

FIRST LOCAL NEWS

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September 2017



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



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Union members from across the state of Missouri flooded the state capitol in Jefferson City August 18 to turn in 310,567 signatures on petitions to put a referendum on the ballot to overturn right to work in the state. Photo by Don Lehman.



The August 4 gate collection to honor the memory of Local 249 member Chris Scott who was tragically killed in a motorcycle accident raised more than \$6,000 to further the charitable work of the union Motorcycle Committee. Photo by Don Lehman.



The KCAP Lightnings are the 2017 UAW Local 249 Softball Champions. The tournament was sponsored by the union's Recreation Committee. Photo by Jerrod Ballard.



The winners of the Local 249 Golf Tournament held Aug. 6 at Paradise Point were Stephen and John Sawle (A flight) Charles Leamon and Bruce Thieman (B flight) and Brandon Gilpin and Todd Remington (C flight).

First Local News

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Editor Pat Hayes

Reporters Gwen Starkey and Colleen Taylor
Photographer Don Lehman

UAW Local 249

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

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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

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

UAW's Dennis Williams on Charlottesville

"The events in Charlottesville will long serve as a reminder that time has a way of washing away the tears of the past where hate bullied many Americans both in society and in the workplace through intolerance.

"The UAW condemns the hate and intolerance of the alt-right groups that led to such violence in Charlottesville. Every woman and every man is equal in their civil and workplace rights regardless of race, gender, religion or sexual orientation in society and in the workplace. We cannot take our freedom for granted, and we cannot forget the lessons that history forged through the sacrifice of many brave Americans in our military, in labor and in our civil rights struggles to secure those freedoms." — UAW

TESLA workers demand safety data in open letter to company

A group of Tesla workers sent an open letter to the independent members of Tesla's Board of Directors in which they formally requested access to the company's safety plan, clarity on compensation and neutrality and non-retaliation agreements as they try to form a union. Read the letter in its entirety here.

In May, an employee provided Tesla's OSHA 300 logs to WorkSafe, a nonprofit focused on protecting people from job-related hazards. The data showed Tesla had a worse safety record than sawmills and slaughter houses.

"We're tired of suffering preventable injury after preventable injury," said Michael Catura, a Production Associate. "It impacts morale, it slows down production and it's of course traumatizing and financially difficult for the affected person. We want to know what the company's plan is to address this problem, and to see whether or not any progress is being made."

The workers also requested clarity around compensation and promotion. Starting pay for Production Associates in the Fremont facility is \$18 an hour – far below the national average for auto workers (\$25.58) and even farther below the living wage in Alameda county (\$28.10). Renting an apartment in Fremont requires 70% of a worker's take home pay. And paths to promotion are not clear – or nonexistent.

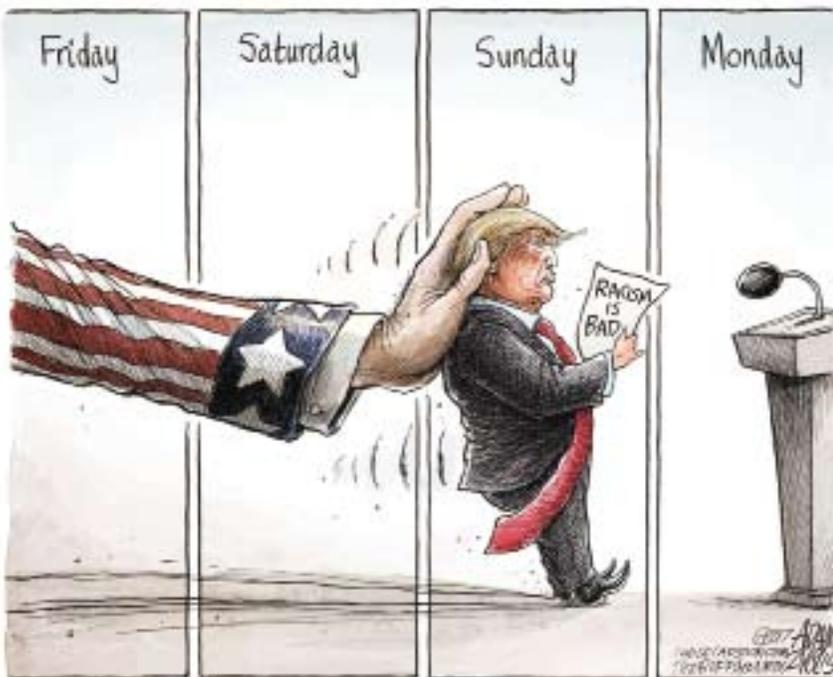
"Many of us have worked for years with the vague promise of a raise, with nothing to show for it," said Richard Ortiz, who works in the body shop. "We have no idea what the criteria is to move forward, and no idea of what defines success. We've raised these issues repeatedly, and have gotten no response. I'm hopeful that these new members will understand that we are trying to plan for our future, and would like to understand what to expect."

The workers, who are currently organizing to form a union at the facility, also requested the company refrain from retaliating against those who speak out. The letter reads:

"We should be free to speak out and to organize together to the benefit of Tesla and all of our workers. When we have raised this with management we have been met with anti-union rhetoric and action. Other successful companies across industries have negotiated neutrality and non-retaliation agreements with workers, which protect workers' ability to speak freely. Such agreements help build positive relationships between management and frontline workers." — UAW

UAW calls for release of Korean labor leaders

The UAW International Executive Board (IEB) has passed a resolution calling for the release of unjustly charged and imprisoned trade unionists in South Korea, including President Han Sang-gyun of the Korean Confederation of Trade Unions (KCTU) and KCTU General Secretary, Lee Young-joo. Specifically, the resolution calls on the Government of the Republic of Korea to "rescind all sentences and drop all charges against trade unionists that are related to peaceful protest, including those against President Han and General Secretary Lee." — UAW



Nissan union vote was influenced

By Gary Casteel

Not long ago, Carlos Ghosn, chairman and CEO of the Renault-Nissan Alliance, made a statement to the French government.

In a hearing before the French National Assembly, Ghosn denied allegations that Nissan opposed employee representation at its assembly plant in Mississippi and assured French lawmakers that the company had "no tradition of not cooperating with unions." With an approximately 20 percent stake in Renault, the French government is the largest shareholder in Renault, which in turn is the largest shareholder in Nissan.

If what happened during the union election at Nissan's Canton plant is any indication, there's a disconnect between Ghosn and his team on the ground in Mississippi. Or, more likely, Nissan is purposefully saying one thing to socially conscious policymakers and investors across the globe but doing something entirely different in the U.S. South.

Nissan employees courageously fought for a local union and came within a few hundred votes of achieving their dream. All of us were disappointed by the outcome in Canton, but we weren't surprised. Despite Ghosn's testimony that Nissan was neutral on the question of a union, the company waged an anti-union campaign unlike any I've seen.

Beginning in mid-July, Nissan launched a barrage of threats and intimidation. Supervisors pressured employees with anti-union messages in group and one-on-one meetings. The company broadcast anti-union videos inside the plant instructing workers to "Vote No" and made a sizable anti-union television buy in the central Mississippi media market.

Six days before voting began, the NLRB issued the latest in a series of com-

plaints against Nissan. The complaint alleges that the company threatened a loss of wages and benefits if employees supported a union — and that Nissan even threatened closing the Canton plant. Under these conditions, it was impossible for Nissan employees to have a free and fair election.

The American Prospect rightfully noted unions are "forced to operate within a woefully antiquated labor law framework while corporations brazenly operate outside that framework with little fear of consequences or retribution."

Despite this setback, the UAW will maintain forward momentum in the South. We now have more than 55,000 members in the region — including nearly 3,000 who joined since 2014. And we're not giving up on workers at Nissan.

On behalf of those employees, the union has filed a new round of unfair labor practice charges against the carmaker. If Nissan is found to have committed the violations alleged by the NLRB, the federal agency can seek a binding court order to stop the company from breaking labor laws in the future. Meanwhile, civil rights leaders are keeping up the pressure. The Mississippi Alliance for Fairness at Nissan, a coalition of faith and community leaders, is redoubling efforts to work with labor allies around the world to educate the French government about Nissan's threats and intimidation against its predominantly African-American Mississippi workforce. Ghosn can keep offering lip service. But he and Nissan can't escape the truth of what really happened in Canton. — *Detroit News*

“My union suffered some setbacks, here’s what we’re doing about them”

By Dennis Williams

The union I am privileged to lead suffered two troubling events recently. First, a former high-ranking UAW official, now deceased, was implicated in an indictment from the Department of Justice accusing him and other co-conspirators of misappropriating funds from the UAW-Chrysler National Training Center (NTC). Second, workers at Nissan’s Canton, Miss. plant voted against unionizing, due in large part to the company’s exploitation of that indictment coupled with threats and intimidation of workers. I want to talk candidly about both these events and the connection between them because the men and women we represent and every American who cares about workers needs to know what’s really going on.

While no union dues funds were involved and safeguards have since been put in place at the NTC, the allegations in the DOJ indictment are appalling. A senior union leader allegedly conspired with Fiat Chrysler executives to misappropriate more than \$2 million from the NTC for personal use. If true, these actions represent a grotesque betrayal of trust.

I first learned of these issues in January of last year when we were contacted by government investigators at which time we immediately started an internal investigation. My first response was to commit to uncovering the facts and cooperating with the federal investigation, and we have delivered on that. My second response was to focus on steps we could take to make sure this type of thing never happens again. Toward that end, we worked with Fiat Chrysler to implement a set of detailed reforms at the NTC to mitigate the risk of future issues like this.

But as painful as these charges of criminal conduct have been for me and the entire union, I have never once questioned the fundamental integrity of our organization. Since news of this

situation became public, our opponents have gleefully pushed their PR machine into overdrive to besmirch the entire union based on the conduct of just a small handful of bad actors, and advance their anti-worker agenda.

That brings me to the Nissan vote. We cannot know for sure what role the indictments played in the election, but there is no doubt it had an impact as we had a solid majority prior to the filing for election. We went into this organizing drive with high hopes. The UAW has a proud history in the south with more than 55,000 active members and 60,000 retirees. Last year alone more than 1,323 workers in the south voted to join the UAW, including Volkswagen workers in Tennessee who came back after a defeat in 2014 and voted to join us. The reason for their support is clear: the UAW delivers for our members.

We were the union that first negotiated employer-paid health insurance for industrial workers, secured the first cost-of-living adjustments and more recently secured profit-sharing programs that put thousands of extra dollars into the pockets of the workers who helped the companies



“We will not let these events deter us in our mission,” says UAW President Dennis Williams. “American workers need champions more than ever.” Photo by UAW.

rebound from the depth of the Great Recession.

Perhaps recognizing they couldn’t win on the facts, Nissan and its anti-worker allies went negative, running ads, flyers and brochures hyping the indictment to tarnish the UAW in the eyes of the voting Mississippi workers. Unfortunately, the scare tactics worked. The election was a setback for the UAW and the cause of working Americans everywhere. But a setback does not equal a defeat.

Those who committed these alleged crimes deserve to be brought to justice. But the suggestion by Nissan that such misconduct is a “union” issue is simply false.

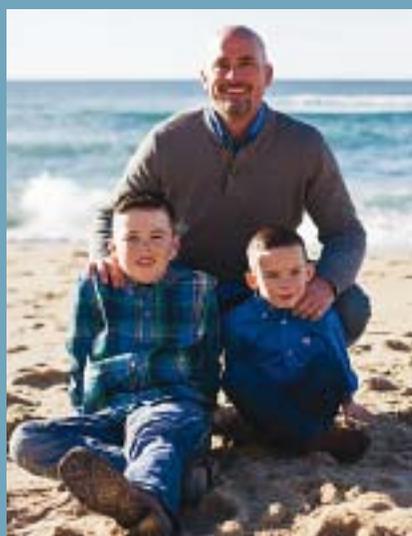
Just look at Nissan itself. In March of this year, one of its diesel vehicles was found to be emitting 18 times more nitrogen oxide than the official

lab-based test allows under EU regulations. Mitsubishi, the company Nissan recently acquired, had a similarly massive fuel efficiency cheating scandal going back decades. Yet Nissan CEO Carlos Ghosn will this year receive not one, not two, but three separate multi-million-dollar salaries for his supposedly distinct roles as CEO of Renault, Nissan and chairman of Mitsubishi.

There seems to be a clear difference between unions and big corporations when it comes to our sense of accountability. Working Americans see it every day. And the pundits wonder why populist politicians are ascendant. Working people know that too often in America, corporations get away with systematic, company-condoned misconduct, while a union that is fighting for those working people gets vilified by those same corporations for the misdeeds of a few bad apples.

Nothing can ever excuse the malfeasance of those accused in the government’s indictment. But we will not let these events deter us in our mission. American workers need champions more than ever. We will be on the frontlines of that fight. It is my sincere hope that more working people across the country hear that message and think about the best way to stand up for their rights. It isn’t just by casting an angry vote at the ballot box in even numbered years. It is also by finding and joining a union that will stand up for you each and every day.

This Op-Ed first appeared in the Aug. 8 Detroit Free Press.



In Memoriam — Chris Scott

Dear UAW-Ford Family,
Our hearts are full of gratitude as we express our sincere thanks to you, Local 249, for all acts of kindness and sympathy in our time of need: food, flowers, donations to the memorial fund supporting community service and for the boys future, cards, visits, and kind words spoken to our family regarding the passing of a wonderful father, son, brother, and uncle; Chris Scott.

We want to express special appreciation to Chaplain Shane Coon for his words of comfort and prayer service as we lay Chris to rest and sent him to his forever home.

Chris will always be remembered for his positive attitude, bright smile, and his willingness to help those in need.

You were all his family and we are eternally grateful.

Forever in Our Hearts,
The Scott Family



The Local 249 Education, Woman's, Community Services, Civil and Human Rights and VCAP committee's joined with with the Apostolic Church of God July 29 to give hundreds of children school supplies. Photo by Don Lehman.

Union committees hand out school supplies

By Colleen Taylor

Members from five of Local 249's committees volunteered to support the Apostolic Church of God's community outreach event on July 29. The Education, Woman's, Community Services, Civil and Human Rights and VCAP committee's partnered with the church to give hundreds of children school supplies, making sure they started their year right.

The Apostolic Church of God is located at 1911 Hardesty Avenue in Kansas City, MO and is a 501(c)3 not-for-profit organization.

Hundreds of children attended the Annual Eastside Community Day Festival and school supply give away. Over 200 families were impacted at this year's community event. Families with multiple children, ages pre-school through high school came through the line to receive their school supplies. Each child received one bag of supplies.

The middle/high school supplies bag included a ruler, notebook, extra notebook paper, pens, pencils, buy union made products bumper sticker, and a children's national identifica-

tion program kit (which included a fingerprint kit, DNA swab kit and wallet card). The elementary supplies bag also included a 24 pack of crayons and a 10 pack of markers.

Local 249 was also able to give away over 50 backpacks to children, thanks to donations received by Local 249's Women's Committee Chair Jacque Child.

"It's always a good time and the families enjoy this", said Merry Winston, Apostolic Church of God Outreach Department member. "School supplies are an expense that many families in Kansas City are unable to afford".

For the 2017-2018 school year, parents can expect to pay for supplies

per child \$662 for elementary school children, \$1,001 for middle school children and \$1,489 for high school students. Each year the cost of supplies rise, which increases the financial burden on families.

During the event, members of Local 249 also collected signatures for the RTW petition. "It's a great chance for us to educate more people on why RTW is wrong for everyone in the state of Missouri and get to their signatures", said Bryan Jones, Local 249 Education Committee Chairperson. It was an opportunity to get additional signatures from people in this congressional district. In order to put the measure on the 2018 ballot, labor unions must have collected signatures from 5 percent of voters in two-thirds of Missouri's congressional districts.

The community outreach event also included cotton candy, snow cones, photo-booth, games, prayers, raffles, and a KCFD firetruck for the

children to tour and sit in. There was even an inflatable fun bouncy house for kids to play in and music entertainment that kept the party going.

Screenings for blood pressure, diabetes, mental, emotional and physical health awareness, HIV/AIDS seminars and family resource information were also available through other volunteer organizations at the event. The Red Cross blood mobile was on site to take blood donations. Local 249 Community Service Chair Kim Rowland, 249 member Colleen Taylor and her son Jacob donated blood while volunteering at the event.

"It was my first time donating blood and first time helping out at a Local 249 event. I am glad I did both today", said Jacob Taylor. "It's important that every kid has the supplies they need to do well in school. Thanks to Local 249 and the Apostolic Church of God, hundreds of kids will be able to do that this year".



Opponents of Missouri's recently passed right-to-work law flooded the state capitol in Jefferson City Aug. 18 to turn in 310,567 petition signatures to put a referendum on the November ballot to overturn the law. Photo by Don Lehman.

Victory in petition drive to overturn right to work

By Gwen Starkey

“Hey Greitens, you can’t hide, we can see your greedy side,” shouted hordes of union members in Jefferson City as they gathered in the capitol building to rally, march and present petitions against the right-to-work legislation due to take effect at the end of the month. They chanted, **“Show me what democracy looks like; this is what democracy looks like.”** **Missouri is the Show Me State, and show them is exactly what they did.**

In an unprecedented move, labor groups across Missouri, who set out to collect an extraordinary amount of signatures to put right-to-work up for a statewide vote in 2018, presented those signatures to the Secretary of State’s Jay Ashcroft’s office on Aug. 18. Their unique strategy in signature collecting went over and above meeting the minimum required threshold in just six congressional districts; they

met that threshold in all eight congressional districts. With a minimum of five percent of the votes cast in the last gubernatorial election needed, supporters collected over 310,000 notarized signatures.

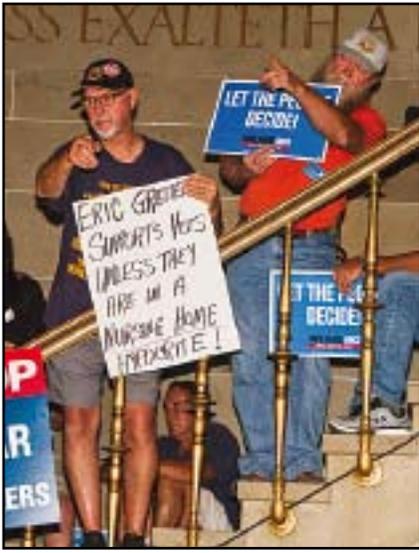
While the right-to-work law, supported by Republican Legislators and Gov. Greitens, is officially set to take effect on Aug. 28, labor groups hope to have collected enough verified sig-

natures to suspend the law until voters can decide the issue at the November election next year.

UAW Local 249 has been helping with the petition effort by collecting signatures in the plant and community. “We reached out to all our committee chairs to ask their committees to work with us on getting the members in the plant to sign the petitions,” UAW Local 249 Recording Secretary Shirley Mata said. As a group, we worked together and got the signatures from our members in the plant. Our members worked on their days off, volunteering to walk the plant floor, they got signatures at starlight, sporting events, and concerts. I am so excited. This is a moment in history that I have been able to be a

part of and help make a difference in something that will change people’s lives.”

Success with this petition means that Missouri voters get to decide whether Missouri becomes the 28th state to ban union dues as a condition of employment. Veto referenda like this make rare appearances on the ballot. While the brief filing window can be very restrictive, referenda filed in time often have a high probability of success. Signatures for a veto referendum petition must be turned in within 90 days following adjournment of the legislative session in which the law was passed. Of the 26 referenda called since 1914, voters acted against the legislature wishes 24 times.



Enthusiasm was high in the Missouri state capitol in Jefferson City Aug. 18 as petitions were filed to place a referendum on the November ballot to overturn right to work.

After the petition reaches the secretary of state's office, they have only 10 days to complete an audit. They must send out every one of the petitions to the counties in which the petition signers are registered in and the counties then have to verify voters in their database, and validate or invalidate the signatures. "They are required to check every signature and decide whether they are going to keep the signature or toss it out, and they can kick out pages for numerous reasons and are very particular about addresses," Mata says. We feel very confident that all our petitions are in order and right now we have over 300,000 signatures in all 8 districts." In a recent rally in St. Louis, they received over 10,000 petitions and with 10 signatures per pages, that's a heck of a lot of Missouri voters who disapprove of legislation becoming law without voter approval.

Obviously, they were aware that some of these signatures were going to be kicked out, Mata says so they

decided to go beyond the minimum and get extra. "That's over 100 percent more than what we needed for each district," Mata said. Basically, they could kick out half of what we collected and we'd still be qualified."

Supporters of the petition argue that right to work is an unfair government overreach into the workplace that distracts from the real issues and is promoted by a well-coordinated network of out-of-state billionaires, super PACS, and corporate special interest groups giving more power to big corporations. It's like two wolves and a lamb voting on what to eat for dinner. How about giving the Missouri voters a say in the cuisine?

Recently Greitens nonprofit, A New Missouri Inc., tied to prominent GOP donor Stan Herzog, donated \$350,000 to a political action committee (PAC) called Missourians for Worker Freedom whose sole purpose is to help stave off efforts by labor unions to repeal the right-to-work law. American

Democracy Alliance donated \$350,000 to a PAC called Liberty Alliance and \$150,000 to a PAC called Missourians for Freedom, American Democracy Alliance, Ridgley PAC, and Grace River PAC are all connected to Herzog whose construction company cut a check for \$50,000 to Grace River and \$100,000 to Ridgley PAC. Because they are nonprofits, they are not required to disclose their donors.

This is reminiscent of years past when big donors formed multiple committees to skirt limits and funnel money to candidates, which makes it difficult to track campaign cash. Although Missourians voted last year to limit campaign donations, practices used to skirt the laws are making a comeback. Those methods are aided by the use of nonprofits.

Don't believe the lies; right to work is wrong for Missouri. We do not need laws like these. That's why it's been so important for labor groups

all over the state of Missouri to collect signatures so Missouri voters, not politicians, can decide whether right to work should become law. This is not what the Missouri voters want and by signing this petition, they are giving Missouri Republicans the big middle finger to show them that they are not representing us. They are representing corporate interest.

Supporters want you to know that the right to work legislation doesn't end here. This is just one-step in a long process. The real work begins after they get these petitions verified and on the ballot for next November's election.

"Our real work begins by making sure of the wording on the ballot and to educate the people. The real work is getting people out to vote in the Nov. 2018 election," Mata said. For the next year we have to make sure people understand that they have to get out and vote because getting it on the ballot is not going to help if people do not show up to vote."

UAW Local 249 Picnic

Sunday, September 24 at 11 am - 5 pm

LaBenite Riverfront Park in Sugar Creek

A Carnival Style Event With Good Food, Rides, Inflatables, Carnival Midway Games And So Much More

The Picnic is free for members and immediate family. Members will need to stop by the Hall to sign out event bracelets before the sign up deadline of Sept. 18th. For more information please contact the Union Hall at 816-454-6333

The fight for social and economic justice

By Courtney Pittman

The following essay won the 2017 Local 249 Charlie Suffridge Scholarship. It was written in response to the question: "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?'"

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.

As far back as the 1880's social unions have formed around social issues and have protected and helped minorities. All unions sought eight hour workdays, weekends, better wages, and the ending of child labor, but not all unions wanted equal rights for African Americans or for women to join their ranks. From the first African Americans joined forces with a labor union in the 1930's to the galvanized labor movement after World War II, and even in modern times with the continued fight for equality, the brotherhood between the civil rights movement and the unionism movement is unstoppable.

Today the largest umbrella of unions in the United States is the AFL-CIO, but in the 1930's the AFL was a completely separate organization from the CIO. The congress of industrial organizations (CIO) began championing for the joining together of races in the early 1930's.

Although a few years behind, the AFL (the American Federation of Labor) accepted its first African American labor group (the Porter's Union) in 1937. The Porters union, or the Brotherhood of Sleeping Car Porters, was a crucial civil rights and labor union (a social union.) The great moment that brought these two groups together was the success won by the Pullman strike.

The Pullman Company finally recognized the Porters' as an official union, the very first official African American union, and granted them better hours and better wages. The joining of the African American social union with the AFL was a landmark happening and it happened because of the successes won through the strike. The common advancement is what joined the two groups, it is what

inspired them to ignore the things separating them, like race, and join together for a common cause. The Porters' union was a civil rights and a labor union and it's joining with the AFL transformed the group into much more than just a large group of labor unions, it transformed them into champions for the social unionism movement.

While schools remained segregated, and many blacks were still not allowed to vote, the unionization movement remained steadily ahead of the times. Labor unions and civil rights unions joined together soon after the great depression and World War Two. With both groups seeking fair employment laws, they joined together to fight a common enemy.

There are many instances when the civil rights movement joined together with labor unions to fight for common needs, for better wages and equal rights. Walter Reuther, president of the UAW at the time, joined Martin Luther King Jr. in his march on Washington for jobs and freedom. Martin Luther King Jr. walked alongside the Sanitation Workers Local 1733 in Memphis 1968 to fight for representation in the workplace for African Americans. Black workers joined the UAW strike in 1941 and pushed them over the edge needed to earn recognition from Ford.

These groups crossed the dividing line of race to join together and fight for a common cause. This joining together is exactly what social unionism is, fighting for rights inside and outside of the workplace. Walter Reuther, a champion for civil rights and union rights, once said "There is no greater calling than to serve your brother. And no greater satisfaction than to have done it well," he knew the importance of standing by your fellow man. Social movement unionism is a form of revolution; it fights to bring basic human and civil rights into and outside of the workplace for all people.

Many believe that the civil rights movement is no longer necessary,



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. She is the daughter of Candice Pierceall, who works the afternoon shift in Transit Chassis. Her father, Austin Pittman, works for the railroad. Photo by Don Lehman.

that blacks are legally equal and that is enough.

But, that is not truly the case. Blacks are prosecuted unfairly compared to whites, they earn less money on average than equally skilled whites, and they are looked down upon by many people in society and government.

Despite their differences people cross the divisive barrier of race daily, whether it be protesting for the unfair killings of black men in our nation, or joining a modern day civil rights group like Black Lives Matter, or even just sticking up for someone who

is being treated unfairly because of their race. Racism had to be taken head on, and who better to take it on than a brotherhood of middle class workers? Union members are family, and family members advocate for one another. As we progress into a future that seems to be filled with more and more racism, sexism, xenophobia, and nationalism we must all remember the lessons of our predecessors and the hard fought battles won by social unions. The need for social unionism is far from gone, in fact it is just beginning.

2018 F-150 launches at KCAP

By Tod Hillyard

As this article goes to press we are currently launching the 2018 model year F-150. The plant is ramping up currently and has not been working the full schedule this week. That will only last a short time before its back to full production and there are currently four weekend overtime days scheduled for the Truck System. There have not been any further discussions of returning to TAG relief in the Truck System at this time.

The Transit System is scheduled to go to a 4x10 schedule Monday thru Thursday on both shifts on Aug. 28. Currently it looks as if they will stay on the 4x10 schedule until the beginning of 2018. There are currently three down weeks tentatively scheduled in the Transit System. They are the weeks of Sept. 25, Oct. 30 and Nov. 13. These are tentative and can be filled in with production at any time so do not make plans until they are posted in the plant by the company. We will update the membership if we receive any changes as schedules are subject to change at any time.

As many of you know there have been thousands of pay shortages since the down week prior to the July shutdown. We have had issues with SUB pay, short work week, vacation conversions like we have never seen before. While we still are not sure what or who caused all the issues. We do think most all of them have been corrected. We asked for the State of Missouri to come in and met with them to try and avoid and future issues with SUB and unemployment in the future. We invited them because we are pretty helpless in these situations because we don't have contacts at the state office and have no way to know what actually happened so we can attempt to fix it. We found out the state went to a new system and that was part of the problem. We are putting in steps to try and make sure the company and the state are getting the information they need to make the SUB pay process and easy as possible for members.

Working through these pay issues we also discovered several members who have been shorted \$1.50 an hour for almost two years and did not know it. We were able to get these members adjusted with full back pay. Members need to be checking their paystub and DROT each week to ensure they are being paid properly so issues can be addressed as soon as possible. Contractually the company only has to back pay members for 60 days once errors are found so if you are not watching your pay you could be costing yourself a lot of money. If you notice an issue let your supervisor and

committeeperson know right away so it can be looked into. Each year In Progression employee raises should take place the Monday following your anniversary date.

Skilled Trades sign-ups are currently going on for area preference placement. Make sure you have your contact information up to date so if you are not at work when they get to you the committeeperson can call you and you are not bypassed on the sign up.

My 2nd Annual Charity Golfouting is set for October 7 at Paradise Point golf course in Smithville. All proceeds will benefit the Veterans Community Project which is building tiny homes for homeless Veterans in the KC area. Forms for teams and sponsorships are available in the Union Hall lobby. Teams will fill up fast so make sure you get your sheets filled out early if you are interested in participating.

The TPTs that have been hired for the summer months will be laid off the week of Sept. 4. The week of Sept. 11 all of the STS members will be converted back to TPT status per the national agreement language in Appendix K of Volume 1. All STS will come out of Paint when converted back to TPT status and be placed in Trim and Chassis for the most part. We are continuing to push to get the 35 transfers brought back to KCAP so when the need comes we can hire full time but to date we have not got the company to request the approvals needed outside the plant to bring the transfers back.

Jason Starr and the CAP committee did an outstanding job getting signatures needed to get right to work law placed on hold until it can be put on the ballot for voters to decide. There will be a lot more work to come since our enemies have committed over \$3 million dollars in dark money from undisclosed donors to make sure we are defeated in November 2018. We will have to talk to our families, friends and neighbors to make sure they vote to oppose right to work in Missouri. These laws have a negative impact on us directly even though many of our members don't think they do.

Right to work is designed to financially weaken local union's especially



Local 249 Bargaining Chair Todd Hillyard reported that there are currently three down weeks scheduled in the Transit System at the August Membership Meeting. Photo by Don Lehman.

small locals to the point of breaking them because with no money they can't operate. When our second and third tier UAW suppliers can't negotiate gains it is impossible for us to negotiate gains because, if we do, our jobs can be outsourced to a supplier down the street for much lower wages. The Union supply chain doing well and making gains in benefits and wages is crucial for us to do the same. Otherwise our gains result in job losses to those same low wage suppliers. If small locals can't function due to a lack of dues money coming in there is nobody there to negotiate for them at all.

The committeemen and CAP

committee will be talking with members about the Voluntary Community Action Program and if you are not donating please consider doing so. Many members do not give at all and even \$5 a month makes a difference when we are up against billionaires who will donate millions to destroy Unions. VCAP is the only program we can use for political action to support politicians who support labor unions and the working class, because it is voluntary. No part of your Union dues can be used for political action in any way that is why it is more important than ever to contribute to VCAP while we are in this battle of survival as trade unions.

Attention UAW Local 249 Retirees

Blue Care Townhalls

Informational meetings about upcoming changes to health care insurance for UAW retirees

September 11th, 2017
10 am and 2 pm

Hilton Garden Inn, Independence
19677 East Jackson Drive
Independence, MO 64057

September 18th, 2017
10 am and 2 pm

Holiday Inn Express Village West
1931 Prairie Crossing/parallel
Kansas City, KS 66111

The right to work fight has just begun

By Jason Starr

On August 18th UAW Local 249 activists joined thousands of Union members and supporters from across the state to deliver over 300,000 signatures to place “right to work” on the Nov. 2018 ballot. This historic effort in which we collected over 150 percent of the required number of signatures in all 8 state congressional districts sends a resounding message to those who wish to silence democracy in the workplace. We brought our collective voice to the state capitol rotunda to remind the state legislative body that they work for us and we demand that they live up to our state motto “Let the welfare of the people be the supreme law”.

Those signatures mean the state’s new right-to-work law won’t go into effect this month as Gov. Eric Greitens planned.

This November, Missouri voters will finally get to decide for themselves whether or not to overturn the law — which attempts to kill unions by starving them of the funds they need to represent workers by barring unions and employers from requiring all workers in a bargaining unit to pay dues.

Local 249 members should be proud of the work our union did in securing this victory.

Leaders of the petition drive were astounded at the number of signatures Local 249 activists, standing committee members and union committee people secured to put the petition drive over the top.

UAW Region 5 Dir. Gary Jones was especially pleased with the number of signatures our local contributed to the overall total.

I want to thank each and every member who signed the petition. I especially want to thank all of those who

worked so hard to gather signatures. I know that many of you put in a lot of hard work and sacrificed your time off to make the petition drive the big success that it is. This proves beyond a doubt that when we work together for a common cause, we can win.

While this is indeed a historic victory for democracy and Missouri’s hard working families, the reality is that our fight has only just begun. Gov. Greitens and his anti-labor forces have mounted one legal challenge after another and are hoping the state Supreme Court will ultimately block our effort. However they are not waiting for the court’s decision and have raised over \$600,000 dollars to protect that anti-labor statute with connections to Gov. Greitens dark money political action committees that do not disclose their donors.

And on the ground, a non-profit called Liberty Alliance was formed to support the law with misleading information and oppose union ballot effort. Among the members of the Liberty Alliance are two anti-labor



Local 249 President Jason Starr addresses thousands of cheering trade unionists at the state capitol in Jefferson City Aug. 18 as 310,567 petition signatures were turned in to put a referendum on the ballot to overturn right to work in the state. Photo by Don Lehman.

state lawmakers, Senator Bob Onder of Lake St. Louis and Representative Holly Rehder of Sikeston that have received large campaign contributions from CEO’s and corporate interest groups. The paid canvassers of Liberty Alliance have been going door to door to perpetuate the myth that “right to work” is good for the state of Missouri.

Over the next year each of us must be willing to answer the call to combat these attacks our families, our union and our way of life. We must work to

get our family, friends and neighbors registered to vote and more importantly make to commitment to vote. We must participate in door-to-door canvassing, phone banking and all social, economic and political actions to promote the values of our Union and put a stop to right to work and any other attack that comes our way.

Governor “Greedy” Greitens you are on notice. We will not stop, we will not be silenced and we will without doubt be victorious.

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.

Annual Retiree Picnic set for September 20

By Susan Pena

The Annual Retiree Picnic will be on September 20, 2017 at Watkins Mill State Park at 10:30 a.m. There will be no regular meeting at the hall that day. Wabash BBQ in Excelsior Springs, Mo will be catering the meal compliments of Local 249. Please bring a dessert and lawn chair. There will be signs at the park pointing toward the shelter house. Please be aware that there is no parking in the road or in the grass.

Tonya Moore, Blue Cross/Blue Shield of Kansas City Representative, provided preventive care information with a list of screenings and how often they need to be done. She encouraged us to get our yearly exams. She informed us of the Town Hall meetings being held to share the latest information about its Blue Medicare Advantage (HMO) plan. They will be September 11, 2017 at Hilton Garden Inn at 19677 E. Jackson Drive, Independence, Mo at 10:00 a.m. and 2:00 p.m. and September 18, 2017 at Holiday Inn Express Village West, Legends, 1931 Prairie Crossing/Parallel K.C., KS ,at 10:00 a.m. and 2:00 p.m. Influenza shots will be given on October 18 at the Union Hall from 9:00-11:00 a.m.

Derron Joyner, Local 249 Benefits Representative, explained a letter received from Aetna affecting members with Medicare. He, Jason Hartman and Steve Hibbs are here to help with any benefits questions you may have.

Jason Starr, Local 249 President, said they got more than 150 percent of the signatures needed to get the

Right to Work referendum on the ballot in 2018. They will be delivering these petitions to the Secretary of State Office this week. If this gets on the ballot, we need to help educate others on the dangers of right to work. It is an attack on our way of life, lowering wages and benefits. He made a point of inviting the retirees to the Local 249 Picnic.

Eldon Kincheloe, International Advisory Council Delegate, spoke about the new legal benefits and encouraged us to read through the benefits pamphlet received in the mail in order to understand the benefits. He also informed us that retirees are included in the UAW Local 249 Annual Picnic to be held on September 24, from 11:00 to 5:00 at La Benite Riverfront Park in Sugar Creek. There will be a carnival, food and lots of fun. This event is free for members and immediate family. You will need to stop by the union hall to sign out an event bracelet to ensure enough food before September 18th.

Gerald Wilson, Vice-Chairman, spoke on Voluntary Community Action Program. Cards were available to raise



Tonya Moore, Blue Cross/Blue Shield of Kansas City Representative, provided preventive care information to Local 249 retirees at their monthly meeting Aug. 16. Photo by Don Lehman.

our contributions. VCAP helps to gain political allies in fighting right to work, paycheck deception and anti-labor. You also have until September 17 to purchase VCAP raffle tickets to have the chance to win a cruise to Hawaii, Alaska, Mexico or the Caribbean or an Elk Hunt in Colorado or Montana. The drawing will be in January 2018.

Mel Thompson, Chairman, opened the meeting with a quote from Psalm 118- "This is the day the Lord has made. We will rejoice and be glad in it." Isn't retirement wonderful? I rejoice each morning when I don't have to get up and go to work. I hope you all are enjoying your retirement.

Our June deaths were: Larry Foreman, Dennis S. Logan and Jerry Woods. July deaths were: Curt Blankenship, Robert L. Jacobs, Bobby McClure, D. Julian Perez, Christopher F. Scott and

Robert W. Six. Please pray for them and their families.

We celebrated seven birthdays in July, five birthdays in August and one anniversary. Yvonne and Eldon Kincheloe have been married 50 years. Congratulations to all.

Our June retirees were Anthony E. Castle, Roy F. Henderson, William T. Robon, Richard L. Robertson and Kevin R. Stroup. Our July retirees were Paul V. Montesano, Deborah E. Mulkey, Charles L. Myers and Russell M. Tallman. Congratulations. We hope you have a wonderful retirement.

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

Our next meeting will be held on Wednesday, October 18, 2017 at 10:30 a.m. We hope to see you all at the picnic on September 20th.

A photograph of a picnic basket on a red and white checkered blanket in a field of yellow wildflowers under a blue sky with white clouds.

Local 249 Retiree Picnic
September 20 at Watkins Mill State Park
at 10:30 am
Wabash BBQ will be catering the meal compliments of Local 249

Attention Local 249 Retirees
Free Flu Shots
October 18 from 9 am to 11 am
at the Union Hall



Local 249 members faced off in a kickball tournament Aug. 2 against area fast food and low wage workers fighting for union recognition and a living wage. The fun event built solidarity between union activists and their families. Photo by Don Lehman.

Kickball tournament builds union solidarity

By Pat Hayes

Local 249 activists joined area social and economic justice organizations and fast food and low wage workers organized by Stand Up KC for a friendly game of kickball Aug. 2. The fun family event proved that strength through solidarity can be built both on the picket line and the playing field.

Empower Missouri won the tournament which included teams from Local 249, Cherith Brook Food Pantry, Empower Missouri, Village Presbyterian Church, the KS/MO DREAM Alliance, Showing Up for Racial Justice Kansas City, Human Rights Campaign - Kansas City and the Phantoms of KC.

Local 249 members have been strong supporters of the effort to win union recognition and a living wage for fast food and other low wage workers who have battling to raise the minimum wage.

Those efforts have gained widespread public support across the nation with large majorities voting to raise the minimum wage when the issue has been placed on the ballot. Voters in both St. Louis and Kansas City have approved measures to raise the wage despite opposition from antiworker politicians in Jefferson City.

Dozens of Local 249 members have marched and picketed with low wage workers fighting for a fair share of the profits they produce. They have joined workers from other unions and

faith leaders to deliver strike notices to managers at fast food restaurants across the metropolitan area. Some have even submitted to arrest during civil disobedience actions designed

to call attention to the plight of low wage workers.

That solidarity has been returned in kind by Stand Up KC organized workers who enthusiastically joined auto workers at Challenge Manufacturing on the picket line during their successful fight for union recognition last spring.

The Aug. 2 Kickball Tournament is the second successful recreational event between autoworkers and low wage workers. A highly competitive-

basketball tournament between UAW locals 249 and 31 and Stand Up KC in 2015 drew a large crowd and garnered news coverage that drew attention to the challenges faced by families living on poverty level wages.

Beyond the fun and friendly competition, events like the kickball and basketball tournaments break down stereotypes as participants get to know each other as human beings who share the same goals.

"This was my first time going to an event with Stand Up KC," said Local 249 member Teri Hall. "The amount of support they have gotten is absolutely amazing. To see everyone come together as one, is one of the best feelings in the world."

Another first time participant was Scott Barker, an alternate committeeperson in the Stamping Plant.

"To have that many adults in one park come together in the Fight for \$15 playing kickball was awesome," said Barker. "I was proud to take part."

In order to fight back successfully against the growing attacks on our living standards — such as right to work — working men and women must build strength. That strength can only come through winning allies to our cause. When we stand with others in their time of need, they will stand with us when we need help. Events like the kickball tournament are an important step in building that solidarity.

