

FIRST LOCAL NEWS

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

May 2019



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UAW members and their families came out in droves to hunt for the brightly colored Easter eggs, hidden in plain sight, at the UAW Local 249 Easter Egg Hunt held April 7 at the union hall. This annual event hosted by the Women's Committee is always a sweet success and this year was no different. Photo by Don Lehman.

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Aerospace and Agricultural Workers Local 249
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UAW Local 31 President Dan Kindlebinder, left, joined State Sen. Lauren Arthur and Local 249 President Jason Starr at the union hall March 29. Photo by Don Lehman.



Local 249 President Jason Starr led new members in taking the UAW oath at the April 14 membership meeting. Photo by Don Lehman.



Local 249 members attend an educational meeting with leaders of Region 5 and the UAW International staff April 16-17 at the union hall to learn about the upcoming contract negotiations with Ford. 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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Retiree Representative Larry Rupp

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

UAW-Ford Joint Programs

Apprentice Training

Cortez Bradley 816-459-2060

Benefits

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

Employee Involvement

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

Employee Support Services

Kenny Alexander 816-459-1226

Health and Safety

Ed Samborski 816-459-1210 • Terry Tharp 816-459-1407
Ulysses Bales 816-459-1605 • Joe Camper 816-459-5559
Dave Sambol 816-459-1223

Quality

John Lowe and Jeff Wright 816-459-1232

Dealer Rep. Danny Mata

Job Sourcing and Production Standards

Jim Ryan and Todd Wyse 816-459-1466

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: Time for answers on high drug prices

Pharmaceutical companies claim that the high price of prescription drugs is due in part to the need to fund innovative research for new drugs, but a new study found that the numbers simply don't add up.

Researchers compared the cost of the 20 most prescribed drugs and found that they cost an average of 59 percent more in the United States than in other developed countries. What does this mean?

American consumers pay \$116 billion more per year for the same prescription drugs as people in other countries who are—in theory—supposed to be helping fund that same innovative research.

With pharmaceutical companies investing \$76 billion into research and development each year, they could pay for their research and development 1.5 times over with the profits they're making off of American consumers—debunking their claim that high prices are necessary for funding research.

It's time for Big Pharma to answer for high drug prices, and for American consumers to get a break. — *UAW*

Tax scam: No impact on business spending

Congressional Republicans promised a huge boost in job growth and business spending as a result of the corporate tax cuts that Trump and Congressional Republicans introduced and passed last January. By now, we had expected to see some of the promised benefits of the tax cut taking shape, like job creation, higher wages, and expanded investment in businesses.

But one year after the passage of these tax cuts, more evidence appears every day contradicting these claims.

A new poll by The National Association of Business Economics found that 84 percent of companies surveyed had not changed investment or hiring plans for 2019 following the tax cut—a sharp contrast to the GOP promise that companies would use tax savings to create jobs.

These findings come just one month after 2018 closed out as a record-setting year for corporate stock buybacks, and other studies have found that most of the financial benefits in the first year of this bill have gone to top earners in the United States, including CEOs, company executives, and shareholders. — *UAW*

UAW on Vice President Pence's NAFTA comments

The UAW has always opposed NAFTA because it is a bad deal for workers. We remain committed to working with the Administration and Congress to fully negotiate a deal that is good for the American people. That's why we will meet with stakeholders in both parties.

As it stands now, the New NAFTA falls short. We need a strong, enforceable and impactful agreement that saves and creates good paying jobs right here at home. We urge the Administration to get back to the negotiating table with Canada and Mexico. — *UAW*

Powerful union victory at Stop & Shop

Atentative agreement between the 31,000 members of the United Food and Commercial Workers (UFCW) in New England and management at Stop & Shop supermarkets has been reached, effectively ending the historic strike that captured the country's attention.

The proposed deal will preserve health care and retirement benefits, provide wage increases and maintain time-and-a-half pay on Sundays for members of UFCW. We are incredibly grateful to everyone who proudly stood together with us every day for a contract that invests in the communities we serve, and makes Stop & Shop a better place to work and a better place to shop.— *AFL-CIO Now Blog*



The UAW's Collective Bargaining Philosophy

Excerpted from the Resolutions approved at the 2019 UAW Special Bargaining Convention

Bargaining is never easy, and each set of negotiations comes with its own challenges and opportunities. This proposed resolution is intended to help guide us through this process and reflect our bargaining philosophy. This philosophy consists of three core principles:

First, our bargaining program is comprehensive. It takes a big picture view of issues facing our members across all industries and occupations. By adopting a single resolution, we can address the diverse issues we encounter in each round of bargaining while building power unionwide based on a common set of principles.

Second, our bargaining program builds upon past successes. We call this a building block approach. It is a long-term approach that protects gains from the past, makes incremental improvements where they are most needed, and builds for the future. The wages, benefits and work rules we have today are a product of this approach—it took many contracts to get to where we are today.

Third, our bargaining program works to establish and maintain common contract provisions within similar workplaces and across companies. This pattern bargaining approach establishes wage and benefit standards while remaining flexible to differences between companies and worksites. Pattern bargaining takes wages out of competition and forces companies to compete on the basis of their products, not on who can pay the least. Pattern bargaining is a proven way for us to secure our economic and non-economic benefits.

Ultimately, the power of the membership will determine how successful we are in bargaining. We are most powerful when we are unified around a common set of goals, stand together as union sisters and brothers, and defy management attempts to divide us.

Our goal is to protect the rights and dignity of workers and provide safe workplaces, fair pay, better job opportunities and a voice in shaping our work environment. We will be tackling these issues in an uncertain political and economic environment.

The economy has been expanding for years, the unemployment rate has remained low and wages for many workers have started to rise. These are all positives for workers and bargaining. However, most of the gains from this expanding economy have gone to the top one percent rather than to workers and, as we look ahead to the next four years, there are cautionary economic signals on the horizon. Interest rates are higher which slows down demand.

President Trump's trade wars, though billed as protecting workers, are also having negative impacts on the domestic economy. Lastly, the legislative, regulatory and judicial climate will remain challenging for workers, unions and collectively bargained contracts.



UAW Local 249 Health and Safety Rep. Ulysses Bales spoke at a recent B-Crew Safety Operating System (SOS) meeting. These important meetings are held on every shift with team managers and UAW safety personnel to discuss safety events that occurred within their areas and how they resolved them. Photo by Gwen Starkey.

Safety: It's everyone's business

By Gwen Starkey

Work is something we all do. Whether we are running a construction company or farm with all the heavy-duty equipment, working within a manufacturing or retail facility, or just working around the home, safety is everyone's business. Worker's Memorial Day, April 28, is a reminder for all of us, and a great moment to consider how to improve our health and quality of life, as we remember those who lost theirs on the job.

In the latest government statistics from 2017, 5,147 workers lost their lives on the job as a result of traumatic injuries. Each day in this country, an average of 14 workers die because of job injuries.

These are women and men who go to work, never to return home to their families and loved ones. Millions of others suffer serious injuries or long-term illness related to their occupations. Safety starts with you.

UAW Local 249 and Ford Motor Company take great pride in having a facility that takes the safety of their employees seriously. During every shift on both production sides, the UAW and Ford come together for a Safety Operating System meeting, informally known as an SOS meeting.

Team managers meet with UAW safety personnel to discuss safety events that occurred within their areas and how they resolved them. Each manager brings a UAW member from their zone so they can participate and get a better understanding on how safety issues are dealt with, within the Kansas City Assembly Plant (KCAP). Issues they discuss range from daily incident investigations like first time occupational visits (FTOV) to medical, start-up confirmations dealing with issues of PPE like safety glasses, ergo issues and department stats among other things.

"SOS meetings are very important to us at KCAP because they help us solve everyday problems," UAW Local 249's Health and Safety rep. Ulysses

Bales said during a recent SOS meeting held on Truck B-Crew. We help employees get things solved at these types of meetings. "When problems are brought up at an SOS meeting, all department heads are involved in their solution, from the plant manager down. They also have meetings on individual lines as well as meetings involving both shifts together including committeemen to help keep everyone safe.

When a problem is brought to the table, they all work together to try to resolve them. If you have an issue that is not being resolved, ask to join in a SOS meeting or call one of the Health and Safety reps. They will direct you to the proper outlet for help. Safety reps get information from various channels including medical, process coaches and employees.

There are multiple ways to get safety problems resolved. Problems ranging from trip hazards, liquid spills, and dirty areas to the dreaded potholes that we all have experienced after our usually snowy winter. "We handle multiple issues," Bales said. We

do it all. We try to prevent things from happening," Bales says that we are quite successful in keeping our plant safe, but we can always find ways to improve. That's why these meetings are so important.

Simple ways you can help in your work areas are to keep them clean and free from obstructions. Remember we share our work spaces. Dress appropriately and wear your personal protective equipment (PPE). If you see something, say something. Don't assume someone else has reported the issue.

The benefits of safer and healthier working environments are obvious, but there is also plenty of evidence that safer workplaces are more productive workplaces, with lower production costs and more positive atmospheres as well as fewer accidents and injuries. Remember a simple start card acronym START: Safe Trades Assess Risks Together. In the end, we want everyone to have a safe environment to work in and to go home every day in the same healthy way in which they arrived.



UAW Local 249 member Jan Eckert's family attended the annual Easter Egg Hunt. Pictured are Jordie Bolen, left to right, Colton Bolen, Amanda Eckert holding Mollie Eckert, and Mike Eckert holding Memphis Eckert. Photo by Don Lehman.

Egg mania turns into sweet success

By Gwen Starkey

Hurry up and wait, but the children couldn't contain their excitement as they scanned the ball field looking at over 7000 brightly colored eggs that lay just out of reach. Wiggles and screams, yelling and laughter drown out the signal for the start of the UAW Local 249 Easter Egg Hunt. Three, two, one and they were off. The hunt was on. In a little over a minute, what took many volunteers weeks to prepare and hours to set up was whisked away into a happy child's basket. Smiles and laughter were everywhere.

UAW members and their families came out in droves to hunt for the brightly colored Easter eggs, hidden in plain sight, at the UAW Local 249 Easter Egg Hunt held April 7 at the union hall. This annual event hosted by the Women's Committee is always a sweet success and this year was no different.

Mother Nature gave attendees a beautiful sunny afternoon to enjoy the festivities.

"This is the sixth year my family and I have participated in the Easter egg event," said Jan Eckert, UAW Local 249 member. Eckert, who works on B-Crew in Truck Paint attended with her son Mike and his wife Amanda along

with their kids, Colton, Jordie, Memphis and Mollie. "My grandkids always want to know if they are having the Easter Egg Hunt at my work again," Eckert said. They enjoyed getting their face painted and the picture booth."

"I would like to thank everyone for their participation in making this a spectacular event for the kids," said Jacque Childs, Chairperson of the UAW Local 249 Women's Committee. The UAW members and their families and committee members that came out and made this so successful, we couldn't have done it without you. We have never had that many volunteers before. Everyone was helping doing

everything from emptying trash to refilling the ice coolers. It was just a glorious day."

Much preparation goes into getting an event of this magnitude off the ground. As soon as the colorful eggs hit the marketplace, committee members jump into action. You can't fill up 7000 eggs overnight. Longtime Women's Committee member Darla Kramel enlisted her two young grandsons and together they filled up over 2000 eggs a few weeks in advance. Other committee members help by filling up the rest of the eggs as well as over 600 goodie bags filled with many delicious candies and a large chocolate or marshmallow bunny. A fan favorite are the peeps.

Then there is the Easter Bunny that makes an appearance. Children line up for a chance to sit and chat with the Easter Bunny and get their photo taken. UAW Local 249's resident Easter Bunny is Women's Committee member Kimberly Hicks. "Kim loves being the Easter Bunny," Childs said. She has always been the bunny ever since we decided to

purchase our own bunny costume. She loves the interaction with the kids and the excitement." Thank you Kimberly, for making the day a great success. We won't let your secret out.

There were other activities to enjoy along with the egg hunt and meeting the Easter Bunny. There were face painters, a photo booth and of course, no event would be complete without a cotton candy and snow cone machine. UAW Local 249 member Josh Crawford assisted by his two daughters and his father retiree Harvey Wayne Crawford set up their machines and kids lined up to get their favorite treat. "I really want to thank the Crawford family," Childs said.

"This year's event was wonderful," Childs said. We had so much participation. Each standing committee sent two volunteers and even those folks brought family members to help. There was a lot of solidarity. I love the idea of getting all the committees involved and showing everyone just how great our UAW family is."

FAQ

Answers to the most commonly asked questions about the upcoming UAW-Ford contract negotiations.

Q: When is the contract deadline with Ford?

A: The current agreement and related supplemental agreements expire at 11:59 p.m. on September 14, 2019.

Q: What's the difference between national and local contracts?

A: The UAW master agreements with Ford, Fiat Chrysler and General Motors cover big issues such as wages and benefits. The local contracts cover the day to day operations of our plant.

Q: What happens if the deadline passes without an agreement?

A: The previous contract with Ford didn't go into effect until November 5, 2015. Although it was reached after the deadline, there was no strike. Sometimes, UAW negotiators target a single company to hammer out an agreement that sets a pattern at Ford, General Motors and Fiat-Chrysler. In those cases, the previous agreement remains in force until an agreement is reached at the target company. However, negotiations are, by their nature, unpredictable. It is possible there could be a strike at any or all of the Detroit Three companies if an agreement isn't reached by the deadline.

Q: What is a pattern bargaining?

A: Pattern bargaining is collective strategy in which unionized workers across an industry or sector attempt to bargain for uniform standards. This levels the playing field so companies compete based on the quality of their products or services not how much they pay (or don't pay) their workers.

Q: Which company will the UAW choose as the target?

A: There is no way to predict which company will be the target chosen by the UAW. In fact, union negotiators may decide not to choose a target company in this round of bargaining.

Q: What proposals are UAW negotiators trying to win at Ford?

A: The resolutions approved by delegates to the Special Bargaining Convention call for continued work toward eliminating differences in pay and benefits where they exist and reducing the time it takes for new workers to progress toward top wages. The resolutions also call for limits on the use of temporary workers particularly where they are used instead of permanent workers. UAW negotiators will also bargain to insource new and outsourced work, and to keep fresh products and the best technology in our workplaces as the key for job security.

Q: Will there be a strike?

A: Contract negotiations are dynamic and by nature unpredictable. At this time, no one knows whether or not there will be a strike. The goal of UAW negotiators is to reach a fair agreement. Strikes are costly not only for the company, but UAW members who will lose pay while on strike. If a fair agreement can be reached without striking, that is better for our members. However, the plant closings announced by General Motors that will affect 7,500 UAW members raise

the stakes in this round of negotiations – and the probability that there may be a strike. Ford has also claimed that it is paying too much for our members health care insurance. That could just be posturing, or it could be an early indication that UAW negotiators will have a difficult time reaching a fair agreement there.

Q: Who will make the decision to strike?

A: The membership will vote whether or not to authorize a strike. The UAW takes a strike authorization vote early in the bargaining process to unify members and show the employer that if necessary, there is strong support to strike for the best possible contract terms. However, that strike authorization vote is only a step toward strike action.

Q: What happens if there is a strike?

A: In the event of a strike at the Kansas City Assembly Plant, the Bargaining Committee will publish a bulletin with strike instructions. UAW President Gary Jones announced a raise in strike pay from \$200 to \$250 a week in March. Strike pay will increase to \$275 a week in 2020. The UAW Strike and Defense Fund covers certain benefits such as medical and prescription drugs. Benefits not covered include, dental, vision, hearing and sick and accident. To be eligible for strike pay and benefits, members must be in good standing and participate in the strike. Eligible members include temporary employees

Q: Should I save money now, in case there is a strike?

A: Yes! In the event of a strike, UAW members need to be financially ready to stay out until Ford, General Motors and Fiat-Chrysler agree to a fair contract. There is no way to predict now how long that might take. The best course of action is to be prepared for a long strike. If it doesn't happen, then you'll have a nice rainy-day fund set aside for future needs.

Q: What happens if I cross a picket line?

A: Appropriate action may be taken under the UAW Constitution.

Q: The Special Bargaining Convention was held in Detroit March 11-15. What happens next?

A: UAW bargaining teams at each of the Detroit Three companies will meet to develop a strategy for negotiations at each company. If this round of negotiations follows the pattern of past bargaining, preliminary meeting with the companies should begin in late summer.

Q: Who will decide if the proposed contract is fair?

A: Any tentative contract negotiated by the union bargaining committee must be submitted to the membership for approval. If it is approved, it will take effect for the next 4 years. If it is rejected, bargainers may call for a strike or return to contract talks to try to reach a contract that the membership will approve. Any tentative contract must be approved by a majority of UAW members at that company.



UAW International and regional staff members Steve Guilfoyle, left to right, Greg Poet, Brandon Keatts, Darryl Goodwin, Raenell Glen, Jimmie Williams, Daneen Whitaker, Bob Brewster, Lisa Mayberry, Lisa Sabourin and Steve Zimmerla were at UAW Local 249 union hall on April 16-17th to lead an educational program for Local 249 members. Photo by Don Lehman.

UAW staff conduct contract education at 249

By Chrissy Kline

On April 16-17, 2019 members of the International UAW staff were joined by Region 5 and Local 249 leadership in a UAW-Ford joint education initiative at the UAW Local 249 union hall in an effort to develop understanding among the membership about the process of contract negotiations and what to expect in the future. A multitude of topics were covered during the education portion of the classes ranging from our extensive labor history to an in-depth examination of our current benefits. Representatives spoke on company finances and the day to day operating costs of the Kansas City Assembly Plant in relation to other locations. The sessions ended in a town hall in which members asked tough questions, received candid answers and were faced with the difficult realities of the fight ahead of us.

It is no secret that there is a strained relationship between some of the rank and file membership of the UAW and its International counterpart. With the constant barrage of negative media attention, the overwhelming controversy surrounding the 2015 contract negotiations and the pervasive feeling of being in the dark it is not difficult to see how that came to be. In an unprecedented attempt to repair the relationship between the International staff and the members they represent, an educational initiative was conceived and enacted.

"This initiative is a reflection of the great leadership of Gary Jones," said Jason Starr, of the former Region 5 director and newly elected president of the IUAW. He also shared that it was great to see International UAW representatives engaged one on one with members of the local, from temporary workers all the way to 42-year seniority employees. The level of diversity in these classes provided an alternative education by giving insight into how members within our own local are experiencing the same contract differently and highlights the disparity between our members.

This initiative is an attempt to close the gap between the realities our industry faces and the membership's perceptions and expectations for contract negotiations in an effort to bring a level of transparency to the membership that wasn't previously there. Much of the discussion when broken down to its most basic form revealed a desire by all levels of membership to know, "What are the priorities for negotiations?" A list of three top priorities was given.

Product placement was top priority. Keeping our plants running and providing job security in a very competitive market was priority number one. It was then followed by providing more detailed language regarding the specifics and usage surrounding temporary employees. It is unrealistic to say that they will eliminate the usage of temporary workers altogether when competitors in our market have as much as 60 percent temporary employee usage. A more achievable goal is to make changes to limit the abuse of temporary worker usage, such as using them to fill permanent jobs and provide more

rights to those individuals. The final of the top three priorities was wages.

For some, this is a point of contention, but considering the diversity of members in attendance during these meetings it is difficult to argue a pay raise when some members make in one week what others make in one day. For that reason, parity is the goal. Parity is defined as equality, in amount, status or character. Separating ourselves into different groups only serves to further divide us.

By creating parity we can lay a foundation for future contracts, and stand shoulder to shoulder when the time comes to fight for what we deserve. We cannot do that if we are divided. The time for blame has passed. We are the UAW and to survive we need to remember what the letter U in UAW means. United. United we stand, divided we fall. In today's world it is more than a quote or a motto. It is a necessity.

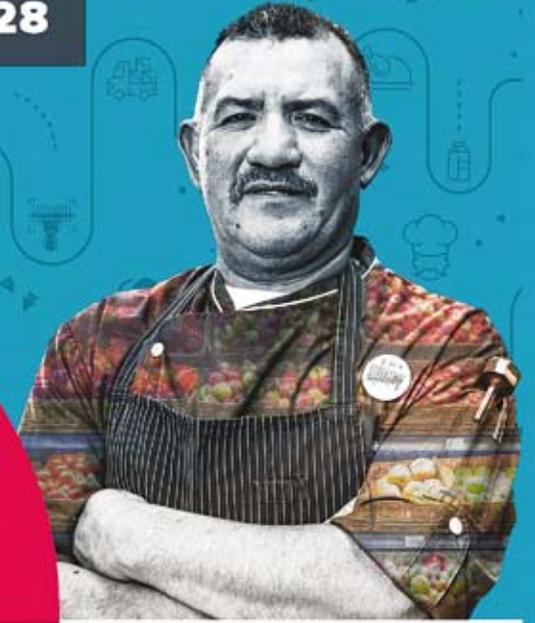
In the current political climate our rights as workers are at risk as well as our benefits. With anti-worker and anti-union politicians having a majority in the legislature as well as the presidency it could cripple our ability to fight back in the future. As some of the highest paid autoworkers in the United States, it is hard for the UAW to stay competitive in terms of wages and compensation when union membership is also at an all-time low. One of the many benefits under attack is our health coverage due to the increasing costs associated with it. If the coverage requirements for the Affordable Care Act are removed, we will have to fight to maintain our health and insurance

services, which may mean a loss of compensation elsewhere.

Members see the large profits of the auto industry as an indicator of an ability to get more during contract negotiations, the reality is often different. Auto manufacturers compare the cost of operations and contract negotiations in the United States to the cost of building a new plant outside the country or in a right-to-work state. As the companies play the long game, we must do the same to hold onto the benefits we currently have and to secure future gains. In an effort to combat this it is imperative now more than ever that members take advantage of the opportunity to mend fences with new leadership to push back against the auto companies and the one percent trying to eliminate the middle class. We need to become invested in our future as a union by helping organize more plants and to get more involved in our own union.

Involvement comes in many forms. It could mean volunteering to help with campaigns for labor friendly politicians, joining a standing committee and getting the UAW name out in the community in a positive way, attending a contract education class or even just showing up to the monthly membership meeting to be a more informed member. All of these may seem like small contributions but no amount of effort is too small when taking steps towards a better more solidified future together as Local 249 members. We are the union, and we need to make the union strong again. The first steps have been taken, now we need to continue marching forward.

Workers Memorial Day • April 28



**SAFE
JOBS**

EVERY WORKER'S RIGHT

AFL-CIO



A safe workplace for every worker

By Gary Jones

Since 1989, the UAW has joined other unions in recognizing April 28th as Workers' Memorial Day. On this day in 1971, Congress enacted the Occupational Safety and Health Act with the stated goal to provide every worker with the right to a safe and healthy workplace.

We have a long way to go to reach this goal. Today, more than ever, UAW members play a critical role in advocating for safer work sites and higher safety standards at the federal and state level. We must remain vigilant and united in our efforts as we are being challenged with ever-increasing pressures to reduce funding for health and safety research and enforcement activities. We must fight to keep long standing worker safeguards.

Our union has been in a continuous struggle to improve on these standards through advocacy and collective

bargaining. With research, information, education and the efforts of unions through collective bargaining, workplace health and safety protections have been expanded. This was especially true during the Obama administration when we saw progress in the Toxic Substance Control Act, the establishment of a silica standard, beryllium protection, recordkeeping requirements, whistleblower protections and OSHA's National Emphasis Programs in polyurethanes, combustible dust, hexavalent chromium, lead and others. A severe violator enforcement program

was enacted that focused on limited OSHA resources on specific hazards and high hazard industries guilty of repeat violations.

During the last two years, GOP leaders in the U.S. House and Senate have aggressively worked to roll back safety standards exposing American workers to job hazards. Shortly after taking office in January 2017, the President signed Executive Order 13771 aimed at reducing funding and eliminating regulations that safeguard America's working men and women. This anti-worker executive order mandates that "for every single new regulation issued, at least two prior regulations be identified for elimination."

Workers' rights to report unsafe conditions are threatened. UAW members have been retaliated against for

talking to OSHA inspectors and have at times waited a full year for OSHA to investigate the retaliation. The mechanism to develop OSHA protection from chemical hazards has been slowed to a halt. OSHA enforcement activities are at the lowest point since 1973. Workers continue to suffer ergonomic stressors with no hope for a standard to cover two-thirds of the injuries UAW members suffer. Efforts to enforce accurate record keeping of workplace injuries have been rolled back.

The UAW will continue to demand safe and healthy workplaces for all our sisters and brothers in every sector of industry. Through the power of collective bargaining, we will work to protect our industry leading health and safety programs while strengthening our collective voices in eliminating potential hazards.

44 temps converted to full-time at KCAP

By Jim Fisher

At the August 2018 union meeting I announced that UAW Local 249 had begun to apply pressure to KCAP management to get some of our temporary workers converted to full-time. There was no question that the plant was using temporary workers to cover full-time jobs. It took months to collect data, hold meetings, and even flying to Detroit and Chicago to attend meeting about our temps. Finally, in late February we had reached an agreement to fill 60 full-time openings at KCAP.

By the language in the National Agreement, KCAP would need to post the openings to any laid off or qualifying seniority UAW members across the country. There have been 16 UAW members that signed up to transfer to KCAP. The remaining 44 openings have been filled by converting some of our temporary members to full-time in progression employees based on their weeks worked.

To those 44 temps, we congratulate you for your dedication and hard work. You have definitely earned this. To our remaining temporary workers, I can make no promises that the KCAP management will agree to convert any more temps in the near future. However, I will assure you that UAW Local 249 will keep working towards more getting converted.

On April 8, KCAP had several important visitors take a tour of our facilities. They included Joe Henrich, President of the America's for Ford, John Savona, Vice President of North American Manufacturing, and Bill Dirksen, Vice President of Labor Affairs.

These individuals represent part of the Ford team that meets on plant expansions and new products. They met with the leadership team from UAW Local 249 and KCAP management. I felt their visit went very well and put Kansas City in a very good position for the future.

On April 16 and 17 the local hosted Steve Zimmerla and Jimmie Williams from the UAW National Ford Department, along with Vance Pearson our Region 5 Director for a UAW Ford education initiative.

They met with the Leadership Team from UAW Local 249 and about 70 members from the plant. They held a 2-day question and answer session. As you can guess most of the questions were related to the upcoming contract negotiations.

I would like to thank the members who attended the sessions. They were professional and didn't shy away from asking the tough questions. I would also like to thank the UAW Ford Department for coming. I feel them getting in front of some of our

members gives them a true feeling of where our members stand going into contract talks.

I know I spend a lot of time talking about needing the best quality in the Ford system. With Ford having two truck plants and one being based in Detroit, and the numbers indicate that the Dodge Ram Truck is gaining in market share our quality must be the best to survive.

Transit is also receiving a challenge from the Mercedes Benz Sprinter who recently put out an ad about being made in America.

Recently KCAP management has been giving out some stats that say we are reaching perfect numbers. With management threatening line workers to not write up wrong units into QLS, buying off units that have not been repaired, and threatening members for using the Stop Button Procedure that is found on page 133 & 134 of the Local agreement, we are seriously questioning the accuracy of their quality numbers.



UAW Local Bargaining Chairman Jim Fisher announced at the April union meeting that some temporary workers were to be converted to full-time status. Photo by Don Lehman.

Members tell me they see stuff going down the line wrong every day. In the past rebalance they went after a lot of Repair and Inspector classifications. We are left to ask, just who is catching and fixing all of these perfect units?

It's all of our jobs to make sure your reporting defective units. If you have any questions about the Stop Button Procedure make sure you're discussing them with your District

Committeeman. Remember without a truly perfect unit we would all be out of a job.

The production schedule for Transit System will remain on a 5x10 pattern, with Saturdays to start in May. It appears at this time the company plans to work max overtime on the Transit through July.

The Truck System will remain on a 3-Crew pattern with no Super Production scheduled at the time of this article.

Chattanooga Volkswagen workers file election petition for maintenance and production workers to join the UAW

Chattanooga Volkswagen workers filed a petition with the NLRB for an election in April, pointing out that they are fed up with not having the right to bargain like other VW employees worldwide. The petition calls for an election with all production and maintenance workers in Chattanooga.

"Why are Chattanooga workers treated any differently than other VW workers in the world?" said Steve Cochran, President of UAW Local 42 in Chattanooga. "Why are Chattanooga workers treated differently than even other auto assembly workers at plants like GM Spring Hill?"

In filing the petition, Chattanooga workers are asking for the opportunity to vote this spring.

"It's time," said Cochran. "Our maintenance workers voted to form a union and VW still refused to bargain. They said they would bargain if production and maintenance workers voted – so let's vote."

Autoworkers in Chattanooga are asking why they are limited to making suggestions to the company, while union represented workers at every other VW plant get to sit down with the company and bargain for a new contract.

VW workers, who earn about \$16- to \$20-per-hour, are among the lowest paid in the U.S. for assembly work.

Although Volkswagen made \$19 billion in profit last year Chattanooga VW workers only got 50 cent raises because, without a union to represent them, they could not negotiate.

U.S. Sen. Marsha Blackburn, an anti-union Republican who supports

right to work, issued a statement opposing the right of Volkswagen workers at the Chattanooga plant to union representation, saying, "we don't need union bosses in Detroit telling Tennessee what's best for our workers."

VW workers reject that view. "This isn't about politicians. It's not about outsiders. It's about Chattanooga workers," Cochran added. "We deserve the same rights as Spring Hill workers and every other VW worker in the world."

In a National Labor Relations Board administrative hearing on April 17, Volkswagen attorneys attempted to stall the vote by workers to join the UAW.

Hourly workers "just want a vote," says Cochran after the hearing. He termed VW's actions "a stall tactic."

UAW Local 249 members celebrate Earth Day

By Chrissy Kline

The UAW has had a long and eventful relationship with Earth Day. Prior to the 1970s, Walter Reuther and members of the UAW have made efforts to improve air and water quality, to clean up pollution around auto manufacturing plants and to lobby for a better environment for all.

In 1965 the UAW held a major conference on water quality, referred to as the United Action for Clean Water, and in turn added a permanent entity called the Conservation and Resource Development Department to their ranks.

The purpose of this department was not only to lobby, but to make the issue a common cause among other groups and throughout the union.

The department director at that time, Olga Madar claimed that the laborers represented by her group were citizens and consumers who all shared the same air and water as all their neighbors.

The basis for the involvement of the UAW is an understanding that we all share the same environment and should share in the responsibility of keeping it clean and healthy for ourselves, our neighbors and generations to follow. A healthy environment means a healthy economy is the belief

held by many early conservationists.

Another aspect of early environmentalism and the importance of Earth Day is the fact that we as union members live in the communities and areas surrounding the factories in which we work. As such we are exposing our children, families and friends to these pollutants.

Our members are affected by the environment inside and outside the plant and it is our duty to do all we can to see to it that it is a safe and healthy environment.

Members of UAW Local 249's Recreation Committee's subcommittee, the Conservation Committee, headed by Robin Bindel, set out to make an impact in their community this Earth Day.

Those involved included Lamar Taylor, Ray Eubanks, Daniel Nash, Chris Theiss, Rakisha Winfield, Shirley Mata, Erica Eckart, Tonja Hargiss, Jerrod Ballard, Mark Ellebracht, Danny Mertell, Greg Smith, Gary Thomas, Jeff Somers,



Members of UAW Local 249's standing committees joined by Representative Mark Ellebracht clean up Liberty City Park for Earth Day on April 22nd.

Buddy Dinwiddie, Jay Bosler, Bill O'Neal, Jeff Weidler and Andy Yoakum. This large energetic group of individuals encompasses committee members from the Recreation, Community Action Program (CAP), Motorcycle, Education and Human & Civil Rights Committees

as well as our state legislature.

These members went to Liberty City Park and cleared leaves and brush, then cleaned up trash and other debris in the area. This is a place where our families can gather safely now thanks to the hard work of these members.

Important reminder for retirees! Has your marital status changed? Have you moved?

If you get married:

Contact the Ford-UAW Retirement Board at 1-800-829-8833 within 18 months or you miss the opportunity to add them.

Contact Retiree Health Care Connect at 1-866-637-7555 to add your new spouse and/or dependent children to your healthcare coverage.

If you get divorced:

Call the NESC at 1-800-248-4444 to notify them of your divorce and update your address and contact info.

They will require appropriate documentation in order to remove your spouse from your pension and recalculate your pension amount.

Contact Retire Health Care Connect at 1-866-637-7555 to remove your spouse from your healthcare coverage.

For marriage or divorce:

If you change your name, the NESC can assist to ensure that any benefits, pension payments or applicable tax forms that you receive are issued to you with the correct information.

Update your beneficiary on file, if necessary.

For the Tax-Efficient Savings Plan for Hourly Employees (TESPHE), you can check or update your beneficiary information on myfordbenefits.com.

For life insurance, you can contact Unicare at 1-800-843-8184

For any questions please contact your benefits representatives at the union hall 816-459-6333

Cinco de Mayo Heritage Celebration



May 5, 2019
At the Union Hall

8040 NE 69 Highway
Pleasant Valley, MO 64062

2:00-6:00 PM

This is a Free Event

There will be Food, Drinks,
Cigars and Cultural Dancers
Yard Games and Bounce Houses for Kids
Please remember to bring cash for vendors!

If you are a member and would like to become a vendor at
This event please contact the Union Hall 816-454-6333

Proud history of UAW retiree activism

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

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

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

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

Retiree chapters are the heart and soul of the UAW retiree program. Today we have more than 600 retired workers

chapters where retirees maintain their friendships and work together to build a stronger union.

Every local with 25 retirees should set up a retired workers chapter and hold regular meetings. Retirees run their own programs, elect their own officers, elect a retiree chairperson to sit on their local union Executive Board and elect delegates to their regional retired workers council. All local retired workers chapters have their own by-laws and conform to the policies of the International Union.

Retired workers chapters establish, in consultation with the local union, any committees within the chapter that are deemed necessary. The chapter committees are appointed by the chairperson of the chapter subject to the approval of the local chapter executive board. Some of the suggested committees are Organizing and Membership, Education, Recreation, Community Services, Civil Rights, Citizenship and Legislative (CAP) and any others that they feel would benefit the chapter.

The UAW has more than 75 regional area councils that are set up by Regional Directors when there are insufficient numbers of retirees to organize chapters. In addition, we currently



UAW retirees remain active in their union even after their working years have ended through retired workers chapters at local around the country. Photo by Don Lehman.

have 50 international area councils and satellites organized to meet the needs of UAW retirees who have moved to other states and areas in which they have settled in considerable numbers such as the Sun belt states and other retirement communities.

Satellite centers are extensions of area councils. They serve the same purpose, but due to geographic locations, serve a particular area that is more convenient to a substantial number of retirees living in that area.

Regional Retired Workers Councils provide a chance for retiree delegates from different locals to come together to learn about changing situations and issues that affect everyone.

The UAW has nine regional retiree councils — one in each geographic region of the UAW. The regional councils are made up of delegates from all of the chapters and area councils in each region.

The 24-member International Retired Workers Advisory Council helps guide the work of the UAW Retired Workers Department.

Each regional council elects a member to the Advisory Council. In addition, there are four elected regional area members and 10 appointed members-at-large.

Elected members of the Advisory Council are automatic delegates with

voice and vote at the UAW Constitutional Convention.

The International Executive Board consults with representatives of the International Retired Workers Advisory Council concerning retired workers programs and policies and such other matters that affect the welfare of retired members.

At the 1957 UAW Convention, the UAW Program for Older and Retired Workers and Other Citizens was created. The International Retired Workers Fund was established and a number of Local Unions set up Standing Committees for Retiree Programs. In addition, each Regional Director designated at least one international staff representative to work on retiree programs.

Today these International Representatives assigned to the UAW Retired Workers Department assist each region and drop-in center in the administration and funding of retiree programs. They are also very active in the political arena, especially on issues that affect our growing number of retirees. The International Representatives also attend various chapter and area council meetings to educate and communicate with retired members on current issues and also sit on various boards and committees as well as the UAW Retired Workers International Advisory Council.

Open Enrollment Hourly Optional Life Insurance



April 22nd – May 31, 2019.

**In Addition this year,
for in-progression employees
ONE-TIME ONLY
Optional Long Term Disability
will be available with the
Optional Life Insurance Open Enrollment.**



Kansas City mayoral candidate Jolie Justus, second from left, met with Vice President Tony Renfro, Recording Secretary Shirley Mata and President Jason Starr April 25 to receive the endorsement of UAW Region 5 and Local 249 in the June 18 election for mayor of Kansas City. Photo by Don Lehman.

UAW endorses Jolie Justus for KC mayor

By Jason Starr

In a rare move, UAW Local 249 and Region 5 have endorsed a candidate in the June 18 race for mayor of Kansas City. Jolie Justus played a key role in the Missouri Senate in keeping the Ford Motor Kansas City Assembly Plant open when production of the Escape was moved to Louisville and half of our members faced the grim prospect of losing their jobs in 2010. That is why we have taken the unusual step of endorsing her for mayor of Kansas City.

When Republicans in the Missouri Legislature blocked passage of incentives proposed by then Gov. Jay Nixon to keep the plant open, Justus worked closely with the UAW to overcome Republican obstacles and enact the incentive legislation in a special session of the legislature. That brought a \$1.1 billion investment, a stamping plant and the Transit Commercial Van to Kansas City.

Her help turned what would have been a catastrophe for Local 249 members into a success story. More than half

of the 7,000 UAW members who now work at KCAP owe their jobs to the efforts of Justus and others in the legislature who backed the fight to pass incentives to keep Ford in Missouri.

"Families were suffering, and we needed to get the job done and done right," says Justus of the fight to keep KCAP open.

"In a special legislative session, as a Senate Democratic leader, I worked with a bipartisan group to defeat hard-hearted filibuster efforts, and I voted for the bill. That is one of my greatest

accomplishments in the State Senate because we worked together and tackled an issue that had such a great impact on our state."

Justus was elected to the Missouri State Senate in 2006. She represented Kansas City and Grandview. She served as Senate Democratic Leader in Jefferson City, as well as the Chair of the Senate Standing Committee on Progress and Development. She was also the ranking member of both the Judiciary Committee and the Senate's Committee on Jobs, Economic Development and Local Government.

While in the Senate, Justus introduced the Childcare Assistance Foster Care Reform bill and sponsored the Missouri Nondiscrimination Act, known as MONA, to ban discrimination based on a person's sexual orientation or gender.

Justus did not seek re-election to

the Senate in 2014 due to term limits.

In 2015 Justus won a seat on the Kansas City Council representing the 4th District. She is Chair of the Airport Committee, Co-Chair of the Legislative Committee, and Vice Chair of the Finance Committee. She has also been a member of the Transportation & Infrastructure Committee, the City Market Oversight Committee, and the Midtown Housing Advisory Board.

The UAW believes, as mayor, Justus will make our community a better place to live, play, and work.

As mayor, Justus will oversee the execution of several of the voter-approved initiatives that provide funding for essential neighborhood services, transportation improvements, and infrastructure projects.

"Like a strong union," says Justus, "a strong city depends on solidarity to move forward together."