

FIRST LOCAL NEWS

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

November 2017



Aquaponics: Green Acres Urban farming in KC | p6

Local 249 Golf event raises \$45k for veterans | p5

Local 249 members Nicole Zabel, Shirley Mata and Jo Meneses campaigned door to door in October for Hillary Shields, the State Senate candidate in the 8th Senate District Special Election Nov. 7 which includes portions of Blue Springs, Grain Valley, Greenwood, Independence, Lake Lotawana, Lake Tapawingo, Lee's Summit, Lone Jack, Oak Grove, and Pleasant Hill.

International Union United Auto,
Aerospace and Agricultural Workers Local 249
8040 NE 69 Highway
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Bill Easter, a 2002 retiree, gets a free flu shot at the union hall Oct. 18 from Sarah Burch prior to the monthly retiree meeting. Photo by Don Lehman.



Local 249's Ramp Crew delivered four truckloads of donations collected by the union Community Service Committee for victims of Hurricanes Harvey, Irene and Maria to the Community Donation Center Oct. 3. Photo by Don Lehman.



New members are sworn in at the October Membership Meeting. Photo by Don Lehman.

First Local News

Published monthly with combined issues in December-January and June-July by UAW Local 249. Free to members and retirees of UAW Local 249. The views expressed are not necessarily those of the UAW or Local 249. Member of the Local Union Communication Association (LUCA).

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Officers of Local 249

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Retiree Representative Larry Rupp

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

UAW-Ford Joint Programs

Apprentice Training

Cortez Bradley 816-459-2060

Benefits

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

Employee Involvement

Chad Troncin 816-459-1372
Darroyce Thornton 816-459-1490

Employee Support Services

Kenny Alexander 816-459-1226

Health and Safety

Ed Samborski 816-459-1210
Terry Tharp 816-459-1407
Ulysses Bales 816-459-1605
Joe Camper 816-459-5559

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 members go to Puerto Rico to help those affected by Hurricane Maria

UAW members from across the country flew to Puerto Rico Oct. 3 to help in disaster relief efforts on the island, the union announced Tuesday.

UAW members will leave Newark, New Jersey, today on a plane donated by United Airlines. Conditions on the island remain harsh, but our members are excited to go and help our fellow Americans in the commonwealth. Volunteers are prepared for a two-week commitment on the island and will stay at the San Juan Coliseum.

"Every one of our members who volunteered are ready, willing and able to do whatever they can to help, wherever they can," UAW President Dennis Williams said. "When we ask our people to get involved in a crisis, they jump at the chance."

You don't have to be on the island to help its 3.5 million residents. UAW Region 9A, which includes Puerto Rico, is collecting donations online at bit.ly/UAWforPR. If you prefer to send a check, make it payable to UAW Region 9A and marked "Puerto Rico Relief." Address it to:

UAW Region 9A
1112 South Road
Farmington, CT
06032

"The lives and the future of those on the island are in peril," said Region 9A Director Julie Kushner. "Our members going to Puerto Rico to help out, and those in the continental U.S. are doing all we can to show them that they are not forgotten and that we stand with them." — *UAW*

Statement from UAW President Dennis Williams on NAFTA negotiation meetings

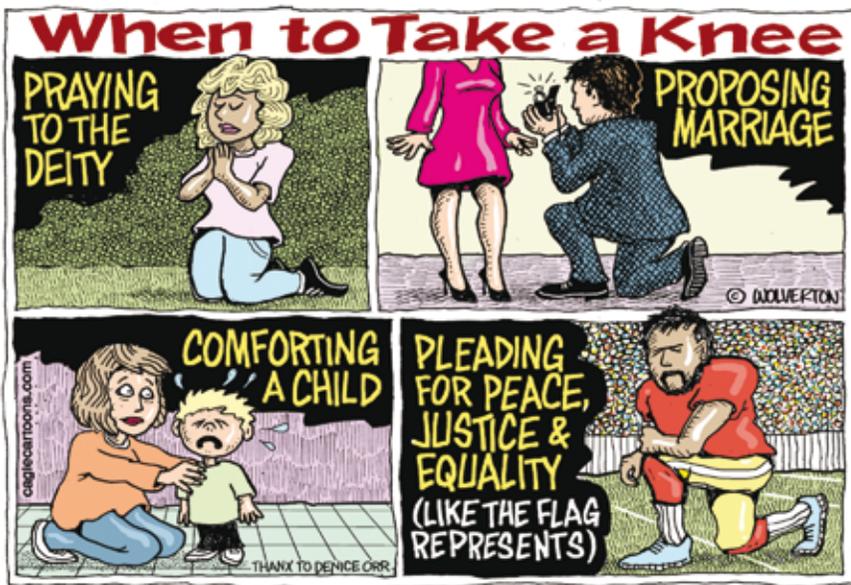
This week, as trade negotiators from U.S., Mexico, and Canada meet in our nation's capital, they must squarely confront the reality that the North American Free Trade Agreement (NAFTA) has failed working people in all three countries. NAFTA renegotiations will only be successful if it leads to higher wages for workers in all three countries and puts an end to our crippling auto trade deficit with Mexico.

To that end, negotiators must comprehensively focus on balanced trade that provides real wage growth for American, Canadian with special emphasis on Mexican workers, whose suppressed wages are harmful for all three countries. We must stop allowing companies to abuse their workers to gain a competitive edge. Toothless labor chapters from failed trade agreements will not get the job done. We need an innovative approach. If not, NAFTA will continue to fail workers as it has for nearly a quarter of a century.

No amount of spin by corporate lobbyists representing companies who outsource can change the facts on what has happened to workers as a result of NAFTA. Countless manufacturing plants throughout our country have closed and hundreds of thousands of good jobs to Mexico have vanished. In 1993, the United States had an automotive trade deficit with Mexico of \$3.5 billion. By 2016 that deficit had grown to \$45.1 billion. For auto parts, the United States' deficit with Mexico was \$100 million in 1993; it was 200 times larger by 2016, at \$23.8 billion.

Let me be clear. Mexican workers are not to blame for NAFTA's failures. The average autoworker in Mexico makes \$3.00 an hour or less, despite healthy industry profits. Labor standards continue to be dismal, since Mexican workers are prevented from exercising their rights and bargaining for better wages and working conditions.

If multinational corporations remain in the driver's seat, NAFTA renegotiations will not succeed and working people will continue to suffer. We cannot let that happen. — *UAW*



Why the jobs left and how to get them back

The United States has lost over 5 million manufacturing jobs since 2000, according to the U.S. Bureau of Labor Statistics. Economists and policy makers give multiple reasons for this steep drop in jobs that have sustained families for decades. Some factors — like the increase in automation and productivity — are inevitable.

Other factors, however, are not. Offshoring of jobs does not have to be the new normal. Bringing strong, well-paid and sustainable manufacturing jobs to the United States can happen if we demand it. But we must demand it with specificity. The cry of "Build it here!" often disguises that the jobs we are bringing to our country are either low paying or the price we pay in subsidies to lure them here is too steep.

What can we do today? We can start by having a common understanding of how we got here. The four reasons listed below explain our dire situation, but they also contain the seeds of how to build a better future for our communities.

American manufacturing workers get better at their jobs all the time. Since 1980, the manufacturing sector has more than doubled its output, while shedding one-third of its jobs. Simply put, American manufacturing is so efficient with robots and lean manufacturing that companies make more with fewer workers. Innovation is often driven by the workers on the line who contribute to the overall success of the company. These workers should be rewarded for working harder and smarter.

Most developed countries have well-thought out industrial policies that then drive the legislation and regulations of the nation. In this way, decisions about how much to invest in public education are measured against where the goals of the nation are when it comes to the kind of jobs they want to create in the future. Here in the U.S., we have it backward: Our "industrial policy" is a default position that reveals

itself only after the decisions are made regarding trade, the environment, tax subsidies, job training, investment in infrastructure, education, etc. What does it say about our nation when we give companies economic subsidies to build factories that will pay our citizens less than what taxpayers are giving the companies to locate here?

Whatever your feelings about it, it's inescapable: Our economy is global. International trade — imports and exports combined — accounts for roughly 30 percent of the U.S. economy and affects millions of jobs, including the creation of jobs to process all the imported goods.

Just because it's inevitable, however, doesn't mean we can't do it better. In fact, countless decisions are made by elected officials that affect outcomes in our economy. Many of those decisions are driven by the goal of rewarding corporate interests which, let's be clear, are to maximize profits — often by keeping wages low, avoiding regulations and destroying competition. That's why balancing the health of corporations with the need to build strong communities is vital. By putting the interests of workers, the environment and entire communities in the mix, we can develop trade policies where everyone

When workers organize into unions, they fight to improve their wages, benefits and working conditions. They also bargain new work and investments into their plants to keep good manufacturing jobs in our communities, something non-union workers can't do.



Today's labor unions give workers the power to improve their jobs and unrig the economy

By the Economic Policy Institute

In a comprehensive new report How today's unions help working people, Economic Policy Institute researchers detail how collective bargaining plays an essential role in today's labor market, by raising working people's wages and supporting a fair and prosperous economy as well as a vibrant democracy—and how workers' freedom to join together and bargain with their employer is under attack.

"Unions raise workers' wages and strengthen their rights at work, but they also give working people a voice in our democracy," said EPI President Lawrence Mishel. "We will never again see consistent robust middle-class wage growth or a healthy democracy without first rebuilding collective bargaining."

The authors point out that labor unions are more diverse than ever before: Union members include dental hygienists, graduate students, and digital journalists, as well as manufacturing workers and public-sector employees. About two-thirds of union workers age 18 to 64 are women or people of color. 14.5 percent of black workers age 18 to 64 are covered by a collective bargaining agreement, compared with 12.5 percent of white workers and 10.1 percent of Hispanic workers.

"Today, more than 1 in 9 workers are represented by a union," said EPI Policy Director Heidi Shierholz. "By exercising their freedom to join together and negotiate their wages and working conditions, workers gain a voice through their union. But that freedom is increasingly under threat. Anyone who supports working people or a healthy democracy should stand up and support unions and collective bargaining."

Collective bargaining is an important force in reducing inequality and ensuring that low- and middle-wage workers are given a fair return on their work. As productivity has risen over the last several decades, wages have remained flat for the majority of working people, while skyrocketing for those at the top. Union decline can explain one-third of the rise in wage inequality

among men and one-fifth of the rise in wage inequality among women from 1973 to 2007. Among men, the erosion of collective bargaining has been the largest single factor driving a wedge between the middle class and the top 1 percent.

Working people in unions use their power in numbers to secure a fairer share of the income they create. On average, a worker covered by a union contract earns 13.2 percent more in wages than a peer with similar education, occupation, and experience in a nonunionized workplace in the same sector. But importantly, collective bargaining also raise wages for non-union workers—as an economic sector becomes more unionized, nonunion employers pay more to retain qualified workers, and norms of higher pay and better conditions become standard. If union density had remained at its 1979 level, weekly wages of nonunion men in the private sector would be 5 percent higher today.

"The lack of collective worker power helps explain why workers' wages have been stagnant for the past

40 years," said Mishel, "and why working people are so frustrated—as they have not reaped any of the gains of an improving economy."

Unions help close racial wage gaps, by creating pay transparency, correcting salary discrepancies, establishing clearer terms for raises and promotions, disproportionately boosting the wages of lower-wage workers, and helping workers who have been discriminated against achieve equity. Hourly wages for women represented by unions are 9.2 percent higher on average than for comparable nonunionized women, and black and Hispanic workers get a disproportionate boost from unionization compared with their white counterparts.

Despite decades of attacks by corporate interests and their political allies, we are seeing a resurgence of interest in collective bargaining, especially among young people. The report notes that unions are especially appealing to young workers. 55 percent of 18- to 29-year-old workers view unions favorably, compared with 46 percent of workers age 30 and older.



Local 249 Bargaining Chair Todd Hillyard, right, Community Services Chair Kim Rowland and VCP Chief Legal Officer Bryan Meyer attended the second annual UAW-Ford Charity Golf event on Oct. 7 at Paradise Point Golf Course in Smithville. The event raised a total of \$45,780 for the Veteran's Community Service Project. Photo by Kim Rowland.

Local 249 Golf event raises \$45k for veterans

By Colleen Taylor

Tee off time for the second annual UAW-Ford Charity Golf outing was 11am on Saturday, October 7 at the Paradise Point Golf Course in Smithville. Both sides of the course were reserved for the 65 teams who participated in the tournament. The four man scramble event was held as a benefit fundraiser for the Veterans Community Project (VCP) to help build homes for Veterans in the Kansas City area.

Even though it threatened to rain that morning, it turned out to be a beautiful day for golf and some fundraising. The event raised a total of \$45,780 for VCP. During the event raffle tickets were sold by Local 249 for raffle items and there was also a silent auction.

"A big shout out to UAW brother Jerrod Ballard, the Local 249 Recreation Committee and so many others who worked very hard work to make this such a successful event", said Kim Rowland, Local 249 Community Service Chair.

Local 249 has been supporting VCP for quite a while now. VCP is dedicated to supporting every man

and woman who took oath for our country. They are a group of combat vets who want to help veterans. They are building a specialized community of tiny-homes and onsite services to provide housing stability and address the underlying cause of the Veteran's homelessness.

In contrast to traditional homeless services, a tiny-home provides the Veteran with privacy, a sense of security, and the ability to reintegrate at a comfortable pace. Veteran services are facilitated through an onsite community center that provides the Veterans with mentoring, case management, counseling, and linkage to other programs and services. VCP is

privately funded.

The Veterans Outreach Center provides services to all Veterans and operates as headquarters for Veterans Community Project. Veteran services include but are not limited to, immediate housing stability, employment counseling, resume workshops, car/home repair, clothing, food, furniture, hygiene items, free legal services, counseling and general advocacy.

In a little over two years VCP have gone from a great idea to purchasing 4 acres of land, building an Outreach Center and by Thanksgiving this year, they will have veterans living at Veterans Village in Kansas City. Beside all the services they offer from the Outreach Center, they are able to connect veterans with services that are available to them through many other resources. There is a bus stop right on the corner next to veteran's village and across the street from the Outreach Center. Because of them veterans are able to get free bus passes so they can get

anywhere in the metro area.

"I'm so proud that Local 249 is affiliated with VCP. I sit on the board of VCP, and I'm amazed by all that they have accomplished in such a short time. They are a great bunch of guys who are doing what nobody has done before", said Rowland.

"As Walter Reuther once said, there is no greater calling than to serve your fellow men. There is no greater contribution than to help the weak. There is no greater satisfaction than to have done it well. The VCP organization is doing just that and Local 249 has been a big part of helping make it happen", added Rowland.

VCP will be having another raising fundraising event on Nov 11 (Veterans Day) at the Firestone Building downtown. Ticket prices include food, live band, photo booth, a tiny house tour and more. If interested in attending a VCP event, you can get your tickets at www.veteranscommunityproject.org.



The Green Acres Project is a hands on adventure for area schoolchildren directed by UAW Local 249 member Bill Coe. One of the projects they are involved in teaches kids how to learn this type of technology training. The 12-week program gets together a group of fourth graders that come in once a week and learn how to plant and row food.

Aquaponics: Green Acres Urban farming in KC

By Gwen Starkey

When most people think of a food garden, they envision a small backyard plot of tilled soil filled with rows of beans, corn, lettuce, tomatoes and other types of vegetables proudly sprouting out of the ground. Now imagine large containers filled with water, fish and plants. It's a combination of aquaculture, the raising of fish, and hydroponics, the soilless growing of plants and together you get Aquaponics.

What exactly is Aquaponics? Simply described as fish wastewater that provides an organic food source for plants. For the last five years Green Acres Urban Farm and Research Project, a nonprofit brainchild of community advocate Carol Coe, has been leading the way using Aquaponics to teach people in the urban core how to grow healthy food.

UAW Local 249 Community Services member William, "Bill" Coe is the director of the project. Bill, who is Carol's son, says that this all came about because of his mother's vision of how she could best help the urban core. "My mom saw this project and realizing the problem that we were having in our community with healthy food choices decided to teach people how to grow their own healthy food,"

Bill said. He has done extensive study in commercial agriculture training with some of the premier people across the country to get educated on the process of Aquaponics.

The Green Acres facility is located at the East High School Campus in green houses that were previously closed down years ago by the school. The Green Acres team refurbished the green houses and collaborated with the Kansas City Missouri School District, the City of Kansas City Missouri, Lincoln University, and the community itself to help teach children all about Aquaponics and the art of healthy gardening.

They were one of this year's recipients of an award grant, Energizing Our Environment Microgrant Program, from Kansas City Power and Light for

their sustainability project.

Their main goal in this project is to teach the community about healthy food and how to grow it yourself. A great benefit of this project is all the food that they harvest is distributed right back within the community through a free farmers market or just handing out to teachers and students. There is no comparison to the food that they grow verses what you purchase in the supermarket. Their food is fresh off the urban farm, not something that was grown out of state and transported to market losing tremendous amounts of nutritional value along the way.

The fish used in the project are Missouri fish from partner Osage Catfisheries located in Osage Beach Missouri, Bill says, and they have a great working relationship with them. They have close to 250 fish in use that are mainly blue gill, catfish and Koi. They are fed a high organic diet and they use all the waste products from the fish in their Aquaponics system. When the fish mature, they are usually given to the students or senior citizens.

The Green Acres Project is unique

in that it is a hands on adventure for area schoolchildren. "One of the projects we are involved in is a pilot program that I wrote to teach kids how to learn this type of technology training," Bill said. I've developed a 12-week program where once a week, we get a group of fourth graders that come in and we teach them how to plant and grow food. They each dress like researchers and get to wear a lab coat. We talk about composting, recycling, and Aquaponics.

"We are teaching kids how to farm urban. We have to farm in a context where we don't have farmland, so how do we take advantage of what we do have. How do we create the fish and the plant ratio, and how do we grow our food. We are farming; we just have to use our resources differently. A really cool thing about this project is when I'm training the kids; they are actually learning how to grow food. Our system is used in over 100 countries worldwide."

They raise funds and get support from volunteers and other funding comes by grants in their partnerships.

They want to show people the process and talk to them about the opportunities and scholarships available to go through a program like theirs, Bill says. There are universities out here that give kids full ride scholarships for this type of science and technology.

It takes many volunteers to keep a project of this magnitude up and running and as director, Bill takes on many tasks himself. Bill works on the IP line in Truck Trim on C-Crew and after work each day he comes in and does everything it takes to keep the place operating. "It's not work if you love what you're doing," he says. "We just got with AARP and we became a training facility for senior citizens so I will be training some seniors to come in and help with the project."

Bill, who recently joined the UAW Local 249 Community Services Committee, said a motivating factor of getting involved in the union came right from his upbringing.

"My mom has always been involved in civil rights," Bill said. I was a little kid when she was an elected official and often witnessed how she helped people and championed causes in the community. She always told me that you have to stand up for the injustices of the world so I grew up with that mindset."

"I also grew up with the union," he said. My mom was a strong supporter of the union and so I wanted to be part of the union. I started looking at UAW Local 249 when I came to Ford two years ago. When I first came on board, I went to orientation and was educated about the union."

"I learned what they believed in, what they fought for and what they stand for. Given the current climate of the times, the union is needed now more than ever, so I felt like when Jason Starr, Tony Renfro and some others were running for office, it kind of inspired me to participate."

"I have always been encourage to participate, that is my mom's mantra," Bill says. If you are going to change something, be a part of something, you have to participate, and then you can show some progress. That's what we do, that's what I wanted to do so I finally got involved with UAW Local 249.

"My other background is in entrepreneurship and so taking on the not for profit model, I was just looking at how do we get all this food and this education out to people and start changing and start the food conversation in Kansas City." For more information on Green Acres Urban Farm and Research project and how you can become involved, please visit their website at <https://www.gogreenacreskc.org>.



Trump tax cuts go to the rich, do nothing to help the middle class

by *Economic Policy Institute*

In a new FAQ, EPI Research Director Josh Bivens and Tax and Budget Analyst Hunter Blair answer a series of questions about taxes and claims that tax cuts can help middle-class families. Bivens and Blair debunk several myths that are continually cited in favor of tax cuts, including the notion that the U.S. corporations pay significantly more than their international peers, and the argument that cutting corporate taxes would boost job creation, wage growth, or investment.

"Simply put, tax cuts—particularly those directed towards the rich and corporations like last week's proposal from the 'Big Six'—are not a durable solution to any economic problem faced by working families," said Bivens. "And they would make some problems worse. The biggest economic problem faced by the vast majority of Americans in recent decades has not been what taxes have taken out of their paychecks, it's what employers have failed to put in. Solving the problem of near-stagnant wages, not cutting taxes for the wealthy and corporations, should be Congress's top economic priority."

Bivens and Blair point out that, because the bulk of corporate tax cuts will benefit the richest Americans who are less likely to spend additional income, they are unlikely to create new jobs. Furthermore, corporations are not investing in equipment and technology because of weak demand, not low profits—so cutting taxes is unlikely to boost investment or wage growth.

"Republicans claim their tax plan

will boost 'competitiveness,' help 'small businesses,' and 'simplify' the tax code," said Blair. "But these terms are meaningless hand-waving at best, and willful distortions at worse."

Does the U.S. corporate tax code force businesses to move their headquarters overseas? Current U.S. tax laws are already outrageously generous to tax-dodging multinational corporations. Under the deferral loophole, firms avoid paying taxes indefinitely by using accounting tricks to make profits appear to have been booked in subsidiaries overseas.

In an economy constrained by too-slow spending, tax cuts can in theory boost demand by raising (post-tax) incomes and inducing households to spend more. But the bulk of corporate tax cuts would benefit the richest Americans, and these households are far less likely to spend an additional dollar for every dollar in tax cuts than low- or middle-income households. To put it simply, spending of rich households is not constrained by too-low incomes, so

giving them more income does little to induce more spending.

If Congress wants to spur demand and create jobs with fiscal policy changes, it should either target tax cuts at low- and middle-income families, or boost spending directly.

Bivens and Blair take on the issue of deferral as well—a loophole which is made permanent in the Republican tax plan. They argue that Congress should stop corporations from holding profits offshore by closing the deferral loophole and taxing worldwide profits when they are earned.

Lastly, Bivens and Blair point out that tax cuts feed misguided fear-mongering about federal budget deficits, which leads in turn to pressure to cut vital programs Social Security, Medicare, Medicaid and the Affordable Care Act. They point out that while there's no compelling economic reason why we should be worried about the deficit at present, there are political concerns. Tax cuts will feed the conventional Beltway wisdom that we cannot afford vital social insurance and public investment programs. This wisdom is clearly wrong, as the United States is both one of the richest nations in the world and one of most lightly taxed. But until it is finally abandoned, each new round of tax cuts will lead to pressure on valuable social insurance and public investment.

Local 249 golf outing a huge success

By Todd Hillyard

We held our Second Annual UAW/Ford Charity Golf Outing this year on October 7. It was a huge success again this year with over \$45,000 raised going to the Veterans Community Project in Kansas City. The VCP is building tiny homes for homeless Veterans in Kansas City and is a one of a kind organization we are proud to partner with. I would like to thank everyone that participated this year and especially all of the volunteers that came out to help make it a successful event. We look forward to holding the event next year around the same time. If you plan to participate make sure you get teams in early. We had to turn many teams away this year and filled both golf courses pretty quickly.

The Transit System currently does not have any more down weeks scheduled for the rest of this year. It looks like a 40-hour schedule and the company plans on staying on the 4x10 schedule in Transit at least until 2018. As always the schedules are subject to change and we will notify the membership if any changes occur.

The Truck System looks to remain busy the rest of the year with several super days scheduled between now and the end of the year. There has recently been talk of truck demand starting to slow down but as of this article nothing has changed in the schedule yet. If any changes are made we will notify the membership.

We have had a lot of discussions with the company regarding safety issues and items being put in GPA,

which is a tracking report we use to make sure issues are addressed. The company has asked Team Leaders not to use GPA which can result in unsafe conditions not being reported to the right people to make sure they are resolved. If any of the Team Leaders are told this by management please contact a member of the Bargaining Committee. If any safety issue cannot be corrected by the end of the shift please make sure it is put in GPA so it can be tracked to closure.

There are several sign ups in the month of November that will be out in labor relations. Department 85 and 86 sign ups, the Designated Classification R.I.F (reduction in force) sign up and the supplemental housepainters sign up. If you have questions about any of these sign ups please ask your commit-



Local 249 Bargaining Chair Todd Hillyard is asking members to report violations of our contract by vendors to members of the Bargaining Committee. Photo by Don Lehman.

teeperson before signing up.

We are seeing a lot of terminations on five and 10 day quits for people on medical leaves. If you are on a medical leave it is your responsibility to make sure your leave is current and in the system correctly. Do not rely on doctors

or fax machines to get it done for you. Call Unicare and your doctor and make sure they have everything they need to keep your medical leave updated. If you are having issues come see one of the Benefit Reps at the Union Hall. They have direct lines with Unicare and can usually help get answers quickly.

There have recently been issues with non-union vendors in the plant working or sorting parts inside the plant. We have filed strike-able grievances and are appealing them if the issue is not corrected. We are in the process of organizing a sorting company so if we are not able to do the sorting UAW members will be doing the work.

There have also been some companies trying to pay our members to sort parts on break or after work. If this happens please let someone in the Bargaining Committee know. Our members can be disciplined or discharged for being paid by another company while on the clock and it is illegal for another company to do that in the plant.

Many vendors bring in food or other items to give to employees that install their parts to bribe them to perform additional work on seats or other parts as well. Please report any activity of this type to the UAW. Suppliers should only act in an advisory capacity in the plant and should not be doing work on any parts or units. In a plant this size, running seven days a week, we need your help making sure this is not happening.



ATTENTION LOCAL 249 VETERANS

Military Personnel Records — National Archives at St. Louis

If you are a veteran or next-of-kin of a deceased veteran, you may now use vetrecs.archives.gov to order a copy of your military records from the National Personnel Records Center, 1 Archives Drive, St. Louis, Missouri 63138, 314-801-9049.

Jason Kander: Let America Vote

Jason Kander, former Missouri Secretary of State, has launched **Let America Vote**, an organization dedicated to winning the public debate over voter suppression in the United States. For several years, challenges to voter suppression efforts have taken place almost exclusively in courts of law. With the launch of **Let America Vote**, the fight expands to the court of public opinion.

Kander is joined by a Board of Advisors committed to voting rights, including human rights activist Martin Luther King III, Planned Parenthood Action Fund president Cecile Richards, former White House Press Secretary Josh Earnest, and renowned voting rights and election attorney Marc Elias. The 27 members of the Board of Advisors, who are listed below, bring diverse experience in advocacy, public policy and grassroots organizing to the Let America Vote team.

"Voting in our country has never been easy, and unfortunately it's never been guaranteed for everyone," Kander said. "But through the work of brave civil rights leaders, some of whom died for the cause, in the early 2000s we got to a point where most, but still not all, people who wanted to vote could do so. Today, that progress is in danger as laws targeting low-income and minority voters continue popping up across the country. Let America Vote will make the case for voting rights by exposing the real motivations of those who favor voter suppression laws. For the first time, politicians intent on denying certain Americans the right to vote will first have to consider the political consequences."

Jason Kander saw the mounting threat of voter suppression first hand when he fought against extreme voter photo identification proposals each of his four years as Missouri's Secretary of State. Kander argued that over 200,000 legally eligible Missouri voters might not be able to vote if the laws passed, and that there has never been a case of voter impersonation fraud in Missouri, but proponents of the law would not be dissuaded. In 2016, in perhaps the most egregious and transparent act of voter intimidation the state has seen in decades, a local election authority stationed police officers outside polling places in minority neighborhoods. What is happening in Missouri is happening around the country.

After 9/11, Kander joined the Army because he wanted to stand up for the American way of life. He volunteered to deploy to Afghanistan to protect the ideals in our Constitution. Kander believes it is un-American for politicians across the country or in Washington to try to take away the constitutional

rights the men and women who served in the military signed up to defend. Kander started Let America Vote to fight back against proposals throughout the nation that make it harder for eligible voters to exercise their constitutional right to cast a ballot. Whether it's extreme identification requirements, questionable purges of voter rolls, voter intimidation, new and extreme voter registration processes, or anything else that makes it harder for eligible voters to vote, Let America Vote will be there to highlight these attacks and help lead the political fight against them.

"Democracy is in danger. The cost of this right was too high to allow it to

slip away now," human rights activist Martin Luther King III said. "Any law that puts a barrier between a voter and the ballot box is a challenge to a free and open electoral process. Let America Vote is a call to realize the protection of every single eligible voter in America."

"Voter suppression laws threaten the progress we've made as a country to ensure every eligible voter can cast their vote," Planned Parenthood Action Fund president Cecile Richards said. "These laws use the guise of election integrity but do nothing to improve integrity and instead make it more difficult for very specific, marginalized groups to cast their ballots. Jason Kander is the right person to hold lawmakers accountable when they move to take power away from women, people of color and low-income voters."

"The stakes in the fight to protect voting rights have been raised," former

White House Press Secretary Josh Earnest said. "It's a simple proposition: politicians should have to answer for cynically trying to gain a political advantage by making it harder for eligible Americans to vote. Leaders are supposed to serve their constituents, not disenfranchise them. Jason Kander has the determination and know-how to successfully lead this organization and I am proud to join him in this fight."

Let America Vote, a 527 organization, will also team up with groups that share the mission of preventing voter suppression. iVote President Ellen Kurz will join Let America Vote as a member of the Board, and Kander will join iVote's Board. Kander will also be joining the Board of Priorities USA in support of Every Citizen Counts, their initiative focused on voting rights litigation and statehouse lobbying. Priorities Chairman Guy Cecil will serve on Let America Vote's Board.



IF YOUR WORKPLACE IS NON-UNION...

- You are an "employee at will." Your boss can discipline or fire you at any time for nearly any reason.
- Management's "open door" policy means your boss will listen to you... and then do whatever he or she wants.
- Your boss determines wages, benefits and other terms and conditions of work without having to consult with the workers. If you're not satisfied with the conditions of your employment, then you can try to find another job.
- They don't just set them initially, either. If you don't have a union, wages, benefits and other terms and conditions can be changed by the boss at any time, without having to ask the workers what they think.
- Hiring and promotion is up to the discretion of your boss, putting you in a scary position if you aren't on your boss's good side.

The fight to clean up Missouri politics

By Jason Starr

For far too long the giant political contributions from a few mega rich CEO's such as David Humphreys, David Spence and Rex Sinquefeld have had devastating consequences for Missouri's working class. Through dark money political donations that totaled well over 20 million dollars in the 2016 election cycle alone. These men were able to buy a governor and both houses of the state legislature. It would come as no surprise that the very first piece of legislation that was passed in 2017 was right-to-work.

The remainder of the 2017 legislative session continued on with one attack after another on the working class. Legislators passed a harmful and unnecessary measure making it harder for employees to bring lawsuits for discrimination in the state. Spending cuts were made to higher education, slashing funding for colleges and universities. They passed legislation banning Project Labor Agreements that require contractors to pay workers union wages for public projects. In what was the most disturbing glimpse into the values of our state leaders, on the final day of the session, lawmakers took money away from thousands of low-income residents in Kansas City and St. Louis by setting a lower state-wide minimum wage.

Now, the working class has had enough and has taken direct action to do what the legislators who are elected to represent us will not. To combat the attack of big corporate interests and the politicians they control in Jefferson City, the citizens of the state are taking to the streets to take back control of our State government through public ballot initiatives.

The first battle with this strategy was the citizen's veto of the misleading right-to-work bill. This was the first successful public referendum of the state legislative body since 1982. Our historic efforts collected over 150 percent of the required number of signatures in all eight national congressional districts. This had never been accomplished in our states history.

While this was a huge victory for the working class in the State of Missouri, we must move on to the next component of the strategy to retake our State Legislature. The next phase is to address the influence of corporate money in our state legislature that drives the attacks on the working class. This can be accomplished through the Clean Initiative. If we are successful in getting this initiative on the November 2018 ballot and it passes, it would amend the Missouri Constitution to limit the influence of the few over the many. This initiative is our chance to take power away from special interests and to increase integrity, transparency and accountability in government.

The state constitutional amendment would require that lawmakers



UAW Local 249 President Jason Starr says that the working class has had enough and has taken direct action to do what the legislators who are elected to represent us will not. Photo by Don Lehman.

wait two years before they could turn around and lobby their colleagues and eliminate almost all lobbyist gifts. No freebie could be valued at more than \$5. In other words, lobbyists could buy legislators a cup of coffee and no more. It would also eliminate partisan gerrymandering when it comes to redrawing lines for legislative districts. The focus would be to return competitiveness to races that too often have become one-sided incumbent coronations. It would set campaign donation

limits at \$2,500 for the state Senate and \$2,000 for the House and open legislative records to public review.

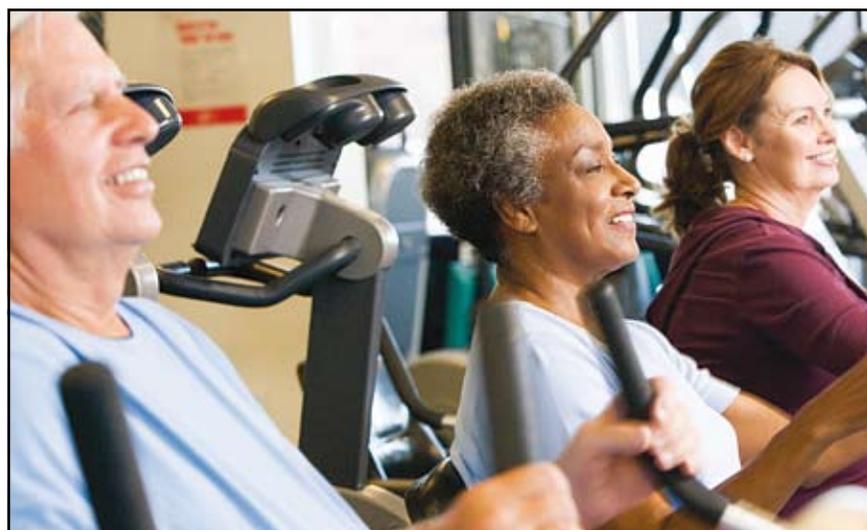
Sisters and Brothers it has become clear that we do not have a State Legislature that is interested in the concerns of the working class. I ask that each of us as UAW members support this initiative and take seriously our responsibilities as citizens and work, through our Union, to realize the goals of participatory democracy and responsible and accountable government.



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.

Local 249 retirees get free flu shots

By Susan Pena

Influenza shots were available to retirees during the retiree's October meeting where 120 members attended. Shots were free and given out before and during the meeting.

Anita Myers-Pickens, Region 5 Representative on the National Veterans Advisory Committee attended the National Veterans Conference at Black Lake in Michigan. She learned about the help center for Veterans, a retreat for combat veterans, and attended POW/MIA workshops.

Dave Grant assisted with a veterans-only raffle. The prizes were a briefcase/satchel, ball caps and a challenge coin that read "Nothing is free in freedom. UAW Veterans, So Proudly We Serve." All veterans and their spouses were asked to stand and be recognized for their service. We are very grateful to you all for your many sacrifices.

Shirley Mata, Local 249 Recording Secretary and CAP Chairperson, spoke about VCAP. She asked for votes and volunteers to man the phone bank for a UAW backed candidate in the March 2018 special election. She also had forms available to increase VCAP donations for anyone interested.

We will be taking donations for Salvation Army through November.

July retirees were: William P. Calvin, Rachel B. Canchola, David M. Jones, Ricky D. Mckenzie, Paul V. Montesano,

Deborah E. Mulkey, Charles L. Myers, James W. Patrick Jr., Rene Perez, Kevin J. Schultz and Russell M. Tallman. Congratulations to you all.

Our September deaths were: Sandy A. Ashlock, John G. Baughman, Edwin Benson, Curt Blankenship, Leslie J. Bowen, W.H. Crawford, Maurice A. Evans, Alfred L. Fisher, Oletha Mitchell, K.D. Moxley, Charles L. Myers, Roy R. Penderson, Theodore Pienta and Michael W. White. Please pray for them and their families.

There was one anniversary in September: Betty and Jerry Sanson have been married 58 years. In October Shirley and George Nicholson celebrated their 58th anniversary. Congratulations everyone. We celebrated 11 birthdays for September and October.

Chairman Mel Thompson thanked Don Lehman, First Local News Photographer, for attending all the meetings and taking such great pictures for our paper. We also thank Pat Hayes, Editor for making it all work.

Tonya Moore, Blue Cross/Blue Shield of Kansas City assisted with the flu shots and was available to answer insurance questions.

Bingo will be held on the third Fri-



Anita Myers-Pickens, Region 5 Representative on the National Veterans Advisory Committee, attended the National Veterans Conference at Black Lake in Michigan. Photo by Don Lehman.

day of the month at 11:30 a.m. Please bring a snack and a white elephant gift. Our next meeting will be November 15, 2017 at 10:30 a.m. Please bring a dessert or covered dish. We hope to see you all there.

Fuyao workers are fighting for fair polices, equal treatment and workplace safety

MORAINE, Ohio — Citing a pattern of unsafe workplace conditions, arbitrary policies and unfair and unequal treatment on the job, employees at Fuyao Glass America Inc. today filed a request with the National Labor Relations Board (NLRB) for a representation election at the Ohio plant.

Fuyao employees, whose worries about workplace safety have led to complaints and fines against Fuyao by the Occupational Safety and Health Administration (OSHA), say they now are ready for a voice in their workplace and have filed to form their own union with legal and technical assistance from the UAW.

"It has been hard because we are all working so hard for the company," said Fuyao worker Jeremy Grant, who works in Pre- Process ARG. "In return, we come to work facing constantly changing rules, communication barriers with our supervisors and no way to be heard about changes that will help us all win," Grant said.

"When I heard about the tax breaks Fuyao received for opening this plant, I thought that would be great for the community, and I wanted to be part of that," said Theodore Searcy, who works the third shift in the Tempering OEM Department. "Now my concern is that this company can't help the community if it can't help its workers and that jeopardizes me, my family and everyone who is depending on Fuyao to be a good citizen," said Searcy.

Since late 2015, complaints about conditions at the plant have led workers to pursue forming their own union. They are fighting for continued improvements to health and safety; fair policies that apply equally to everyone; fair wages that recognize worker's roles in the company's success; and a reduction in the high turnover rate.

"It's been like a revolving door here," said Fuyao worker Roberto Martinez. "There is a very high turnover rate here. Folks are hired and then, poof, they're gone. It happens over and over again. It can't be good for the community and the economy when a company can't retain a stable workforce," said Martinez, who works in the company's Tempering Assembly OEM Department.

"Fuyao employees have expressed over and over that they chose Fuyao because they wanted job security. Community leaders have told us that their hopes are for Fuyao to bring stability to the Dayton community," said UAW Region 2B Director Rich Rankin. "We all want the company to be successful and want that measure to include quality, stable jobs so that everyone wins."


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Unpaid CAP Committee volunteers have been campaigning door to door in their free time for Hillary Shields, center, the State Senate candidate in the 8th Senate District Special Election Nov. 7 which includes portions of Blue Springs, Grain Valley, Greenwood, Independence, Lake Lotawana, Lake Tapawingo, Lee's Summit, Lone Jack, Oak Grove, and Pleasant Hill.

UAW supports Hillary Shields in Mo. senate race

By Pat Hayes

Hillary Shields, a fierce opponent of right to work, is running for the Missouri State Senate in a special election to be held Nov. 7. Voters in Blue Springs, Grain Valley, Greenwood, Independence, Lake Lotawana, Lake Tapawingo, Lee's Summit, Lone Jack, Oak Grove, and Pleasant Hill — the 8th Senate District — will have an opportunity to send a pro-labor candidate to Jefferson City for the first time since 1993.

"Anyone who works hard should be able to support their family," says Shields, and she backs that up with a promise to work for commonsense proposals like repeal right to work, a long overdue raise in the state's minimum wage and restoration of local control to allow cities to raise their minimum wages.

"I may not be a career politician, but I can see that the Missouri legislature has their priorities wrong," says Shields. "They should be trying to make life better for regular people, but instead they're cutting funding for our public universities, stopping cities from raising their minimum wages, and taking away prescription drug coverage

from seniors. That's just not right."

Shields believes every child in Missouri should have access to high-quality, public education. She is working to fully fund public education from kindergarten through college and to stop the expansion of charter schools in the state.

"All Missourians should have access to quality, affordable health care,"

says Shields. "I will fight to expand Medicaid and restore funding to the MORx program."

Shields' support for working families has won her the enthusiastic backing of the UAW's Region 5 and Local 249 Community Action Program committees.

"We have a real chance to win this election and begin to return the state legislature to the people," says Local 249 President Jason Starr.

Inspired by the chance to change anti-worker policies in Jefferson City for the first time in many years, unpaid CAP committee members and Local 249 volunteers, working on their own time, have knocked on more than 2,000

doors in Shields district. In addition, UAW volunteers have made some 650 phone calls, dropped campaign literature at 1,100 doors and placed 70 yard signs, according to Local 249 CAP Committee Co-Chair Shirley Mata.

"Unions are the backbone of the middle class and a vital part of our economy," Shields believes. "I was appalled when the Missouri legislature passed so-called right-to-work legislation this year aimed at taking away the rights to workers to bargain for fair wages and safe working conditions, and I was proud to stand in solidarity with the labor community collecting signatures for the repeal effort."

"I am equally proud that UAW Local 249, and the labor community throughout Missouri, are standing with me in campaign for the State Senate, adds Shields. "It is time to send a message to politicians in Jefferson City that they cannot keep hurting our working families and expect to keep their jobs."

Nov. 7 — Mo. 8th Senate District Special Election
 For voters in Blue Springs, Grain Valley, Greenwood, Independence, Lake Lotawana, Lake Tapawingo, Lee's Summit, Lone Jack, Oak Grove, and Pleasant Hill.