

FIRST LOCAL NEWS

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July 2017

Local 249 women begin apprenticeship | p5



Citizen's Veto referendum gains momentum | p7

Local 249 activists David Winkler, left, and Jerrod Ballard, yellow hat, volunteered for the gate collection June 23 that raised \$3,500 for the Salvation Army. Photo by Don Lehman.

International Union United Auto,
Aerospace and Agricultural Workers Local 249
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State Rep. Mark Ellebracht answered questions from constituents at a Town Hall in Liberty June 7. Photo by Don Lehman.



The Local 249 Father-Daughter Dance June 17 was a big hit. The event is sponsored by the Women's Committee. Photo by Don Lehman.



The Local 249 Softball Tournament June 25 drew some heavy hitters to the ball diamond at the union hall. Photo by Don Lehman.

First Local News

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

UAW-Ford Joint Programs

Apprentice Training

Cortez Bradley 816-459-2060

Benefits

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

Employee Involvement

Chad Troncin 816-459-1372

Darroyce Thornton 816-459-1490

Employee Support Services

Kenny Alexander 816-459-1226

Health and Safety

Ed Samborski 816-459-1210

Terry Tharp 816-459-1407

Ulysses Bales 816-459-1605

Joe Camper 816-459-5559

Dave Sambol

Quality

John Lowe and Jeff Wright 816-459-1232

Dealer Rep. Danny Mata

Helpful Numbers

Quality Hotline 1-866-723-3937

Employee Health Services 816-459-1226

National Employee Service Center 1-800-248-4444

Blue Care 816-395-2700

Blue Cross PPO 1-800-482-5146

Preferred Care Blue PPO 816-395-3193

Child Care Referrals 866-327-7952

UNICARE Life Insurance 1-800-843-8184

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

Delta Dental (Active) 844-223-8520

Delta Dental (Retired) 800-524-0149

United Concordia Dental Plan 1-800-937-6432

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

www.fordvehicleprograms.com

UAW-Ford Legal Services 800-482-7700

UAW-Ford TESPHE 1-800-248-4444

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The Picket Line

Senate GOP health care bill is a threat to UAW members and our families

After the July 4th recess, the Senate is set to vote on a health care bill which strips insurance from 22 million Americans, guts protections for those with preexisting conditions, and brings back lifetime caps on care.

This bill is terrible for millions of Americans, is opposed by many Democrats and Republicans alike, but it is particularly bad for UAW members in a few ways. The bill: Cuts Medicaid by over \$800 billion which could hurt many UAW families who have loved one's getting long-term care;1

- Brings back lifetime limits on care for millions including many UAW members – meaning someone with cancer might be cut off during treatment;2
- It guts preexisting condition protections which means some UAW families will have trouble getting coverage or will get worse coverage;3
- Could cause premiums to skyrocket for UAW members with employer-based coverage which could affect future negotiations – Medicaid cuts will cause hospitals to have massive uncompensated care costs which will be passed on to all of us with employer-based coverage;4
- Reduces Medicare's solvency by 4 years by getting rid of taxes on millionaires and billionaires stock market income.5
- Put simply, this bill is a disaster for UAW members, UAW retirees, and UAW families. Please take action today — call your Senator at 1-313-528-6780.

UAW: Social Security needs fixing, but it's far from insolvent

You've heard it from right-wing conservatives in Congress who ultimately want to dismantle Social Security, the federal retirement income program that 171 million Americans pay into all through their working lives. Their argument goes like this:

"Social Security is in real trouble. Unless we drastically cut benefits and raise the retirement age, the program will be insolvent by (pick a year)."

But is Social Security in that much distress? The experts at the Alliance for Retired Americans (ARA) and the American Association of Retired People (AARP), and industry experts say it just ain't so.

Organizations working for retirees understand the challenges facing Social Security. As it stands, if Congress does nothing, Social Security will be solvent until at least 2037. Modest changes, such as raising the cap on wages subject to the Social Security tax — capped at \$127,200 for 2017 — would stabilize the fund for decades after 2037. — *UAW*

Tax policy: middle class carries unfair burden

The benefit of taxes are many: from highways and schools to biomedical research, protection of private property national defense and national parks. Unfortunately, right now the middle class is carrying a heavy burden while corporations and the wealthy are using their power in Washington and elsewhere to keep their taxes low — if they pay any at all.

Wealthy families stand to do well under GOP tax proposals, including a proposal to do away with or drastically reduce the estate tax — the tax on assets transferred from a deceased individual to their heirs. There is a lot of misinformation on the estate tax. Here are the facts: The estate tax doesn't kick in until about \$5.5 million in assets for an individual, or \$11 million for a couple. A married couple that leaves \$10.9 million to their children would not pay a single penny. Clearly, only a small percentage of wealthy families would be hit by this tax, but wealthy special interests have always looked to do away with it, to the disadvantage of the rest of the country which will foot the bill for the missing revenue in the form of higher sales taxes, property taxes, fees, and other state and local taxes.



A new NAFTA for working families

By Dennis Williams

The UAW has always been about a greater calling. We are more than just contracts and bargaining; we are also about lifting up our communities and fighting for fairness for all working men and women. The concerns of the UAW and the labor movement aren't limited to those who carry a union card.

After Walter Reuther was elected UAW president in 1946, he said, "we are a labor movement whose philosophy demands that it fight for the welfare of the public at large." This statement reflects our core values. The UAW is and has been about working to improve the lives of all. This is why the UAW was against the North American Free Trade Agreement and has repeatedly called for a renegotiation of this bad trade deal.

We knew it was a bad agreement then and unfortunately we were right. The North American Free Trade Agreement was terrible for working families in the United States, as well as our allies to the north and south — Canada and Mexico. The terrible deal triggered job losses, closed auto factories, depressed wages and gave more power to corporations in all three countries.

Renegotiate NAFTA? Great, but let's make it better for working families and not just corporations this time. Fixing NAFTA will take more than just "tweaks" or "modernization" and Trans-Pacific Partnership (TPP) labor standards cannot be used as a model for NAFTA renegotiations. In order for anyone to declare a "win" when it comes to renegotiating NAFTA, the new NAFTA needs to be transformed into an agreement that makes lives better for all in North America by raising wages, creating good, safe jobs and investing in our workers and infrastructure. Any good trade deal for American workers will create jobs in the United States and reverse our outrageous trade deficit.

We have to address workers' rights

when it comes to renegotiating NAFTA. The labor side agreement to NAFTA, called the North American Agreement on Labor Cooperation (NAALC) was supposed to protect workers, but it has failed miserably, particularly for Mexican workers. Any good trade agreement should not erode a worker's right to form a union, bargain collectively, and strike. Mexico must, at a minimum, require independent and democratic unions that represent Mexican workers without intimidation and violence. Taking into account the decades-long suppression of labor rights in Mexico, labor violations should be subject to punitive duties and Mexico should be required to establish a Mexican manufacturing minimum wage.

Negotiators must remove NAFTA's corporate privileges. This includes eliminating the Investor-State Dispute Settlement (ISDS) provisions. ISDS gives corporations and investors the right to sue governments in a special NAFTA ISDS tribunal when a country passes laws that affect profits. This undermines the whole idea of democracy because corporations are given special powers that put them in the driver's seat above laws and regulations passed by democratically elected lawmakers.

Before anyone can high-five each other over a renegotiated NAFTA we must see proof that labor and environmental protections aren't just words on paper. We have seen the problems caused by NAFTA and must not repeat it. A truly good trade agreement should provide workers in all three countries the ability to provide for their families.



Members of the Civil and Human Rights Committee attended the Kansas City Pridefest in June. The event was held at the Berkley Riverfront Park in Kansas City.

Civil Rights Committee on the move

By Garrett Waters

The goal of the Civil and Human Rights committee is to build a bigger, brighter, healthier, non-discriminatory union, workplace, community and society. The committee continues diligently on the path to eliminate discrimination in our union, workplace and in our communities in which we live in by participating in cultural activities.

On May 24-27, committee members attended the 46th annual Coalition of Black Trades Unionists (CBTU) International Convention in New Orleans. The Coalition of Black Trade Unionists consists of members from 77 international and national unions with 42 chapters across the country.

The basic objectives of the CBTU are within the framework of the trade union movement and provide a voice and vehicle for greater black and minority participation. CBTU works to increase union involvement in voter registration, voter education and voter turnout projects and organize unorganized workers. They actively support civil rights and civic groups working to improve living and working conditions in the black community and increase effective political alliances between labor, churches and the general community.

On June 2-4, the committee continued their work by attending the

Kansas City Pridefest. This event was near and dear to the heart of one of its own members, Sharis "Spadez" Johnson. June is Gay Pride Month, and June 2017 marks the 42nd anniversary of the first Pride Celebration in Kansas City. The three-day festival, held at the Gay Community Center at 3825 Virginia, was sponsored by the Gay People's Union of Kansas City, the Joint Committee on Gay Rights, the Metropolitan Community Church, and the Kansas City Women's Liberation Union.

"To see my committee, who are all like my extended family, show up and go all out for a cause that most of them don't know about, personally was heartwarming. What was even better was that Ford was the only auto industry company representing and showing love to all of those in the LGBTQA community", said Johnson.

Johnson, who has been at KCAP for four years in June is a second generation Ford employee, and the only

one out of her family who ever joined a standing committee in the union. "Our committee and our union has allowed me to see that all ethnicities, creeds, colors, and people of different sexual orientations, can not only coexist, but work together for the greater good," said Johnson.

Our committee not only helped children with backpack drives, haircuts, and school supplies, but we helped college students, working-class families, retirees, and much more. It has been amazing to see and it's even more amazing to know that I am part of a union that believes in acknowledging all races, creeds, and sexual orientations".

In June 2014, committee members Garrett Waters, Sade Ott and Jerilyn Claunch-Griffin attended Region 5 Leadership training in Norman, Oklahoma. Since then, they have been thinking of ways to give back to Region 5 for an experience that they have never forgotten. In 2016, they got their chance, sending the "all American tailgate total package" which included a gas grill, accessories, and a cooler full of Kansas City's finest BBQ sauces to be auctioned off as a CAP fundraiser. The package raised \$3,000.

This year they decided to stay within their scope and pay homage to one of the many interesting cultures from Region 5 (cultural diversity and inclusion activities), the Native American culture. The war bonnet was auctioned off in the month of June at Leadership training in Norman, Okla. raising \$825 for C.A.P. The bold and beautiful head-dress is a replica of the Navajo tribes war bonnet. The Navajo tribe covers the corners of three States New Mexico, Utah and Arizona which is also a part of our Region 5.

The committee also would like to recognize that on June 26, 2009 President Barack Obama signed legislation that permanently designated the Friday after Thanksgiving of each Year as a day honoring American Indian and Alaska Native Cultural and tribal sovereignty.

The Local 249 Civil and Human Rights Committee continues to actively build and add onto our IUAW legacy.

"I can't wait to see what we will do next and in the future because no matter who you are or what you believe, we are one union, and one family. I'm proud to be in an organization, a union, a family who believes in inclusion and not exclusion", said Johnson.



Business & Technology Campus Center



Electrician apprentices Tammy Withrow, left, and Kim Murphy attend summer class at the MCC Business and Technology campus. They are two of the 29 women who are currently in the UAW Skilled Trades Apprenticeship program at KCAP. Photo by Don Lehman.

Local 249 women begin apprenticeship

By Colleen Taylor

Local 249 members Kim Murphy and Tammy Withrow, both with 23 years at KCAP, have set out on the UAW skilled trades apprenticeship journey to become Electricians. They hope to break down the decades' old and incorrect stereotype that skilled trades jobs are for men only.

Becoming an electrician takes hard work, time and commitment. The apprenticeship program requires not only 8000 hours of on-the-job training but also attendance of classes after they have worked a regular shift. The pay-off at the end will be to have a skill that can never be taken away from them.

Murphy and Withrow believe this is a great opportunity for them. "I have been waiting to get in for twenty years now. Being a skilled trades person for me means being able to be proud of what I do. Also knowing my accomplishments and opportunities can be limitless inside and outside of Ford", said Murphy.

These women are two of the 29 skilled trades women we currently have at KCAP including the apprentices. That number is up from 16 women in 2014.

Women make up only about 13 percent of the UAW skilled trades. That's out of 47,000 trades members. That number has not increased in nearly four decades. Women remain less than 3 percent of the overall US skilled trades workforce. The number of women in trades is miniscule, 51 years after Title VII of the Civil Rights Act of 1964, which gave women the right to enter apprenticeships.

What is keeping more women from pursuing careers in a trade?

Gender stereotyping starts in high school or before, so young women are less likely to get into shop classes or hear about trade apprenticeship opportunities. This could be due to subtle steering of girls into more female focused careers like teaching and nursing vs non-traditional choices like welding or plumbing. We often celebrate female pioneers, women who broke

through glass ceilings at Fortune 500 companies, advanced into business, politics and science but seldom do we ever hear about the women who have broken the mold in blue collar trades.

Why does women working in skilled trades even matter? We are now living in a society filled with single parent homes and women who desire financial freedom. Today 1 in 4 children under the age of 18, a total of about 17.5 million are being raised by a single mother and nearly half, 45 percent, live below the poverty line. Traditional jobs like secretaries, receptionists, healthcare aids, and child care workers held by women pay far less on average than trades jobs traditionally held by men. With so many working single moms struggling at the poverty line, we can and must encourage more women to open the doors to these non-traditional trade careers. For many, it can mean helping pull their family out of poverty.

The Skilled Trades Apprentice program is just one of the many negotiated benefits that our UAW union representatives have negotiated for us.

Murphy and Withrow know that the excellent opportunities the apprenticeship program gives them would not be possible without the union and collective bargaining.

"I think the women before us have paved the way for those of us that are in the trades program now. But it is our responsibility and privilege to continue what those ahead of us have started and grow the number and progress of women in the program", said Murphy. She also believes that women would have a much harder time getting into the trades at Ford without the UAW contract.

"Women have equal opportunities here at KCAP because of our union contract", said Murphy.

Withrow reminds our membership that "without the UAW no one would have the skilled trades apprenticeship opportunity here at Ford".

That's why it is extremely important that UAW members continue to support our UAW and stand together to make sure that the UAW membership continues to have opportunities like the skilled trades apprenticeship program.



The winners of the 2017 Charlie Suffridge Scholarship Contest were announced at the June membership meeting. Courtney Pittman, left, the \$5,000 first place winner, and Tucker Murphy, the \$1,500 third place winner, accepted their awards at the meeting. Second place winner, Julia Norton, and fourth place winner Cassandra Norton, not pictured, also won awards. Photo by Don Lehman.

Scholarship contest winners announced

By Pat Hayes

The \$5,000 first place prize in Local 249's annual Charlie Suffridge Scholarship Contest went to Courtney Pittman, a 2017 graduate of Truman High School. Pittman plans to attend the University of Kansas in the fall to study Medicine. Pittman is the daughter of Candice Pierceall, who works the afternoon shift in Transit Chassis. Her father, Austin Pittman, works for the railroad.

Julia Norton was awarded the \$2,500 second place prize. Norton is a junior at Faith Christian Academy. She plans to study Criminal Justice at Southwest Baptist University. Her father, Robert Norton, is a Team Leader on B-Crew in the Truck Trim Dept.

The \$1,500 third place in the scholarship contest went to Tucker Murphy, a 2017 graduate of Fort Osage High School. Murphy plans to study Journalism a Mizzou in the fall. His father, Shane Murphy works a utility job on

B-Crew in the Truck Chassis Dept.

Cassandra Sholten won the \$1,000 fourth place prize. Sholten is a 2017 graduate of Archie High School. She plans to study Nursing at Park University in the fall. Her father, Christopher Sholten, is an ICT on midnight shift in the Transit Paint Maintenance Dept.

Each of the entrants in the essay contest wrote on the subject: "What are the moments, campaigns and organizing drives in the United States where workers came together across

the dividing lines of race to form 'Social Unions?'"

Pittman's essay captures the essence of social unionism when she writes: "Social Unions differ from other forms of unions because they believe that the true battles must be fought inside and outside of the workplace.

"Social Unions focus on broader coalitions, for not just white men, but for people of all races, religions, and genders of every class.

"Landmark breakthroughs for social and economic justice were not won easily and they were not won just in the workplace, they were won through the joining of unlike individuals, and through the people who stood up for others even when they did not benefit."

The Charlie Suffridge Scholarship,

sponsored annually by Local 249's Education Committee, is open to high school juniors and seniors who are dependents of members in good standing. It is named in memory of Charlie Suffridge, who was a visionary leader of Local 249's educational efforts. Entrants can't be previous winners of the contest.

The 2017 contest was judged by Mike Enriquez the lead organizer for Stand Up KC and the Midwest Center for Equality and Democracy, which empower low wage workers to organize with their coworkers to demand a living wages, an end to racial discrimination and a voice on-the-job.

Courtney Pittman's first place essay will be published in the September issue of First Local News.

Citizen's Veto referendum gains momentum

By Gwen Starkey

Welcome to the 2017 legislative session in Missouri. Republicans hold supermajorities in the House and Senate and greedy Greitens occupies the governor's mansion and their top priority was an attack on unions by immediately signing into law SB 19, a contentious right-to-work bill.

You could see the writing on the wall after an election season that saw mega donors who supported right to work pour millions of dollars into campaigns. Joplin businessman David Humphreys and his family contributed over \$14 million, and retired investor Rex Sinquefeld doled out \$45 million.

But there may be light at the end of the tunnel if labor unions have any say in the matter. Democratic-led filibusters were able to hold off numerous other bills targeting unions, from a repeal of the prevailing wage law to new regulations on public-employee unions, and union leaders hope they can get a referendum on next year's statewide ballot repealing right to work. Missouri residents can call a referendum on a new law by collecting signatures totaling 5 percent of voters from two-thirds of the state's congressional districts.

Supporters who feel right-to-work was an attempt to weaken union power have to collect a minimum of 100,126 signatures by Aug. 28, the day the law is set to take effect. "I think we will be successful in collecting the needed signatures," UAW Local 249 President Jason Starr, said. We have a lot of members that are working really hard here at the local to get out and collect them."

They are doing really well in Clay, Jackson and Platte counties, Starr says, but are having difficulties in some of the outlying counties in the smaller congressional districts. "I think we are going to get the signatures relatively easy," he said, but they are throwing a lot of obstacles and hurdles in our way."

"They just came down with a court ruling this past week that they are going to change the wording on the ballot again," Starr said regarding the recent ruling from Cole County circuit court Judge Daniel Green who called language in the ballot misleading as it asked voters if they wanted to "adopt" the law, when it's already been passed by the Legislature and signed by Gov. Greitens. This is just an indicator that the other side feels that we are going to be successful getting it on the ballot, Starr says, so they are working hard to make it as frustrating as possible when it actually gets on there.

If they're successful, Missouri won't become the 28th state to ban union dues as condition of employment unless voters say so on a ballot in 2018. Unlike constitutional amendments and statutory initiatives, veto referenda make rare appearances on the ballot. The tactic was last used in 1982, when Missouri voters rejected a law that would have allowed larger trucks on the state's major highways. While the brief filing window can be very restrictive, referenda filed in time have a high probability of success. Of the 26 referenda called since 1914, voters acted against the Legislature's wishes 24 times.

Still, the maneuver has its risks when you exert so much time and energy on a campaign that's not a constitutional change so the Legislature can just come back after the vote and do it all over again. "We could find ourselves right in this exact same position in 2020," Starr said. We are hopeful that this is not going to be the case."

But the effort's organizers hope that if the petition is successful, it will send a message to state lawmakers and refute the argument that Missouri voters already had their say on right-to-work during the 2016 election, which saw widespread victory for Republican candidates who called the change a top priority on a pro-business agenda. "Our goal is to collect a million signatures throughout the state, well above the required number, and send



UAW Local 249 supporters for the Citizen's Veto gather signatures at a recent event. Photo by Don Lehman.

a very loud and clear message to the Missouri Legislature," Starr says. You can try it, but it's not going to take root and it's not going to impact the state of Missouri like they are hoping that it will."

"One would hope that the message is received," Jason Starr reiterated, but the reality in Jefferson City is that we have a legislature that is bought and paid for by outside corporate interest. The Missouri state motto is to let the will of the people be the supreme law and it's clear that these legislators are not interested in the will of the people because workers in this state are not asking for right to work. So it's hard to say what message will be sent or heard. I think that they have an agenda that's very narrow to represent corporate interest. We are hopeful that the message engages the population of this state that they understand what is going on down in Jefferson City, and that more importantly, come 2018, we

can vote some of these politicians out that are not resenting the will of the districts."

But that light at the end of the tunnel might not do much to brighten labor's perspective if they can't get the signatures needed to place it on the 2018 ballot. That's where UAW Local 249 volunteers come in to action. "They have worked tirelessly collecting signatures from our members, families and friends as well as members of the community to veto the so called right to work," Starr said. Numerous events have taken place with this citizen's veto. On June 10, supporters staged a State Day of Action featuring a drive through at the UAW Local 249 parking lot in an attempt to collect the needed signatures. Volunteers plan to continue gathering signatures right up to the cutoff date at various locations throughout the area. You can do your part if you are a registered voter in the state of Missouri by stopping by one of their many events and signing the petition.

Right to work is an attack on all workers, and will erode the standard of living for all Missourians, giving employers all the power over wages, benefits, and working conditions. Don't be fooled. As Martin Luther King, Jr. said in 1961, "In our glorious fight for civil rights, we must guard against being fooled by false slogans, as 'right to work.' It provides no rights and no works. Its purpose is to destroy labor unions and the freedom of collective bargaining. We demand this fraud be stopped."

Your vote is still one of the most dangerous weapons available to you. It does provide for change. Tell Missouri Legislators that right to work is wrong for Missouri.



Attacks on union continue in Jeff City

By Jason Starr

The attacks on unions and working class families continue in Jefferson City. A group of anti-labor organizations are calling for Governor Greitens to call yet another special legislative session seeking to build on labor attacks already passed in this year's session.

The group calling for the special session on labor organizations is headed by Americans for Prosperity, funded by anti-labor mega-donors Charles and David Koch. Their goal is for additional requirements on labor organizations, namely a law requiring union members to vote in annual recertification elections. The purpose of this law is simply to work in conjunction with right-to-work legislation to drive unions into financial ruin to ultimately undermine the ability of unions to organize and build power through social, economic, political action that wins gains at the collective bargaining table.

It is clear that Governor Greitens and his anti-working class allies in Jefferson City have no interest in serving the people of the great state of Missouri, only their corporate masters.

So the question for those of us in organized labor and the working class is what can be done?

The unfortunate reality is that there are no simple answers or a single solution. What we must have is the courage to acknowledge that the path that we are currently on is not sustainable and must be willing to challenge ourselves to make the commitment to work through our union to combat the current and future attacks that we face together. Each of us can participate in a capacity that works to build the power of our union. We can all work to educate ourselves and our brothers and sisters on the important labor issues, volunteer our time, increase your participation in V-CAP or join a standing committee.

Our standing committees are the pillars of strength that make a difference in all aspects of our union and the labor movement. The committees are currently leading the charge to veto the anti-union right-to-work legislation. They have worked tirelessly spending countless volunteer hours to collect thousands of petition signatures from our members as well as out in the community.

To directly take on the attacks and challenges we face, the leadership at Local 249 has broadened the scope and strength of our standing committees by doubling the opportunities to join a committee. We have also ap-

proved and launched three additional standing committees to promote the values of our union in our communities through social, community, economic and political action. If you are ready to answer the challenge and make the commitment to push back against the forces who would take away our democracy in the work place. I encourage you to please reach out myself or any other elected officer to set up a time to make the commitment to join our standing committees below.

Citizenship and Legislative Committee- most often referred to as the Community Action Program (CAP),

The CAP committee assists in voter registration and get-out-the-vote drives, dollar drives, letter writing campaigns, and publicizing the issues and positions of public officials. This is the committee for hands-on political experience that allows you to grow and learn and take part in legislatively implementing our labor and social agenda.

Civil Rights Committee - Members of this committee fulfill the local union's commitment to assure members' full rights regardless of religion, race, creed, color, sex, political affiliation nationality, age, disability, marital status or sexual orientation. The committee works towards the elimination of discrimination in the work place, community and nation.

Community Services Committee - This Committee works through public and private organizations to assure that members faced with problems in emergency situations get relief when needed. Strike insurance benefits are handled by this committee when local unions are forced to demonstrate their economic strength.

Conservation and Recreation Committee - Members of this committee provide a variety of oppor-



UAW Local 249 President Jason Starr urges the membership to participate by getting involved in one of the many standing committees. Photo by Don Lehman.

tunities that fall into two categories. Recreation, which includes leisure time activities such as picnics bowling leagues and conservation, which includes environmental concerns such as clean water, developing parks and other environmental concerns.

Constitution and Bylaws Committee - This committee set out the rule by which the local union operates with the constitution. Members of this committee are responsible for submitting original and/or amended bylaw provisions to the local union membership for discussion and approval. The committee monitors the required local union bylaws amendment procedure to ensure compliance with the current bylaws and constitutional provisions.

Consumer Affairs Committee - Members of this committee strive to keep the membership informed on various consumer protection activities such as child labor, truth in lending truth in packaging, advertising, utilities, consumer fraud and credit.

Education Committee - The education committee provides classes, materials and information based on membership needs such as new membership orientation, leaders in action union involvement and planning.

Union Label Committee - This committee helps to emphasize the importance of supporting those goods and services produced under union won working conditions. This committee brings those products to the attention of our members.

Veterans Committee - The veterans committee is dedicated to advocating for political and social concerns of veterans.

Women's Committee - the women's Committee works to further the gains of women in the workplace as well as society. This Committee informs and educates to broaden the scope of traditional women's roles.

Chaplaincy Committee - This committee works to support our fellow members during times of stress, hardship and need. The committee does not exist to promote religion of any kind and anyone with a caring heart can be a member of the Chaplaincy Committee regardless of religious, gender or social backgrounds.

Member to Member - This committee is a program that must reach all levels of our membership. To accomplish this formal structure endures that every member will be contacted. This committee will consist of one coordinator, organizers, communicators and members to communicate with the membership.

Motorcycle Committee - The UAW Motorcycle Committee that works to organize community assistance programs and are active sponsoring local charity events raising money for various community charitable organizations.

**Get involved
Join a Standing Committee**

Transit drive shaft issues cause downtime

By Todd Hillyard

The Transit system is on TLO the week of June 26 because of the drive shaft issue from the supplier. There will only be a limited number of drive shafts sent to the plant that week so repair may be limited as well. When Transit returns from July shutdown they will be on a 50 hour schedule the first week and will work a two shift Saturday on July 22, and one shift Saturdays on Aug. 5 & Aug. 12. At this time I don't know if the plan to go to a 4x10 schedule has changed but we will let you all know as soon as we get word.

Any day shift Transit employees that need the unemployment bulletin can get it online at the local website www.Local249.org, Facebook page or at the union hall if you want a hard copy.

The truck system worked June 25 on A-Crew and they are planning a voluntary Sunday the last Sunday of July shutdown, July 16. It will be a 6am start so A-Crew will be canvassed first followed by C-Crew and then B-Crew if needed. B-Crew will also be working a super Saturday on July 28. That should be all of the supers until we launch the 2018 in mid-August at which currently it looks like there will be several more Super Days between September and the end of the year. As always the schedules are subject to change.

The non-promotional sign up book will be out in Labor Relations until the end of June. Members desiring to transfer to an equal or lower rated classification shall make their intentions known in this book. If you have questions about eligibility please ask your committeeperson before signing the book. If you make the wrong selection you could be disqualified until the next sign up.

There have recently been a higher than normal number of accidents in the plant so the company is going to be watching closer than normal. Everyone needs to make sure they follow all of the safety rules in the plant in MP&L and everywhere else.

There is also a heightened awareness around lock out as well. Make sure you are locking out properly no matter how familiar you are with equipment. Your life or a co-workers life could be taken in seconds from a simple oversight. We don't want to see people in trouble for safety violations but more important we don't want anyone hurt or killed because we have become complacent on the job.

The company is looking to cut every offline job they possible can right now. If you are in trades or production keep this in mind every day. If you are leaving early or the company has even

the slightest idea they can cut your job you can bet they are looking at it. Do not make yourself an easy target and if you are don't be surprised if they cut your job out in the near future.

We are finding the company when looking to cut offline jobs is trying to assign our work to IT or salary employees. We need everyone to watch for managers or anyone not union in the plant that is performing work we normally do as rebalance approaches. The company is looking for every cut they can possible make this year so we will need everyone's help in production and trades to make sure included work is not given to non-union employees. It will take all of us to make sure we retain all of our work in the plant. The company is taking a nothing is off limits approach this year from the very top so this rebalance on both sides will likely be a messy one.

The company is bringing in about 150 more TPTs to cover bookend days at the beginning and end of the week for each shift. This is on top of the STS employees we have. The company is



UAW Local 249 Bargaining Chair Todd Hillyard reminded everyone that there has been a higher than normal number of accidents in the plant so be aware of your surroundings. Photo by Don Lehman.

doing everything it possibly can not to hire anyone full time not just here but at all the plants. We know there are many open jobs but with the STS members here until September the fight to push for full time will begin when they

have to go back to TPT status.

I want to wish everyone a safe and happy 4th of July and safe travels to all of you who will travel this vacation downtime. Enjoy your time off and we will see you back July 17th.

VCAP: an Investment in our Future

Michael Henze

As we begin our VCAP Drive of 2017 selling cruise & raffle tickets, I just wanted to remind you of what our voluntary CAP donations do for us that our union does not do.

CAP money is the only money that can be used to support candidates that are working family friendly. It constitutes the only funds that can be used to fight the anti-worker legislation such as the false right to work legislation and Paycheck Deception. As our way of life is under constant attack and our ability to provide for our families and loved ones is diminished by anti-worker legislation it is time to remember that our very livelihood here at KCAP is here due to CAP funds that supported the

Manufacturing Act of 2010. Democrats and Republicans both came together insuring the continued operation of our facility. VCAP work with Governor Nixon allowed the State of Missouri to provide incentives to Ford Motor Company that allowed us to get the Transit after losing the Escape to Kentucky.

Every member of Local 249 has benefited from this from our legacy to our in progression employees. Since 2012, 3500 jobs have come to KCAP because of the Manufacturing Act and

another 3500 members that are our legacy employees would either have had to uproot their families and take jobs elsewhere in the Ford system or would have been forced to seek other employment and it's highly unlikely that any of them would have been absorbed into other locations. VCAP is an investment in our future.

VCAP tickets for the Cruise/Elk Hunt are on sale until September 17, 2017. All UAW members active and retired are eligible to participate. Winners have the choice between: Hawaii, Alaska, Mexico, Caribbean, or an Elk Hunt in either Colorado or Montana. The drawing will be held in January 2018. Last year two winners were from KCAP.

Senate bill to cost 22 million their health care

Statement by UAW President Dennis Williams

On June 26, the Congressional Budget Office confirmed what has been rumored and feared about the Senate Republican health care bill written behind closed doors in Congress. The Republican's bill is heartless and deadly. According to the Congress' own nonpartisan CBO experts, the mean-spirited bill would force 22 million Americans to lose health care coverage completely while tens of millions will be forced to pay a lot more money for much less coverage. Premiums will rise by an additional 20 percent next year because of this bill.

The cost of health care coverage for older workers with fixed incomes could rise by as much as \$10,000 per year.

Crafted in closed meetings, the bill slashes Medicaid funding and would alter Medicaid programs as we know them.

Medicaid covers most long-term care for seniors and basic medical care for over 30 million children. 680,000 veterans rely on Medicaid as their sole provider of health care. In fact, the bill taxes our health care benefits and steals from the Medicare Trust Fund — all to pay for tax breaks for millionaires, billionaires, and insurance and pharmaceutical companies.

This health care bill increases costs for everyone, including the over 150 million Americans who have health care coverage from their employers.

By eroding or eliminating financial protections, such as lifetime caps, 27 million workers and their dependents with insurance will be at risk of bankruptcy or worse.

It is no small wonder why majority Senate Republicans have been going through such pains to hide the bill from

the public and are now trying to bring it to the floor quickly for a vote.

Make no mistake, this is an attack on all working people's freedom and economic security.

After the July 4th recess, the Senate is set to vote on a health care bill which strips insurance from 22 million Americans, guts protections for those with preexisting conditions, and brings back lifetime caps on care.

Put simply, this bill is a threat to UAW members, UAW retirees, and UAW families. Please take action today — call your Senator at 1-313-528-6780.

This bill is terrible for millions of Americans, is opposed by many Democrats and Republicans alike, but it is particularly bad for UAW members in a few ways. The bill cuts Medicaid by over \$800 billion which could hurt many UAW families who have loved one's getting long-term care.

Brings back lifetime limits on care for millions including many UAW members — meaning someone with cancer might be cut off during treatment.

It guts preexisting condition pro-



UAW President Dennis Williams says the Republican health care bill will hurt active and retired members and their families.

tections which means some UAW families will have trouble getting coverage or will get worse coverage.

It could cause premiums to skyrocket for UAW members with employer-based coverage which could affect future negotiations — Medicaid cuts will cause hospitals to have massive uncompensated care costs which will be passed on to all of us with employer-based coverage.

And it reduces Medicare's solvency

by 4 years by getting rid of taxes on millionaires and billionaires stock market income.

Put simply, this bill is a disaster for UAW members and our families.

"I strongly urge President Trump and Senate Republicans to reject this horrible bill crafted behind closed doors and instead work with the American people and across party aisles to expand affordable, quality health care for all Americans," says Williams



NEED HELP?

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

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

UAW-Ford Fitness Center



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

Located in the Education Bldg.
Call 459-1945 for more information.

Retiree rep reports record VCAP donations

By Susan Pena

Larry Rupp, UAW Retiree Representative, recapped his experience at Region 5 UAW Summer School during the June retiree meeting. Classes included politics, Right to Work, VCAP. This year records were broken on money donated to VCAP. Several local members contributed items to be auctioned at Summer School. Thank you to Bob Firsick and Jean and Mel Thompson for the many donations they made. There was a Kansas City Star issue about Local 249 contributions to the area.

Mel Thompson, Chairman, also reported on Region 5 UAW Summer School.

Signatures are still being collected in the attempt to get the Right to Work Referendum on the ballot in 2018.

VCAP raffle tickets are being sold. With the purchase of a ticket, you will have an opportunity to win a cruise or a hunting trip. Region 5 Director Gary Jones encourages all retirees to increase their union dues from \$2.00 to \$3.00 and their VCAP donations. Retirees can make these changes at the union hall.

Tony Renfro, Local 249 Vice-President spoke to the retirees and thanked them for all they have done in the past to ensure the present that the workers are enjoying today.

Anita Picken, Recording Secretary, shared a message that was made available at the union hall. It was titled, "Before the UAW was founded in 1935 the Word Was "NO". The message includes a list of benefits that hourly

workers didn't have prior to the UAW. It reminds all of us of how much the retirees and active membership owe thanks to the UAW.

During the meeting, there was also discussion on the Annual UAW Retiree Picnic. It will be held on September 20, 2017 at Watkins Mill State Park. Directions will be given at the August meeting.

Mary Sanders, Family Auxiliary Chairperson announced illnesses and deaths, Edward N. Patterson, George Perks Jr., Albert G. Smith, Clifford I. Thompson and Lee Roy Thompson. Please pray for them and their families.

Lori Marin, Family Auxiliary Vice-Chairperson, led us in song for one birthday and three anniversaries. Sharron and Mark Mansfield have been married 47 years. Ethel and Paul Sandberg have been married 58 years. Jean and Melvin Thompson have been married 20 years. Congratulations to you all.



Local 249 Retiree Chairman Mel Thompson speaks to the retirees at the June meeting. Photo by Don Lehman.

May retirees were Arthur A. Andrade, Brent U. Bauer, Michelle Brown, Larry C. Cooper, Louis V. Henneberg, Tarry W. Huskisson, Douglas C. Janisse, Donna J. Lee, Janice M. Manning, Gary J. Nash and Dorris D. Smith Jr. Please congratulations them all. We hope to see you at the next

retiree meeting.

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

The next retiree meeting will be July 19, 2017 at 10:30. Please bring a covered dish or dessert.

UAW | FAQ

The UAW has the largest, most progressive program for retired members in American labor unions. The first resolution addressing retired workers was introduced at the 1951 UAW Convention.

The UAW took its first step toward establishing a formal organizational structure for retirees at its 1957 Convention with its adoption of Resolution 17, "UAW Program for Older and Retired Workers and Other Citizens."

At the 1966 Convention, Article 53 was adopted by the delegates. This article (now Article 55) provided for the establishment of an organization "a structure that has remained essentially unchanged. The Article created Local Union Retired Workers Chapters, Area Retired Workers Councils and Regional Retired Workers Councils within the International Union and enables retirees to remain active, participating members of the Union."

Since then, retired UAW members have been entitled to all the privileges of membership except the right to vote in certain elections as detailed in the Constitution. Retirees have representation on Local Union Executive Boards and can vote for local union officers (except stewards or committeepeople) and can vote for delegates to the UAW Constitutional Convention. Retired members are also entitled to continue to receive Solidarity magazine.

Our structure gives UAW retirees a special place in their union.


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Thirty-two Local 249 activists traveled to Kingston, Mo., in Caldwell County, June 28 to paint and repair a small, rural school that has no money to hire maintenance workers to do the work. Photo by Shirley Mata.

Local 249 activist's elbow grease helps school

Andrea Hieronymus is the administrator of the Kingston, Mo. school in Caldwell County, a small, rural K-8 school northeast of the Kansas City Metro. Her husband, Gary, is a Hi-Lo mechanic at KCAP, her son Kevin also works at the plant. When Andrea told them the school didn't have the funds to make needed repairs to the building, Gary and Kevin looked to their brothers and sisters in UAW Local 249 for help.

They were not disappointed.

Sean Scanlon, Gary Thomas, a member of Local 249's newly formed Motorcycle Committee, and Steven Woods quickly put out the word. Soon after, on the morning of June 28, a group of 32 Local 249 activists left the union hall to make the 45 mile trek to the school in Kingston.

When they got there, everyone rolled up their sleeves and got to work. They put two coats of paint on all the hallways in the school, the entrances to the classrooms and the gymnasium.

They also replaced a wood rotted wall on a storage shed and laid down weed block and mulch on the playground so the kids would have a safe place to play during recess.

"Everybody did an amazing job," says Shirley Mata, Local 249's Recording Secretary and one of the volunteers who went to Kingston to help out.

"You have no idea how much they helped," adds Andrea Hieronymus. "Working in a school that opened in 1874, projects are never complete, but today the UAW volunteers completed projects in six hours that would have taken my small staff over three months to complete."

The UAW volunteers and their families choose to spend a beautiful summer day painting, pulling weeds, and repairing an outbuilding instead of picnicking, fishing, or having a cookout as a family, notes Hieronymus. The self-sacrifice demonstrates the true character of the volunteers.

When planning for the event, Hieronymus says she was hopeful the school would have 10 to 12 volunteers,

"I was blown away with the number of UAW workers, family members, and friends that showed up to help

prepare the school and playground for the 2017-2018 school year. The hard work and selflessness demonstrated was a blessing to witness."

Hieronymus isn't sure how to thank the UAW men and women for giving up a day off to improve a school building for a group of students they never met.

Thank you, she says, doesn't seem to truly encompass the enormous gratitude she feels, but she hopes that, as the group drove home from the rural setting of the Kingston school, they understood the impact their time had on this one small school.

The work the 32 volunteers accomplished, says Hieronymus, is astonishing. In six hours they accomplished what would have taken her small staff all summer to complete.

"Thank you UAW Local 249 for your time, your work, and for caring about a group kids you don't know. You may never have attended our school, but you will always be a Tiger in our eyes," says Hieronymus.

"The gymnasium, the hallways, and the playground look amazing."

The volunteer work at Kingston is just one of the many efforts by Local 249 members to improve the communities where they live.

Gary Thomas recently organized a similar group of UAW volunteers to paint the residence dormitories at the City Union Mission, a homeless center in downtown Kansas City.

City Union Mission has provided warm beds, nutritious food and a place of safety for thousands of poverty-stricken and homeless men, women, and children since 1924.

A gate collection by Local 249's Human and Civil Rights Committee June 22 raised \$3,500 from members to support the Salvation Army Heartland Summer Camp program which provides overnight camps for campers who have completed grades 2-12.

"Being a part of a larger organization that protects our community, our work force and our safety makes me feel grateful everyday," says Gary Thomas, a forklift operator at KCAP who helped bring a number of members of the local's Motorcycle Committee along to help at the school.