

# FIRST LOCAL NEWS

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June 2017



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Outgoing Local 249 President Eric Hall passes the gavel to incoming President Jason Starr. Photo by Don Lehman.



The Ramp Crew made lunch for Local 249 women who participated in the Habitat For Humanity Women Build Project May 12.



Local 249 retirees Shirley and James Owen, left to right, Sue and Larry Summers, and Yvonne and Noel Clark all celebrated anniversaries at the May 17 retiree meeting held at the union hall. Photo by Don Lehman.



Newly elected officers for the Local 249 retiree chapter were sworn in at the May 17 meeting. Photo by Don Lehman.

## First Local News

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## UAW Local 249

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

## Officers of Local 249

**President** Jason Starr  
**1st Vice President** Tony Renfro  
**2nd Vice President** Tom Carr  
**Recording Secretary** Shirley Mata  
**Financial Secretary** Dana Davidson  
**Treasurer** Chrissy Kline  
**Trustees** Ed Scaggs, Connie Thomas, Sade Ott  
**Sergeant at Arms** Leon Allen  
**Guide** Jeremy Fue  
**Bargaining Chair** Todd Hillyard  
**Bargaining Committee** Steve Chorbak, Jim Fisher, and Travis Ramsey  
**Skilled Trades Bargaining Committee Member** Ron Pangborn  
**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

### 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

## 40,000 AT&T workers on strike

Some 40,000 workers at AT&T walked off the job for three days starting May 19 to win a fair union contract. Workers have been at the bargaining table for months fighting for good jobs against a company dead set on lining its pockets at the expense of the workers who make them billions. The CWA and the UAW are sending AT&T a message that they are united and ready to fight.

This is the biggest strike in the United States since Verizon workers walked out last year, and may be the biggest strike of retail workers at a national company in U.S. history. The strike includes 21,000 retail and call center workers at AT&T Wireless across the country, and 19,000 AT&T West landline and DIRECTV workers in California and Nevada, along with landline workers in Connecticut. — UAW

## NLRB says Boston College grad workers are employees, moves union election forward

The Boston College Graduate Employees Union – United Auto Workers (BCGEU-UAW) celebrated the National Labor Relations Board's decision declaring the graduate workers at Boston College are considered employees under the National Labor Relations Act, and moving the process forward toward an election.

The Board rejected the university's arguments that its employees were exempt from the Act due to Boston College's religious mission, and recognized the fundamental similarity between the work graduate employees do at B.C. and at other private universities such as Columbia University, whose landmark case restored rights for graduate employees to unionize in 2016.

"We are thrilled about turning to our election, and are looking forward to having a seat at the bargaining table," said Betsy Pingree, a teaching assistant in the History department and a BCGEU-UAW member.

BCGEU-UAW filed its petition with the NLRB on March 3 after a two-year organizing campaign. — UAW

## Ford invests \$350 million in Michigan plant

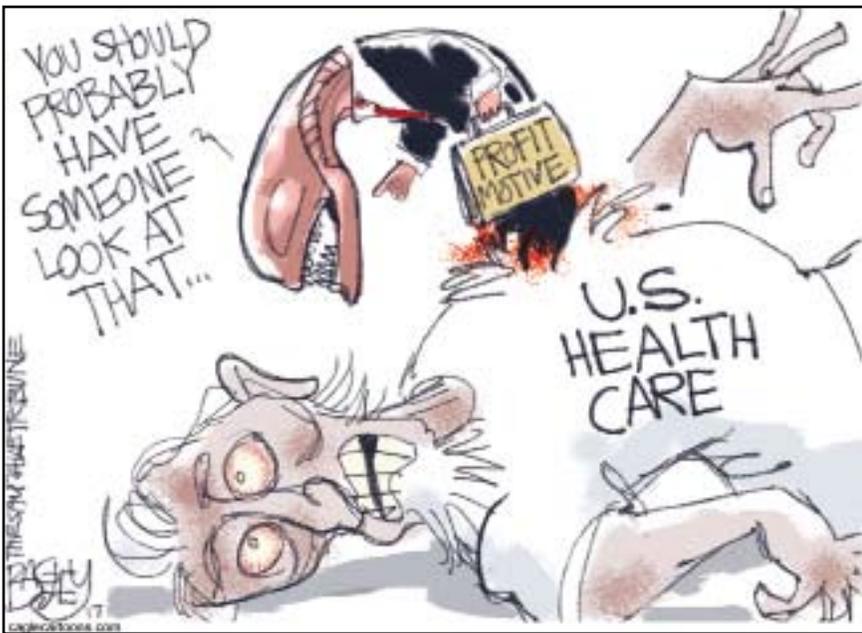
Ford is investing \$350 million in its Livonia Transmission Plant, adding a new transmission to expand its lineup of fuel-efficient powertrains as part of the company's plan to fortify its core automotive business. The company will create or retain 800 hourly jobs to support production of the new transmission. Ford expects to begin adding jobs late this year, with the majority coming next year and in 2019. — UAW

## Unfair labor practices charged at Volkswagen's US plant

The National Labor Relations Board has filed another unfair labor practices complaint against Volkswagen for hiking health insurance premiums and changing working hours of employees who voted for union representation at the German automaker's only U.S. plant. — UAW

## Boycott BCTGM Nabisco

BCTGM Nabisco/Mondelēz workers, BCTGM local unions, supporters and activists from other AFL-CIO affiliates gathered outside of the annual shareholders meeting for a large protest rally May 17. In July 2015, Nabisco (Mondelēz) announced it had decided to invest \$130 million in a plant in Salinas, Mexico, instead of investing it in its Chicago bakery. — UAW



## The UAW and the Arsenal of Democracy

May marked the 82nd anniversary of Victory in Europe (VE) Day. Three months later, the Japanese would surrender, Victory in Japan (VJ) Day. These two events were major milestones in the history of the United States and could not have been accomplished without the sacrifices of many, including those who never came home.

While the fighting in both the Atlantic and Pacific theaters raged, another battle was being conducted on the home front – keeping our troops and those of our allies supplied with enough arms, food, clothing and other necessities so they could defeat the Axis powers. That battle took the concentrated efforts of many UAW members.

As Great Britain was battling the Nazis in the skies over London, Walter Reuther, then UAW vice president and director of the UAW's General Motors Department, gave a Dec. 28, 1940 speech titled, "More Airplanes for Defense." It was given at a time when many Americans wanted our nation to stay out of the conflict in Europe. In it, he called for the immediate conversion of U.S. auto production to airplane production to help the British defeat the Nazis:

"Conventional methods will never bring results in unconventional warfare, and the workers of the automotive and aircraft industries for whom we speak present a bold alternative, quickly applied.

"We believe that without disturbing present aircraft production schedules we can supplement them by turning out 500 planes a day of a single standard fighting model by the use of idle automobile capacity. We believe that this can be done after six months of preparation as compared to 18 months or two years required to get new plane and engine factories into production.

"This is Labor's plan, as worked out

by the automotive workers of Detroit and presented to President Roosevelt by Philip Murray, president of the Congress of Industrial Organizations.

"Why should Labor concern itself, some may ask, with speeding plane production? Labor is concerned because it believes a strengthened defense essential to our country's safety in this era of Axis aggression. Labor is concerned because it believes that our main defense is the little fortress island holding off the bombing planes of Nazism on the other side of the Atlantic. Labor is concerned because wherever Nazism is victorious the precious liberties that differentiate free men and free workers from slaves are destroyed."

"We have in the automotive industry the greatest mass production machine the world has ever seen. Treated as one great production unit, it can in half a year's time turn out planes in unheard of numbers and swamp the Luftwaffe. This is labor's answer to Hitler's aggression, American labor's reply to the cries of its enslaved brothers under the Nazi yoke in Europe.

"England's battles, it used to be said, were won on the playing fields of Eton. America's can be won on the assembly lines of Detroit."

Roosevelt was impressed by the plan, even if some automobile company executives were rankled by Reuther's intrusion into their production plans. Of course, America was unable to stay out of the war when the Japanese attacked Pearl Harbor on Dec. 7, 1941 and Hitler declared war on the United States four days later.



Local 249 member Elizabeth Reiter has started her pipe fitter apprenticeship training in Transit Paint E-Coat. She will complete over 8000 shop hours during the next four years while also attending classes at the Metropolitan Community College Business and Technology Center. Photo by Don Lehman.

# Apprentice thanks UAW for new journey

By Colleen Taylor

**A**fter three weeks of core skills training in Detroit, Local 249 member Elizabeth (Lisa) Reiter is ready to start a new journey as a pipefitter apprentice at KCAP. A welcomed opportunity for her as it has become a light at the end of a dark tunnel. Being given the chance to be UAW skilled trades means so many things to Reiter. The biggest being to honor her son Dominick and to help her find her new normal life without him. Dominick passed away in 2013 from a rare pediatric cancer.

Reiter has a long Ford family history. Her father and uncle transferred to KCAP in 1985 from the San Jose plant in Milpitas, CA. In April 1994, Reiter began working on the motor line at the tail end of the Tempo/Topaz production and eventually went on to work in various areas in the plant over the years.

"My choices in life around that time were not always the best. But on September 24, 2003 when Dominick LaMont Dickens was born, my life changed. All because of Dominick's birth, short life, and his death, my life was saved in several different ways", said Reiter.

Dominick loved spending time with his family, especially his cousins and friends. He enjoyed bird watching with his grandmother and burning weeds along his grandfather's driveway. He was very close to his

grandparents. He had a passion for video games and anything to do with guns. He also participated in Awana, Boy Scouts and some sports.

"Dominick would get his way with many people due to his big brown eyes, curly soft hair and a smile that would melt your heart. He knew it and used it to his advantage", said Reiter.

Dominick's father Derek, who transferred to KCAP from the Edison Assembly Plant in New Jersey in 2002, decided to transfer to the Chicago Assembly Plant in 2010. Reiter decided to transfer too. Her transfer was stopped due to Dominick getting diagnosed with cancer on September 10, 2010. "Thank God our outstanding Local and International UAW went to bat for me and were able to get my transfer stopped", said Reiter.

Dominick was diagnosed with

a rare pediatric cancer called rhabdomyosarcoma. This particular cancer can form a tumor anywhere there is soft tissue. Dominick's tumor was found inside his prostate, wrapped around his urethra, and also involved his bladder. Standard treatment would be to remove the tumor but due to the location that would mean removing the bladder and prostate. Dominick was diagnosed at just seven years old so they elected to do chemo and radiation. He was treated at Children's Mercy Hospital in KC and received wonderful care. He completed 54 weeks of chemo and six weeks of radiation (everyday 20 minutes to pelvic area). He completed treatment in June 2011.

Dominick was stable for nine months until the tumor grew back in the same spot, as big as before, the size of a grapefruit. His symptoms were again, difficulty urinating. He started relapse treatment for Rhabdo. His five year cure rate went from 65-70 percent to now 30percent that he would survive five years after completion of treatment.

While still getting treatment at CMH in KC, they were not happy with the results they were seeing on

monthly scans. They then decided to remove bladder/ prostate for best possible chance of survival. They were accepted to St Jude in Memphis (January 2013) for the 12 hour surgery. Dominick did well. Doctors at St Jude wanted to do more radiation to pelvic area to hopefully clean up any microscopic cells left behind that cannot be seen on scans. The goal was to zap them before they turned into a tumor or mutated. So this meant six more weeks of radiation to pelvic area. But he was done with chemo.

They returned to KC in April 2013 and adjusted to life without a bladder.

"Dominick did well and I was amazed at his strength and ability to adapt", said Reiter. "We had planned our month long road trip from LA to San Francisco. We were very excited for this vacation. But Dominick started experiencing pain in the rectum area and so we contacted St Jude and they were confident it was just radiation changes and cleared us to go on vacation".

St. Jude brought them back early for his follow up scans in August. Unfortunately it was then they found out his cancer spread to his rectum

and options were not good. They had three choices. One, remove the rest of his insides (colostomy bag along with his already present urostomy bag). Doctors weren't confident that he would even survive another 12 plus surgeries. Two, hospice. Three, experimental stem cell transplant at St. Jude (three months inpatient, and 100 days in Memphis area).

"After the most difficult conversation I have ever had, Dominick and I decided together that we would go with stem cell transplant. His actual words, well it probably won't help me, but hopefully I can help someone after me. I am truly blessed to be Dominick's mother", said Reiter.

Dominick started the stem cell process in Oct 2013 and did well and accepted Reiter's stem. In Nov. after he was discharged from St. Jude, they started 100 days in the Memphis area. They resided at the Target House (sponsored by Target). They have little apartments that are free of charge for patients needing long term care. Two days later, they returned back to inpatient because Dominick was having an allergic reaction to one of his many medications he was on after undergoing a stem cell transplant. This reaction led him into the ICU and he passed away on December 22, 2013, at St. Jude in Memphis.

According to the National Cancer Institute (NCI), cancer is the leading cause of death by disease in children and adolescents in the United States. Pediatric cancer is not rare. One of every 300 males and one out of every 333 females in America will develop cancer before their 20th birthday. The types of cancers that develop in children are often different from the types that develop in adults. Childhood cancers are often the result of DNA changes in cells that take place very early in life, sometimes even before birth.

Unlike many cancers in adults, childhood cancers are not strongly linked to lifestyle or environmental risk factors. The average age of death for a child with cancer is eight, causing a childhood cancer victim to lose 69 years of expected life years. Cancer does not discriminate, sparing no ethnic group, socioeconomic class or geographic region. Both chemotherapy and radiation therapy can also cause long-term side effects so children who have had cancer need careful follow-up for the rest of their lives.

The NCI reports that all types of childhood cancer combined receive less than 4 percent of the United States federal funding for cancer research. The amount spent on pediatric cancer research is a fraction of



Elizabeth Reiter's son, Dominick

what is spent on adult cancers. There is a serious lack of federal funding for childhood cancer research. "My Dominick was worth more than 4 percent and all the other's before and after him were too", said Reiter.

All of Dominick's treatment was covered by Reiter's insurance, except the experimental treatment at St. Jude. The out of pocket costs for the over three-year battle was approximately \$5-10 thousand, including

co-pays, medication, emergency room visits, and a PET scan. Reiter thought that was pretty darn good because she was sure the total cost that was billed to insurance was well over one million plus for Dominick's treatment.

Losing a child is an unnatural process in life and for Reiter, it can be very difficult some days. Reiter says she often wears a mask and acts like she is ok and continues to go about her day to day activities. "When you lose a child you never get over it and it does not get easier with time. After the passing of my precious Dominick, I went into a deep depression and with my addicting personality I ate myself to almost 400 pounds", said Reiter. "I'm 6'3" so I hid it somewhat well".

In August 2015, Reiter chose to use her insurance benefits again and have the gastric by-pass operation. She has maintained a 130 pound weight loss now for two years. After her weight loss, her work life changed completely and she is now able to move around much easier. She is grateful for the wonderful insurance that once again helped her navigate through her grief journey.

Reiter continues to struggle with grief many days and to find her new normal without Dominick here on

earth. "I miss my son every second of the day. He is with me daily and I feel his presence often", said Reiter.

"I will continue to honor him by living my life to the fullest by laughing, loving and also taking the time I need for myself to learn how to live life without him, no matter what anyone has to say. I will also continue to spread the word about the lack of funding/research for pediatric cancer. Dominick and I had an amazing relationship and still do. I was able to know many of his wishes, wants and needs during his short life".

Reiter feels very blessed to have been given this opportunity to become a pipe fitter. "I keep pinching myself to make sure I'm not dreaming. I cannot tell you how much I have learned in the three weeks I was in Detroit. I have at least a six month jump into the pipe fitter trade now and am ready to get my hands dirty, learn more and become a great pipe fitter journey person. I am excited to see where this new chapter of my life takes me. Life is too short, so I will not take it for granted."

Reiter thanks the UAW for negotiating outstanding insurance, benefits and apprenticeship program and says we must always fight to keep them.

## VW workers fight for union rights



**O**n May 10 workers at Volkswagen in Chattanooga, Tennessee, confronted VW leadership at their annual general meeting in Hanover, Germany, to tell VW to stop union busting. You can help support Chattanooga VW workers like UAW Local 42 President Steve Cochran who spoke up at that meeting.

The plant is VW's only plant without a company-recognized employee union even though more than 70 percent of the skilled-trades workers voted to join the UAW. VW Chattanooga won't bargain with them even though the federal government told them to. "With its behavior, Volkswa-

gen violates its own principles of social responsibility as well as the global framework agreement with IndustriALL," said Cochran. "VW management is disregarding fundamental labor rights, U.S. labor law and its own code of conduct. It risks a massive damage of its own image," said UAW Secretary

Treasurer Gary Casteel. "Workers in Chattanooga have voted for union representation yet Volkswagen continues to deny them their legal right," said IndustriALL General Secretary Valter Sanches.

Now it's your turn to speak out in support of the VW Chattanooga workers and their right to a union that the company will recognize and bargain with. Co-workers at VW: Tell Volkswagen to recognize the union in Chattanooga!



UAW Local 249 Community Services Committee members participate in the Habitat For Humanity Women Build project on May 12.

# Girls play house, women build them

By Gwen Starkey

**P**earls, purses or perfume might make a great gift for your grandma on Mother's Day, but what the modern day Rosie's want are power tools. Screws drivers, hammers and tape measures aren't the only tools in this groups toolbox, dig deeper and you'll find circular saws, drills, and nail guns, and the wherewithal to use them.

On May 12, members of UAW Local 249's Community Services Committee showed they had the right stuff when they spent the day helping construct a home for Habitat for Humanity's National Women Build week. A week where women from all walks of life join together in fellowship and solidarity for one great cause, to help families in need of affordable housing.

"We don't just build vehicles for a living," Kim Rowland chairperson of the committee said, "We help build communities. Working with Habitat for Humanity on the Women Build, benefits the community in so many ways. A family that may not be able to buy a home any other way, are fulfilling a dream and showing their children that with hard work and dedication, your goals can be attained.

Another is the fact that homeownership in low income neighborhoods reduces the amount of rentals which builds a sense of community and pride in these neighborhoods. It reduces crime and creates safe havens for children to play outside and just be kids."

Habitat for Humanity has deep roots in the Kansas City area dating back almost 40 years and is one of their oldest affiliates. They have built or rehabbed over 340 homes. They also do home preservation projects which consists of painting, siding and new windows for the exterior of the house. It's just another way that they can get involved in the community

and the community can get to know them and build a relationship.

Habitat for Humanity's National Women Build Week is an annual weeklong event created by Habitat's Women Build program in partnership with Lowes. Launched in 2008, it has continued to gain momentum with participation nearly doubling from previous years. Held during the week leading up to Mother's Day, National Women Build Week calls attention to the staggering number of women and children living in poverty housing in the U.S. The program invites women to devote at least one day to help families build strength, stability and independence through housing.

The week is meant to spotlight the homeownership challenges faced by women and reinforces the message that every woman can make a difference through learning and using construction skills.

UAW Local 249 sent their Community Services Committee out for a day of hard work and fun as members Ann Amor, Betty Arns, Sadie Bass, Karen Beem, Cathy Butterworth, Jackie Childs, Patty Gillette, Misty Kerwin, Jennifer Kincheloe, Angela Mattivi, Yolanda Menensis, Neidra Pryor, Juanna Rice, Brenda Roach, Kim Rowland, Irene Rule, Tina Sambol, Christal Sellers, Gwen Starkey, Grace Toy, Cynthia Taylor, and Barbara Zamora, set to work painting the entire exterior of a home with two coats of paint. Trimming first, brushing second and finally rolling, these ladies worked like a well-oiled machine. It took all day, but when this group sets their sights on something, it gets accomplished. This was the second time UAW Local 249 participated in the build project and everyone learned a little something about teamwork and comradery.

"I am so happy I had the privilege to participate in this year's Habitat for Humanity Women's Build," committee member Angela Mattivi said. It

feels good to know we are helping a family buy an affordable house they can call their own. It was a very fun and rewarding day working with my union sisters."

It's a big misconception that the recipients get these homes for free. Nothing could be further from the truth. It's a lengthy process just to get into the program. Potential homeowners must have their credit in order, attend education courses and put in nearly 300 hours of sweat equity working on their own home and homes of others in the program along with paying back an interest free mortgage, taxes and insurance. That might not seem like much, but most homeowners already have a lot on their plate as they are single mothers working full time.

"I love doing this Woman's Build," committee member Irene Rule said. It gives me a great feeling of joy and happiness to know there will be a very happy family in it soon, and I was able to contribute to that happiness."

The Women Build project brings together diverse women to help build a safe, decent and affordable home for a family in need of a hand up, not a hand out. This empowering event creates a "we can do it" bond among



UAW Local 249 Community Service members Irene Rule, left and Brenda Roach spent the day painting with the Habitat for Humanity Women Build project.

women builders. We are all personally rewarded by helping a family live with dignity in a safe, stable environment and take pride in their community.

## 23 million to lose insurance under house plan

By Shaun O'Brien

**Three weeks after members of Congress voted 217-213 to pass the so-called American Health Care Act, they—and we—finally know how much damage it will do, and it is not pretty. Congress' own experts in the Congressional Budget Office said that the Republican health plan will cut 23 million people off of health insurance within a decade, while cutting taxes by \$992 billion, overwhelming for the wealthy few and corporations. Remember, this is the plan then-presidential candidate Donald Trump promised would provide "insurance for everybody."**

The biggest hit to health coverage comes from the Republican plan's attack on Medicaid. The House-passed bill cuts 14 million people off Medicaid within 10 years. Many of these are working people who earn so little they cannot afford to buy private coverage or whose employers do not offer them any health benefits. They also include some of the three in five senior nursing home residents whose care is paid for by Medicaid, the two in five kids who get access to medical care only because of Medicaid, and the nearly half of pregnant women whose childbirths are covered by it.

Working people who get health

plans through their jobs also get hit: 3 million fewer people will have workplace coverage within a decade. That is because the Republican plan gets rid of the Affordable Care Act requirement that medium and large employers offer their full-time workers affordable, comprehensive health benefits or risk paying a penalty. It also makes permanent the so-called Cadillac Tax on decent, middle-class health benefits, which the CBO previously has estimated will cause some employers to stop providing health benefits.

This does not take into account the additional damage that Trump's new budget will inflict on Americans'

health care. His budget cuts an additional \$610 billion from Medicaid over 10 years and likely will cause millions more people to lose health coverage. It also cuts \$5.8 billion from the Children's Health Insurance Program, which provides access to health care for 6.3 million children whose families do not qualify for Medicaid but do not earn enough to pay for private insurance.

The House Republican plan jacks up the cost of buying individual health insurance for many people, especially older Americans ages 50 to 64 with lower incomes. CBO estimates that a 64-year-old earning \$26,500 in 2026 will see her out-of-pocket premium increase between 700% and 847% because of the Republican plan.

The House bill includes an age tax that lets insurers charge older Americans five times as much as young adults. It lets insurance companies set much higher premiums for some people who have medical conditions, like diabetes and cancer, to penalize them for going without coverage for

two months or more, if a state chooses to allow this kind of price discrimination. It does not matter if you lost coverage because you lost a job or could not afford it. The House plan also cuts premium help for moderate- and low-income people, especially older people. It also eliminates any requirement that coverage be affordable, whether it is from an insurance company or your employer.

The Republican plan also increases what many people have to pay on top of their premiums when they actually get medical care. It eliminates the ACA's help paying deductibles, co-pays and co-insurance for people struggling to make ends meet. It lets states get rid of the basic benefit package of essential health benefits, meaning more kinds of treatment will not be covered at all, or there will be no limit on what you have to pay for those treatments out of your own pocket. It also pushes people into less comprehensive health plans that charge even bigger deductibles, co-pays and co-insurance. — **AFL-CIO**

# Connie Cardin: UAW nurses unit organizer

By Cathy Davis

On March 25, 2017, a very special woman passed away at home, her loving family by her side. Connie Cardin graduated from Summerville Hospital School of Nursing, New Jersey, in 1964. She became an Occupational Health Nurse at the Kansas City Assembly Plant in 1966. Connie was a strong union advocate with a vision that nurses at Ford Motor Company should be part of United Auto Workers and Local 249. In 1970, Connie accomplished this vision by organizing the KCAP Nurses. Connie served as Bargaining Chair and Senior Nurse for the unit until she retired in 1998. She was married to John "Hook'em up" Cardin.

We firmly believed that if Connie had a cut she would bleed Union bugs. She educated anyone who would listen, plus some that did not want to listen, on the value and importance of unions. She never failed to point out how essential it was to support American and Union made products.

Connie had a way about her that is hard to explain. She never raised her voice, was always cool, calm, and collected. She tried to put humor and love everything she did, including negotiations. She could get her point across without saying a word.

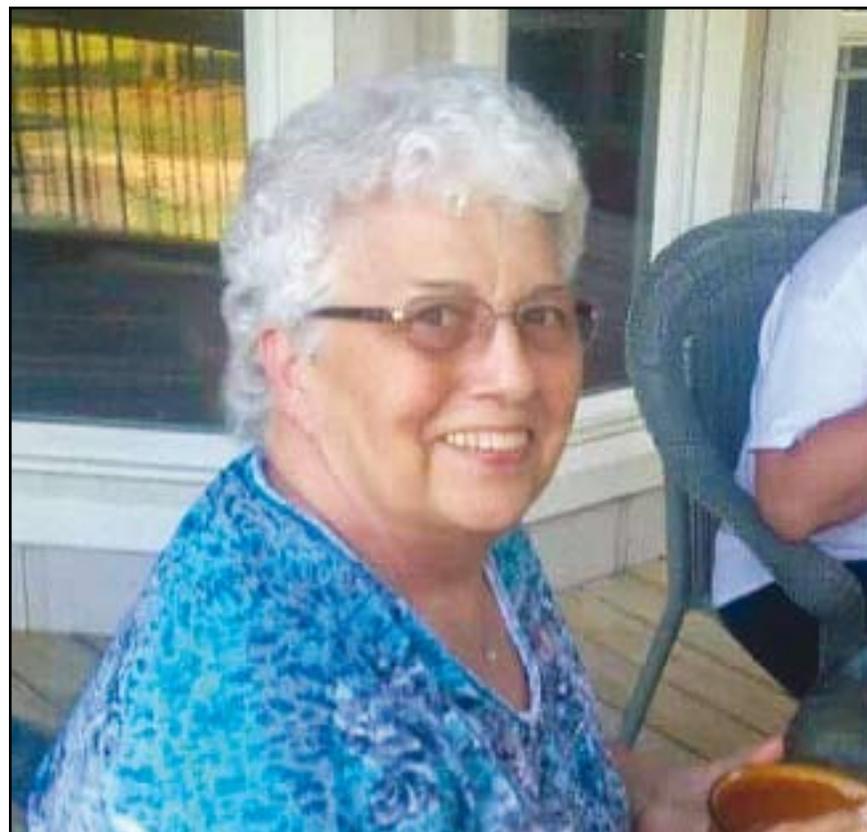
One year during National Salaried Contract negotiations in Detroit, she made a very subtle statement and powerful statement. Connie took a pair of white sweatpants and wrote the Union's demands done both legs. When she wore the sweatpants to

the negotiation table added a pair of rolled up socks (in front). The sock made a bulge in the pants making it plain that she was one of the "boys".

She was a bulldog about making sure that every employee from plant manager to janitor received the best care possible and education on working safely. This was especially true for UAW Members, who were injured or sick. She made it clear that everyone who came in the Medical Department was important.

Connie was my mentor, who guided me to be the best nurse and person I could be. She strongly felt that continuing education was important. As a Diploma nurse, Connie thought I would continue my education.

She dogged me until I got my Bachelor in Nursing (BSN). Then she started on the Masters (MSN)



Connie Cardin was instrumental in organizing KCAP nurses in the UAW.

and Nurse Practitioner (APRN). Last, but not least, she pushed one-step further—a Doctorate. That push led to a Doctorate of Philosophy (PhD) in

Community Health. For her persistent and belief in me I will be eternally grateful.

She will be missed.

## Tesla injuries significantly higher than national average

A report released today by Worksafe, a California nonprofit that advocates for better health and safety protections for workers, shows that Tesla's own internal data demonstrates annual injury rates at its Fremont plant have consistently exceeded industry averages. For example, in 2015—the last year for which industry-wide comparative data is available—Tesla's overall injury rate in Fremont has been about one-third higher than the industry norm, and its serious injury rate (those involving job transfers or missed days) is well over double the average.

Worksafe's findings come as Tesla management has stepped up its efforts to defend its safety record. In recent public statements, Tesla has compared its injury rates for the first quarter of 2017 to the same period last year, and sought to make the argument that "since January 1st, our total recordable incident rate (TRIR) is under 3.3, which is less than half the industry average of 6.7."

But the Worksafe report calls into question whether such comparisons are valid, noting, for example, that as late as May 2017 Tesla was still

making major updates to the data it had provided Cal/OSHA for the 2016 calendar year.

This detailed analysis is based on data from Tesla's annual injury logs—known as the OSHA Form 300—that companies are required by law to maintain.

"Employees have the right to get copies of a company's injury reporting records so they can understand the potential hazards at their workplace, and that's just what workers at Tesla chose to do," said Doug Parker, Executive Director of Worksafe. "We

analyzed their records and compare them to the automobile assembly industry as a whole."

The report also delves into two of the hundreds of cases reported on the OSHA logs to reveal the human stories behind the short descriptions contained in the company data.

Among the key findings in the report:

Tesla's total recordable incidence rate (TRIR) in 2015 was 31 percent higher than the industry average (8.8 injuries per 100 workers, compared to 6.7 for the automobile manufacturing industry as a whole). The TRIR represents the average number of nonfatal injuries per 100 full-time workers. This means that workers at the company's Fremont plant were injured more than the average automobile industry worker.

Tesla's total injury rate for 2016

was 8.1 injuries per 100 workers. While official industry-wide statistics are not yet available for 2016, based on the previous three years of industry data it is very reasonable to expect that the company's rates will again surpass the industry average, which has stayed relatively constant over time.

The rate of serious injuries at Tesla's Fremont plant—those that result in days away from work, restricted duty, or job transfer—was approximately double the industry average for 2015. This measurement is known as the DART rate. The DART rate at Tesla in 2015 was 7.9 compared to the industry average of 3.9. Tesla's DART rate for 2016 was 7.3, which based on the previous eight years of industry data, it is reasonable to expect will again be higher than the industry average.

# New committeepersons to get training

By Todd Hillyard

I would like to congratulate all of the newly elected officers at Local 249. I look forward to working with everyone for the next 3 years. We are in the process of setting up training for newly elected district and alternate committeepersons. Districts will have a two day training session here at the hall and alternates will have one day consistent with what we have done over the last several elections.

The truck system looks to remain busy in the coming months as A-Crew worked a super Sunday May 21 and C-Crew worked a voluntary holiday on May 29. B-Crew will be working a mandatory Saturday June 10 as well. The plant manager recently informed me that it looks like there could be a lot of overtime over the next several months on truck side and at least two more voluntary holidays for C-Crew Sept. 4 and Nov.10 if the schedule does not change. I don't have dates on the additional Super Days currently so we will have to notify the membership when we get them for the truck system.

The company is trying to get all the extra truck volume with OT right now so they have not discussed tag relief with us again recently. They are looking at sales projections over the next 18-24 months and that will determine whether or not we return to tag. We will keep everyone updated if anything changes on the relief pattern in truck.

Transit will remain on OT until the week of Aug. 20 and currently has two mandatory Saturdays scheduled, one on Aug. 5 for dayshift and Aug. 12 for nightshift. The continued overtime is due to a large fleet order from U-Haul. The company has informed us that they do plan on going to a 4x10 schedule in Transit the week of Aug. 28.

Transit body recently had a sign up for two production lead product specialists in the body shop for the 2020 Transit. The two product specialists will stay on from now until the launch of the 2020 model van. It is a little earlier than normal for this but there are a lot of changes in the body shop with the 2020 van. The company is also taking one skilled trades launch TEG from the Toolmaker classification for the 2020 launch as well. The trades districts will be canvassing for this position.

The non-promotional sign up will be coming in June and we will remind everyone in a bulletin prior to the books being put out in labor relations.

We have brought back about 160

STS temps for the summer months over the last three weeks and the company is trying to get another 19 scheduled. The additional help will be here until the Saturday after Labor Day per the National Contract language unless something changes before then requiring additional manpower needs.

We are still trying to get the company to bring the 33 transfers back here from Louisville, Chicago and Dearborn truck that have return to home zone transfer rights. The company is still telling Detroit we have a surplus of manpower which is not true and we are back and forth with the national parties on this subject every week.

The company continues to do everything they possibly can to avoid hiring any of our temps full time or bringing the transfers home. We will continue pushing both sides in Detroit to get these transfers back here so when future hiring needs arrive we can flip our temps full time. This will be ongoing the rest of this year I am sure and I will continue to update everyone.

The company has been constantly telling us they are under a lot of pressure about their budget not just at KCAP but everywhere in the US plants. They have apparently been given a huge task to cut this year so it remains to be seen how they will handle rebalance. They have been denying grievances through the



UAW Local 249 Bargaining Chair Todd Hillyard congratulated all the newly elected committeepersons, and reported that the company plans on going to a 4x10 schedule in Transit the week of Aug. 28. Photo by Don Lehman.

stages that should be paid on the floor for the committeeman and trying to avoid replacing every offline job when someone retires or leaves for another bid and they are looking at every offline position to cut they possibly can. Everyone needs to know the company is looking hard at cutting heads so make sure if you have any type of an offline or free effort job you are not making yourself an easy target. Do your job and do not be leaving early unless you want to be the target of job reductions.

I am going to be starting to get my 2nd annual golf outing planned out for September. I will be meeting with Paradise Golf course in Smithville soon and will get a date set and after that I will be giving some of you a call that helped us out last year.

We raised over \$42,000 last year for homeless Veterans in Kansas City and we hope to raise more this year.

There will be members coming around in the plant with right-to-work petitions to sign in coming days. Please do your part and sign the petition so we can get the law put on ballot in 2018. The Secretary of State does not like us so we have to fill the forms out exactly as they are written so please pay close attention when signing them or the whole petition can be thrown out. Our current Governor has done nothing but pass anti-labor and anti-worker laws since taking office and we need all of your support to fight back. Please take the time to sign and if you can volunteer to help us get as many signatures as possible.



# Now is the time for action

By Jason Starr

**H**ere at UAW Local 249 we have just exercised our right to participate in our local union elections to elect representatives to protect our collective bargaining agreements. A right that was won and protected under statutes of the National Labor Relations Act that was passed to protect the rights of employees, to encourage collective bargaining, and to curtail certain private sector labor and management practices, which can harm the general welfare of workers and the U.S. economy.

This precept that gave birth to democracy in the workplace through our union is under attack. There is a silent war being waged on our union, our families and our way of life by corporate controlled politicians in Jefferson City.

In the 2016 Election Cycle, David Humphreys, Rex Sinquefeld and out of state enemies of the working class spent nearly \$30 million in dark money to buy our political system in Jefferson City. Their investment was rewarded and the Missouri General Assembly has been working diligently for their corporate masters to undermine the working class.

In the 2017 Legislative session the Missouri General Assembly lead by anti-working class Governor Eric Greitens passed right to work to weaken labor unions ability to collectively bargain. This bill leads our state down the path of becoming the next Mississippi, a State that has been right to work for over 60 years and is the poorest state in the nation.

Right to work was just the beginning of the anti-worker agenda. They passed SB 43 a controversial measure

that would make it harder for Missourians to sue for workplace discrimination. They passed nullification of municipalities' right to raise the minimum wage that took money out of the pocket of St. Louis area workers.

The anti-worker legislature came close to passing a bill to eliminate Prevailing Wage which is an attack on those in the building and construction trades. When the clock ran out on the 2017 Legislative session, a special session was called by Governor Eric Grietens to continue the attack on Missouri working families. The special session is expected to cost Missouri tax payers up to 128,000 per week to work on the passage of Senate Bill 190, which would allow utility companies to establish temporary rate hikes without any oversight.

The Missouri State Motto is *Salus Populi Suprema Lex Esto*. The motto translates to "Let the welfare of the people be the supreme law." It has unfortunately become very clear that some of the politicians in Jefferson City have forgotten this and the Legislature needs to be reminded who they work for.

Our state constitution has built in



Newly elected Local 249 President Jason Starr reports on the progress of the petition campaign to repeal right to work in Missouri at the May membership meeting. Photo by Don Lehman.

protections that allow for ballot petition initiatives and public referenda for times when politician do not put the welfare of the people above all else. This allows the citizens of our state to veto legislation that does not represent the will of the people.

The Right to Work Citizens Veto and the Clean Missouri Initiative, that would limit the power of big money in our legislature, and ensure we're able to hold legislators accountable when they fail to act in the public interest, are opportunities to send a resounding message to those in Jefferson City that we will not be silenced. That they will

not take democracy in our state or in the workplace away.

Sisters and brothers, the challenges we face are significant. It will take the collective will of each and every one of us to turn the tide on the attacks on our way of life. There is no longer room for complaint and blame. It is simply time to get to work and take action. We must challenge each member to answer the call and work through our union to make it very clear that these attacks will be met with resistance.

We must organize, organize, organize, to build power, to win the justice we deserve.



## 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?

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

## UAW-Ford Fitness Center

Open Monday through Friday 9:00 a.m. to 7:00 a.m. (22 hrs.)  
Saturday 10:30 a.m. to 6:30 p.m. Sunday 2:00 p.m. to 5:30 p.m.

Located in the Education Bldg.

Call 459-1945 for more information.

# Officers sworn in at retiree meeting

By Susan Pena

**O**utgoing Local 249 President Eric Hall swore in the newly elected and re-elected officers. Chairman - Mel Thompson, Vice-Chairman - Gerald Wilson, Treasurer - Glen Sanders, Recording Secretary - Anita Pickens, Guide - Shirley Bell, Trustee - George Nicholson, Trustee - Jean Thompson, Trustee - William Parker Sr., and Sergeant At Arms - Robert Thomas. Thank you all for accepting these positions and for all the hard work you do in guiding your membership.

Jason Starr was introduced as newly elected Local 249 President. He spoke about right to work. 400,000 signatures (the aim is 1,000,000) are needed in order to get right to work on the ballot in the November 2018 election. Right to work is scheduled to take effect on August 28th.

These signatures will put a stop to that. Right to work will then go on the ballot in November 2018 and the people will vote on it. Shirley Mata - Recording Secretary and Chrissy Kline - Treasurer assisted us with signing the petitions.

Service Officer Bill Parker made the announcements: Janna L. Lowry retired in April. Congratulations.

Mary Sanders, Family Auxiliary Chairperson, led us in song for two birthdays and three anniversaries. Sue and Larry Summers have been married 46 years. Evonne and Noel Clark have been married 45 years. Shirley and Jim Owens have been

married 66 years. Congratulations to all.

There were two April deaths: James R. Levens and Dorothy L. Price. Please pray for them and their families.

Mel Thompson, Chairman, thanked Ray Wohler for his years of service as Chairman and Vice-Chairman. Thank you to Annie Porter who recently stepped down from her Recording Secretary position. We appreciate you both.

Shirley Bell, newly elected Guide thanked everyone for the support in the election.

Gerald Wilson, newly elected Vice-Chairman spoke about his political history.

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

Next meeting will be June 21st at 10:30 a.m. Please bring a dessert or covered dish.



Newly elected Local 249 Retiree Chairman, Mel Thompson spoke to the retirees at the May monthly meeting. Thompson succeeded Ray Wohler. Photo by Don Lehman.

  
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## UAW FAQ

*Nonunion workers in my industry are my competitors. Why should we organize them?*

From the 1950s through the early 1980s, the U.S. auto industry was virtually 100% union. But the nonunion sector of the industry has been growing steadily since the mid-1980s, and this trend has accelerated since the year 2000. In 2003, roughly 79% of the vehicles assembled in the U.S. came from unionized plants. By last year, that had fallen to roughly 55%.

The resulting loss of bargaining power has had a devastating impact on autoworkers – union and nonunion alike. Average hourly pay for autoworkers in this country peaked in 2003 (once inflation is factored in). Since then, purchasing power of an average hour's pay has fallen more than 20%.

By organizing the competition, we can set standards for the entire industry. If we fail to organize them, our competitors will be setting standards for us.



Nearly 80 Local 249 members turned out May 9 for training to circulate Missouri Citizens Right to Work Veto petitions this summer. The MO AFL-CIO and the UAW are circulating the petition that would put right to work on the 2018 election ballot. Photo by Don Lehman.

# Local 249 activists gear up for Citizens Veto

By Pat Hayes

**N**early 80 Local 249 activists turned out May 9 to attend two training sessions to circulate Citizens Right to Work Veto petitions in Missouri. The petition drive, sponsored by the AFL-CIO, NAACP and the UAW are designed to put right to work on the state-wide ballot in 2018 to give voters an opportunity to repeal before it takes effect. Unions across the state are circulating the petition.

Having accepted millions in dark money contributions from out of state anti-worker groups and individuals, it was no surprise when Gov. Eric Greitens signed Senate Bill 19 into law on Feb. 6, making Missouri the 28th right-to-work state in the nation.

"Gov. Greitens is putting Missouri on the same dangerous path of job loss, lower wages and more dangerous work places as Oklahoma and other states that have adopted these anti-working families laws," says Missouri AFL-CIO President Mike Louis. "This referendum will guarantee that employers in Missouri can decide for themselves how to run their businesses and reach agreements with their employees without government intervention."

Petitioners will have until Aug.

27, the day before the "right-to-work" measure is scheduled to go into effect, to collect some 140,000 signatures of registered voters to place the law on the ballot, according to Merri Berry, political director for the Missouri AFL-CIO. If the petition drive succeeds, right-to-work won't take effect until Missourians get the chance to have their say in 2018.

"Do you want to ensure that your wages don't become stagnant or start going down?" asks Missouri NAACP President, Rod Chapel. "Do you want to make sure jobs actually come to Missouri?"

Working people, adds Chapel, not politicians, should be able to vote on an issue that directly affects them.

Many people are confused about

the real purpose of the misnamed right-to-work legislation.

Right to work, says the AFL-CIO is the name for a policy designed to take away rights from working people. Backers of right to work laws claim that these laws protect workers against being forced to join a union. The reality is that federal law already makes it illegal to force someone to join a union.

The real purpose of right to work laws, according to the AFL-CIO is to tilt the balance toward big corporations and further rig the system at the expense of working families. "These laws make it harder for working people to form unions and collectively bargain for better wages, benefits and working conditions."

Unions across the state, including locals in UAW Region 5, are gearing up for the petition drive by conducting training sessions for the volunteers who will gather signatures.

Local 249 will circulate the petitions to members and then reach out to the general public.

"We are looking at every oppor-

tunity to get these petitions out," says Local 249 President Jason Starr.

"We are confident that we can get the necessary signatures," adds Starr, and we believe we can win the vote, just as we did in 1978 when more than 60 percent of Missouri voters came out against a right-to-work constitutional amendment."

Early results in every corner of the state indicate that Citizens Veto petitioners are getting a very friendly response from voters.

Starting after Memorial Day, says Starr, members of Local 249's standing committees will be going through the plant to gather signatures.

On June 10, the State Day of Action, in partnership with the AFL-CIO and We Are Missouri, we will set up a drive-through petition site in the union hall parking lot to make it easy for area residents to sign the petition.

After that, says Starr, Local 249 volunteers will fan out to gather signatures at festivals concerts and sporting events across the Kansas City Metro to push the petition drive over the top.