

# FIRST LOCAL NEWS

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February 2017

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Aerospace and Agricultural Workers Local 249  
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UAW region 5 activists traveled to Washington D.C. to participate in the Women's March. Nationwide over 4 million marched and rallied to declare that women's rights are human rights. Photo by Don Lehman.



Breakfast with Santa, featuring retiree Gary Class, was a big hit with the children of Local 249 members. The annual event is sponsored by the union's Women's Committee. Photo by Don Lehman.



Local 249 CAP Committee Chair Dave Cleveland, right, was named the Clay County Democratic Party Men's Volunteer of the year in a ceremony held Jan. 21. Photo by Don Lehman.



Local 249 activist Shirley Mata, left, was named the woman Clay County Democratic Party Volunteer of 2017 for her work on the election. Photo by Don Lehman.

## First Local News

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## UAW Local 249

8040 NE 69 Highway  
Pleasant Valley, Mo. 64068  
816-454-6333

## Officers of Local 249

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The Regular Membership Meeting of United Automobile Workers Amalgamated Local Union 249 is held on the third Sunday of each month at 2:00 p.m. in the local union hall, 8040 NE 69 Highway, Pleasant Valley, Mo. The Executive Board Meeting is held at 1:00 p.m. prior to the Regular Membership Meeting.

## UAW-Ford Joint Programs

### Apprentice Training

Cortez Bradley 816-459-2060

### Benefits

Steve Hibbs, Derron Joyner and Jason Hartman 816-454-6333

### Employee Involvement

Chad Troncin 816-459-1372  
Darroyce Thornton 816-459-1490

### Employee Support Services

Kenny Alexander 816-459-1226

### Health and Safety

Ed Samborski 816-459-1210  
Terry Tharp 816-459-1407  
Ulysses Bales 816-459-1605  
Joe Camper 816-459-5559

### Dave Sambol

### Quality

John Lowe and Jeff Wright 816-459-1232

### Dealer Rep. Danny Mata

## Helpful Numbers

**Quality Hotline** 1-866-723-3937

**Employee Health Services** 816-459-1226

**National Employee Service Center** 1-800-248-4444

**Blue Care** 816-395-2700

**Blue Cross PPO** 1-800-482-5146

**Preferred Care Blue PPO** 816-395-3193

**Child Care Referrals** 866-327-7952

**UNICARE Life Insurance** 1-800-843-8184

**UNICARE Medical/Disability Leave Claims** 1-877-475-9652

**Delta Dental (Active)** 844-223-8520

**Delta Dental (Retired)** 800-524-0149

**United Concordia Dental Plan** 1-800-937-6432

**Ford A,X,& Z Plan** 1-800-348-7709

[www.fordvehicleprograms.com](http://www.fordvehicleprograms.com)

**UAW-Ford Legal Services** 800-482-7700

**UAW-Ford TESPHE** 1-800-248-4444

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# The Picket Line

## UAW statement on Trump withdrawing from Trans-Pacific Partnership, TPP

**"U**AW members around the country have long rallied against the deeply flawed corporate driven TPP that puts quarterly profits before worker paychecks. We commend President Trump for withdrawing from the TPP and Congressional leaders, such as Sherrod Brown and Debbie Stabenow, for their leadership in opposing this job killing trade agreement. This is a victory for American workers and families." —UAW

## UAW-GM Vice President Cindy Estrada on GM investment announcement

**G**M's investments have emerged as a result of the 2015 national bargaining agreement. We are pleased that there will be over \$1 billion in new investment for current and future UAW GM members. Through hard work and the quality products we build, UAW-GM members, their families and their communities will benefit.

We will continue to work with GM to bring more product to the United States and enhance the job security of our UAW members." — UAW

## Statement from UAW Vice President Jimmy Settles on Ford announcement

**T**he announcement by Ford Motor Company honoring their commitment in the 2015 collective bargaining agreement to the men and women of Michigan Assembly and UAW Local 900 is yet another example of what the union and the company can do when we work together.

As you may recall, In April 2015, prior to negotiations, Ford Motor Company announced plans to eliminate the third shift at MAP due to lack of sales for the Ford Focus and Ford C-Max vehicles. As many as 1,274 members of UAW Local 900 were impacted by this capacity reduction, through a series of layoffs beginning in June of 2015 and continuing throughout the remainder of the year. Due to the diligent work of our UAW National Ford Job Security Department and collaboration with Ford Labor Affairs, none of those members were forced into layoff status and as of June 2016 all 1,274 affected members are fully employed.

Later that year In July, Ford Motor Company announced that production of the Ford Focus and Ford C-Max would leave the Michigan Assembly Plant, along with the associated body and stamping work at the Michigan Assembly Body and Stamping building. This news was clearly disappointing to myself and each of the hard working men and women at the Wayne, Michigan assembly plant which has produced vehicles for American consumers since 1957.

In a statement shortly after the company's announcement, I affirmed my confidence that the UAW National Negotiating team would successfully secure product commitment for MAP that would keep the plant at full capacity beyond 2018. The agreement reached with Ford Motor Company on November 6, 2015 and subsequently ratified by our membership included the future product commitment for MAP I spoke of in both 2018 and 2020.

Despite months of speculation, the products were never officially named, until this morning. At both the Michigan assembly plant and body and stamping plant, I had the pleasure of speaking directly with the membership to announce that in 2018 and 2020, MAP would in fact be producing the Ford Ranger and Ford Bronco respectively. Both products are the return of two discontinued nameplates that I am confident will once again be well received by American consumers.

These two product announcements, combined with last week's announcements at FRAP, CAP and DTP, signal a strong wave of job security for all UAW-Ford members and further provides stability and support for our surrounding communities across the nation. — UAW



## Labor will miss Obama's idealism

By Dennis Williams

**E**ight years ago, Barack Obama became the first African-American president. This was a major event in our nation's history in and of itself. But he brought with him a message of hope and change that invigorated political participation that this country hadn't seen in decades.

In his 2008 presidential campaign, he addressed income inequality and became a voice for the working families and the poor who bore the brunt of policies and laws that had long helped only those at the top of the income bracket. His optimism combined with his simple campaign slogan, "Yes We Can," gave so many people who had felt isolated from the political process a sense that they would have a part to play in the future of this great country.

We embraced his optimism as we headed into the worst economic crisis the country had seen since the Great Depression.

During the auto crisis, Obama's bold action saved the auto industry and more importantly, saved millions of families and their communities from collapse. He extended the auto rescue loans which began with President George W. Bush in late 2008 which helped save millions of jobs.

His priority with the auto rescue plan was to keep as many people employed as possible and for those who did lose their jobs, President Obama extended unemployment benefits for laid-off workers. Now, eight years later, the Detroit auto industry is thriving and members in the auto industry made significant gains in the 2015 bargaining agreements.

Under Obama, the Department of Labor changed contracting regulations which raised the minimum wage, addressed wage theft and transparency, health and safety hazards, sexual harassment, and discrimination.

Obama also extended minimum wage and overtime protections to home health care workers. Most of these workers are women of color and immigrants whose income fell below the poverty line prior to Obama's labor policy reform.

Obama's National Labor Relations Board appointments, which Republicans fought throughout much of his presidency, have made it easier for workers to organize by creating new union election rules. Obama's NLRB also recognized the right of temporary employees and graduate students to form their own unions.

Obama took on inequality as soon as he took office. The first bill he signed after becoming president was the Lilly Ledbetter Fair Pay Act. This was an important piece of equal pay legislation that addresses gender pay inequities.

The United States was one of the few countries in the developed world that views health care as a privilege and not a right. With the passage of the Affordable Care Act, it is doubtful that our country or our politicians will view health care through this lens again.

We didn't always agree with Obama, especially on the Trans-Pacific Partnership trade agreement, but the positives that he brought to the country far outweigh the negative. Throughout his two terms, his idealism that we can change our country for the better didn't falter.

His legacy of supporting workers and working families and those in poverty should be noted as we come to the end of his eight years in office.



Women activists from UAW Region 5 in Kansas City rode the bus to the Women's March in Washington, D.C. Jan. 21. "Our purpose in going to the rally and march," said bus captain Karen Combe, was to raise awareness of rights and injustices that women battle on a daily basis, and to promote conversation and awareness of these issues." Photo by Don Lehman,

## Locals 31, 249 & 2250 join Women's March in DC

**P**roud union women from UAW locals 31, 249 and 2250 traveled to the nation's capital Jan. 21 to take part in the Women's March the day after Donald Trump was inaugurated. Many more joined the sister protest at Washington Square Park in Kansas City. Estimates put participation in the historic D.C. march at 470,000, more than three times the number who participated in the presidential inauguration the day before.

Nation-wide, 3-4 million marched and rallied to declare that women's rights are human rights.

Mobilized by the rhetoric of the last election that insulted, demonized, and threatened many — including immigrants, Muslims and those of diverse religious faiths, people who identify as LGBTQIA, Native people, Black and Brown people, people with disabilities, survivors of sexual assault — organizers and participants used the marches and rallies to confront the question of how to move forward in the face of national and international concern and fear.

UAW Vice President Cindy Estrada, who heads the union's GM Department, spoke at the sister march in Ann Arbor thanked those attending for their participation and encouraged everyone to remain active and involved.

Local 249 members Tina Sambol, Kim Hicks, Karen Combe, Denise Claypole, Ann Amor, Sonya Lloyd, Laufranze Jones, Tamara Maxwell, Sade Ott, Charla Patrick, Yolanda McLeod, and Laprett Rollins joined Zokie Simien-Jackson, Caria Waschneck from Local 31 at the GM Fairfax Assembly Plant on the overnight bus ride to the Women's March in D.C.

"Our purpose in going to the rally and march," said bus captain Karen Combe, was to raise awareness of rights and injustices that women battle on a daily basis, and to promote conversation and awareness of these issues.

"We were very proud to represent and join our fellow UAW brothers and sisters from Local 31, 2250 and various others," said Combe.

The marchers were united by the desire to create a society in which women - including Black women, Native women, poor women, immigrant women, disabled women, Muslim women, lesbian queer and trans women - are free and able to care for and nurture their families, however they are formed, in safe and healthy environments free from structural impediments.

March organizers called for an economy powered by transparency, accountability, security and equity. "All women," they said, "should be paid equitably, with access to affordable childcare, sick days, healthcare, paid family leave, and healthy work environments. All workers - including domestic and farm workers, undocumented and migrant workers - must have the right to organize and fight for a living minimum wage."

An estimated 10,000 people joined the protest in Kansas City—perhaps the largest demonstration here since the antiwar demonstrations of the 60s and 70s. The crowd was very diverse. Signs carried by participants included: "I will not quietly go back to the 1950s," "Girls just Want to have Fundamental Rights," "Michelle 2020" and "A Woman's Place is in the Resistance."



# Jadwiga Pickering: Splendor in the grass

By Gwen Starkey

**If you're married, you've almost certainly misplaced your wedding ring at one time or another and even if you've never actually lost it, you probably know someone else who has. After all, a little band of diamonds, gold or platinum is pretty easy to lose track of, even if it is important to hold on to. But while many people lose their rings, it's pretty rare to actually find them again. Even so, it has been known to happen and in this case it came with a message from above.**

It had been a very trying time for Jadwiga Pickering whom had lost her husband Gerald, a retiree from UAW Local 249, just a few years ago. Married for over 3 decades, they never had any children. That, along with recently losing her two sisters, gave her moments of pause wondering why she was left all alone.

She spends her days working in her garden as that is the one thing that gives her great joy. "I work in the yard a lot in the summer time," Jadwiga said. "God gives me peace in the garden so one day last summer I went in my garden and everything seemed okay. I was working, cleaning around the flower beds, and all of the sudden I just became over wrought with this awful grief. I mean it was so terrible I never had it like that before. It just hit me really, really hard and I told God that I might as well die, I can't take it anymore. So I cried out to God. Oh Lord, please do something with me. I can't take this anymore. I wish Gerald

was still with me."

She then got up and picked up her bucket and there was nothing but dirt behind where she was working. "I stood up and took one little step back and I looked down there where I just finished working and I saw something shiny," She said. "I thought, what is that? There was nothing there when I worked it. I went over there, maybe half a step because I wasn't very far from it, and I looked and it was my husband's wedding ring that he lost over 30 years ago."

Jadwiga says that they looked for that ring all over the yard for many years before he died and never found it. "God put that ring there for me and then I knew," she said crying, "I knew that he was with me. I knew that he was letting me know that Gerald was with me too. Can you believe that? That ring was standing up; it was not lying down because I would not have seen it if it was lying down but it was standing up and it was just as clean as

the day he bought it. I said thank you Lord. Thank you. That helped me so much in my life."

Her neighbor Fred, who usually mows her yard, was outside and she hollered for him to come over. "I want to tell you a miracle that God just gave me," she said. "He came over and I showed him the ring and he said unbelievable."

Born in Poland and named after a Polish Queen, Jadwiga who recently turned 81 was taken prisoner by the Germans during WWII when she was just 4. Liberated by the Americans at age 9 she later immigrated to France before coming to the United States in the 1960's. Single for several years before she met Gerald, he swept her off her feet and they wed in 1975. They were married just 2-3 years before he lost the ring. "When he lost his ring, he came home and said my wedding band is missing," Jadwiga said.

They looked all over and she even offered to go rent one of those metal detectors and but that never happened. "We never stopped looking for it," she says. "I thought well, we will come across it one day, but I never dreamed that's how God would answer my prayers because I swear to God I was ready to just go and jump in the river." God works in mysterious ways and he gave her a treasure. She

tells this story to everyone that will listen to her.

This has given her renewed faith that God has a plan for her. His plan is for her to tell this story to others who also may have lost hope and to continue to plant beautiful flowers for everyone to enjoy. She meets lots of people as she lives near a walking and bicycle trail and she grows a lot of flowers. People walking by see her beautiful flowers and she says, "You know I don't preach to people about the Lord, but the thing I do is that I tell them I'm beautifying Gods world when they say that my yard looks so pretty."

She is a firm believer in God, always has been and she never considered taking her own life she says, because God gives you life and he takes it away in his own time. "I was just so desperate because this grief was so overwhelming that came over me and that's when I cried out to God and that's when he showed me the ring."

William Wordsworth's poem, "Ode: Intimations of Immortality from Recollections of Early Childhood" sums it up, "What though the radiance which was once so bright / Be now for ever taken from my sight, / Though nothing can bring back the hour / Of splendour in the grass, of glory in the flower; / We will grieve not, rather find / Strength in what remains behind."

# Shirt shows 249 still supports MLK dream

By Garrett Waters

**T**o celebrate the life and legacy of Dr. Martin Luther King Jr., the Civil and Human Rights Committee of Local 249 designed solidarity red T-shirts, long sleeve t-shirts, and hoodies. "This year's shirt will go down in history as one of my favorite shirts because it is art, meaning that it will mean something different to everyone", said Garrett Waters, the Local 249 Civil and Human Rights committee chair.

The shirt is designed around a sketched image of one of the world's greatest civil rights leaders, Martin Luther King Jr. Then there is the burst of colors representing the stand he took for the working class, his passion, struggle, sacrifice, and dream, splattered over a cherry canvas that represents the blood that flows through every living being. On the back of the shirt written in a colorful graffiti style, art that screams, "I STILL HAVE A DREAM".

The design puts me in the mind set of the 80's to mid-90's urban Hip-Hop culture where the youth used break dancing, dj-ing, rapping, poetry and graffiti art to express themselves. In that era it was cool to be different and colors symbolized life. Loud, bright and vibrant colors symbolized just how alive you felt and you had to let

the world know it.

The Local 249 Civil and Human Rights committee represents the UAW locally, regionally, and nationally. We decided to let the world know it with this design. We want the shirt to say, "My union is alive. We are still relevant. We are still the mighty, mighty union fighting for justice and good jobs for all".

"I believe unions are the best thing that ever happened to the labor work force, hands down", said Waters. "If Labor was a picture it would be our unions that turns it into colorful art with its diversity and inclusion, livable wages, standing committees, leadership, charities, benefits, membership, politics, educating and organizing, its democratic process, and collective bargaining".

Waters feels it is an honor and a



Civil and Human Rights Committee members, David Winkler, (left), Lonnie Jackson III, Glenn Bolton, Sharis Johnson, Garrett Waters and Jerilyn Griffin (not pictured Sade Ott) sold MLK shirts at the Jan. 22 union meeting. Photo by Don Lehman.

privilege to serve the civil rights and labor movement under the same ban-

ner embracing our differences and building solidarity.

## Local 249 elections move to plant

**T**o make it easier for Local 249 members to be able vote, the union is moving the polling locations for the upcoming election of union officers, bargaining committee and committee people from the union hall to the main building, truck body, stamping and parts depot.

Nominations for local union offices will be held in March at the union meeting. Any member is eligible as a nominee and candidate for an Executive Office of Amalgamated Local Union 249 who has been a member in continuous good standing in Amalgamated Local Union 249 for one year immediately prior to the nomination. Any member in good standing may nominate any eligible member for office.

Acceptance of the nominations will occur after the union meeting in March and the week following with the polls closing at 4:00 on Friday afternoon.

The election for the offices will be held in the building that you work, except Truck Paint employees will go to the Truck Body Cafeteria.

You must vote at the location where you work.

Election voting times will be as follows:

**Parts Depot** will vote on May 3,

1:30pm to 7:30pm. DROTS and voting will be moved to the union hall Thursday, May 4 and Saturday, May 6.

**Main Plant** will vote on Thursday, May 4 and Saturday, May 6,

starting at 5:00 am for 24 hours each day. Voting will take place in the executive garage.

**Truck Body and Truck Paint** will vote on Thursday, May 4 and Saturday, May 6, starting at 5:00 am for 24 hours each day. Voting will take place in the Truck Body Cafeteria.

**Stamping** will vote on May 4,

starting at 5:00 am for 24 hours. Due to no weekend production, DROTS and voting will then be moved to union hall on Saturday, May 6.

**Run-offs**, if necessary, and relevant to the race will be:

**Parts Depot** - Wednesday, May 10

**Main Plant** - Thursday, May 11 and Saturday, May 13.



Local 249's Election Committee, which consists of 15 members and 15 alternates, met for training at the union hall Jan. 23-24. Local 249's Bylaws task the committee with insuring fair elections. Photo by Don Lehman.



# UAW's fight for civil rights; then and now

By Colleen Taylor

**A**s we celebrate Black History month, we reflect back to August 28, 1963 and the great March on Washington. That day is most known as the day Martin Luther King Jr. stood in front of the Lincoln Memorial, and delivered his historic "I Have a Dream" speech in which he called for an end to racism. This rally is credited with helping to pass the Civil Rights Act of 1964 and the Selma Voting Rights Movement which led to the passage of the Voting Rights Act of 1965 and was successful thanks to the UAW and organized labor.

Unfair treatment of African Americans is what drove the 250,000 Americans, 75-80 percent who were black to Washington, D.C that day.

Although African Americans had been legally freed from slavery, elevated to the status of citizens and the men given full voting rights at the end of the American Civil War, many continued to face economic and political repression.

At that time, a system of legal discrimination, known as Jim Crow, was pervasive in the American South, ensuring that Black Americans remained oppressed.

Black people experienced discrimination from businesses and

governments, and in some places were prevented from voting, running for office or serving on juries through intimidation and violence.

Jim Crow laws prevented black children from attending the same schools as white children.

Black families could not eat in white restaurants or stay in white hotels. Public rest rooms and swimming pools were off limits, too.

When UAW President Walter Reuther heard about the rally on Washington, he knew he needed to help make sure it would succeed. After all, since the beginning, Reuther and the UAW were steadfast supporters of the civil rights movement. The UAW was formed to

fight for, and ensure workers' rights.

In New York and several other cities, mobilizers worked out of union halls to charter buses, trains, and even airplanes to get members to the capital city. The UAW paid for a first-class sound system, so that every speech would ring out along the mall. Hundreds of thousands of people attended that day, demanding civil and economic rights for African Americans.

Unions have been at the forefront of the battle fighting for equal wages and an equal chance at jobs that could elevate families out of poverty.

"Today, the UAW is as important to labor rights as it was in its earliest years. Organized labor has historically been the door through which African-Americans entered middle class status", says Jimmie Settles, Vice President of UAW-Ford Department.

"Right-to-Work laws threaten this. It undermines the effort put into hard-won negotiated rights and attempts to splinter and weaken unions", said Settles. "This by extension weakens minority communities, as African-American

are particularly vulnerable to a reduction in unionism. To illustrate organized labor's significance in African-American communities consider this: unions represented 15.8 percent of African American males in 2014. That's more than 3 percent higher than any other demographic. States with RTW laws have been shown to have lower wages, lower rates of health coverage, higher poverty and infant mortality rates, less investment in education and higher workplace fatalities".

Facts like these are why we as union members must continue to fight for civil rights and against RTW laws here in the state of Missouri. We must keep Walter Reuther's fight alive. We must come together in solidarity to show the world that we will not stand for attacks on workers, minorities, women, immigrants and the LGBTQ community. Because as Dr. Martin Luther King Jr. once stated, "God never intended for one group of people to live in superfluous inordinate wealth, while the others live in abject deadening poverty".



UAW Local 249 Community Services Committee members, Jaunna Rice, front row Left to right, Shawn Telfair, Betty Arns, Shawn Scanlon, Angela Mattivi, Kim Rowland and Karen Beem, and back row, left to right, Dean Arns, Brenda Roach and Jason Starr, dress up in their ugly Christmas sweaters to fill up Boxes of Love. Photo by Don Lehman.

# Local 249 volunteers distribute Boxes of Love

By Gwen Starkey

**UAW-Ford continually emphasizes the importance of giving back to their members and surrounding communities and during the holiday season, they always step it up a notch. For the fourth year in a row, UAW-Ford helped families cook up a complete holiday meal with its annual Boxes of Love program. Boxes of Love is part of UAW-Ford's national community giving initiative and over a million dollars went toward making this holiday unforgettable for many needy citizens in areas all over the country where Ford facilities are located.**

UAW Local 249 joined in the effort by distributing over 200 Boxes of Love, each filled with a 12 pound turkey, stuffing, macaroni and cheese, cranberry sauce, cornbread mix, cake mix and frosting. "It went great," Community Services Chairperson Kim Rowland said. "Our entire committee was there helping and we all dressed up in ugly Christmas sweaters while we were assembling the boxes. That's what being a part of the UAW is all about. You not only take care of yourself, but

you make sure that the people around you are taken care of too. I want to thank Jimmy Settles, UAW-Ford vice president, and Bill Dirksen, Ford Motor Company vice president, and for extending this program like they have and for helping us reach out in our community to put a good face on not only our UAW Local 249, but all the employees at Ford."

"We are proud to organize not only for our members, but also for the people in need in our communities, so

that they, too, can have a holiday with dignity and warm food," said Jimmy Settles. "Our dedication to helping improve the quality of life for those communities in which our members live, work and play is even stronger. On this day, just as we offer a helping hand year-round, UAW-Ford stands in solidarity with families in need."

The Boxes of Love program is funded by the UAW-Ford National Programs Center Joint Training Fund that supports community and philanthropic efforts year-round in addition to providing worker training.

A formula, based on the number of employees, hours worked and overtime determines how much money Ford puts into the fund each month and a board determines how it is spent. Union dues do not fund these initiatives.

"Ford Motor Company is glad to be able to lend a helping hand this holiday season, as we stand committed to helping people in need," said Bill Dirksen. "This is one of the many ways in which we are invested in Detroit and communities across the United States."

Many UAW locals and regions perform good deeds year-round and work

with families in need during the holidays with many initiatives and UAW Local 249 is no exception. They are right there working hard in our communities too. "We want everyone to have what we have," Rowland says. "And in times like this with the right to work bearing down on us, we need to get that information out into the community the good things that unions do."

Many times unions don't get the credit they deserve, but that never stops them. "We do the things that we do because we want to, we don't do it to get any recognition," Kim Rowland said. "I've always had a hard time saying, hey, look what we're doing, but it's very important right now that we let everyone know what these unions do, not just UAW Local 249, but the unions all around our state and this country. The things that they do, working in their communities, and maybe not even the work they do affiliated with the local but the work that they do on their own whether its reaching out to their church group, or volunteering to teach people to read, or the many other things that our members do. I'm very proud to be a UAW member and to have the opportunity to be able to do the things that we do."

## Martin Luther King Bowling Celebration

Saturday, Feb. 18 from 9:45 p.m. to 2:00 a.m.

at AMF ProBowl, 505 E. 18th Ave. NKC

# Transit start times changing

By Todd Hillyard

**T**he company has notified us they will be changing the nightshift Transit start time back to 5:00pm on February 13. This is due to increased volume. The schedule will be increasing beginning the first week in February to around 8.5 and over the coming weeks will increase to 10 hours a day. The company has also been discussing a 4x10 schedule for Transit after the July shutdown period if Transit needs to return to 40 hours. If this happens both shifts will work Monday- Thursday 4-10 hour shifts. This schedule is outlined in the National Agreement in Appendix W with all alternate work schedules.

The Truck C-Crew will be working a dayshift start time (6:00am) Feb. 5 for Super Bowl Sunday. We have done this every year so everyone who wants to enjoy the game will be able to do so.

The company has notified us that B-Crew will have a TLO down week February 13. A bulletin will be distributed to B-Crew employees prior to the layoff week for unemployment and SUB pay if you have 1 year seniority and are full time.

Schedules are subject to change. We just want members to know what is coming as we get information.

The uniform program will launch at KCAP in mid-February and Arrow Uniform will be the company members order their clothes from. KCAP will have its own website for the program and all members will be able to access it from anywhere or order by phone. All members who signed up to participate in the program will be mailed a letter explaining how to order online and what your temporary password is. Arrow is currently launching at Louisville Assembly and coming to KCAP when that program is up and running. We will have someone from Arrow here at the plant for a week or so for questions or help if needed. When we have the solid dates we will notify everyone.

All six National Agreement contract books are now in at the Union Hall. Please come by and pick up your copies of the new agreement if you want them. There will also be USB drives coming in the next few weeks for people that prefer not to have the books and just have the drive for your computer. We are told they will be here in about a month.

We currently have over 100 work standards grievances filed due to the company again refusing to follow the local agreement regarding disputed workloads. These are strikeable grievances and we will do everything in our power to resolve the issues. However we will not allow the company to continue to set jobs up where members are hurt or overloaded so they are set up to fail. We will take whatever steps

necessary to resolve the remaining jobs. We will keep everyone posted over the next few weeks on progress.

We are currently in the process of adding 21 new apprentices to the skilled trade's apprenticeship program. Cortez Bradley will be contacting the members who are next on the list to be surveyed for the next openings. This is a great opportunity for members wanting to get into the skilled trades workforce and we will most likely get into people who took the IRCP classes last year and eliminate the group who tested and went on the waitlist first.

If you took IRCP classes you must fill out a Skilled Trades Preference Selection form, along with your IRCP Transcript, and submit it to Cortez Bradley, to be turned in to the NJAC by the deadline. The NJAC has to have the Transcript and the Skilled Trades Preference Selection form by January 31. Cortez needs the documents from you, to send in to the NJAC by January 30. Do not wait until the last minute. If you do not provide the proper documents, you will not be a part of the 2016 IRCP Graduates group that is added to the Skilled Trades Apprentice Eligibility/Wait List.

As of January 25 2017 the UAW



Bargaining Chair Todd Hillyard reported that Transit start times will change in February at the January membership meeting. Photo by Don Lehman.

Legal Services is now accepting new cases. A new case can be opened by calling this toll-free number 800-482-7700. Eligible participants in the Plan will include active and retired UAW-represented employees at Ford, FCA and General Motors and their surviving spouses.

The Plan will offer an "office work" benefit, which will provide services for the following types of legal matters: wills and trusts, powers of attorney, purchase or sale and other uncontested issues regarding residential real estate property, deeds, uncontested family matters, credit reporting, contracts for goods or services, residential leases, birth or marriage certificates, name changes.

Right to work, or HB91, has passed

the Missouri House and is going to the Senate any day now. Our new governor Eric Grietens has vowed since his campaign to sign this Union killing legislation into law. With the Republicans holding a super majority in the House, Senate and the Governor's office it will sail through despite all the calls and objections people statewide have made.

They are also eliminating the prevailing wage which allows the state to use nonunion workers to build roads, bridges or buildings for the lowest possible wages. There were several state reps that opposed RTW from both parties that we endorsed locally. They understand it is only designed to weaken Unions and drive down wages and benefits for everyone.

## LEGAL SERVICES PLAN

Call 800-482-7700 to Open a New Case

Eligible participants in the Plan will include active and retired UAW-represented employees at FCA, Ford and General Motors and their surviving spouses.

The Plan offers an "office work" benefit, which provides services for the following types of legal matters:

- wills and trusts
- powers of attorney
- purchase or sale and other uncontested issues regarding residential real property
- deeds
- uncontested family matters
- credit reporting
- contracts for goods or services
- residential leases
- birth or marriage certificates
- name changes

"Office work" services will include advice, document preparation, document review, factual and legal research, and correspondence. No representation will be provided by the Plan in court or in any litigation situation.

In addition to office work services, the Plan does provide UAW members and retirees with full representation, including attendance at hearings, for Social Security disability applications, suspensions and terminations.

For many legal matters that are not covered under the new Plan, or that require court activity, the Plan intake staff can still process a participant's inquiries. Such matters will be referred to outside private cooperating attorneys, who will provide legal services to Plan participants at a reduced legal rate.

# Right to work approved by Missouri House

By Eric Hall

**I would like to wish everyone a Happy New Year and I hope 2017 brings prosperity and good health to all of you.**

The results of the November election are coming home to roost. The Right to Work legislation, HB 91, has already passed the Missouri House of representatives and is being sent to the Senate. State Representative Ellebracht says the Republicans are pushing to have it done by Valentine's Day. However, I just received word that it is probably going to be faster than that. Region 5 is going to direct all of us on the path that they believe best for us to fight or overcome this legislation.

Right to work is designed to weaken unions like the UAW by starving them of the funds that come from membership dues. Federal labor laws require the union to represent workers in their bargaining unit whether they pay dues or not.

That means we have to spend the dues money contributed by members in good standing to defend freeloaders who aren't willing to pay their fair share.

We already have one member at the Parts Depot in Kansas who refuses to pay dues to the union.

I have instructed the editor of our paper to begin publishing a "scab list" that names the freeloaders who are taking advantage of other members by refusing to pay their fair share. That list—short as it is—will appear in this and

future issues of the paper as long as we have leeches who want union protection, wages and benefits but won't lift a finger to help protect them.

Right to work isn't the only anti-worker bill Republicans are pushing through the legislature. Several additional bills are geared at weakening labor and unions. They are attacking our benefits, prevailing wage, union membership, and voter suppression which hurts the middle class.

The bill to repeal prevailing wage, filed by Sen. Dan Brown, a Rolla Republican, is being fast-tracked by pro-business Republicans who want to cut wages and break construction unions.

Missouri's current prevailing wage law requires private contractors working on public construction projects to pay a minimum wage rate to their workers.

The requirement to pay a minimum wage prevents contractors from hiring unskilled labor at fast-food wages to work on public construction projects in the state.

In that way, the law not only protects middle class wages and benefits, it protects public safety by making sure unqualified people are not involved in putting up public buildings, roads and bridges.

Local 249 hasn't been sitting on the sidelines as these attacks on work-



Local 249 President Eric Hall reports that Republicans have put passage of right to work at the top of their agenda. Photo by Don Lehman.

ing people unfold on both the state and federal levels.

Region 5 sent a bus load of enthusiastic UAW women activists to Washington, D.C. Jan. 21. They participated in an historic Women's March against the coming attacks by the Trump administration on working families like ours.

On Jan. 26, Local 249 members joined a protest of low-wage workers near Bannister Mall against Trump's Secretary of Labor nominee Andy Puzder, a notorious hater of working people.

I want to close by thanking out-

going Gov. Jay Nixon for all the good he did with his willingness to veto anti-labor legislation. It was not a coincidence that he spent his last public appearance as Governor at UAW Local 249. He is responsible for the plant's expansion and creation of all these new jobs. He called a special session and got the Manufacturing Jobs Act passed in 2010. Prior to him, the Missouri legislature wouldn't act and St. Louis closed three plants. Times have changed and the ink in Governor Grienspen will not protect us.



## NEED HELP?

Are you worried about money? Do you have problems on the job? Is someone in your family ill? Has a loved one passed away? Have you been physically or mentally abused? Are there drug or alcohol problems in your family? Having thoughts of suicide?

The UAW Chaplaincy Committee is here to listen or to offer spiritual advice. Call the Union Hall at 816-454-6333 and the Local will put you in touch with one of our caring Chaplaincy Committee members.

## UAW-Ford Fitness Center



Open Monday through Friday 9:00 a.m. to 7:00 a.m. (22 hrs.)  
Saturday 10:30 a.m. to 6:30 p.m. Sunday 2:00 p.m. to 5:30 p.m.  
Located in the Education Bldg.  
Call 459-1945 for more information.

# Retirees prepare for April election of officers

By Susan Pena

**I**n April the two-year term for the Executive Board Officers will expire. We will have nominations in March and elections in April. Ray Wohler, Chairman and Annie Porter, Recording Secretary will not be running for re-election. The offices are Chairman, Vice-Chairman, Recording Secretary, Treasurer, Trustee (3 positions), Guide and Sergeant-At-Arms. If you would be interested in any of these positions, please be at the March meeting.

Eric Hall, Local 249 President wished us a Merry Christmas and Happy New Year. He recapped local activities, community services, veteran activities and union pride. He discussed Right-To-Work and Prevailing Wage. At the Leadership Conference, the Region reached its VCAP goals. Local 249 won awards for high contributions. Thank you all who participate in VCAP throughout the year.

We had 120 members at the December meeting. There were 85 members at the January meeting. We had guests from Local 710; Betty and Jim Posey (Chairman), Cecil Vaghan, Area CAP Representative and Tom Hutton, Chairman from Local 1021.

Steve Hibbs, Local 249 Benefits Representative, spoke about community services and UAW Legal Services.

Major Timothy P. Parker, MBA, Kansas and Western Missouri Divisional Secretary for Business of the Salvation Army accepted our donation of \$808.20. The Salvation Army served over 10,000 families last year with box lunches, holiday meals, toys, etc.

They are able to do this because of the charitable donations made by people like you. Thank you for your generous donations throughout the year.

Charlie Scott said goodbye to the membership after 40 years of serving in the kitchen. Due to ill health he is stepping down from his position. We thank you Charlie for feeding us and always making sure we were taken care of. We appreciate you.

First-time attendees at the meeting were Ken Baker, Victoria and Leo Holbrook and Ruben Martinez.

Congratulations to our new retirees: Sam A. Dilbeck and Dallas W. Wilson.

There were five December birthdays and two anniversaries. Pauline and Robert Hund have been married 65 years and Sandy and Larry Engler have been married 34 years. There were ten January birthdays and Mary and Glen Sanders celebrated their 51st wedding anniversary. Congratulations to all.

Mary Sanders, Family Auxiliary Chairperson, gave an update on ill-



Local 249 Retiree Vice Chairman Ray Wohler presented a check to Major Timothy P. Parker, MBA who represented the Salvation Army at the retiree monthly meeting. The money was raised through Local 249 retiree donations. Photo by Don Lehman.

nesses and announced deaths: Clayton A. Carmichael, Leland L. Johnson, Bernard I. Sweeney, Addison Rawls and Delton R. Watt Jr. Please pray for them and their families.

Tonya Moore, Blue Cross/Blue

Shield of Kansas City Representative, was present to answer questions.

Our next meeting will be February 15, 2017 at 10:30 a.m. Please bring a dessert or covered dish. We hope to see you all there.

## OPEN ENROLLMENT

### UAW-Ford Hourly Optional Life & Accident Insurance

March 20 to April 28

*There will be an open enrollment window for members who wish to make changes to their UAW-Ford Hourly Optional Life and Accident Insurance from March 20 to April 28. For more information contact your UAW Benefits Rep. at 816-454-6333.*

## Local 249 Scab List

*A strikebreaker, scab, blackleg, or knobstick is a person who continues to work during an ongoing strike. Scabs also take advantage of union representation, wages and benefits, but refuse to pay dues. These people are freeloaders, or leeches, who take advantage of right-to-work laws by making others pay for the union advantages they enjoy.*

*Kansas' right-to-work law allows workers to take advantage of union representation while refusing to pay their fair share of the cost. Missouri's soon to be enacted right-to-work law will do the same. At this time, there is just one scab at Local 249:*

**Danny Bouse—Parts Depot**

  
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On his final day in office, Jan. 6, Missouri Gov. Jay Nixon came to Kansas City to say an emotional farewell to members of UAW Local 249. Shown here with Gov. Nixon are, left to right, Steve Morris, Dave Cleveland, Jorge Rodriguez, Vance Pearson, Region 5 Dir. Gary Jones, Eric Hall, Jim Fisher, Gov. Nixon, Nick Robinson, Dana Davidson, Todd Hillyard, Jeff Wright, Travis Ramsey, R.D. Snow and Ulysses Bales. Photo by Don Lehman.

# Gov. Nixon bids emotional farewell to Local 249

By Pat Hayes

**O**n his last day in office, Jan. 6, Missouri Gov. Jay Nixon said an emotional farewell to UAW members at Local 249's union hall across from the Ford Motor Kansas City Assembly Plant.

Eight years ago, on his very first day in office, Gov. Nixon created the Missouri Auto Jobs Task Force.

Nixon's task force was designed to reverse the decline in Missouri auto manufacturing after years of neglect by Republican Gov. Matt Blunt. Under Blunt, the state, which was once a leading auto manufacturer witnessed the closing of the Ford Hazelwood Assembly Plant, the Chrysler Fenton No. 1 and No. 2 plants and the partial shuttering of the GM's Wentzville Assembly Plant. Many smaller auto parts suppliers also closed their doors.

When Ford announced that it would move production of the Escape

from the Kansas City Assembly Plant to Louisville, many Local 249 members feared that loss of that product would lead to closing the plant.

In response, Gov. Nixon proposed the Missouri Manufacturing Jobs Act which provided incentives to companies to create good paying jobs by bringing manufacturing — especially auto manufacturing — to the state.

Republicans in the Missouri House and Senate, who want to weaken unions like the UAW, refused to act on the bill. When the regular session of the legislature ended without passage of the jobs act, a number of states stepped forward to offer incentives to Ford if it would

move the plant out of Missouri.

In response, Gov. Nixon called a special session of the legislature to reconsider the bill. After a failed filibuster by Senate Republicans, Nixon's jobs act was approved in July 2010 providing up to \$100 million in incentives to keep Ford in Kansas City.

Gov. Nixon came to Local 249 to sign the jobs act into law in a special ceremony in the union's meeting hall across from the plant.

In November 2011, Ford announced a \$1.1 billion investment in the Kansas City Assembly Plant to build the Ford Transit Commercial Van, which was previously built exclusively in Europe. Ford also built a state of the art stamping plant at KCAP and hired 1,600 workers.

In the years that followed, hiring at KCAP doubled the number of union

workers here to nearly 8,000.

Beyond the jobs at KCAP, a report by the Missouri Economic Research and Information Center finds that since the jobs act passed, at least 64 automotive plants and parts suppliers have created or retained more than 16,200 jobs and invested a combined \$2.26 billion in Missouri. Over the last six years, these jobs and investment spending supported an additional 25,767 jobs in the state, which will cumulatively support \$11 billion in personal income and \$18.1 billion in Gross Domestic Product.

In addition to his legacy in rebuilding the state's auto industry, Nixon's veto pen prevented Republicans from making right to work law in Missouri. Now that they hold the legislature and governor's office, right to work is expected to be signed into law as the first order of business.