

FIRST LOCAL NEWS

Published by United Auto Workers Local 249—Kansas City, Missouri

April 2017

**First Ford
sit-down
strike 80th
anniversary
| p4**

**Official
Election
Notice | p7**

**March
mayhem,
Ramp Crew
lends a
hand | p7**

**Transit
system
overtime
continues
until July
| p9**

International Union United Auto,
Aerospace and Agricultural Workers Local 249
8040 NE 69 Highway
Pleasant Valley, MO 64068



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Jeff Chisam, a member of Local 249's Wheelchair Ramp Crew, helps with cleanup after the March 7 tornado that damaged homes, barns and sheds in rural areas near Plattsburg and Lathrop, and four people were treated for minor injuries. Photo by Don Lehman.



Kansas City Mayor Sly James spoke at Local 249's monthly membership meeting March 12 to urge members to support an \$800 million infrastructure bond issue that will be on the ballot April 4. Photo by Don Lehman.



Local 249's Human and Civil Rights Committee sold St. Patrick's Day T-shirts at the March membership meeting. Photo by Don Lehman.



The union Election Committee took acceptances of nominations for union offices after the March membership meeting. The election will be held inside the plant for the first time in many years May 4-6. Photo by Don Lehman.

First Local News

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Reporters Gwen Starkey and Colleen Taylor
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UAW Local 249

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Officers of Local 249

President Eric Hall
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Financial Secretary Dana Davidson
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Nurse's Bargaining Chair Zo Foley
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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

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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The Picket Line

Taxing our health care, cutting our benefits

The Ryan Health Care Bill puts retirement at risk by making massive cuts to Medicare and Medicaid.

Speaker Ryan and House Republicans want to repeal the Affordable Care Act, also known as Obamacare, and replace it with a bill that gives millions in tax breaks to the rich. They want to pay for those tax breaks by taxing your benefits and stealing Medicare and Medicaid funds.

We need you to take action to stop this bill by calling your congressional representative at (866) 829-3298 and saying vote NO on Ryan's health care plan.

All Americans, including hardworking UAW members and their families, have paid into Medicare their entire careers. This bill weakens Medicare for current and future retirees. It also takes money away from Medicaid's long-term care program, which helps one out of seven retirees and pays for two out of three seniors' nursing home care. Every middle-class family that ever needs this care will be harmed if Medicaid funding is slashed.

Please make that phone call and tell your representative to vote against the Ryan Health Care Bill. — *UAW*

UAW and Caterpillar reach tentative agreement

The Caterpillar UAW bargaining team has reached a tentative agreement. No details will be publicly released until Caterpillar UAW members have had a chance to review the agreement and highlights, and vote on the agreement. UAW members should check with their local unions which will set meetings, including date, time and place to review the details of the contract and conduct ratification votes next week. — *UAW*

UAW supports March for Science

The Trump administration attacks on science and federal investment in scientific research threaten the common good, as well as UAW members' lifelong work and livelihood. As an international union, with 1.1 million active and retired members in the US, Puerto Rico and Canada, the UAW stands in defense of science and the spirit and principles behind the April 22 march.

As a union, the UAW has long advocated in Washington and elsewhere for the continued investment in basic science at our universities. The UAW has a long history as an advocate for human and social rights. We look forward to joining the March for Science as part of this longer tradition in our union. — *UAW*

NLRB Upholds Columbia Graduate Workers' Overwhelming Vote for Union

Columbia University research assistants and teaching assistants – whose landmark case restored union rights for graduate workers nationwide – are calling on university administrators to join them at the table and begin their important work to bargain a strong contract that prioritizes a fair, safe and respectful working environment. Today, the National Labor Relations Board's Brooklyn office upheld graduate workers' election in December to choose Graduate Workers of Columbia-United Auto Workers (GWC-UAW) as their union.

In her ruling, Hearing Officer Rachel Mead Zweighaft wrote:

"The Employer has failed to demonstrate that any alleged objectionable conduct occurred which could have affected the results of this election, in which the petitioner prevailed by 900 votes... Accordingly, I have recommended overruling the Employer's objections in their entirety." — *UAW*



"TRUMP CARE DOESN'T REQUIRE A BASIC BENEFITS PACKAGE, SO WE CUT OUT A FEW NEEDLESS PROCEDURES... LIKE ANESTHESIA..."



UAW President Dennis Williams. UAW

UAW opposes Ryan health care takeaway

By Dennis Williams

The nonpartisan Congressional Budget Office (CBO) confirmed that under the Ryan health care plan Americans would be forced to pay more money for less coverage. At the same time the bill grants hundreds of billions in tax breaks to corporations and a \$7 million annual tax break to the 400 wealthiest U.S. households.

"The CBO confirmed that 24 million people will lose coverage by 2026, with 14 million losing coverage next year. Additionally, millions will pay thousands of dollars more in out-of-pocket costs. Industry experts estimate that older heads of households could see their health care expenses go up by as much \$10,000 per year.

"This is a bad bill for working Americans that takes us in the wrong direction.

"The Ryan health care bill steals from Medicare's trust fund to pay for these outlandish tax cuts, threatening the health care of tens of millions of seniors who paid into Medicare and count on it. Every middle-class family that ever needs long-term care will be harmed if Medicaid funding is slashed. Medicaid pays the lion's share of the

cost for long-term care.

"To add insult to injury, the Republican bill taxes good health insurance plans. In 2025, wealthy Americans will get tax breaks and working men and women will bear the cost under this bad bill.

"No working family is spared by this mean-spirited bill as more people lose coverage and the cost of health care rises for everyone to pay for emergency, uncompensated care. The rising cost of uncompensated care will lead to higher health care inflation for all of us.

"I urge Republicans to abandon this bill and instead work to ensure that no American goes without health care coverage or is forced to choose between paying their medical bills or feeding their family." — *UAW*



First Ford sit-down strike 80th anniversary

By Pat Hayes

It all started at precisely 3:15 p.m. on April 2, 1937, a Friday afternoon, eighty years ago this month. As workers at the Ford Motor Kansas City Assembly Plant, then located at 1025 Winchester Ave., lined up at the time clock to punch out for the day, H.C. Doss, the plant manager, and Joseph Bush, plant superintendent, launched a surprise attack on UAW members working there.

Under their direction, plant general foremen and superintendents began pulling men out of line. The workers who were singled out were fired on the spot and ordered to hand over their Ford ID badges. Although Doss and Bush claimed the layoff was needed to reduce production, the real intent was clear. The men being fired were almost all members of UAW Local 249. Union men with as many as 24 years at the plant were let go, while many non-union workers with just a few months

on the line were kept on.

To the surprise of Doss and Bush, the union was ready for them. Members of the fledgling local had been meeting secretly for months. They knew from bitter experience it was likely that Ford had planted spies in their midst. They had a plan.

As soon as it became clear what was happening, union representatives from each department quickly fanned out across the plant and began to pull the fuses that supplied power to the

motors that ran the assembly lines.

"Company officials were so flustered," by the union's quick action recalled Gene Minshall, "they didn't know what had really happened. They had never seen all their damn production lines shut down all at one time. The sit-down strike was on."

Local 249 President Baron DeLouis called the union's 18-member executive committee together. They told workers to stay in the plant, not to surrender their badges and to remain inside. Chassis line workers, who had been sent home at 3:00 p.m., were told to come back and join the strike. The committee set up a fire watch, prohibited smoking inside the plant and set off to meet with Doss and Bush.

When the committee met with Doss and Bush, they had one simple

demand. If a cut in production was really necessary, lay the men off by seniority. Doss and Bush refused. By 11:00 p.m. that night, the sit-down strikers began welding the gates leading into the plant shut. Huge crowds gathered outside the plant. UAW members from Local 93 at G.M.'s Leeds Assembly Plant, who lost an eight-day sit-down strike the previous December when they were starved out, brought sandwiches to feed the sit-downers at the Ford plant.

Using the plant bathrooms and drinking fountains proved to be a novel experience, according to Minshall. The workers would take a drink and marvel to the others, "Look, I'm taking a drink and not getting fired for it."

Some of the sit-downers found
Continued on next page

Continued from previous page
a big piece of cardboard and painted a sign. They hung it from the roof of the plant for the crowds outside to see: "Lincoln Freed the Slaves." it read, "Henry Ford Brought Them Back."

The next morning, Ed Hall, a UAW International vice president, and John Gillespie, representing Ford, arrived by plane from Detroit. They met with Local 249 leaders and with Doss and Bush at the President Hotel. Gillespie told the union committee that Henry Ford would not agree to a written contract. He did agree to reach an oral agreement with the union.

Gillespie, Doss and Bush agreed that no striker would be fired for taking part in the sit-down. Any future layoff would be plant wide by seniority. Job security and working conditions would be improved. If a dispute could not be settled within a department by the

chief union steward and the department's general foreman, it would be taken up by the union committee and plant superintendent.

With the agreement in hand, Hall, DeLouis and the other members of the union's executive committee presented the settlement to workers at the plant. It was received enthusiastically. A victory parade was hastily arranged. Workers marched out of the plant led by a band. They marched in solidarity past Butler Manufacturing where a strike was underway and ended in a rally in Ford Park, across the street from the plant.

The next day, 2000 Ford workers attended a mass rally at the International Arena to hear Hall and other union leaders speak. In the weeks that followed, nearly every worker at the Winchester Ave. plant signed a union card and joined the union.

Production at the plant soon got back to normal and union members were happy. Disputes between Local 249 and the company were settled by meetings on the plant roof between the union committee and Doss and Bush. Everyone got a raise and ventilation was installed.

There was one person who couldn't live with the agreement, written or oral. His name was Henry Ford. He hated unions.

On March 21, 1937, just days before the sit-down that the Winchester Ave. plant, the Kansas City Star reported an interview with Henry Ford at his 70,000 acre Georgia plantation. Ford warned workers to "stay out of labor unions. Those who join," he was quoted as saying, "will be like the turkey – they'll get it in the neck eventually."

He and Harry Bennet, a former boxer and head of the notorious Ford

Service Dept. began planning for an even more devastating attack on the union. They would use every tool at their disposal.

That fall, rumors were spread that the Kansas City plant was closing. A company union was formed and workers were forced to join it or lose their jobs. More than 1,000 loyal UAW members were fired or refused to join the Ford union and were locked out for three years and nine months during the depths of the Great Depression.

Despite the hardships, the UAW members stuck together and, in 1941, the National Labor Relations Board set up by Franklin Roosevelt ruled that Ford had violated the nation's labor laws. It ordered that Local 249 members be reinstated – even if Ford union workers had to be let go to make room – and that the company pay them their back wages.

Locals 31 and 249 unite for Black History Month

By Garrett Waters

On February 25 Local 249's Civil and Human Rights Committee made good on a handshake commitment to our closest region 5 allies, Local 31's Civil and Human Rights Committee of Kansas City, Kansas.

The decision to join forces with Local 31's committee began last year when Local 249 attended Local 31's Black History month program. I remember thinking to myself last year during the program, "We should ask them if we can be a part of this". We wanted to pay homage to our African American community, and contribute to the celebration of their contributions to America. After watching the program that clearly inspired the audience, we felt compelled to join forces. We congratulated the members of Local 31 on their successful black history event and this lead to a small contribution, a promise, and a handshake commitment from Local 249.

This year 249's Civil and Human Rights committee members helped them setup and tear-down for their program. We basically let Local 31 know that 249 wasn't here just to watch the program. We as 249's Civil and Human Rights Committee members understand that being union is not a spectators sport. We made sure they knew that we were at their disposal to help tie down any loose ends and to help ensure they had a successful black history month program.

The program this year was a lot like last years. It was an intimate crowd of community, Union and constituency

group members from both Missouri and Kansas. Local 31's union hall was beautifully decorated with our ancestors, their art, community achievements, and literature. There was a lite lunch, desert, free raffles and shirt sales. The program's main events were the guest speakers, singers, poets, and dancers, who all did a wonderful job displaying their talent.

We would like to thank Local 31's Civil and Human Rights Committee, Bruce Drew, Patricia Trevino and Lola Webb for receiving Local 249's members with open arms and showering us with that sister and brotherly love that we have come to know all so well here at our UAW.

It was a proud moment for both of our locals to honor our commitment to each other, by coming together to build and maintain solidarity, while representing our communities, constituencies, and our mighty, mighty Union. Its events like this that make all the sacrifices, mental, physical, and financial worthwhile.

I would like to thank the entire Local 249 family for supporting and encouraging our Civil and Human Rights Committee, Garrett Waters, Chairman, Lonnie Jackson III, Vice Chairman, Jerilyn Griffin, Recording Secretary, Sade Ott, Treasure, David Winkler,



Jerilyn Griffin, Local 249 with son Oliver (left), Garrett Waters, Local 249, Vicki Hale, President Local 31, Bruce Drew, Local 31, Spades Johnson, Local 249, Jackie Cleaves Local 249, Yolanda McLeod, Local 249 at Local 31's black history program. Photo by Sade Ott.

Trustee, Spadez Johnson, Trustee, McLeod, volunteer, and Neal Byers. Jackie Cleaves, Herbert Bolten, Yolanda

OPEN ENROLLMENT

UAW-Ford Hourly Optional Life & Accident Insurance

March 20 to April 28

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

Local 249: Building more than trucks & vans

By Gwen Starkey

Whether it's a wheel chair ramp, a city park basketball court, rough in for habitat for humanity, a multi-purpose room for a school district, tornado cleanup, lending a hand to our veterans through the Veterans Community Project Tiny Houses or the most recent venture, building a community center for the Active Heroes organization, when UAW Local 249 wheel chair ramp crew sees a need, they immediately jump into action. "That's what we do. When someone is in need, we respond," Community Services Chairperson Kim Rowland said. "We build more than F150's and Transits, we build communities. A board, a nail, or a helping hand, where the need is, is where we want to be."

Their most recent venture took team members Jeff Chisam, Matt Holsted, Tom Macomber, Phil Rangel and Kim Rowland to Louisville Kentucky where they met up with other UAW ramp crews from Chicago, Cleveland, and Louisville to help construct a community center for the Active Heroes organization. Active Heroes beginnings were the vision of one man, Troy Yocum, in his quest to understand PTSD and veteran suicide. Through Active Heroes, he is trying to eliminate military/veteran suicide through physical, educational, and emotional programs. Situated on a picturesque 144-acre site, this complex is designed with the veteran in mind. They provide activities for the families that help heal, build camaraderie and connect with resources. It's a place to relax and unwind, all free of charge.

"It started out as a concrete slab, you know, and we went in with 20 or so members from other locals, and in a week's time, we had studded the walls, built trusses and part of a roof before we left," Matt Holsted said. It was a neat deal and a good experience, it really was. I met so many people and it was good to see everyone involved as they were. I learned a few things too as I

don't normally do rough in construction. The atmosphere, the comradery with the other ramp crews, it's just good to see how everyone is getting behind the veterans now."

UAW Local 862 Community Services out of Louisville and UAW-Ford have been actively working on this project for 3 years, donating the labor force to build the first cabin. That's when they decided what a great idea it would be for them to bring all the wheel chair ramp teams together to build one big project. "I would like to thank Jimmy Settles and Bill Dirksen for putting this all together and allowing us to go down and do a great thing for the veterans," Kim Rowland said.

"Every dime that this organization raises goes to these projects for the veterans at Active Heroes," Tom Macomber said. Every dime, there is no one on staff, and no one is getting paid. Every dime that they get goes straight to the veterans. I got to meet Troy Yocum and a few others in the organization, but the joy for me was working with the other local ramp crews. We've never met them and it was nice to have a chance to sit down and talk with them and learn about what they go through and what they see on a daily basis."



UAW Local 249 on a recent trip to Louisville Kentucky, helps built a community center for Active Heroes.

"I didn't know what to expect when we got down there, but once we were there and started talking with the Louisville guys, about what they've done for the Active Heroes, prior to us being down there was truly amazing," Phil Rangel said. With the cabins and the site that they have and what they are doing for the veterans, allowing us to go down there helping and be a part of it, it was awesome. We were wondering how it was going to be working with so many new people, but when we got there, we all clicked. It was like we had known each other always. Everything went together without a hitch. It was a beautiful thing to see. That's what it's all about, helping our fellow man, and it's something that we can give back to our veterans, who have done so much for us."

"It was a wonderful project for a wonderful cause with a lot of wonderful people. Everything about it was just great," Jeff Chisam said. The comradery between the different ramp crews from Cleveland, Chicago, Louisville and us was just amazing. It was just like we'd all been there and been working with

each other for the last 20 years or so. That's how I feel about it. I got to meet Troy Yocum and he is just a great guy. He told me a little about the background on this project and how things got started, really getting everyone all excited to be a part of it all."

UAW Local 249 is very active in our community. It's a great opportunity to let the public see just who we are and what we do. "We just recently got yard signs to put out after we complete a project," Kim Rowland said. Yard signs are a very effective way of letting others know what is going on within their neighborhood. They want the community to know who is helping them out, Kim says and that also helps spread the word for others who might need assistance. It gives them a better understanding of what being united is all about, especially now, with right to work giving unions such bad press.

In the words of Walter Reuther, "There is no greater calling than to serve your fellow men. There is no greater contribution than to help the weak. There is no greater satisfaction than to have done it well."

**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

March mayhem, Ramp Crew lends a hand

By Gwen Starkey

Folks around the Midwest are no stranger to Mother Nature's fury and last week's outbreak of more than 53 confirmed tornadoes brings an early start to what could be a very long and dangerous tornado season.

Rebuild or relocate? That's what's on the minds of many residents in Oak Grove where over 480 homes and businesses sustained some type of damage by the area's largest tornado, an EF-3. At 400 yards wide and a 12-mile path with winds at more than 152 MPH, thankfully no one was injured. But despite the widespread loss, some say the situation has brought out the best in people living here.

A few hours after the tornado hit, the area was inundated with help. The community came together with chainsaws, tarps, food and water.

That's where UAW Local 249 sprang into action. Just returning home from a project helping out our veterans with Active Heroes in Kentucky, our wheel chair ramp team wasted no time in offering their services to areas that were in need. Realizing Oak Grove had enough resources for clean-up efforts, UAW Local 249 turned their attention to the Northland areas of Smithville and Lathrop.

Both communities suffered extensive damage with an EF 2 tornado. At 1000 yards wide and a 19-mile path with winds of 132 MPH, Smithville, the town of about 9000 residents had between 60 and 70 homes that were damaged or destroyed and several

homes, barns and sheds were damaged in rural areas near Lathrop.

"It's great when a community comes together so much in times of need that they have to turn away too much help. That is why we decided to help out in other areas that are smaller and did not get as much attention," UAW Local 249 Community Services Chairperson Kim Rowland said. Our guys are teaming up with the FFA and the VFW and going up with the materials needed to board up windows and clean up debris. We are getting together gloves, water, and whatever else we need. With all that damage with such a wide path of the storm we were lucky to have zero fatalities and only one minor injury."

They are working with Deputy AJ Carroll with the Clinton County Sheriff's department. He helps the team pinpoint areas where help is needed the most.

The Community Services Committee is also planning a gate collection in the coming weeks and plans are to get involved with community groups like the Lions Club or a rotary club so they know that the money will go directly to where it is needed most. They've been this route before dealing with the dev-



UAW Local 249 ramp crew, Tom Macomber, left, Phil Rangel, Jeff Chisam and Matt Holsted, help the residents of Lathrop clean up after a tornado rips through their town. Photo by Don Lehman.

astation a few years ago when an EF 2 hit Orrick, so they are prepared.

"We have been keeping our efforts based in Lathrop which was on the north side of the tornado path," wheel chair ramp team member Tom Macomber said. We are clearing large trees that have dropped down in people's yards and on fences, and clearing up stuff for those that don't have the means to do it. The damage was incredible. There were homes and barns that were torn down. Trees and sheet metal roofs were just everywhere. Missing shingles, just everything that you can think of that happens with a tornado."

"Lathrop is my hometown, and it got hit pretty bad," wheel chair ramp team member Matt Holsted said. It's a smaller town of about 2000 people. It's a farming community. It's a little more spread out, but folks lost a lot of barns and stuff like that, that got blown to pieces. It's a heck of a deal. The bigger towns that got hit have so much help that we just decided to focus our efforts in the Northland areas."

When it's all said and done, communities will bounce back to their new normal and they will have the fine folks at UAW Local 249 to thank for their generosity in helping them get there.

Official Election Notice Amalgamated Local Union 249 UAW

In accordance with the UAW Constitution and Local Union 249 By-Laws, the election of all Executive Board Officers, Bargaining Chairperson of the Assembly Unit, District Committeepersons of the Assembly Unit, Alternate District Committeepersons of the Assembly Unit, Bargaining Committee Members of the Production Assembly Unit, Skilled Trades Bargaining Committee Member, Bargaining Chairperson of the Parts Depot Unit and Parts Depot Bargaining Committeeperson, Bargaining Chairperson of the Nurses Unit, Bargaining Chairperson of Team Solutions and Team Solutions Committeepersons, Retiree's Executive Board Representative, will be held in the following manner:

Election

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. 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. Election voting times will be as follows:

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 on Saturday, May 6.

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.

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

Main Building – Thursday, May 11 and/or Saturday, May 13

Parts Depot - Wednesday, May 10

Voting machines will be used at Stamping, the Executive Garage and Truck Body. Members in good standing including temporary part-time employees are eligible to vote. Bring proper identification such as Ford I.D., Union Card, Drivers License, PMHV License, or other types of photo I.D.

Absentee Voting

Members may vote absentee for all elected positions if you are out of town on company or local union business. A signed statement must be filed with the Local Union in sufficient time for the member to secure a ballot and redeposit same with Amalgamated Local Union 249 prior to start of election.

— **Tony Renfro, Recording Secretary**



Transit Paint Body Sealer Dudley Bolden is one of the hard working men and women at KCAP who contribute daily to the success of Ford Motor Company. He transferred to KCAP back in 2008 after the St. Louis Assembly plant closed. Photo by Don Lehman.

Profit sharing negotiated, not freely paid out

By Colleen Taylor

Local 249 members are proud of the quality F150 Trucks and Transit Vans they produce, and through collectively bargained profit-sharing, the hard work and success of our members' work is rewarded and they deserve it.

On January 26, Ford Motor Co. announced their 2016 North American full-year profits of \$9 billion. This was exciting news for UAW-Ford membership as this meant they would receive a significant profit-sharing financial payout per the 2015 collective bargaining agreement. According to Jimmie Settles, UAW-Ford Vice President, this news is an important indicator that Ford is a healthy; financially secure company which translates to job security for the UAW membership.

"The news of the profit sharing payout made me feel good. I know how important it is to give the customer a good product. I'm from a closed plant. I came from St. Louis in 2008 and I don't want to ever experience that again", said Dudley Bolden, a body sealer in Transit Paint. "It's a team effort. Everyone does their part and we get

rewarded for it".

Profit sharing is always a major topic of discussion during contract negotiations with Ford Motor Co.

"It is not a benevolent payout by the company but a hard fought union negotiated benefit and something the UAW membership deserves and demands", said Settles. "Ford Motor Company does not freely share their profits with its hourly workforce".

The battle for the profit sharing for the UAW workforce began in 1958. At that time Ford had led the country since 1947 in expanded net capital worth, climbing from 700 million dollars to 5 billion, and 99.3 percent of the capital growth was financed from profits.

UAW President Walter Reuther wanted the hourly workforce to get their slice of the profit pie. This was

the area where he believed the equity for his UAW membership was short-changed the most. He felt that profit sharing was an essential part of equity and that he intended to win it at the bargaining table.

"The giant corporations are getting more than their share; they're getting a disproportionately large share. And because they are keeping more than their proper share, this is creating a serious imbalance out of which unemployment and recession is developing", said Walter Reuther on the Mike Wallace Show in 1958.

Profit Sharing for the UAW hourly workforce was eventually won in 1982. Because of that win at the bargaining table, UAW members to this day go home to their families today knowing that the hard work they do every day will pay off.

In the 2011 negotiations, the UAW bargaining committee negotiated a much-simplified, profit-sharing formula that ensured the payout amounts were transparent and increased the amount of payout for the

members. During the 2015 contract negotiations, the formula for calculating payouts was revised again, to remove the cap on company profits that would count towards profit-sharing payouts.

The 2017 payout is the first under the new contract and the new profit-sharing formula which awards \$1 for each \$1 million of pre-tax North American profit.

"I'm grateful to our UAW negotiating team in past and present for a benefit as generous as our profit sharing. I'm equally as grateful to represent the hard working men and women putting out quality vehicles that make those checks possible", said Transit Paint Committeeman Shane Freeman.

Membership must always remember that profit sharing is a UAW negotiated benefit and not a goodwill payout from Ford Motor Company. Without the strong labor voice of the UAW fighting on the behalf of the hourly workforce, they wouldn't be receiving their slice of the profit pie.

Transit system overtime continues until July

By Todd Hillyard

As this article goes to press the Transit system will continue working an overtime schedule until the July shutdown. There are a few weeks in early April that are not filled with orders so they could be 40 hour weeks. There are currently a few one shift Saturdays scheduled in June as well. If the schedule holds true, days and nights will each work two Saturdays. There is not any down weeks scheduled out as far as we can see but the plan is currently still to return to 40 hours after the July shutdown in Transit. As always schedules are subject to change with vehicle demand and we will notify everyone as far in advance as possible as to what is coming.

The F-150 side will remain on the three crew pattern and there is a Super Saturday scheduled for B-Crew to make up lost production during a major breakdown on pedestal line. The A-Crew worked the last super day on 12-18-16.

Currently the company is talking about adding 3000-4000 additional units in the truck system in the 3rd and 4th quarter. The company is looking at the possibility of a voluntary holiday in September for C-Crew and either additional daily overtime for all three crews or Super Days for A and B Crews. We will keep everyone updated once the schedule is confirmed. There are currently no down weeks showing in the truck system.

The company has until April 1 to notify me officially on the July shutdown but currently it looks as if both sides will be down two weeks in July for vacation this year. The two weeks will be July 3rd and July 10th unless something changes in the next few weeks.

We had an issue with the Arrow uniform, our clothing voucher supplier, in the first few weeks. A few dozen members got new boots that were made in China and they were all supposed to be made in the USA. After I spoke with them they will be contacting each member who got those boots and letting them ship them back to exchange them for American made boots at no cost. The issue was with Thorogood and Arrow did not know they had shipped two models of boots out to China. The website has now been corrected and this issue should be fixed.

The hats are also made in China and they tell us they can't find any made in the USA. They are decorated and shipped out of a Union shop to us. I did tell them we don't have a problem getting USA made hats at the local here but they cannot change the hats, so that is what it will be. Arrow will be here at the plant for at least three days either on March 27th, 28th and 29th to assist members having issues with ordering. They will be in the main plant

in the hourly cafeteria.

As Missouri continues to push back on organized labor's request for the referendum to put right to work on the ballot more anti-worker bills continue to be introduced in our state and nationwide. Prevailing wage and paycheck deception are being introduced now. All these anti-worker laws have one thing in common, they want to financially weaken labor unions to reduce the power and collective bargaining rights of union workers.

Everyone needs to understand this will have long term effects on all of us. If President Trump's healthcare bill passes and causes costs to rise for health care insurance, that will affect us at the bargaining table. Each year less people are covered and costs go up, our health insurance is harder to negotiate. If the company is forced to pay more for our coverage there is less money to negotiate new product, raises, or literally anything else we want to negotiate.

When unions are weakened all wages are suppressed or pushed down and it is nearly impossible for us to negotiate gains for our members. Regard-



Local 249 Bargaining Chair Todd Hillyard reported that the July shutdown will be July 3rd and July 10th unless something changes in the next few weeks. Photo by Don Lehman.

less of what party you think you are, pay attention to what politicians are doing to your rights as a worker. They are daily attacking our wages, benefits and right to collectively bargain our contracts. If we don't start voting for politicians that support our jobs and organized labor, we are going to see major changes in our way of life in the future.

I would like to wish all the candidates running for election this year

good luck. I would also like to congratulate Pat Hayes who will be retiring as our ERT coordinator and safety trainer after many years of service. It has been a pleasure working with Pat and I wish him the best in retirement. Keith Jones will be replacing Pat and will start training Monday. Congratulations to Keith and I hope you can learn fast. Three weeks isn't much time to learn on the fly and pick up all that is done out in the training office.

LEGAL SERVICES PLAN

Call 800-482-7700 to Open a New Case

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

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

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

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

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

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

Changes at NLRB will hurt working people

By Eric Hall

I just returned from the annual leadership conference. It was a great conference explaining the current state of our government and the attack on the working class of America.

Josh Nasser UAW Legislative Director spoke on the National Labor Relations Board and the change that will take place there.

In recent years we have had some favorable rulings as President Obama appointed labor friendly board members. They even ruled with us that temporary employees could collectively bargain with the employer and not the temp agency.

This will change with the new appointment to the NLRB. Also, the budgeting for OSHA and Department of Labor will be cut causing less enforcement and more back log on cases.

There is also a National Right to Work law (HR 785) being introduced along with Senate Bill 63.

The right to work law will weaken all of labor and lower the bar for all wages in all sectors as wages are set by unions even those jobs that are non-union.

Senate Bill 63 is a tribal gaming bill that makes the casinos on tribal grounds exempt from collective bargaining laws that allow organizing of the industry.

The congressional message is that the government must not force law onto the tribal lands. It's somewhat ironic that the same people pushing this

are the same ones that forced the pipeline to be installed on the South Dakota tribal land against the tribes will.

The Trump administration has also pushed for a law to impose on Federal employees that makes it illegal to fund one's pension while they do union work. In essence those volunteering and or elected reps would be disadvantaged to work with the union.

I know this is not attacking us at our plant, but if they get it there they will continue to push onto all unions. Once the NLRB and Supreme Court are filled with anti-union sentiment, we have no fight on this.

The Affordable Health Care Act is being changed as I write this. The Ryan or Trump plan will shift the funding of the health care system from the corporations and the wealthy to the working class and the poor.

On average, it will cost citizens another \$1,500 a year while relaxing the minimum requirements for coverage. It will cost more and the citizens get less coverage. They estimate that 24 million American will get left behind and have no coverage by 2026, as they currently do.

The plan cuts taxes for the 400 wealthiest families in America by \$7 million dollars. We will be forced to pick



Local 249 President Eric Hall takes nominations for union offices at the March membership meeting. Photo by Don Lehman.

that money up as tax payers.

There is also the privatization of schools. This makes them a for profit endeavor instead of an education endeavor. Look at how privatization has worked for the post office and the DMV. Poorer service and higher prices. They have made prison private now. They profit by filling them up not by rehabbing the prisoner.

"We are a nation of immigrants," says UAW President Dennis Williams. "Our union would not exist if immigrants and non-immigrants alike hadn't fought in solidarity for the rights we cherish today. We must protect national security while remaining true to the very values that have made us a

great nation. UAW opposes discrimination of any kind."

They are going to change the current FMLA system but we don't know to what degree. Trump has made it clear they want to cut capital gains as well from the 20 percent threshold. This is a tax that most Americans fail to qualify as they don't have capital gains.

Once again, a break for the minority of people. The tax breaks have to be made up somewhere and that will be on yours and mine back.

I just want to wish all of you a happy Easter. Remember we get April 14 and 17th off as those are union negotiated holiday. Enjoy the time with your family and friends.

A photograph of a man with his hands covering his face, appearing distressed or in pain. The background is dark and out of focus.

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

A photograph showing a row of treadmills in a gym setting, with the focus on the front of one of the machines.

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 educated on RTW referendum

By Susan Pena

Local 249 President Eric Hall spoke to Local 249 retirees at the March retiree meeting. He talked about walking the picket line with other Locals 710 and 31, Stand Up KC, the Teamsters Union and the International Brotherhood of Electrical Workers at Challenge Manufacturing in Kansas City, Mo. He spoke about the referendum to overturn the right-to-work Law which is scheduled to take effect on August 28th. If this passes, then it will stop right to work in Missouri.

Dave Grant, UAW Safety Trainer, Veterans Committee member and Election Committee member, updated the retirees on organizing at the Riverside Seat Plant and other vendor plants, and shared his experience at Challenge Manufacturing.

Nominations for the Retiree Executive Board were held. Most of the offices were won by acclamation, but there will be a vote on the Guide position. Members Shirley Bell and Sharon Dixon both accepted their nomination. Please come to the April meeting to support them. All retirees are eligible to vote.

Elections for the Local 249 will be held on May 4th and 6th. Retirees are eligible to vote for the Executive Board Members.

Tonya Moore, Blue Cross/Blue Shield of Kansas City Representative was available to answer questions.

Service Officer Bill Parker announced the February deaths: Jerry P. Bennett, Manuel Blankenship, Charles T. Butterworth, Stephanie S. Heuer and James R. Purser. Please pray for them

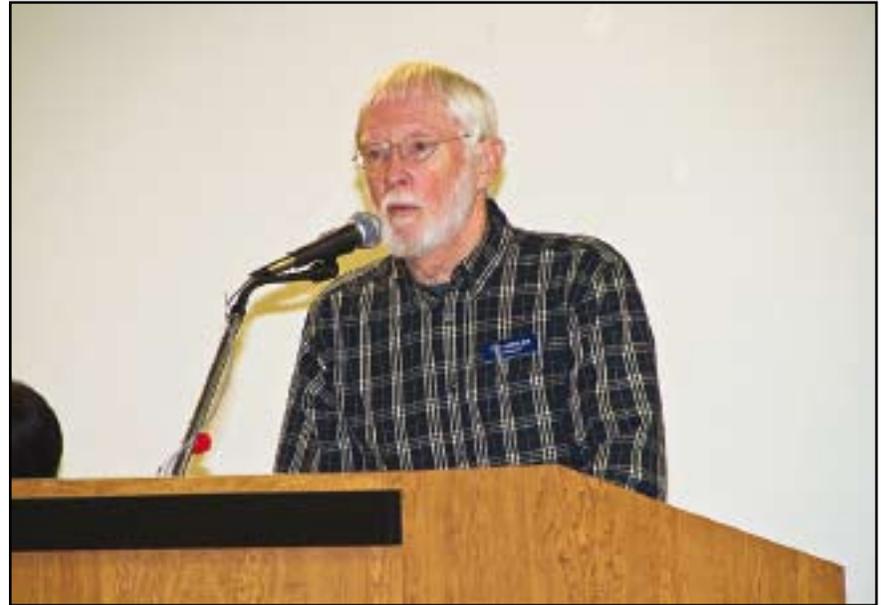
and their families.

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

Lori Marin, Family Auxiliary Vice-Chairperson, led us in song for the four March birthdays.

This is shared from James Patterson's, Suzanne's Diary for Nicholas. "Imagine life is a game in which you are juggling five balls. The balls are called work, family, health, friends and integrity. And you're keeping all of them in the air. But one day you finally come to understand that work is a rubber ball. If you drop it, it will bounce back. The other four balls- family, health, friends and integrity - are made of glass. If you drop one of these, it will be irrevocably scuffed, nicked, perhaps even shattered. And once you truly understand the lesson of the five balls, you will have the beginnings of balance in your life."

If you want to keep informed about your union, please take a minute each month to read the First Local



Local 249 Retiree Chairman Ray Wohler speaks to the retirees at the March Monthly meeting. Photo by Don Lehman.

News from cover to cover. Every page is filled with volunteerism, donations of time and money, leadership, activism, creativity, brotherhood and solidarity by our membership. It will also inform you on what happens in our monthly retiree meeting.

Bingo is held on the third Friday of the month at 11:30 a.m. Please bring a snack and white elephant gift.

The next retiree meeting will be held on April 19 at 10:30 a.m. Please bring a covered dish or dessert. We hope to see you all then.



2017 UAW Local 249 Fishing Tournament Calendar

8th Annual Kendal Bailey Crappie Tournament	
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
3rd Annual Wayne Pace Bass Tournament	
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 recently enacted right-to-work law will do the same.

There are no scabs at this time.

Thank you for your support.


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UAW members from locals 249, 31 and 710 rode the bus to Canton, Miss. March 4 to support Nissan workers who are fighting for union recognition.

UAW Region 5 activists rally for Nissan workers

By Pat Hayes

UAW Region 5 activists, including members of locals 249, 31 and 710 rode the bus to Canton, Miss. the weekend of March 4 to march and rally in support of Nissan workers there who are fighting for their right to join the union.

"The March On Mississippi was organized by the Mississippi Alliance for Fairness, a coalition of civil rights leaders, ministers and worker advocates," said Sade Ott, a member of Local 249's Civil Rights Committee who took the 11-hour bus ride from Kansas City to Canton.

"It was led by U.S. Sen. Bernie Sanders and actor Danny Glover, a longtime advocate for the Nissan workers. NAACP President Cornell

William Brooks, UAW President Dennis Williams, Sierra Club President Aaron Mair and U.S. Rep. Bennie Thompson also spoke at the rally," added Ott.

Nissan uses intimidation, such as threats of job losses and the plant closing in company videos and personal warnings to employees, against the mostly black workforce at the plant.

Over the last five years, Nissan has received six OSHA citations for violations of federal safety and health laws.

UAW President Dennis Williams called on Nissan to recognize the workers' right to join a union and to fix dangerous safety violations at the plant.

"When we have solidarity, we can go to the collective bargaining table and talk about health care and safety and wages," said UAW President Dennis Williams. "When we join together, it empowers folk to get things done."

The large crowd also heard from Sen. Bernie Sanders before marching to the plant to present a letter to the company demanding change.

"It's our job to tell corporate America that they cannot have it all," Sanders told the crowd. "Start treating the working people of this country with

respect and dignity."

Nissan recognizes union's in some 40 countries outside the U.S., but denies American workers the same rights here in the U.S.

"Martin Luther King Jr. said the best anti-poverty program he knew was a union," Danny Glover, the actor, film director, and political activist, told the crowd. Glover has been a long-time supporter of the union drive at Nissan.

"The south is still being used as slave states because of right to work," says Local 249 member Shirley Mata who attended the Canton rally, "I believe we have to unionize it for our country to thrive and the poor in those states to be less vulnerable."