDR Portfolio S&P 500 ETF (SPYM)
2. Vanguard S&P 500 ETF (VOO)
3. Invesco QQQ Trust (QQQ)
4. Vanguard Growth ETF (VUG)
5. Schwab U.S. Large-Cap Growth ETF (SCHG)

Top 6 High Yield Bank Accounts

1. GENISYS Credit Union 6.75% High Yield Checking
2. SoFi Checking and Savings Earn up to 4.00% APY
3. American Express Variable annual percentage yield 3.00%
4. CIT Bank Platinum Savings 3.75% APY on balances over \$5000
5. Capital One 3.00% APY
6. U.S. Bank Smartly Savings 3.50%

SOLIDARITY WEDNESDAY AT ANTOLIN



**Giant Slide,
Moonwalk,
Wagon Rides,
Live Animals,
Mini Golf
and more!**

**PHOTO
BOOTH**

UAW LOCAL 163's ANNUAL MEMBERSHIP FUNDAY

at
**Wiards Orchard
5565 Merritt Rd.
Ypsilanti, MI**

**Pure Pro
Wrestling!**

1:00 pm – 2:00 pm
and
3:00 pm – 4:00 pm

12:30 P.M. to 5 P.M.

SATURDAY, AUGUST 15, 2026

Raffle Tickets Available

\$1 each.

Prizes:

- 1st Prize – Two Electric Bikes
- 2nd Prize – Cash \$500
- 3rd Prize – Nintendo Switch
- 4th Prize – Cash \$400
- 5th Prize – \$350 Kroger Gift Card
- 6th Prize – \$300 Cash
- 7th Prize – \$275 Gas Gift Card
- 8th Prize – \$250 Housecleaning Gift Card
- 9th Prize – \$200 Cash
- 10th Prize – Yeti Roadie 15 Cooler
- 11th Prize – \$100 Cash
- 12th Prize – Portable Bluetooth Speaker



**Free: Hot Dogs, Hamburger
Veggie Burgers, Asst. Salad
Macaroni and Cheese, Chip...,
Pop, Water, Popcorn, Ice
Cream.**



**No outside food or drinks are
allowed in the park.**

Beer for Members 21 and over.

**YOU MUST HAVE
YOUR UNION CARD
OR PLANT ID TO
ENTER!**



**Tickets are available at the Union Hall,
your Committeeperson, or any Standing
Committee Member.**

You Do Not have to be present to win.

*Issued by:
Al Byrd Jr.
President
UAW Local 163*

**NO! Outside
Animals are
allowed at
all.**

**Volleyball, Basketball
Horseshoes, and
Softball (you must
bring your own Mit)**

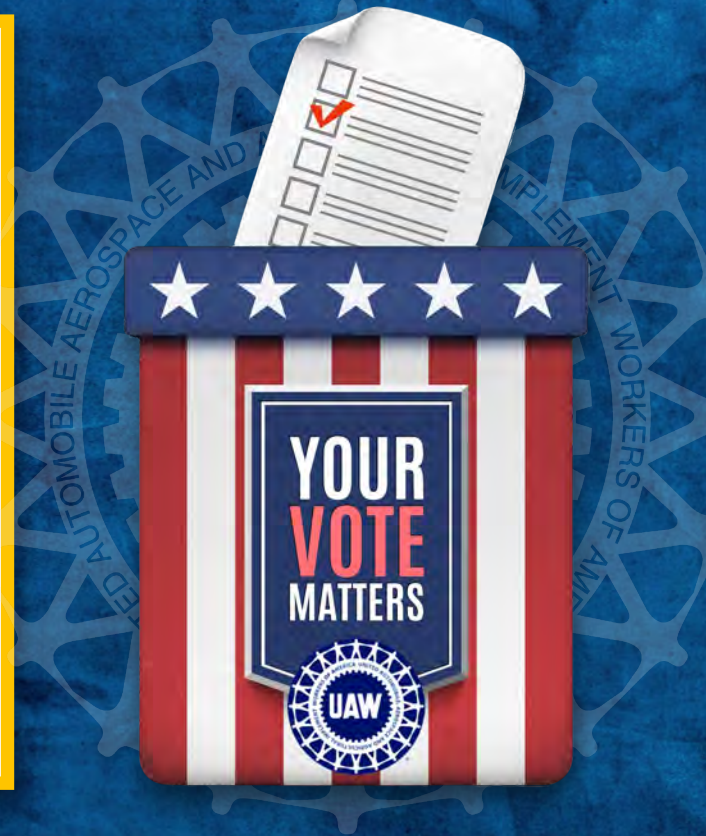
**Rule of the Park:
If anyone is caught picking
apples or throwing apples they
will be removed from the park.**

Our Defining Moment

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

GENERATION
 HISTORY
 EXECUTIVE
 PARLIAMENTARY
 MEMBERSHIP
 CONVENTION
 WAGES
 OFFICERS
 DELEGATES
 UNITY
 WEALTH
 COLA
 GAINS
 TRAINING
 REGIONAL
 MONITOR
 DEMOCRACY
 MAYDAY
 ELECTION
 SALARY
 DETROIT
 LABOR
 RULES

Play this puzzle online at : <https://thewordsearch.com/puzzle/9802267/>



Labor Daze

By: Andrew Lewis

