

FIRST LOCAL NEWS

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March 2018



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8040 NE 69 Highway
Pleasant Valley, MO 64068


Local 249 members marched with low-wage workers Feb. 12 to kick off the Poor People's Campaign, in Kansas City. The Poor People's Campaign, a national call for moral revival, is uniting tens of thousands of people across the country to challenge the evils of systemic racism, poverty, the war economy, ecological devastation and the nation's distorted morality. Photo by Don Lehman.



Local 249 activists marched in solidarity with low-wage workers Feb. 12. The action was part of the kick off of the renewal of the Poor People's Campaign originally started by Martin Luther King before his assassination in Memphis. Photo by Don Lehman.



The monthly UAW Local 249 membership meeting held was held February 21 at the union hall. New members were sworn in during that meeting. Photo by Don Lehman.



Local 249 members were on hand for the ribbon cutting opening the tiny homes project of the Veterans Community Project Jan. 29. Local 249 was instrumental in raising funds for the project and in construction of the homes. Photo by Don Lehman.

First Local News

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UAW Local 249

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Officers of Local 249

President Jason Starr
1st Vice President Tony Renfro
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Parts Depot Bargaining Chair Dave Rogers
Nurse's Bargaining Chair Cathy Koogler
Team Solutions Bargaining Chair David Norris
Retiree Representative Larry Rupp

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 816-459-1223

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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Elections don't matter to Volkswagen

By Gary Casteel

Free and fair elections are the hallmark of our democracy — except at Volkswagen in Chattanooga, Tennessee.

In December 2015, the skilled-trades employees at Volkswagen's only North American plant voted overwhelmingly — by a margin of 71 percent — to designate a UAW local union to represent them for the purpose of collective bargaining. That same month, the National Labor Relations Board (NLRB) certified the election's results.

What happened next was illegal, unethical and shameful. Volkswagen refused to come to the bargaining table. In turn, the local union filed charges stipulating that the company was violating U.S. labor law.

In a unanimous decision, the NLRB in August 2016 agreed with the local union and ordered Volkswagen to bargain with the skilled-trades employees.

Still, Volkswagen again thumbed its nose at the federal government. The company defied the NLRB and challenged it in the U.S. Circuit Court of Appeals — despite the fact that the courts have consistently upheld the right of workers to organize in distinct bargaining units.

As it turns out, Volkswagen was playing the worst kind of politics. The company's strategy: Keep the matter knotted up in the court system and hope for Donald Trump to be elected president — and for the NLRB to be overhauled with new appointees.

In November 2016, Volkswagen got its wish: Trump was elected after losing the popular vote but winning the Electoral College. From there, the White House embarked on a process to reshape the NLRB in a way that has proven hostile to working men and women.

Fast-forward 13 months. During an 11-day period in December 2017,

Volkswagen coordinated with union-avoidance attorneys and new NLRB members appointed by Trump to try to overturn the free and fair election among Chattanooga's skilled-trades employees two years earlier.

In a complex legal maneuver, Volkswagen managed to get the case remanded from the federal appeals court back to the NLRB — violating commitments the company made to the UAW and the German trade union IG Metall to abide by a court decision that surely would have favored employees.

Meanwhile, members of Congress and the NLRB's inspector general reportedly are investigating Trump appointee William Emanuel over potential conflicts of interest related to decisions he made in cases involving his former employer, the union-busting law firm Littler Mendelson — which happens to be Volkswagen's legal representation. The whole thing is a mess.

What does all this mean for Volkswagen's skilled-trades employees? Unfortunately, their voices remain unheard, for now. They're understandably angry and disappointed. But they remain committed to achieving their goal of meaningful representation in the workplace — and the UAW remains committed to helping them get there.

Bottom line: It's not too late for Volkswagen to abide by the NLRB's earlier decision. The company should accept the results of the 2015 election and join hard-working men and women at the bargaining table in Chattanooga — the only Volkswagen facility in the world without employee representation.

To do otherwise is inconsistent with Volkswagen's principles of social responsibility.

Labor News From the World Wide Web

The Picket Line

Repealing prevailing wage hurts workers and the economy

The Midwest Economic Policy Institute and Colorado State University-Pueblo Economist Kevin Duncan have just completed the first impact study analyzing what has happened since repeal in the Hoosier State.

Using publicly-available economic and census data, with comparative analysis from neighboring states that made no changes to their prevailing wage laws, they found that repeal has reduced Indiana's blue-collar construction incomes by 8 percent, and by 15 percent for the lowest-paid construction occupations.

And after reviewing more than 900 bids on more than 300 school construction projects spanning 2013-2017, the researchers found that repeal has not opened "doors of opportunity" for more project bidders — as then-Gov. Mike Pence promised when he signed the measure into law — nor has it saved Hoosiers any money on public construction costs.

This latter finding only confirms comments made last year by the state assembly's Assistant GOP floor leader, who acknowledged that repeal "hasn't saved us a penny." — *Marc Poulos, Kansas City Star*

Right to work unfairly lets some get benefits without paying for them

"Right to Work for Less" laws are a sham with one purpose in mind, bankrupt unions. By having less funds to work with, union representatives have less money to collectively bargain, file grievances and negotiate better health care, pensions and workplace safety issues. It can be compared to showing up for a church potluck empty handed, time after time after time. It is shameful to eat your fill and never bring anything yourself. — *Brian Breitag, Las Cruces Sun-News*

Students say right to work has deep roots in white supremacy

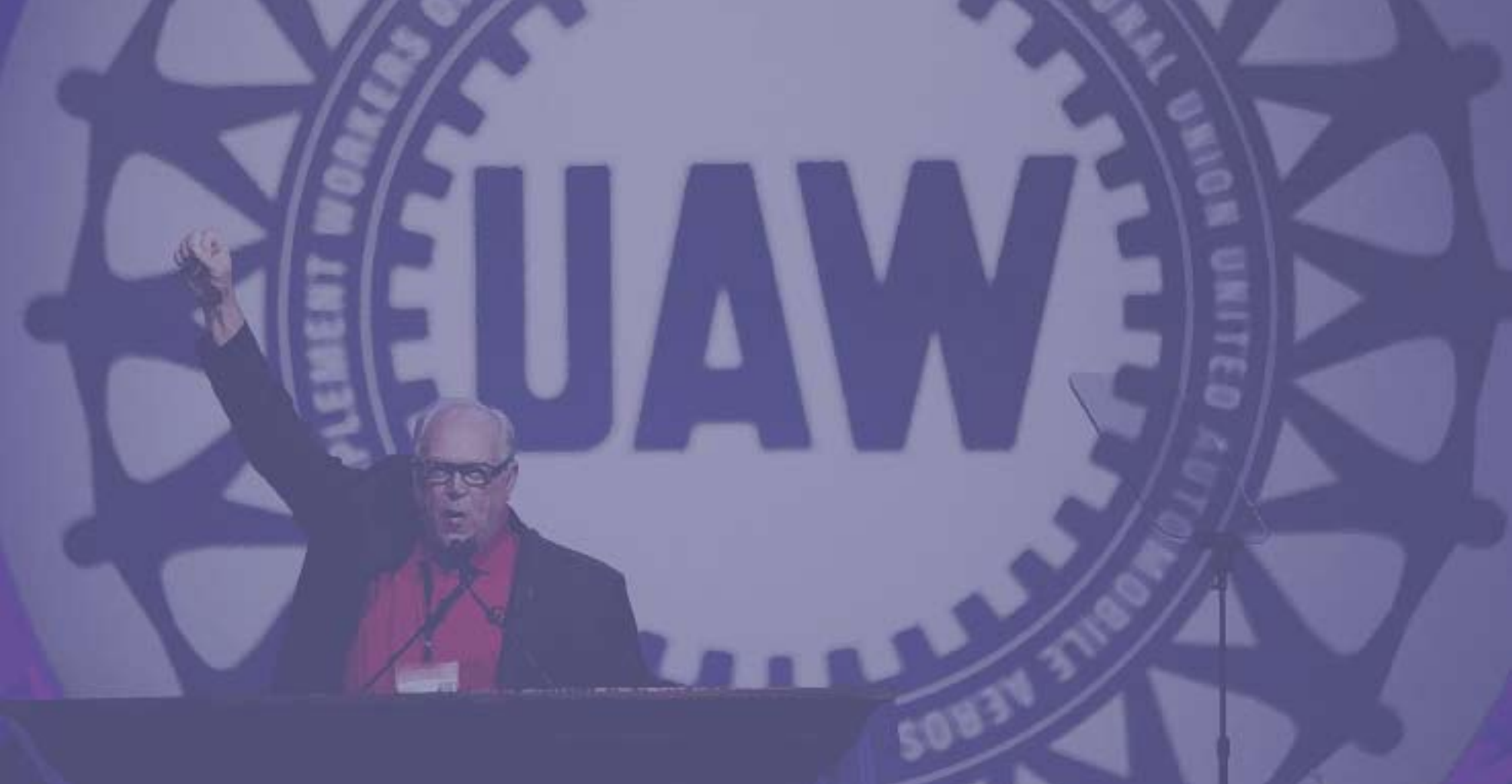
A student group at Columbia University is accusing the campus College Republicans of promoting a "racist, anti-worker policy" because they have invited Mark Mix, the president of the National Right to Work Legal Defense Foundation, to speak on campus.

According to the Columbia Student-Worker Solidarity group, an organization committed to "fighting for economic justice," the National Right to Work Legal Defense Foundation "represents advocates for a policy with deep roots in white supremacy and devastating implications for workers today." — *John Patrick, Washington Examiner*

Conservative Supreme Court majority built to crush unions

The conservative majority on the Supreme Court looks poised to deliver a historic blow to labor unions after hearing oral arguments in the *Janus v. American Federation of State, County and Municipal Employees* case on Feb. 26.

An expected 5-4 decision with Justice Anthony Kennedy expected to join the court's more conservative members would prevent public sector employee unions across the country from mandating agency fees from members and would be a crowning achievement for a conservative movement founded on opposition to labor. — *Paul Blumenthal, Huffington Post*



UAW members to focus on four issues in 2018

When Republicans took complete control of the government in 2016, most union members understood that workers would take a hit, but we underestimated just how bad it would be, the UAW's chief lobbyist told political activists Monday.

From attacks on health care, workers' rights and immigrants to inaction on NAFTA, a lot of awful things are happening in Washington right now, Josh Nassar, the UAW's legislative director, told delegates at the 2018 UAW Community Action Program (CAP) Conference.

"It's been rough in the last couple of years," Nassar said during an hour-long presentation designed to educate members about top legislative issues. "The right wing has been going after us pretty hard."

Protect the Affordable Care Act

UAW members need to lobby their lawmakers to ensure that any health care legislation does not destroy the Affordable Care Act, Medicare, Medicaid, and Social Security, Josh Nassar, the UAW's legislative director, told delegates at the 2018 UAW Community Action Program Conference.

The new tax law was not only a massive giveaway to corporations and the wealthy, but it attacked the foundation of the Affordable Care Act by doing away with the requirement that those who can afford health care must buy a policy or be penalized. Consequently, fewer younger, healthier

people will be in the insurance market, which will drive up rates. The revenue lost from the roughly \$1.8 trillion costs will need to be made up somewhere. House Speaker Paul Ryan has already said he will target our safety net this year.

"This is more than a bad tax law," Nassar said. "It's a bad health care law."

Workers' Rights Under Attack

Expect the attacks on workers' rights to get even worse, Josh Nassar, the UAW's legislative director, told delegates at the 2018 UAW Community Action Program (CAP) Conference.

President Trump has nominated two anti-union National Labor Relations Board members who now give the board a pro-business tilt. They have already voided several pro-worker rules. Meanwhile, the Department of Labor has gutted pro-worker overtime rules and critical health and safety measures. Companies now will be required to maintain detailed health and safety records for just six months to avoid penalties, a change Nassar called "unconscionable."

"This is going to affect peoples'

well-being," Nassar said. "There's no question about it."

Nassar also urged delegates to lobby lawmakers against a national right-to-work law and the Tribal Labor Sovereignty Act, which attacks collective bargaining rights on tribal lands.

"When you have fewer people in a union, you have a weaker middle class," he stressed.

NAFTA Renegotiation Must Be Good for Workers

Encourage lawmakers to renegotiate NAFTA to help workers, Josh Nassar, the UAW's legislative director, told delegates at the 2018 UAW Community Action Program (CAP) Conference.

President Trump has promised to renegotiate NAFTA and Nassar noted that we've lost 3.6 million jobs from 2000-2014 as a result of bad trade deals. Many of those jobs have moved to Mexico, however, Nassar said he wanted to make it clear that Mexican workers are not our enemy. NAFTA failed in its promise to raise wages for Mexican workers, in part because they have virtually no independent unions to bargain for better wages and working conditions. Mexican workers have so-called protection unions, which are basically company unions.

"We need real unions in Mexico – unions that can collectively bargain,"

he said.

UAW members should tell their representatives that any renegotiated NAFTA must be good for workers in the U.S., Mexico and Canada.

Fight for Immigration Reform

Comprehensive immigration reform is a must, Josh Nassar, the UAW's legislative director, told delegates at the 2018 UAW Community Action Program (CAP) Conference.

"There's been a lot of heated rhetoric about immigration, including false statements that undocumented people are responsible for more crime and that they are entering the country virtually unscreened." Nassar stressed that immigration reform is important to the labor movement because as long as workers are undocumented, there will be downward pressure on U.S. wages.

President Trump recently announced that he was ending the Deferred Action for Childhood Arrivals (DACA) policy instituted for those who were brought to the U.S. as children by their parents. Nassar urged delegates to lobby their lawmakers to pass the DREAM Act, which protects those in the DACA program by giving them conditional permanent resident status and provides a path to U.S. citizenship. — *UAW*

Low-wage workers and allies celebrate victories

By Pat Hayes

Low-wage workers and their allies marked big victories won over five years of intense struggle with a sold out event at Knuckleheads Saloon February 3. More than 300 Kansas Citians jammed the popular music venue to celebrate.

And, there has been plenty to celebrate.

Since the Fight for \$15 movement began to mobilize low-wage workers through strikes, marches, rallies and civil disobedience in 2013, voters have gone to the polls to raise the minimum wage in a number of states. In 2016, ballot initiatives in Arizona, Colorado, Maine and Washington, passed by large margins and a subminimum wage law for teenagers in South Dakota was defeated.

While the federal minimum wage remains stuck at \$7.25 per hour and has not increased since July 2009, some 29 states now require higher pay and 18 states raised their minimum wage on Jan. 1, 2018. In addition, 20 cities raised the minimum wage this year, some in New York and California now mandate a wage of at least \$12 an hour.

Even some corporations are be-

ginning to respond to the movement. Target has announced that they are raising wages for all 323,000 of their employees to a minimum of \$15 an hour by 2020.

Local ordinances to raise the minimum wage in Kansas City and St. Louis were passed before state legislators voted to prevent them from taking effect, despite the fact that The Living Wage Calculator for Kansas City indicates that the minimum wage for a single adult with one child should be \$24.08 to adequately pay for food, lodging, transportation, child care expenses and other basic expenses.

Supporters of Stand Up KC rocked out to three bands that donated their talents to the event. The Grisly Hand, Fred Wickham Music & the Hadacol Caravan and The Country Duo all took the stage after an awards ceremony honoring those who have made impor-



Congressman Emanuel Cleaver, left, accepts the Martin Luther King Drum Major for Justice Award, presented by Stand Up KC and the Heartland Center for Jobs and Freedom, from fast food worker and national leader of the Fight for \$15, Terrence Wise and Missouri State Senate candidate Hillary Shields Feb. 3.

tant contributions to the fight for \$15.

Terrence Wise, Kansas City fast food worker and national leader of the Fight for \$15 and Hillary Shields, founding member of Indivisible KC and candidate for State Senate from the 8th District in Eastern Jackson County handed out the awards.

Longtime allies of low-wage workers receiving the awards were Congressman Emanuel Cleaver; Kansas City Mayor Sly James; Judy Morgan, State House Representative from District 24 in Kansas City and former President of the American Federation of Teachers, Local 691; Rev. Rodney Williams, Swope Parkway United Christian Church, President of the Kansas City NAACP and leader of the Kansas City Chapter of the Poor People's Campaign; Rev. Donna Simon, St. Mark's Hope and Peace Church; Rabbi Doug Alpert, Congregation Kol Ami; and Pat Hayes, UAW Local 249.

Pat Hayes accepted the Walter Reuther Working Class Leadership Award on behalf of the many dozens of Local 249 members who have worked on the campaign for \$15 and a union since the beginning.

"I am proud of the great tradition of solidarity Local 249 members have shown to these workers," said Hayes. "Local 249 activists have been at the forefront of the movement. Our members have marched, rallied, delivered strike notices, participated in walk backs when striking workers were unfairly fired. A number of us have even submitted to arrest for participating in civil disobedience to call attention to

the plight of these exploited workers."

Attorneys Fred Wickham, Brian Noland and Gina Chiala who have defended pro bono these striking workers throughout the campaign were honored with the Charles Hamilton Houston Movement Attorney Award.

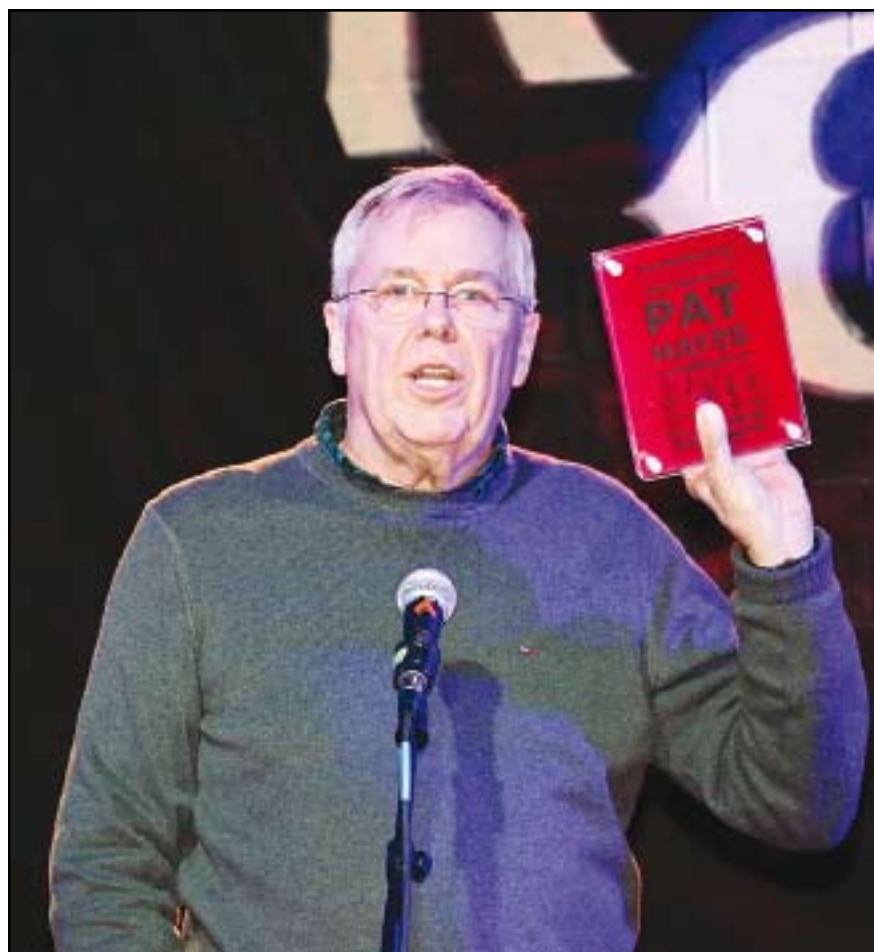
Hard working members of the Stand Up KC staff and volunteers, including Jeremy Al Haj, Rachel Hogan, Daniel Tucker, Taylor Blackmon, Maggie Bielski, Zac Mueller, Alexis Martin, Tamara Leonard, Diana Martinez and Emily Fisher were presented with the Ella Baker Movement Building Award for their tireless work on the campaign.

Some 48,000 Kansas Citians are employed in some of the world's largest and most profitable fast food and retail corporations, according to Stand Up KC. But they work in our city's worst paying jobs.

Stand Up KC is made up of fast food and retail workers from across city working together to demand good wages and a voice for low-wage workers.

The Heartland Center for Jobs & Freedom creates opportunities for workers to learn and exercise their rights, realize their collective power, and develop the leadership skills necessary to advocate for a racially and economically just society.

Both groups are working with the UAW, other labor unions, clergy and community organizations to organize a new Poor People's Campaign with national actions to commemorate the 50th anniversary of the Memphis sanitation workers strike in 1968.



Local 249 member Pat Hayes accepted the Walter Reuther Award for Working Class Leadership from Stand Up KC and the Heartland Center for Jobs and Freedom Feb. 3 on behalf of all the members of Local 249 who have volunteered their time to fight for \$15 and a union for low-wage workers.



Mike Enriquez, left to right, and Terrance Wise from Stand Up KC along with CAP members Enrique Garcia, Dani Carl and Fernando Cortes are participants on the new Local 249 podcast called Shop Talk. Photo by Don Lehman.

Local 249 produces 'Shop Talk' podcast

By Colleen Taylor

After the last negotiated contract, Local 249 member Fernando Cortes, a C-Crew Utility operator in Truck Trim, felt there were great gaps in the information being seen by our members. Cortes saw a need for a better way to get UAW and Local 249 messages out to our membership through podcasting.

A podcast is a digital audio file made available on the Internet for downloading to a computer or mobile device, typically available as a series.

"Our Local 249 brothers and sisters need more information and the CAP committee and I thought the podcast would be another valuable information outlet. There is an enormous amount of education information that we can get to our membership via these podcasts and internet", said Cortes.

There are people who we work with every day that don't know what the UAW stands for and what are the responsibilities of each of the departments. The new Local 249 podcast called "Shop Talk" can help with that.

These podcasts will be used to educate our workforce on the UAW, Local 249, labor versus non-labor issues and what our local elected representatives are currently doing to support the working class people and the UAW.

"The podcasts are put on by us. It's the people on the line that know what questions our membership have and what they desire to know", said Cortes. That's why it will be the people like those who put engine wire looms in or hang tires who will be the people putting these podcasts together. All people involved are volunteers from Local 249.

Producing a podcast can be an overwhelming task. Cortes has stepped up to help build it from the ground up. Cortes is currently going to school for IT Management. He is transferring the skills he is learning to benefit the members of Local 249. He is actively involved in helping organize the podcasts, set up the networks, educate everyone on the rules and is also currently overseeing the production and editing of the podcasts.

"My goal is to help set up the podcast process so that everyone is sharing a part of the process. It's about being

able to help but yet balance everything that life throws at you without being overwhelmed. I am a single father, who works, goes to school and still manages to find a way to get my daughter to ballet so I understand".

Cortes' hope is to set up for the podcast process correctly from the beginning so that it will be self-sustained in the future. Currently there are 4 groups working on the podcast project making sure that everything is done well.

The first podcasts, which were taped on January 25 at the union hall are with Mike Enriquez from Stand Up KC and Missouri House Representative Mark Ellebracht. They will educate the Local 249 membership on how their fight as fast food workers affects our members' everyday lives and unionism. Rep. Ellebracht explains how he was involved with fighting for labor against Humphries and the pay to play that occurred in the last election and how it's affecting labor today in regards to RTW in the state of Missouri.

The CAP Committee is currently utilizing this podcast to get their

message out to our membership and other committees will start using this device to educate everyone on their committee happenings and events in the future.

"The podcasts will give people an idea of what their local representatives stand for so our membership can make educated decisions when they go to the polls", said Shirley Mata, Local 249 Recording Secretary. "It helps us door knock without actual door knocking".

"These podcasts will also be used to let our membership know what's going on inside our local with your committees", said Mata.

The podcasts will be available for all our members. They will be 30 minutes of information that members can listen to whenever and where ever they want.

The group is trying to get eight to ten weeks of podcasts produced before releasing the first one. They will be found on Facebook, the local 249 communication app, Member to Member Communication and possibly even YouTube. They will also be open to the public to view.



Blue collar women: What about us?

By Gwen Starkey

With news of the recent article that appeared in the *New York Times* in December regarding harassment, it's time to raise awareness about sexual misconduct and inequality in our own work place, Ford Motor Company. We're no longer dealing only with serial predators like Harvey Weinstein or Matt Lauer; it's finally time to confront the more nuanced, hazy experiences that are much more common in our workplace. It's the Me Too, Times Up and now, What About Us movement.

In recent months as women have gotten enough courage and support to speak out about harassment, not much attention has been focused on blue-collar workers like those of us on the factory floor. The article, *How Tough Is It to Change a Culture of Harassment?* Ask Women at Ford, details the accounts of several women at the Chicago Stamping and Assembly Plants regarding the atmosphere of sexual and racial harassment.

There probably isn't one woman, myself included, that hasn't had some sort of unwanted amorous affection of a co-worker here at KCAP. This is not about a witch-hunt, or women not knowing how to say no, it's about abuse of power and coercion. This must stop, now.

"Let me be very clear about this: the UAW has a policy of no tolerance, zero tolerance, when it comes to

sexual harassment," UAW president Dennis Williams said. "Working men and women have to understand that people ought to be able to go to the workplace without being harassed for any reason whatsoever."

The first place we should be able to turn to is our union, but that is a slippery slope when one member accuses another of an indiscretion. "Let's start with being very honest, it's an issue within our facility and in our culture and it's a uniquely difficult situation for us as a union because often times we find ourselves as representatives in the middle of it," UAW Local 249 president Jason Starr said. "I think it's critical that we have to take a very serious pause and handle that situation in a delicate way and that is challenging. Many times, it comes down to one person's word against another's and that's difficult."

One thing is perfectly clear when it comes to any kind of harassment, there is zero tolerance for it. "It just needs to be made clear that that type of behavior is not acceptable, not part of the UAW, it's not what we're about, it's not part of our value system," Starr reiterated. "I wanted to make it perfectly clear; there is no room for you to hide because you're a UAW member. We follow our President Dennis Williams' lead on this. He has made it very clear what our role in this is, we have a zero tolerance position on it."

Ford Motor Company has been in hot water before in the 1990's when a string of lawsuits and an E.E.O.C investigation resulted in a \$22 million settlement with a commitment by Ford to crack down. It seems to have resurfaced with another \$10 million settlement reached in August for racial and sexual harassment at the two Chicago plants. One of the plaintiffs, Sharon Dunn wishes she would have just kept her mouth closed. "For all of the good that was supposed to come out of what happened, she said, it seems like Ford did nothing. If I had that choice today, I wouldn't say a damn word."

The more things change, the more they stay the same. That's not the men-

tality that we want in our workplace. We want to be heard and taken seriously. We want to know that something will be done.

At a moment when many are demanding zero tolerance, the story of the Ford plants shows the challenges of transforming a culture. "As a father of three daughters, I think it's an important time to address this and make sure that our daughters and granddaughters can have a completely different experience," Starr said. "I think it's something that we have to work on as an organization and understand that this type of behavior is unacceptable and we have to take care of our own first and we can't treat each other in a way that is uncomfortable."

Ford CEO Jim Hackett responded to the *Times* article saying, "Candidly, it was gut wrenching to read the accounts of these women. I am sorry. There is no room for harassment at Ford Motor Company. We don't want you here, and we will move you out for engaging in any behavior like this. We have a zero tolerance for it."

Maybe this time, with so much media attention and nationwide support, harassment in the workplace will be eradicated.

All that harms labor is treason to America

By Terrance Wise

My name is Terrance Wise and I am a 38 year old, second generation fast food worker. I am currently a McDonald's worker and a leader in the Fight for \$15 and a union movement. My fiancée and I raise three girls in Kansas City. They are 13, 15, and 16. Despite my 20 years of experience in fast food, I make \$9 hr, have no paid sick days, healthcare, vacation, or voice on-the-job whatsoever. Six years ago my family lost our first home. Even though I was working two full-time fast food jobs my family became homeless. My daughters have memories of getting ready for school and watching their parents put on work uniforms in our idling purple minivan, in sub-freezing temperatures.

Like my family, low wage workers across America experience homelessness and struggle every day to provide the most basic necessities for our families. There's 64 million workers just like me who don't make \$15 an hour. That's why I joined the Fight for \$15 and a union over five years ago and why I've been on strike over a dozen times.

That's why I am here today. But let's talk about why we are all here. We are here because America gave something to each of us. What was it? It was a commitment. A promise America gave to everyone in this country. What was that promise? Well, it's right there written on top of the Supreme Court of the United States: Equal – Justice – Under – The – Law. We are here because we believe in the promise of equality. Am I right? We are here because we believe in the promise of justice? Am I right? And we are here because we know it is up to us to protect and fight for that promise to be delivered to each and every one of us.

But there's some people in that building who want to break that promise. There's some people in there that want to stop workers like me, workers like you, from joining together in our unions. And that's what they're doing today in the Supreme Court of the United States.

Now, let's be honest. The Janus Case, just like the current person who resides in the White House, and the rise of bigotry and hate represent some of the worst of times America has faced. But that's not the whole story. Someone I know says, "Two things can be true at once." And that's the case today. It's worst of times, but it's also the best of times.

And I know you're thinking, "Terrance, how can you say that?" Well it's simple really. Never in my life as a fast food worker who labored for more than 20 years making poverty wages for a \$200 billion industry, did I ever dream I might help build a new movement of workers. A movement that could raise wages for 22 million work-

ers and put 10 million on a path to \$15. But that's exactly what's happened. How? By workers coming together to use our strength in numbers, fight against the forces of division, and build a new multi-racial movement of workers. We made the impossible possible. Because that's what movements do, they make the impossible – possible. But that's not the only reason I say it's the best of times.

It's also the best of times because this administration, this court, and forces across the country are doing all they can to pit us against one another. But guess what, we haven't let them divide and conquer us – oh, no. When they tried to implement their racist travel ban and stop our refugee brothers and sisters from coming into America, what did we do? We came together, flooded airports from New York, to Kansas City, to San Diego. That day we gave new meaning to the old labor saying, "An injury to one is an injury to all." But that's not the only reason I say it's the best of times.

It's the best of times because we are seeing a new women's movement organizing across the country to fight the attack on women, equal rights, and their dignity. We saw it the day after the inauguration with the Women's March, which was the biggest march in world history. And we're seeing it continue with the #MeToo movement.

And we've seen the attack on immigrants and Dreamers met with marches, rallies, and non-violent civil disobedience in the halls of power. And just this week, we've seen the horror of mass murder in our children's school met with the nation-wide student walkouts, marches, and rallies. As a parent, I take great pride in knowing my movement over the last five years played a role in helping to teach high school kids we get more together than do we apart and we have to take big, bold, and dramatic action to make real change.

From the high school students across America putting on their march-



Fast food worker and Stand UP KC leader Terrance Wise delivers a speech opposing attacks on public worker unions in front of the Supreme Court Feb.26.

ing shoes, to the public school teachers in 55 counties in West Virginia that have been on strike for three days. I could not agree more with Cindy Nester, a 44 year old kindergarten teacher on strike and member of the American Federation of Teachers union, when she said, "I think it's very possible this fight could go on for a while and I think we need to fight for this." She's right. This fight for equality and justice has been going on a long while. It will keep going on and we know it is up to us to see that it does.

And I say we as a people are in a better position to wage and win the fight than any time in my lifetime. We are coming together like I've never seen before. I say it's the best of times because in the Fight for \$15 and a union movement – and here with us today and in our resistance – is a new idea of who we are. We are starting to see the common thread running through each and every one of us. Where do we wake up every day and go? We go to work. And we wake up every day in what country? In America. That means, we share a common

thread as American workers. We are gay and straight workers. We are black, white, and brown working Americans of all colors. We are native and foreign born. We are men and we are women. We are seeing that we share a common thread and a common destiny. And we are organizing, marching, striking, and raising our voices together to demand equal justice.

We are on the march for equality and for justice for all. We are here, and we are on the march because we know President Lincoln was right when he said, "All that harms labor is treason to America." We are on the march and no one will turn us around.

I don't care if you wear a robe on the Supreme Court or if you're the president of the United States or the CEO of McDonald's. We are going to keep doing what we've been doing. We are going to keep coming together. We're going to keep fighting together and we're going to keep marching together. Because when we are together, we have the power to ensure the promise of equal justice is more than words, it's a reality. Thank you.

Single shift Saturdays planned in Transit

By Todd Hillyard

It looks to be a busy first half in 2018 for KCAP. There are currently 13 single shift Saturdays planned in the Transit system between April and August and talk that a few more could be added. The overtime Saturdays will be rotated back and forth between dayshift and nightshift each week beginning in April. The F-150 is also working some overtime days as well. There are two overtime days in March (10th for B- Crew and 30th voluntary C-Crew) and then it looks like five more will be added in May and June. Schedules are always subject to change based on customer demand but this is what it looks like currently for both systems between now and August.

The company has notified us they are sending two sets of our stamping dies to Woodhaven Stamping plant during the Transit overtime period because they said we could not keep up. We have offered several solutions to keep the work here and though it may have been tight we feel we could have done the work on max overtime in Stamping. In appendix P of volume 1 there is really nothing we can do when work is temporarily sent to another UAW facility but I was not going to let anything go from here without a fight because there is always a risk that work won't come back. We did get a return date on our dies as soon as the overtime period is finished on the temporary outsourcing notification.

Many of you have probably seen several communications from the company about sexual harassment and discrimination recently. A lot of this is a result of the issues from Chicago that gained national attention in the media. The company has made it clear there is not a place for this behavior at Ford, and just so I am clear, there is not a place for this behavior in the UAW either. We are all brothers and sisters and should be treating each other with respect.

Be aware the company will react to any behavior that falls under harassment and we will have a hard time helping members who engage in this type of behavior get a second chance. The best thing you can do is treat each other with respect and do not engage in any behavior that could cost you your job.

We are appealing 60 work standards grievances due to the company refusing to settle the remaining disputed jobs in the Transit system. We have held several meetings with the company and have been unable to reach resolution so the strike able work standards grievances were the only other resort we had. We do not like to have to put our plant in a position that could lead to a strike but we cannot let the company ignore member workload issues and when they refuse to follow

the process to resolve them. We will take whatever steps are necessary to resolve the workloads disputed. Once the International Union and Labor Affairs are here to meet on the grievances we will update the membership.

The Bargaining Committee and I have been looking at the possibility of redistricting the committeeman areas in the plant. We are allowed representatives based on population in the plant and we are down nearly 600 members from this time last year. Over the years we have had to add and cut committeeman at times when our population changes based on the Representation language in Volume 1 of the National Contract. The STS help the company is allowed to bring in for the summer months does count for rep numbers so with those coming soon we are working to keep the districts the same as they are. We are awaiting approval from Detroit before we finalize anything. If any changes have to be made to the representation structure we will notify the affected areas as soon as we know.

The MP&L district committeeman are currently doing the annual area preference sign ups. Once they are finished members desiring to move preference areas by seniority will be moved as soon as possible. We recently got some additional Team Leaders bid in MP&L as well. In order to do this we made a few changes to MP&L requirements for Team Leaders since they are new to the stock department. The positions of Team Leaders will be bid by system in MP&L (Transit, Truck & Stamping) and they will not be part of the area preference sign up. For purposes of start time and shift bumps Leaders will exercise their seniority in Truck, Transit or Stamping. This was done to be more consistent with all other Leaders and in an effort to continue growing this higher rated job in the stock department.

Nominations for delegates will be at the March membership meeting for the 37th Constitutional Convention held in Detroit June 10th-14th.



UAW Local 249 Bargaining Chair Todd Hillyard reports to the monthly membership meeting regarding sexual harassment and discrimination recently. The company has made it clear there is not a place for this behavior at Ford, and is very clear that there is not a place for this behavior in the UAW either. Photo by Don Lehman.

Many of your elected officials will be running for 1 of the 10 delegate positions our local is allotted based on the population of our membership. The Convention is where new International Union leadership is elected and any constitutional changes are voted on. Our Region 5 Director Gary Jones is running for International President. Gary is a Local 249 member so we are

proud to support Gary in his run for President of the International Union. Local 249 has not had a member in the UAW's Solidarity House in Detroit since the late Roy Wyse was there as Secretary Treasurer many years ago. It does make a difference when you have a friend in positions like this and Gary is not just a Local 249 brother he is a friend to all of us.

Hourly Optional Life & Accident Insurance Program Open Enrollment

The UAW-Ford Hourly Optional Life & Accident Insurance Program Open Enrollment period for 2018 will run March 19, 2018 though April 27, 2018

Contact your UAW Benefits Rep by visiting the union hall or by calling 816-454-6333 for more information

CAP delegates speak truth to power in D.C.

By Jason Starr

I recently had the opportunity to attend the UAW national CAP Conference in Washington D.C. with a delegation from our local. The intent of this conference is to bring the collective voices of UAW members from across the country to Washington D.C. to demand representation that works to make sure what is won at the bargaining table is not taken away in Washington D.C. or in state capitals.

Our delegation met with our elected officials from the State of Missouri with the exception of Senator Roy Blunt who would not even make time to meet with us.

During these meetings our delegation had the opportunity to discuss at length labor rights. Specifically asking for support for the Workplace Action for a Growing Economy H.R. 4548/ S. 2143 (WAGE ACT) to stiffen penalties for employers that break labor laws. The bill would put in place real penalties that would give employers more on an incentive to obey the law and respect workers fundamental right to join together and bargain collectively. This bill streamlines the process for workers to organize a union and negotiate a fair contract.

Our delegation also worked to voice our opposition to the National Right to Work Act (H.R. 785/ Senate Bill 545). This bill seeks to make the entire country right to work. This law is aimed at suppressing workers' wages and weakening the power of a union voice in the workplace.

Another focus of our delegation was to demand our legislators to support renegotiation of (NAFTA) North

American Free Trade Agreement. This trade agreement has had devastating consequences on the auto industry. The Economic Policy Institute estimates that 851,000 U.S. jobs were lost due to NAFTA, with the auto sector being one of the hardest hit. Congress must ensure that any renegotiation of NAFTA includes fair and balanced trade. We must take on the lopsided trade deficit with Mexico and focus on policy that ensures that workers have the right join democratic unions so that suppressed wages in Mexico do not continue to drive down wages for U.S. and Canadian workers.

This election year is critical for not only our members but for every woman, man and child in our great country. Will we elect a Congress who believes that unions have a critical role to play in the life of working Americans and in the future of our nation? Or will we sit on the sidelines and let billionaire CEO's determine how they will further degrade the union movement, depress wages, and worsen economic inequality?

Without doubt 2018 will be a defining year that sets the trajectory of our union for decades to come. We



Local 249 President Jason Starr reports that this is a critical election year for our members. We need to elect a Congress who believes that unions have a critical role to play in the life of working Americans and in the future of our nation. Photo by Don Lehman.

must continue to work together to have our voices heard and win the fight for the justice we deserve. We all must accept the responsibility to do this by educating our co-workers on the benefits of electing pro-worker candidates and the dangers of complacency. We must all work for pro-worker candidates by phone banking, door knocking, holding conversations in

the workplace, the dinner table, and on social media.

Thank you for what you have done in the past and for what we know you will do in this election year. I ask for your continued participation in our union, its CAP program and in your community to make a better future for our union, our families and our way of life.

UAW Women's Committee

Annual Easter Egg Hunt

Sunday, March 25, 2018 2:00 PM

At the Union Hall

Face Painting Cotton Candy

Sunshine, Rain or Snow

Local 249 Benefits Rep Scotty Jeannin retires

By Susan Pena

February was Black History Month, also known as African-American History Month and 63 UAW Local 249 retirees met on February 21, 2018 and celebrated.

Dave Grant, Veterans advocate, invited all retiree motorcyclists to come to the Motorcycle Committee meetings on the first Wednesday of the month at 4:00 p.m.

Benefits Representative Steve Hibbs gave an invitation to a retirement open house honoring UAW Local 249 Region 5 Benefits Representative, Scotty Jeannin. It will be held March 14, 2018 from 9:00 a.m. - 1:00 p.m. at the UAW Region 5 office located at 3841 N. Oak Trafficway, Kansas City, Mo. A big thank you to Scotty for all you've done for us. Congratulations on your retirement.

Steve also stated there are license plate brackets available for anyone who contributes to VCAP, and that there will be phone surveys in Missouri

and other states asking members if they remained with Traditional Blue Cross/Blue Shield and if they are satisfied with the plan.

Lori Marin, Family Auxiliary Vice-Chairperson, led the song for 5 February birthdays.

Deaths include John Adkins, Gary C. Ainsworth, Herbert L. Benton and Starling West. Please pray for them and their families.

Retirees for the month are Frank L. Freeman and David L. Miller. Congratulations to you both.

Bingo is held on the third Friday of the month at 11:00 a.m. Please bring a snack to share and a white elephant gift. We will celebrate St. Patrick's Day on March 17th where everyone is Irish for a day. St. Patrick is the patron saint



Dave Grant spoke with UAW Local 249 retirees at the February meeting inviting motorcyclists to attend the Motorcycle Committee meetings. Photo by Don Lehman.

of Ireland. He ministered Christianity during the fifth century.

Our next meeting will be held on

March 21, 2018 at 10:30 a.m. Please bring a dessert or side dish. All are welcome.

UAW celebrates Black History month

By Garrett Waters

Local 249 Civil and Human Rights Committee commemorated Dr. Carter G Woodson, the architect of Black History Month, by honoring African-Americans, Afro-Latinos, Constituency groups, Negro League Baseball and jazz music, in a display case located in the main tunnel of our workplace.

To me, the most important object in that display case is the mirror, and the words surrounding it read, *this is the face of change*, meaning the reflection you see could very well be the catalyst for change no matter what race, religion, gender, age, or sexual orientation. The truth is a change agent that comes in all shapes, sizes and colors. The second most important object could be found on the bottom of the display case, our constituency conference handbags.

The National Association for the Advancement of Colored People, the Coalition of Black Trade Unionists, Asa Philip Randolph Institute and our allies Stand Up Kc/ Fight for \$15 play leading roles in bridging the gap between Civil and Human Rights and the labor movement. Each group has their target

interest, but for the most part have the same values; community service, the labor movement, civil and human rights, forming political alliances, union involvement, and fighting for livable wages.

I believe what the artist was saying was once you look in the mirror and decided to become a change agent, a coalition builder, and a true advocate for social and economic justice, you will need a tool bag and a support system that share the same values as you. Local 249 Civil and Human Rights Committee Recording Secretary Jerilyn Griffin designed the display case.

In February we took a trip to Local 276 in Arlington, TX. to join them for their very first Black History Month Program. We were received with open arms by our brothers and sisters and



Local 249 Civil and Human Rights Committee Chair Garret Waters, left, joined activists from Local 31 Feb. 25 for a Celebration of Black History. Photo by Don Lehman.

their hospitality was second to none. The 3 hour program was put on by the Civil and Human Rights Committee and their Chairperson, Marquetta Hawkins.

On February 25, 2018 we put on another stellar performance for the 2nd year in a row with Local 31's Civil and Human Rights Committee members Latisha Dunell and Bruce Drew. Both of these events were amazing. Singers, storytellers, speakers, music, food, and an intimate crowd of faith

members.

Local 249 Civil and Human Rights Committee donated a gift basket and spoke at both events, letting them know this was a love offering from their brothers and sisters from Local 249 in Kansas City, Missouri.

As Region 5 Civil and Human Rights Council President, I must say thank you to the entire IUAW for supporting Region 5 Civil and Human Rights Committees and may our work ethics prove us to be worthy.



UAW Local 249 CAP Committee members Jason Starr, Shirley Mata, Sade Ott and Dana Davidson, along with members of Local 2250, and Local 31 met with Senator Claire McCaskill in Washington D.C. at the annual CAP Conference..

CAP Conference meets in Washington D.C.

By Gwen Starkey

There's something fundamentally wrong with an economy where rich folks prosper while the working person struggles just to get by. Despite a soaring stock market and years of increased productivity, not everyone is sharing in the fruits of our labor. Something must change and the time for action is now.

2018 is a pivotal election year and over 1,100 UAW members from across the country gathered in Washington D.C. on February 5 for the annual four-day National Community Action Program (CAP) Conference to discuss the union's legislative and political priorities for the coming year.

President Jason Starr, Recording Secretary Shirley Mata, Financial Secretary Dana Davidson and Trustee Sade Ott represented UAW Local 249 at this year's conference. They headed to Capitol Hill and met with several of our local and state leaders on issues that directly affect the working class. This year's conference focused on immigration, international trade, job creation, and tax reform.

"I came away from this conference motivated, more passionate to talk about how the system is rigged against us," Jason Starr said. "I want to work to inspire our members to engage socially, economically and politically to build our power so we can win the justices that we quite honestly deserve. We are not going to do that simply

through collective bargaining. We are going to have to do that at the ballot booth and at every other opportunity socially and politically that we can. We have to change the system, and we can only do that by putting candidates in office that are proponents of the working class and our issues."

They focused on the North American Free Trade Agreement (NAFTA) whose original purpose was to reduce trading costs, increase business investment and help North America be more competitive in the global marketplace, but that hasn't necessarily been the case. The UAW opposes NAFTA because it depresses the wages of U.S. workers and ships manufacturing jobs abroad. Trump made renegotiating NAFTA a prominent part of his campaign, but he has failed to deliver on that promise and the tax cuts by not closing tax loopholes that allow corporations to deduct and write off the expenses from closing down facilities and relocating off them off shore.

"NAFTA was a big topic and we

spoke with legislators about renegotiating it," Shirley Mata said. "It's important because we've lost so many manufacturing jobs. We need to keep jobs here and create new ones because we can't bring back the old ones. Those are gone. We are asking the members of congress and senate to stand with us."

Immigration was another hot topic. Trump is all about building a wall to keep immigrants out, never discussing the reason immigrants come to the US in the first place. "The one thing you never hear about is the discussion about the demand, why folks come here in the first place," Starr said. "Far too often, the other side does a good job of making it about the particular individual that is coming here and they don't talk about the corporate farms that are hiring illegals by the busload because they don't want to pay good wages and benefits to our citizens. Yet there are no politicians going after the corporations to kill the demand side of things. If they'd start locking some CEO's up that are knowingly hiring illegals and undocumented workers you would kill the demand and then there would be a lot less folks coming over because there are no opportunities for them to work. You never hear that argument in the immigration debate."

"They use race, nationality, and

all these other wedge issues to make it about the people while these corporate farms exploit undocumented and illegal workers to the point of inhumane levels. If there's an opportunity to abuse the worker, they are going to do it. So at the end of the day what we are really relying upon is our government and our political will to enforce labor law," Starr says.

Another component that they had time to discuss was the current status of the Labor Relations Board and some of the appointments that have been made under current administration and the negative impact that it's going to have for all working people. "They have undermined the executive order on overtime rules that President Obama had put into place which gives companies the ability to go back to refusing to pay overtime because they'd rather pay the penalties brought on them by the labor board then pay the overtime," Starr said. "Wage theft is the single largest theft that goes on in our country. It happens everywhere."

"It is important for us to go back to our membership and try to reengage and energize them to go into the 2018 legislative opportunity and really take on the working class issues and to get working class candidates that are proponents of our issues in play," Jason Starr said.