

# FIRST LOCAL NEWS

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March 2017



**Profit sharing paid  
March 9 | p9**

**When we fight back united, we can win | p10**

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UAW pickets Challenge Manufacturing at the Fairfax General Motors Assembly Plant. UAW members at the plant walked out Feb. 2 when a fair contract couldn't be reached. Photo by Don Lehman.



Local 249's Veteran's Committee presented checks of \$1,742 each to the Kansas City VA Medical Center and the VFW Feb. 17. Photo by Don Lehman.



Local 249 activists Dave Cleveland and Shirley Mata were recognized by the Clay County Democratic Party for their leadership and activism in the past election. Photo by Don Lehman.



The annual Martin Luther King Bowling Celebration, sponsored by the Human and Civil Rights committees of locals 31 and 249, was a big success again this year, despite being postponed by an ice storm. Photo by Don Lehman.

## First Local News

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**Reporters** Gwen Starkey and Colleen Taylor  
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## UAW Local 249

8040 NE 69 Highway  
Pleasant Valley, Mo. 64068  
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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

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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

UAW-Ford Legal Services 800-482-7700

UAW-Ford TESPHE 1-800-248-4444

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## UAW Members Give \$13,000 Donation to VFW National Home for Children

The UAW Staff Council, an organization that represents the interests of the union's International Representatives, has long supported the VFW National Home for Children in Eaton Rapids, Michigan.

The International Union has also been a tireless supporter of the home, which helps struggling military members and their families. The combined efforts of both have:

- Funded the construction of a home on the campus, which was built in 2005 and named after UAW President Stephen P. Yokich.
- Provided games and bounce houses for children during the annual UAW Carnival, which gives them a respite from Michigan's long, hard winter.
- Donated bikes for children.
- Volunteered to help at the Moving Wall display when it visited the National Home in 2010.
- Volunteered to clean up the campus after it was heavily damaged by a storm over Labor Day 2014.
- But nothing shows more commitment by the UAW staff and International Executive Board (IEB) than Staff Council's annual Black Lake Golf Outing, which this year raised \$13,000 to support the home.

"We are honored and proud to have a continuing role in helping the VFW National Home for Children," Staff Council President Scott Andrews said.

"UAW members have always stepped up for veterans and the International staff and the IEB believe that if there's a way to ease the burden on mili-

tary members and their families, then we will be there," Andrews added.

UAW members, through the International Executive Board and Staff Council, have donated more than \$150,000 to the VFW home with the golf outings alone.

Patrice Green, executive director of the VFW National Home for Children, said the UAW has shown "tremendous commitment" to the organization's mission, which is to provide children and families of active-duty military, war veterans opportunities for growth and development in a nurturing community, and to serve as a living memorial to all veterans. Oftentimes, this means providing housing on the campus in south-central Michigan in addition to many other services.

"With the outstanding support of the UAW Staff Council and its members, we are able to serve the children and families of our veterans when they need us," Green said in a thank you letter to the council. "You help us give hope to struggling military and veteran families."

Know a military or veteran family that is struggling? Encourage them to call the National Home Helpline at (800) 313-4200. This free service offers information, creates connections and gives hope to struggling families. It can also be the first step to moving to the National Home.

## Labor News From the World Wide Web

### The Picket Line

#### UAW reaches tentative agreement with Challenge Manufacturing to end strike

Over 300 UAW members at Challenge Manufacturing have reached their first tentative agreement to end a three-week strike.

"We congratulate UAW members of Local 710 at Challenge Manufacturing on their first contract after difficult negotiations," said UAW President Dennis Williams.

Members of Local 710 at Challenge Manufacturing reached their first tentative agreement after the Michigan-based company located a stamping supply facility in Kansas City. "We welcome Challenge Manufacturing members into the Region 5 UAW family," said Gary Jones, director of UAW Region 5.

"I would like to thank UAW Local 31 and UAW Local 249 along with the many friends and family of UAW Local 710 who aided members on the picket line," said Jones.

Jones also thanked UAW Vice President Cindy Estrada for her great work helping to reach a contract that is fair for Challenge workers and the surrounding community.

"Challenge Manufacturing workers stuck together through difficult bargaining to achieve their first contract," said Estrada. "The solidarity they demonstrated led to significant economic gains and workplace protections."

Jones said the terms of the agreement will be released to UAW Local 710 members prior to a membership ratification vote. — UAW

*Update: UAW members at Challenge Manufacturing overwhelmingly ratified the tentative agreement on Feb. 21. See our article on page 12.*

#### UAW Local 291 ratifies contract with AxleTech International

The UAW and its Local 291 in Oshkosh, Wisconsin, reached an agreement with AxleTech International. The parties failed to reach an agreement by the Jan. 29 contract expiration and UAW members have been on strike.

Local 291 members ratified the contract by an 88 percent vote ending their weeklong strike.

"We'd like to thank the many UAW members, members of the labor family, community friends and UAW retirees and family members for their support of AxleTech workers during the strike," said Ron McInroy, director of UAW Region 4. "Support for UAW Local 291 members from the community helped achieve a fair contract for AxleTech workers and their families."

UAW members have returned to work at AxleTech. — UAW

#### Tesla worker Jose Moran wants successful, profitable company with better conditions

Tesla worker Jose Moran believes Tesla, an American automaker, energy storage company, and solar panel manufacturer based in Palo Alto, California, could do a better job at curbing preventable injury and listening to its workforce. Moran says that he and other coworkers at the Tesla plant had reached out to the UAW for support in their efforts. In response, Tesla CEO Elon Musk fired back that he thought Moran's public comments were "morally outrageous."

"Most of my 5,000-plus coworkers work well over 40 hours a week, including excessive mandatory overtime," says Moran. The hard, manual labor we put in to make Tesla successful is done at great risk to our bodies.

Undeterred by the shocking reaction of his employer, Jose Moran put out a new video on Facebook, highlighting that he wants to see a successful and profitable Tesla, but also wants to see the company live up to its promises and for workers at the plant to have a seat at the table in decisions that affect them.

— UAW

# Committee donates to the Sisters of Ujima

By Garrett Waters

**L**ocal 249's Civil and Human Rights Committee answered the call to serve our community and surrounding communities by donating \$1,500 to the University of Central Missouri's Sisters of Ujima (SOU) on Jan. 31. SOU is a non-Greek sisterhood who pledges to collectively and responsibly work "to build and maintain" our community together and to make our brother's and sister's problems, our problems and to solve them together, which is the definition of the word, Ujima (oo-jee-mah).

The Sisters of Ujima reached out to us in an effort to make one of their goals for 2017 possible.

The Big 12 council on black student government is a regional black student governing body that consists of the black student government from institutions in the Big 12 Conference. The council was created in 1977 when black students from all the schools in the Big 8 conference came together to recognize that they were suffering from similar problems at their respective institutions.

Today, the Big 12 Conference provides strong, determined, and courageous leadership and advocacy to affect social and academic environments towards consideration of this community's collective concerns

where it pertains to the educational, sociocultural, economic, and spiritual well-being of this community.

Very active on their campus, SOU is known for their back to school bash, a field day event where they collaborated with PRISM and the LGBTQIA community on campus. Also cancer awareness events where they use colored beads to make key chains and jewelry, symbolic to the many types of cancer to educate, address myths and provide fun facts in a workshop setting. They host a men's appreciation day where they cater to their involved male counterparts by setting up video games and preparing a delicious chicken and waffle meal for them.

Local 249 Civil and Human Rights Committee believes that the SOU are



Local 249 Civil and Human Rights Committee members gathered with the University of Central Missouri's Sisters of Ujima on Jan 31. The Sisters of Ujima are leaders at UCM and in the community.

a perfect organization for us to plant the seed of unionism. With SOU being loyal to each other and having an influence on their campus, in their community, and reaching out to their surrounding communities, to pursue education for leadership, purposes and opportunities to better our society as a whole, speaks volumes about the character of this organization and

its leadership.

Local 249's Civil and Human Rights Committee would like to thank our leadership, membership, and their families locally, regionally, and nationally for their tireless efforts, hard work, and support. We understand none of this would have been possible without our brothers and sisters of our union, to whom we are forever grateful.

# Civil Rights Comm. design St. Pat t-shirts

By Garrett Waters

**I**t is March and that means the Civil and Human Rights Committee is gearing up for our fourth annual Saint Patrick's Day T-shirt sale. This year we decided to do something bold, a black, not green, shirt. The design was created to go hand-in-hand with Kansas City's St. Patrick's Day Parade theme. Peace. Love. Irish.

This will be the second year that Local 249 will participate in the Kansas City St. Patrick's Day Parade and it was our goal not only show unity within our own local, but also so support and involvement within our community.

The front of the design is the Irish flag, which represents many Irish immigrants who came to America looking to better their lives and the lives of their families. That idea is common among many of our fellow auto workers, who work hard day after day to make an honest living for themselves and their families. Subtracted from the colors of the flag are the shape of a peace sign, a heart, and a shamrock to symbolize the theme of the parade. This is to signify that we as auto workers are also members of the community in and around Kansas City.

On the back of the shirt is the wheel of the Civil and Human Rights

Department of the International UAW and is in the same colors as the flag of Ireland. This is to represent the many people within our own plant that are of Irish decent and that we work side-by-side with every day. Above and below the wheel are the words peace love and union. The brotherhood and sisterhood of the UAW is itself a symbol of peace and love. Peace through economics and Civil equality and love of their fellow brother and sisters, and of their country. The union I believe can explain itself.

The t-shirt reflects the work of the Civil and Human Rights Committee. Members of this committee fulfill the local union's commitment to assure members full rights regardless of religion, race, creed, color, sex, political affiliation, national origin, age, disability, marital status or sexual orientation.

The committee works toward the

elimination of discrimination in the workplace, the community and the nation. The members of the committee work on issues of intolerance, injustice and bigotry. The committee is commit-

ted to working on the civil and human rights front. Shirts are \$15 each.

These t-shirts will be on sale starting March 7th until March 16th in the main plant, body shop and stamping plants.





Twelve women from UAW Local 249 traveled on Jan. 21 to Washington DC for the Women's March on Washington. They were joined by women from Local 31 and Local 2250 and hundreds of thousands of people to support women's rights and civil rights. Photo by Don Lehman.

## 249 women travel to DC to fight for rights

*By Colleen Taylor*

**Twelve Local 249 women joined the fight for women and human rights at our nation's capital on Jan. 21, the day after Donald Trump's inauguration to take part in the Women's March on Washington.**

The women went to the nation's capital to stand together in solidarity with over 470,000 people and other union brothers and sisters for the protection of our rights, our safety, our health, and our families.

"When I learned that our union was sending a bus load of women to Washington, DC, I knew that I had to be on it and be a part of this movement", said Yolanda McLeod, a Transit Paint relief operator. "We had an elite group of women travel from Local 249. They were phenomenal".

"I felt this event was a once in a lifetime experience that I didn't want to miss out on being a part of", said Tamara Maxwell. "As it turns out, I was right. It was amazing".

McLeod and Maxwell attended the march with fellow Local 249 sisters Tina Sambol, Kim Hicks, Karen Combe, Denise Claypole, Ann Amor, Sonya Lloyd, Laufranze Jones, Sade Ott, Charla Patrick and Laprett Rollins as well as other women from UAW Local 31 and 2250.

"It was the true meaning of diversity. All nationalities, women, men, LGBT, and disabled joined together. They were marching, holding signs and chanting in their own languages. With all that taking place at the same time, you would think it would have been chaotic but it wasn't. Peace is what I saw and felt. I met new people on the subway and marched and walked next to them in the streets listening and hearing their stories", said Maxwell, a Transit Body inspector.

McLeod said as their bus arrived in Washington, they could see hundreds of buses, thousands of people and lines wrapped around corners. As they made their way through the crowds of people, and got closer got to center stage; they could clearly see unity. "We saw every ethnic background, singing, dancing and chanting together", said McLeod.

The national Women's March on Washington was formed in the wake of the presidential election by those concerned that the rights of women,

as well as minority groups, might be diminished or stalled during Trump's presidency. The gathering that day in Washington was meant to send a clear message that "women's rights are human rights" to President Donald Trump's new administration.

The marchers were united by the desire to create a society in which all women including black women, native women, poor women, immigrant women, disabled women, Muslim women, lesbian, queer and transgender 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.

"The march wasn't about your skin color, where you came from or where you were born", said McLeod. "It was about the rights of women, the unborn, babies, teens, young adolescent, adults, the elderly and disabled".

The priorities that have emerged from the new administration have made activists feel like their work is more important than ever.

Aside from the new president's ability to appoint Supreme Court justices who could seek to overturn the decision in 1973 that established

a woman's right to abortion, Roe v Wade, marchers saw other things that could happen more immediately. This includes Congress rolling back funding for Planned Parenthood, which provides free breast cancer screening and health services. U.S. House Speaker Paul Ryan has vowed to cut the group's funding as part of repealing Obamacare. The same could well happen with contraception coverage provided under the Affordable Care Act, as well as access to mammograms with no co-pay or deductible. Since more women receive Medicare than men, changes to the program would disproportionately hurt them.

"As I was packing my bag to leave for DC, I knew I was getting ready to do something that I've never done before. I was about to make history. But I didn't know how much it would change my life", added McLeod.

The women from Local 249 joined the march to help show that women and minority groups are not going to just lie down. They will continue the fight of those that came before them, the organizers, the trouble makers and the hell raisers who formed secret sisterhoods and demanded women's rights.

# Grant will help UAW journeymen of the future

By Vince Piscopo

**P**atrick Mumbower wants his children to understand that they are never too old to chart another course in life. It's one reason why the 40-year-old former paint shop technician at Ford Motor Co.'s Dearborn Truck Plant in Michigan is aiming to become a journeyman tool-and-die maker.

"For me, I've got kids and I want to show them that it's never too late to change what you are going to do," said Mumbower, a 17-year member of UAW Local 600.

He's getting the opportunity thanks in part to a \$5 million, five-year federal grant that the UAW Skilled Trades Department secured in partnership with the UAW-Labor Employment Training Corporation (UAW-LETC), a private, non-profit national labor-management organization that has been operating federal, state and local workforce programs since 1984. More than 1,000 apprentices in a variety of UAW-represented facilities will receive apprentice and pre-apprentice training under the grant.

"We're working hard to provide apprenticeship training for our members who want the opportunity to become UAW journeymen," said UAW Secretary-Treasurer Gary Casteel, who directs the union's Skilled Trades Department. "This funding will go a long way toward getting our members' skills up so that they may learn a trade and carry a UAW journeyman's card."

At present, 163 UAW-represented apprentices representing seven trades are enrolled in the program, which covers the first 144 hours of apprenticeship training. The grant is being used to fund modifications to existing apprenticeship programs like those at the domestic automakers, or to develop new apprenticeship programs.

The program is already underway at UAW-represented Ford facilities, and is expected to be expanded to UAW-represented General Motors and FCA US plants.

Other plants that have either modified or started new apprenticeship programs include John Deere Engine Works in Waterloo, Iowa; Oakley Industries in Northwood, Ohio; Carlex Glass in Nashville, Tennessee; IAC Strassburg in Strassburg, Virginia; and these facilities in Michigan: CWC Textron (Muskegon); Nexteer (Saginaw); Flex-N-Gate (Warren and Royal Oak); Huron, Inc. (Lexington); Bosch Corporation (Kentwood); and Federal Mogul (Greenville).

The current trades in the program are electrician, welder, tool-and-die maker, plumber/ pipefitter, millwright, metal model maker and machine repair. Additional trades will be added as the program expands. One of the goals of the grant is to provide apprenticeship opportunities to under-represented groups, including women, veterans, persons of color, and other underserved populations.

Because of the success of the program, UAW-LETC and the International have received national attention and have been invited to make a presentation to the National Governor's Association's Learning Network at a future workshop.

For Ford apprentices, the program starts with taking courses in the In-



Apprentice tool-and-die maker Patrick Mumbower has started the 8,000 hours of training needed to become a UAW journeyman at Ford.

dustrial Readiness Certificate Program (IRCP), which was won in collective bargaining in the 2015 contract with the automaker. Prospective apprentices must successfully complete three non-accredited courses in math, blueprint reading, and trade readiness before being accepted into the apprenticeship program. Mumbower said he believes that the IRCP helps determine whether a prospective apprentice is ready to devote the time and effort it takes to study and train to become a journeyman, which takes a total of

8,000 hours of training, including 750 classroom hours.

"They want to invest in somebody who is committed to the program," Mumbower said at the UAW-Ford Technical Training Center (TTC) in Lincoln Park, Michigan.

That investment should begin inside UAW-represented facilities. Before the automaker looks outside to fill an ever-increasing need for skilled trades workers, it should develop them from the ranks of its UAW-represented workforce, he said.

"It's a lot like outsourcing jobs," Mumbower said. "Buy from within and promote from within — that's the way it should be."

Prospective apprentices select their three top choices for trades. Mumbower selected electrician, tool-and-die and pipefitter as his three top choices; he was selected for the tool-and-die trade and is quickly acclimating himself to the differences between the rush of production work and the different demands of skilled trades work.

"You've got to learn to take your time," he said as he demonstrated a scale model of a press at the TTC. "Take a step back, take your time and do it right the first time. The company wants you to take the time, do it right and get it right the first time."

## 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.*



# Historic Women: Yesterday, today & tomorrow

By Gwen Starkey

**Throughout history, women have always worked, but often their work has been undervalued and unpaid. They faced many inequalities in the workplace, mainly lower wages, but also they endured poor working conditions and faced few, if any, opportunities for advancement. Every year we recognize these women and the month of March has been designated National Women's History Month. This year's theme, Honoring Trailblazing Women in Labor and Business, honors women who have successfully challenged their role in both business and the paid labor force.**

Born circa 1853, labor organizer and socialist leader Lucy Gonzalez Parsons, founder of the Industrial Workers of the World, was an avid writer and speaker. Lucy, writing for *The Socialist* and *The Alarm*, became increasingly involved in revolutionary activism championing workers' rights, political prisoners, people of color, the homeless, and women.

She became involved in the 1877 rail workers strike; the McCormick Harvest works strike, and the Haymarket Affair, writing about bosses who were paying their workers substandard wages and advocating for the eight hour work day. She's been credited with envisioning strikes of the future, where rather than walking out, strikers would stay, in what would later become known as the sit-down strikes in the U.S.

"Concentrated power can be always wielded in the interest of the few and at the expense of the many," Parsons wrote. Government in its last analysis is this power reduced to a science. Governments never lead; they

follow progress. When the prison, stake or scaffold can no longer silence the voice of the protesting minority, progress moves on a step, but not until then." Parsons was arrested numerous times for giving public speeches and distributing anarchist materials and at the height of her activism she was described by the Chicago Police Department as "more dangerous than a thousand rioters."

The first all-female union, Collar Laundry Union, founded by Kate Mullany in 1864, was a grassroots organization of over three hundred laundresses protesting menial wages and unsafe working conditions. Working over 12 hours a day, 6 days a week for nominal wages, Kate was no longer willing to accept such a dangerous and unhealthy working environment. Mullany and the union demanded higher wages and safer working conditions and walked out of their jobs and went on strike.

This was very courageous at that time especially for women. While first

refusing to negotiate, Collar Laundry Union women stood their ground and the laundry owners finally agreed to a twenty five percent wage increase. The strike was a success. In recognition of her leadership, Mullany was the first woman to become an officer of a national union when she was selected assistant secretary of the National Labor Union in 1868. Mullany was a prominent labor union leader. She worked to improve the economic lives of countless working-class women.

Without these trailblazing women, protests, marches and grassroots movements might have been much more difficult.

They set the stage and began a dialogue for future demonstrations. They gave women a platform to begin discussions with the most recent being the Women's March. That movement went nationwide and we saw women donning anything pink, from bright pink pussyhats to giant pink vulvas, all while chanting "Women's rights are human rights" and "This is what democracy looks like" as they walked. Many carried signs reading "Love trumps hate," "Not my president," "Viva la vulva" and "My body, my choice." We heard their voices.

"All these signs with all these issues give me so much hope for my children, because I know that they're going to grow up in this world, in this world where we're going to stand for

love not hate. But, one last thing, in order for that to happen, everybody needs to leave here today and not just stand up for each other, but you need to go get involved in a group." UAW vice president Cindy Estrada said while attending the Woman's March rally in Ann Arbor Michigan. Estrada is no stranger to the issues, taking on GM in the last round of contract negotiations.

Rally marchers were concerned that the presidency of Donald J. Trump would result in an infringement on their rights. They're especially concerned about the federal government denying funding to Planned Parenthood, which Trump said while campaigning that he would support, and restricting women's access to health care. They fear that women's access to reproductive health care will be restricted if the Affordable Care Act is repealed, which Trump and Republicans in Congress have said they plan to do.

Whether it's remembering those of the past who bravely paved the way or those currently making strides gathering all over the country or our future generation making plans for tomorrow, women will continue to play a pivotal role in solidarity. They will make our voices heard for the protection of our rights, our safety, our health, and our families and recognizing that our vibrant and diverse communities are the strength of our country.

# Local 249 elections moving to plant

**To 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 at the March 12th 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 on March 12, 2017 and the week following with the acceptances closing at 4:00 pm on Friday, March 17, 2017.

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

**Stamping** will vote on May 4, starting at 5:00am for 24 hours. Due to no weekend production, DROTS and voting will then be moved to union hall



Local 249 Election Committee Chair Steve Morris leads a training session for newly elected members of the union's Election Committee. Photo by Don Lehman.

on Saturday, May 6.

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

Parts Depot - Wednesday, May 10

Main building - Thursday, May 11 and Saturday, May 13

# UAW members at Honeywell get contract offer

**UAW Local 9 members in South Bend, Indiana, and those at Local 1508 in Green Island, New York, got an offer from Honeywell Feb. 22 for a new, five-year collective bargaining agreement and have agreed to present it positively to membership.**

The UAW members, who have been locked out of their jobs for over nine months, have been fighting to protect wages and benefits. On Tuesday, the company moved off demands that would have allowed

it wide latitude to modify and even terminate benefits during the term of the contract.

Details of the proposal will not be released publicly until after the offer is presented to UAW members, and a

ratification vote is held.

"After almost 10 months of being locked out by Honeywell, we are pleased that the company has finally made an offer that we can recommend to our members," says Tim Waters, an employee of Honeywell Aerospace Green Island (New York) manufacturing. "This lockout was not necessary, and the company could have avoided

all the pain they caused our members and their families had they not engaged in a strategy of corporate greed. We are grateful for all the support we had from the UAW, the labor community at large and our community allies. We are looking forward to taking our plant back from the scabs and making the high-quality, union-made aviation brake pads we are known for."

UAW bargainers in South Bend, Ind. are also recommending that members consider ratifying the offer from Honeywell.

"It has been a long 10 months of negotiations and we feel that Honeywell has finally moved on key issues with our members," says UAW Local 9 President Todd Treder, an employee of Honeywell Aerospace South Bend (Indiana) manufacturing.

"The bargaining committee has voted to recommend the company's most recent offer. Honeywell has moved far enough for the members to consider ratifying the mediated offer. We want to thank our members and their families for their sacrifice and solidarity during a difficult year, and for all of the support our local communities and brothers and sisters from the UAW and labor across the country have given us."

## 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
- contracts for goods or services
- birth or marriage certificates
- credit reporting
- residential leases
- 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.

# Profit sharing will be paid out in March

By Todd Hillyard

**T**ransit is still scheduled to be on overtime until July shutdown. There are a few weeks later in March that could be 8 hours if orders are not filled. There are also 3 Saturdays showing in May and June if the schedule holds true.

The truck schedule currently has no more down weeks scheduled at this time. There are no superdays planned for truck at this time either. The new model will launch in August and we have already begin running some 2018 units. Most of the changes include a new V-6 engine and start/stop technology on all motors that was previously only on 2.7 EcoBoost. There is also F-150 stamped on the tailgate.

Profit sharing will be paid out on March 9, 2017. The average amount was approximately \$9000 per employee that went into the profit sharing pot. The amount each member receives will be based off hours worked in the 2016 calendar year. The multiplier is \$4.03 times the number of hours you worked in the 2016 calendar year.

As this article goes to press we are still in negotiations to settle the 106 strike-able work standards grievances related to the Transit rebalance. We are hoping to reach a settlement without a strike vote but if we don't we will be holding a special Union meeting to get membership approval for a strike vote. We will update the membership in the coming days on this issue.

The clothing voucher website will be active on Feb.20. There are catalogs up front if anyone wants to see what is available and start ordering. All paint and skilled trades automatically have a \$100 voucher to spend and all other members who signed up to participate get \$300 voucher to use. You can order online or call the number on the catalog.

The truck committeeman settled their shops on the truck side on Feb. 20. We reached agreement to add in manpower to settle the remaining protested jobs on Feb. 17. This is the first time we have settled a rebalance at KCAP without work standards in over 6 years. We hope they are finally tired of adding people every year and settling our differences in house. If the process to resolve disputed jobs is followed in the local agreement we can resolve our issues here.

The number of UAW elected representatives is based off of plant population at all US facilities. Due to the numbers falling at KCAP over the last 6 months the company has notified us that our numbers require us to remove 1 elected position at KCAP. This language can be found in Volume 1 article VI section 7, or on page 29 and 30 of the new national agreement.

Effective Monday February 20 Jason Starr will represent the entire C crew truck trim department. Leon Allen will represent the entire C crew truck chassis department. There will not be any other changes to the representation structure at KCAP at this time.

Many members do not have a primary care physician when they need to visit a doctor. Many members are going to the ER for non-emergency's which costs them more than double than visiting a primary care physician. If you do not have a primary MD please see one of the UAW benefit reps at the Union Hall so they can help you get one. If you need to be seen by a



UAW Local 249 bargaining Chair Todd Hillyard walks the picket line at Challenge Manufacturing Feb. 11. Photo by Don Lehman.

MD for a non-emergency you can visit numerous Urgent Care centers around the plant and save yourself money. The reason this is an issue that can affect our membership is when large groups of people visit the ER for non-emergencies it can drive up the cost of our insurance premiums that are negotiated yearly in Kansas City.

This in turn can cause co pays and prescriptions to go up for all members to keep the cost down. Our benefits are always a contentious issue during national negotiations so actions causing premiums to rise for all of us need

to be on our radar.

We have just learned that our quality numbers currently are some of the best ever on both sides of the plant. Quality is the life line of our employment in this industry and generates more sales for our vehicles, which turns into profit sharing for all of us. You should all be very proud to have some of the best quality numbers in the system currently. Please stay focused and make sure we are building the best vehicles we possibly can. By doing so we are protecting our jobs and our future.

## UAW Local 249 Fishing 2017 Tournament Calendar

Bass March 12 Stockton Lake Old State Park	7:30 am-3:30 pm
Bass April 2 Truman Lake Shawnee Bend	7:00 am-3:00 pm
<b>8th Annual Kendal Bailey Crappie Tournament</b>	
May 21 Truman Lake Anywhere	5:30 am-3:00 pm
Bass June 24 Mazingo Lake Main Ramp	5:30 am-3:00 pm
Bass July 16 Smithville Lake Crows Creek	5:30 am-3:00 pm
Bass August 13 Lake of the Ozarks Drake Harbor	6:00 am-3:00 pm
<b>3rd Annual Wayne Pace Bass Tournament</b>	
September 9 Smithville Lake Crows Creek	6:00 am-3:00 pm

*No salary employees are allowed to participate.*

## 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:*

*There are no scabs at this time. Thank you for your support.*

# When we fight back united, we can win

By Eric Hall

**T**he last few weeks have been incredibly busy. We have asked our members to step up to the plate and fight back on a number of fronts and they have responded. I'm really proud of what our members have accomplished. I want to thank everyone for their efforts and I'm pleased to say those efforts have produced some key victories for the labor movement on which we all rely.

Instead of being discouraged by the election results, which paved the way for right to work in Missouri and a wave of assaults on working people at the federal level, Local 249 members in large numbers have stood up to be counted.

Here in Kansas City, Local 249 members joined low wage workers, clergy members and other trade unionists to protest President Trump's nomination of Andrew Pudzer as Labor Secretary.

Pudzer, the chief executive officer of CKE Restaurants, the parent company of Hardee's and Carl's Jr., is a notorious labor hater.

Putting him in charge of the Labor Department is like appointing a mosquito to head up the response to the Zika virus.

Pudzer has been a vocal critic of workplace regulations that protect working men and women. He opposed a California law that mandated rest breaks for workers and his company has paid millions of dollars to settle class-action lawsuits accusing it of cheating workers out of their pay and overtime.

Workers at the restaurants chains

run by Pudzer have filed some 33 complaints of sexual harassment, wage theft and labor law violations against the company.

He is an outspoken critic of raising the minimum wage, as well.

On Jan. 26, Local 249 members joined with Stand Up KC activists and others in a spirited demonstration demanding that President Trump keep his promise to put the American people in charge of their destiny by withdrawing his nomination of Andrew Pudzer, who has rightly been labeled the worst CEO in America.

The demonstration in Kansas City was part of some 200 protests across the country against the Pudzer nomination.

Our voices were heard on Feb. 15 when Pudzer withdrew from consideration for Labor Secretary.

No sooner was that victory won than we faced a battle here in Kansas City with Challenge Manufacturing. Challenge builds floor pans and other sheet metal parts for the Fairfax General Motors Assembly Plant.

UAW Local 710 represents about 300 workers at the plant which is located south of KCI along I-29.



Local 249 President Eric Hall walks the picket line with members of UAW locals 710, 249 and 31 Feb. 11. Photo by Don Lehman.

UAW members at the plant walked out Feb. 2 when a fair contract couldn't be reached. We joined them on the picket line which gave the strikers, who had watched scabs drive through their lines, a real boost.

Our members were joined by members of Local 31, the Teamsters, the IBEW and other unions. Low-wage workers, organized by Stand Up KC, also showed their solidarity by showing up on the picket line in large numbers.

After three weeks, Challenge Manufacturing finally bowed to the pressure on Feb. 21. A tentative con-

tract was reached and workers there overwhelmingly voted to ratify the contract that night.

Those two victories show that when we fight and are united we can win.

We have another big fight unfolding here in Missouri against right to work. Labor unions across the state are planning a referendum to overturn this hated law. As the paper goes to press, Local 249 is sending ten members to get training to help in this fight.

In next month's issue of First Local News, I'll outline our plan to reverse right to work in Missouri. Stay tuned and stay involved.



## 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 get updates on right to work

By Susan Pena

**P**resident of Local 249, Eric Hall spoke to the 90 retirees who attended the January retiree meeting about right to work. Right to work has passed and will go into effect in Missouri on August 28, 2017. April 1 will start the kick-off for the voter initiative drive in an effort to overturn right to work in the 2018 election. We will be targeting the voter sites to get the 100,000 signatures needed to get it on the ballot. If you would like to help get these signatures, please call the union hall. Eric also updated the retirees about other Local 249 news.

David Grant, liaison for the Veteran's Committee, asked that we support workers from Challenge Manufacturing who are on strike for higher wages and safer working conditions. Many members have been walking the picket lines with these workers. He also informed the retirees that Todd Crossley from Gary Crossley Ford in Liberty, MO has been the subject of interest regarding the campaign donations they gave to Missouri Governor Eric Greitens.

Larry Rupp, Retiree Representative, spoke about scams that seniors need to be aware of.

Tonya Moore, Blue Cross/Blue Shield of Kansas City Representative, spoke about Advanced Care Planning and End of Life Directives. She had forms available for the membership at the meeting and is always available to answer questions.

Tracy Corely has volunteered to take Charley Scott's position as kitchen

supervisor. Annie Porter, Recording Secretary has taken a job and will no longer be able to attend retiree meetings. Anita Pickens, Guide will fill the position until elections in April. Thank you, Annie for all the work you've done. She will be missed.

Nominations for the new Executive Board Officers will be held at the regular retiree meeting on March 15 at 10:30 a.m. You must be present to accept your nomination. Elections will be held at the April meeting.

Service Officer Bill Parker announced the January deaths: Claude B. Brown, Dominique D. Byers, Cecil E. Callaway, Troy L. Meek, Melvin Pitts, Alfred W. Popp and Delmar Martin. Please pray for them and their families. If you have a death you'd like reported, please call the union hall.

Mary Sanders, Family Auxiliary Chairperson, updated the retirees on illnesses.

Lori Marin, Family Auxiliary Vice-



Local 249 Veteran's Committee member Dave Grant speaks to the retirees about supporting UAW workers from Challenge Manufacturing and their fight for a fair contract at the January retiree meeting. Photo by Don Lehman.

Chairperson, announced the five birthdays and one anniversary. Mary and Donald Hodge would have celebrated their 43rd anniversary. Mary passed away in 2016.

Bingo will be held on the third Fri-

day of the month at 11:30 a.m. Please bring a snack to share and a white elephant gift.

The next retiree meeting will be held on March 15th at 10:30. Please bring a covered dish or dessert.

  
**FOLLOW US ON TWITTER**  
**@UAWLocal249**

  
**Like us on Facebook**  
**www.facebook.com/UAWLocal249**

**Local 249**  
**Easter Egg Hunt**

**Sunday, April 9 at 2:00 p.m. at the Union Hall**  
For children 10 years old and younger  
Sponsored by the Women's Committee  
Rain or Shine



Striking UAW Local 710 members at Challenge Manufacturing in Kansas City, and their allies from locals 249 and 31 confront a scab attempting to cross the picket line Feb. 11. Strikers were aided by members of a number of area trade unions and low-wage workers represented by Stand Up KC. Photo by Don Lehman.

# Victory at Challenge Manufacturing in KC

By Pat Hayes

**Striking UAW Local 710 members at Challenge Manufacturing in Kansas City won a major victory Feb. 21 when they reached an agreement with the company following a three-week strike.**

More than 300 UAW Local 710 members at Challenge Manufacturing build floor pans and other sheet metal products for General Motors Fairfax Assembly Plant. The union won recognition at the company last November, but was unable to negotiate a fair contract even though the company had already reached agreements at its St. Louis and Arlington, Texas locations.

Workers at the plant complain of low pay, most make no more than \$12 an hour, harsh working conditions, excessive overtime and restrictions on bathroom breaks.

The workers walked out Feb. 2, but the company, emboldened by the passage of right to work legislation in Missouri, attempted to keep running despite the walkout by hiring scabs to

cross the picket line.

Local 710, which represents workers at a number of automotive shops in the Kansas City area, asked for help on the picket line. Members of Local 249 at the Ford Motor Kansas City Assembly Plant and members of Local 31 at the General Motors Fairfax Assembly Plant responded immediately to the call for solidarity.

"I would like to thank UAW Local 31 and UAW Local 249 along with the many friends and family of UAW Local 710 who aided members on the picket line," said Gary Jones, director of UAW Region 5.

Low-wage workers organized by Stand Up KC also responded to the call for help by sending large numbers of their members and organizers to join

the picket line at the Challenge plant entrances.

UAW members have been key supporters of the organizing drive which is fighting for \$15 an hour and a union for fast food, home health care, adjunct faculty and other low-wage workers.

The return of solidarity from these low-wage workers shows how important building solidarity with other sectors of the labor movement will be for future organizing drives and contract disputes.

"The solidarity we saw on the Challenge picket line was inspiring," says UAW Local 249 President Eric Hall. "It shows that we can win when we are united. We proved we are stronger when we stand together."

In addition to the workers from Stand Up KC, pickets at Challenge were joined by members of the Teamsters Union, the International Brotherhood of Electrical Workers and other unions.

With the numbers of union mem-

bers joining the picket line growing and confrontations with scabs crossing the picket line as the strike dragged into its third week, the company finally offered a tentative contract Feb. 21.

Challenge workers overwhelmingly approved the new contract, which will raise pay and provide other benefits, in a vote soon after the tentative agreement was reached.

"We congratulate UAW members of Local 710 at Challenge Manufacturing on their first contract after difficult negotiations," said UAW President Dennis Williams.

"We welcome Challenge Manufacturing members into the Region 5 UAW family," added Region 5 Dir. Gary Jones.

"Challenge Manufacturing workers stuck together through difficult bargaining to achieve their first contract," said Estrada. "The solidarity they demonstrated led to significant economic gains and workplace protections."