

FIRST LOCAL NEWS

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Local 249 member Camalee Hefty is one of a number of UAW activists who are sewing facemasks to protect firefighters who are members of IAFF 42 in Kansas City.

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



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Local 249's Women's Committee was forced to cancel the annual Easter Egg Hunt due to the coronavirus pandemic, but that didn't stop Karen Mahoney, Nichole D'Andrea and son, Ely, from donating Easter goodies to an area battered womens shelter.



With the annual Local 249 Easter Egg Hunt, sponsored by the Women's Committee, cancelled due to the coronavirus pandemic Kerie Milliman, William Warden and their children Bryson, Hallie, Hayden and Jasmine were glad to get a visit from the Easter Bunny.



Rusty Dennis, wife, Jennifer, and children, Bentley and Addy were glad to get a visit from the Easter Bunny.

First Local News

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

UAW-Ford Joint Programs

Apprentice Training

Cortez Bradley 816-459-2060

Benefits

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

Employee Involvement

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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

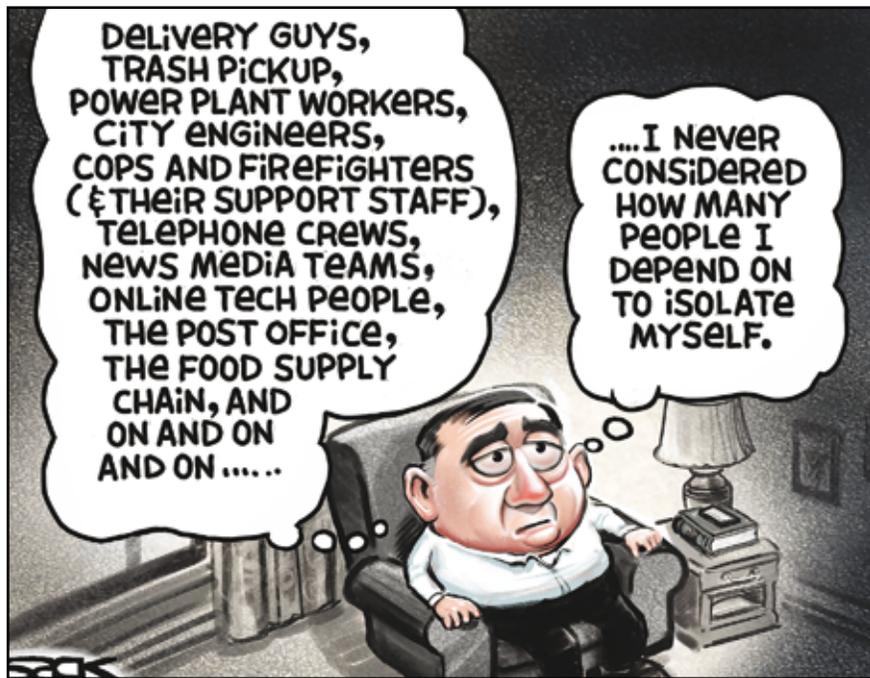
UAW-Ford TESPHE 1-800-248-4444

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Heroes on the front lines

UAW

The day COVID-19 shutdown the Warren (Michigan) Technical Center is the day Travis Fick jumped wholeheartedly into the fight against the virus.

"It was a Friday. I believe March 20. I had been paying attention, so I knew there was a shortage of personal protection equipment, so I started a Facebook group to see what we could do," says the Local 160 member.

Immediately, he posted information about the need to get protection gear to medical professionals. He called businesses like dentist offices that had closed because they were not essential, but might have N95 masks, gloves, medical gowns and caps, or anything that could be used on the front lines.

"At first there were three of us," Fick says. "My mother, Cindi, and my wife, Jenny, started sewing masks and I was making the calls and delivering supplies," he says. "In a couple of days, we had a few hundred people in the Facebook group, some sewing, and some helping raise awareness."

Fick, a metal model worker, used his personal credit cards to buy fabric for the masks and paid for gas to deliver whatever he could procure from businesses throughout the Detroit area. When he reached his financial limit, he set up a site for donations.

Now, there are about 1,300 members in the Facebook group, a website with a map to show how his Michigan COVID-19 Relief project is coming and where donations are going, and 50 sewers producing 500 masks daily for workers on the front lines in Detroit, Port Huron, Grand Rapids and more. The donations allow the campaign to supply the protection gear at no cost

to those who receive them.

About 6,050 masks have been donated. The Facebook page posts photos and thanks from medical professionals who have received donations. The web site allows visitors to register to help.

"All it takes is a spark to start a fire," said Fick. "It has been a huge effort. You want to talk about community and solidarity to answer the call in a time of need, that is what we are doing."

Fick says he stopped counting the hours it takes to keep the project going.

"This virus doesn't sleep," Fick says. "I figure I shouldn't sleep either."

Penni Cox was laid off from her job at the General Motors plant in Kokomo, Indiana.

"Business wasn't good, and the company was downsizing. We prayed for more work. We were willing to build anything. We just wanted to work," says Cox. "And now, here we are building ventilators."

Cox, a mother and grandmother, is a third-generation autoworker and member of UAW Local 292, and is proud and excited to contribute to the COVID-19 fight.

Her husband John, and son Kevin, are members of UAW Local 685. Kevin is laid off from FCA and is hoping to start making ventilators as soon as he gets the call. Her son, Cody, is a member of UAW Local 1166. Her daughter, Kellie, is a medical assistant. "So, union and helping others are very much a part of our family.

Labor News From the World Wide Web

The Picket Line

UAW, Ford team up to make COVID-19 masks

Together with Ford, the UAW continues to respond to the COVID-19 crisis by shifting production to face masks for medical use, personal protective equipment and respirators. UAW Ford members continue to step up and volunteer to work during this difficult time as we expand at the facility across from Flat Rock to make respirators and at the Van Dyke Transmission Plant to make face masks for medical use.

The UAW also continues to work with Ford to follow stringent CDC guidelines and go above and beyond protections for these members who are so proudly volunteering to serve their communities and their nation. — UAW

UAW-John Deere begin facemask production

UAW Local 434 members at John Deere in Moline, Illinois have begun producing face shields for health care workers battling COVID-19 in their communities. The original run will produce 25,000 face shields with materials on order to produce another 200,000. The shields will be distributed to local health care facilities, as well as being used by production workers to ensure they're safe while producing the equipment.

"This is a very proud day for the UAW and our UAW members. I want to recognize the hard work that Secretary-Treasurer and Agriculture Implement Department Director Ray Curry and Region 4 Director Ron McInroy contributed to this effort. This included working to put the necessary health and safety provisions in place for our members to begin manufacturing critically-needed face shields for the health-care workers who are on the front lines of this crisis saving lives. We are especially proud of the courageous UAW members who are stepping up to do this critical work," said UAW President Rory Gamble.

UAW members at manufacturing facilities across the country have begun producing protective equipment to keep our health care professionals and first responders safe. We're thankful to all of these members who have risen to the occasion and offered their skills and training to help us fight the ongoing COVID-19 pandemic. Their dedication and sacrifice embodies everything that it means to be a UAW member. — UAW

UAW Secretary-Treasurer Ruben Burks

"It is never easy losing a member of the UAW family, and it is especially hard when it is someone like my union brother Ruben Burks, who gave so much to members and the union that he loved," said UAW President Rory L. Gamble. "He was a gentleman, and a fighter for what is right and just. I am forever thankful for his leadership and his friendship."

Ruben Burks' long history of unionism and advocacy for social justice started in 1955 when he began working as an assembler at the former General Motors Fisher Body Plant 2 in Flint, Michigan, where he joined UAW Local 598. He steadily rose through the ranks of the local, serving in various leadership posts, including shop committeeperson and executive board member. In 1970, then-UAW President Walter Reuther appointed Burks to be an International Representative in Region 1C. By 1989, he was the director of Region 1C and held that position for three terms.

He restructured the Community Action Program (CAP) to emphasize issue education and recruiting and training UAW members to work as volunteers in campaigns in the region.

In 1998, he became the first African American International UAW Secretary-Treasurer, a post he held until 2002. He also used his skills to help the Flint community, including holding a leadership post in Flint Genesee County Economic Development, and becoming the first labor leader to chair the Board of Trustees of the United Way of Genesee and Lapeer counties in 1991.

"Ruben Burks will always be here in spirit," said UAW Region 1D Director Steve Dawes. "He was a soft-spoken man who was always here when we needed him. He was full of wisdom and never stopped fighting." — UAW



UAW and Ford manufacture PPE to protect frontline workers who battle pandemic

The UAW and Ford are expanding efforts to design and produce urgently needed medical equipment and supplies for health care workers, first responders and patients fighting coronavirus.

In addition to the current production of more than 3 million face shields in Plymouth, Mich., Ford-designed powered air-purifying respirator production began April 14. Ford also is now producing face masks and leading an effort to scale production of reusable gowns for health care workers. Lastly, Ford started providing manufacturing expertise to help scientific instrument provider Thermo Fisher Scientific quickly expand production of COVID-19 collection kits to test for the virus.

"We knew that to play our part helping combat coronavirus, we had to go like hell and join forces with experts like 3M to expand production of urgently needed medical equipment and supplies, said Jim Baumbick, vice president, Ford Enterprise Product Line Management. "In just three weeks under Project Apollo, we've unleashed our world-class manufacturing, purchasing and design talent to get scrappy and start making personal protection equipment and help increase the availability and production of ventilators."

Since late March, Ford manufac-

turing, purchasing and supply chain experts have been embedded at 3M manufacturing facilities to help increase production of urgently needed products.

"3M is dedicated to helping to protect our heroic health care workers and first responders globally, including sharing our scientific expertise to increase supply of needed PPE," said Bernard Cicut, vice president, 3M Personal Safety Division. "We are proud to stand together with Ford in this effort, as they have helped us increase manufacturing of existing 3M PPE products and, together, we have rapidly designed a new PAPR to help protect these heroes."

Ford will start producing an all-new PAPR design to help protect health care professionals on the front lines fighting COVID-19. Rapidly designing components and prototyping in accordance with federal guidelines and with 3M expert support and guidance, Ford teams reduced PAPR development time to less than four weeks.

Approximately 90 paid UAW volunteers will assemble PAPRs at Ford's Vree-

land facility near Flat Rock, Mich., with the ability to make 100,000 or more.

The newly designed PAPR includes a hood and face shield to cover health care professionals' heads and shoulders, while a high-efficiency (HEPA) filter system provides a supply of filtered air for up to eight hours. The air blower system – similar to the fan found in F-150's ventilated seats – is powered by a rechargeable, portable battery, helping keep the respirator in constant use by first-line defenders.

Pending approval, 3M will distribute the newly designed PAPRs through its U.S. network to help bring these technologies quickly and efficiently to health care workers who urgently need them. 3M and Ford will donate any profits they earn from the sale of the PAPR to COVID-19 related nonprofit organizations.

Ford is now manufacturing face masks for internal use globally and pursuing certification for medical use at its Van Dyke Transmission Plant. Face masks can help slow the spread of the virus and help people who may have the virus and do not know it from transmitting it to others.

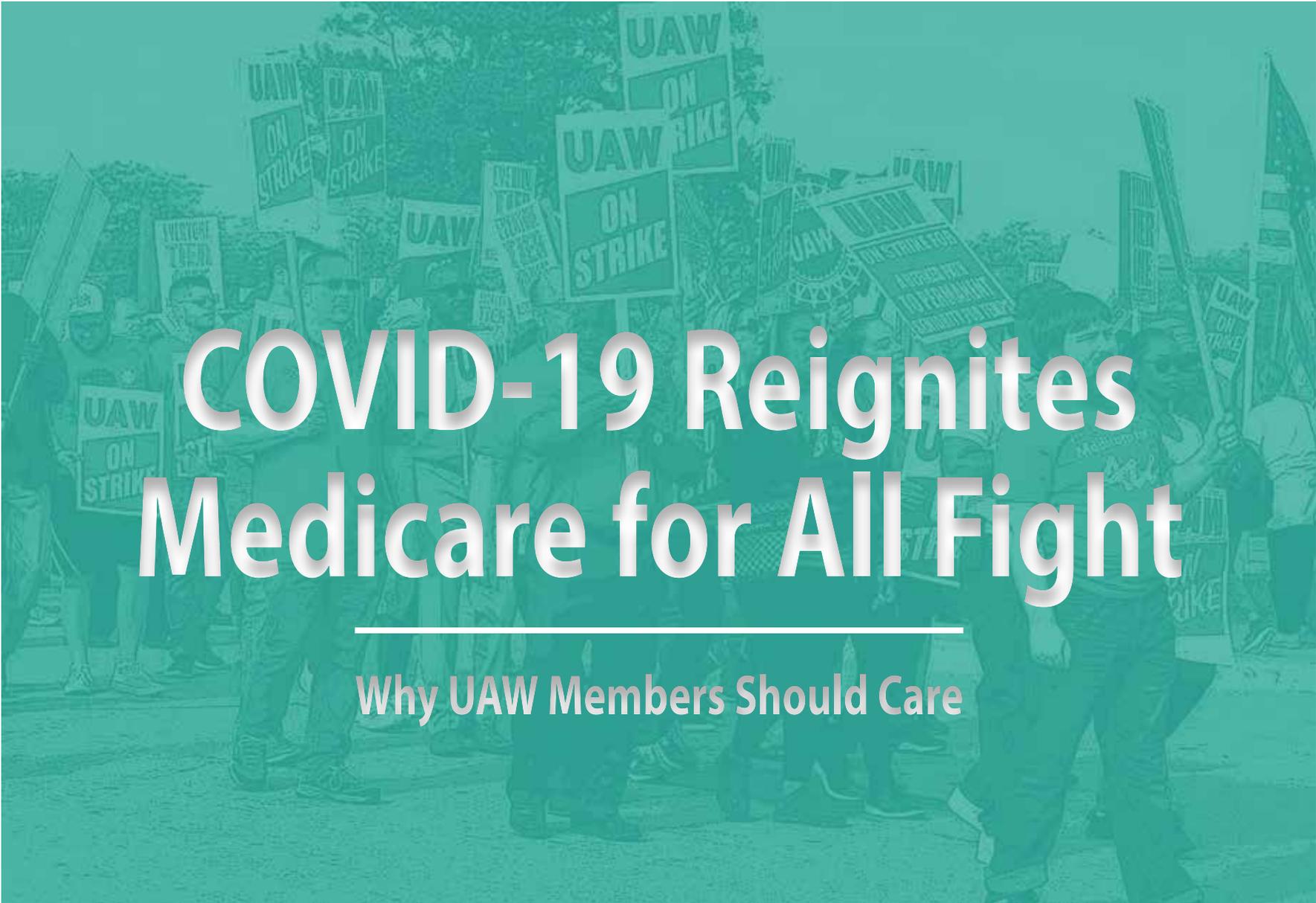
The CDC is now encouraging all

U.S. residents to use masks to curb the spread of the virus.

Ford's global manufacturing and purchasing teams quickly sourced the necessary materials and equipment from its network of equipment manufacturers around the world. Production began earlier this week.

Approximately 30 UAW paid volunteers will start making masks in the plant's ISO Class 8 cleanroom, which is a controlled environment with extremely low levels of pollutants, enabling the safe production of face masks for medical use. Eventually, approximately 80 UAW paid volunteers will make masks as production increases.

"UAW Ford members continue to step up and volunteer to work during this difficult time as we expand at the facility across from Flat Rock to make respirators and at the Van Dyke Transmission Plant to make face masks for medical use," said Gerald Kariem, vice president, UAW Ford Department. "The UAW also continues to work with Ford to follow stringent CDC guidelines and go above and beyond protections for these members who are so proudly volunteering to serve their communities and their nation."



COVID-19 Reignites Medicare for All Fight

Why UAW Members Should Care

By Gary Thomas

Some of our membership campaigned for Medicare for All. This extremely important policy, to them, seemed like the only way to bring bargaining power back to the UAW and healthcare to the American people. This call to action on healthcare, just mere months ago, seemed to be fruitless until COVID-19 lit a blinding searchlight on the bargaining power of our membership.

In 1969, Walter Reuther called employer-based healthcare a Model T that's "not adequate to meet the health care needs of the space age... We ought to take the old Model T system and put it in a museum where museum pieces reside peacefully in the past," he said.

The call for Medicare for All falls on deaf ears when it comes to any but the staunchest unionist. Many of our members do not want to lose the best in industry healthcare they enjoy on top of some of the highest pay in the non-skilled sector.

What many members do not understand is how the healthcare benefits we enjoy are /were/ will be holding us back from finding true economic and personal freedom.

More and more bargaining tables across the union are being taken up with healthcare reforms. More and

more money from each contract is being allocated to the negotiations of healthcare. Estimates have been published that healthcare will rise nearly 50 percent of current levels and it will continue to rise at elevated rates in a post COVID-19 world. This will only ensure payrates will remain stagnant.

The only solution would be for union members to rally behind a Medicare for All cause. It would free up the bargaining table for important issues like pay, safety and SUB pay benefits. It would allow for more schooling and training, it would allow for longer breaks and better rehabilitation programs.

A Medicare for All system when paired with an active, educated and radical UAW membership, will always succeed in winning the contracts and benefits we didn't know we needed until we need them. Excellent examples

in future need would be SUB pay, little to no out of pocket healthcare, profit share, drug and alcohol rehabilitation, therapy. These are benefits UAW members enjoy now. Benefits, progressives like Bernie Sanders, Alexandria Ocasio-Cortez, Elizabeth Warren, to name a few, fight for currently. Issues that our members should support but refuse to out of ignorance, fear and in some cases malice.

A radical movement is needed within the UAW but it isn't a movement of the easy way out. It's a movement to lead the call for the rest of our country to engage in and enjoy the best in industry healthcare.

The movement that is needed is one of ownership, of duty, of sacrifice. Your worth as a human doesn't stem from you being employable, so why is healthcare tied to employment?

COVID-19 has taught people what so few knew but didn't want to understand. Your bank account doesn't equal your morality and what's worth it isn't easy and what's easy is never worth it.

We have our contract. It offers us a great deal of protection and mitigation against healthcare, economic and

personal issues. What about those our society and government has deemed "essential workers?" Businesses like McDonald's, Taco Bell, Walmart, Amazon and other fast food restaurants or big box stores offer healthcare only to full time workers. Even that is a misleading because the bar is set so high to be a fulltime worker at one of those businesses it's almost impossible to attain.

Yet, more and more we see our economy devalue the "essential worker". We see a healthcare system so incredibly invested in capitalism rather than humanity it will bankrupt families for medications that are reasonably priced in nations to the north and south of us.

American exceptionalism has led us down a dark, dismal path. We must come to grips with the fact we used to lead and now we have fallen behind. Not unlike a race car, out in the open track with cars in our rear view. It doesn't mean we are winning. It just means we are about to get lapped.

So, let's put the pedal to the metal. Get the lead out and move our country on a more progressive path. Healthcare is a human right.

UAW endorses Joe Biden for president

UAW

The UAW International Board has endorsed former Vice President Joe Biden for President of the United States.

"In these dangerous and difficult times, the country needs a president who will demonstrate clear, stable leadership, less partisan acrimony and more balance to the rights and protections of working Americans," said Rory Gamble, President of the UAW. "UAW members need a federal government that ensures that members have both a good job to go to, and that they come home to their families at night having earned a fair day's wage in a safe and secure place."

Over the last four years, UAW members have seen an assault on worker rights to organize and fair wages, NLRB rules that impede organizing and anti-worker federal appointees.

Biden has committed to a plan that will:

- Reign in the abuse of corporate power over working people and hold corporate executives personally accountable for violations of labor laws.
- Encourage and incentivize unionization and collective bargaining; and
- Ensure that workers are treated with dignity and receive the pay, ben-

efits and workplace protections they deserve.

- Ensure we expand access to affordable quality health care.

In recent days, the UAW has been negotiating for enhanced safety standards over COVID-19 return-to-work policies. "This issue demonstrates the need for presidential leadership to follow the guidance of science and give workers a seat in discussions over their safety and well-being. Now it is time for workers to take their place at the table."

Former Vice President Biden's plan relies on experts and science-based factors, acknowledges the need for adequate testing and oversight of safety in reopening workplaces, and is devoid of partisan acrimony. Joe Biden knows that the safety of workers can't be a partisan issue.

Biden's experience in the Obama-Biden Administration during the successful auto recovery will be instrumental as the industry experiences massive changes in technology and jobs in auto and other UAW sectors.



Former Vice President Joe Biden, who is running for president of the United States was in Kansas City Sept. 22 to show his support for striking UAW members at the General Motors Fairfax Assembly Plant.

"In a changing economic environment, we need steady leadership and planning to make sure the jobs of the future are good-paying union jobs with benefits," said Gamble. "And UAW members need to know they have a voice in those changes."

Gamble added that it is impor-

tant to have leadership that, at all times, considers the needs of working men and women in making policy choices, and judicial appointments. "UAW members ultimately want a voice. And Joe Biden is committed to giving UAW members that voice at the table."

What we're doing during the coronavirus shutdown



Like many parents, Phil and Michele Burnett's time has been consumed helping their daughters, Avery and Rylan, with their studies, but there's still time for recess — and a little fishing during the day. Phil is a team leader on C-Crew.



Gregg Wolff, who works on C-Crew on the sealer deck in Truck E-Coat has been teaching his stepson, Declan, and daughter, Eden, some blacksmithing skills during the shutdown. Their first project was making a cross keychain.



Gary Thomas, chair of the Local 249 Education Committee has been working with KC Tenants to organize a virtual tenants rights call on Governor Parson to cancel rent collection and evictions during the coronavirus pandemic.



Victoria Boller believes that being kind to each other with help us get through the pandemic. She stayed busy sewing more than 70 protective facemasks until she ran out of fabric. Victoria works in Truck Trim on B-Crew.



Missouri Gov. Mike Parson refused to take strong action to protect the public as coronavirus spread across the state. Photo credit: Mo. Gov. Office.

Parson dithers as coronavirus spreads

By Gwen Starkey

We are living in unprecedented times and our way of life is changing daily as we all do what we can to combat an invisible enemy, a virus like no other, the Coronavirus, COVID19. As we all shelter-in-place trying to understand this illness, we look to our leaders for direction and advice. Gov. Parson has failed us, the citizens of Missouri, with his lackadaisical approach to combating this unseen threat.

While surrounding states have taken a strong stance in instituting safeguards, Gov. Parson is taking a more conservative approach. He focuses on what others can do to keep themselves and others healthy.

He'll make a recommendation or say something about schools and bars and restaurants, but no implementation. He's pushed all of that to the local levels, which, in itself, is very different from what's happening in other parts of the country. That's putting a lot of responsibility back to the local level, where they might not have the authority or the resources to respond in the way that is needed.

In taking this laissez-faire tactic, Parson has put millions of Missourians in an unneeded health risk scenario. Is Gov. Parson's reluctance to

act driven by his re-election strategy so if something backfires and it's been implemented by local governments (like small businesses shutting their doors, lots of people losing their jobs or parents scrambling for day care) that backlash isn't on the governor because he didn't implement that? For Parson, that blame would be squarely placed on those county and city officials who made that decision.

Is this the kind of leadership we want in the highest office in the state, a Trump clone? Parson has been a strong backer of President Donald Trump's response to the virus. He's relied heavily on direction from the federal government and said the administration is performing well. "I don't think there's any question that the president, the vice president, everybody out there is

trying to do everything they possibly can to prevent this virus, to take care of this virus, and to help the people in our country," Parson said in a recent press briefing. "I don't think there's any doubt about that."

Parson, backs a president who himself denied that there was even a concern about the virus as early as January. President Trump made his first public comments about the coronavirus on Jan. 22, in a television interview from Davos with CNBC's Joe Kernen. The first American case had been announced the day before, and Kernen asked Trump, "Are there worries about a pandemic at this point?" The president responded: "No. Not at all. And we have it totally under control. It's one person coming in from China, and we have it under control. It's going to be just fine." Well, how's that working out for you Trump?

In the weeks that followed, Trump faced a series of choices. He could have taken aggressive measures to slow the spread of the virus. He could have insisted that the United States ramp up efforts to produce test kits.

He could have emphasized the risks that the virus presented and urged Americans to take precautions if they had reason to believe they were sick. He could have used the powers of the presidency to reduce the number of people who would ultimately get sick. He did none of those things.

As we approach the middle of April, Missouri has nearly 4400 cases with 114 deaths and nationwide nearly 600,000 cases with 25,000 deaths, where does it end. Could cases in Missouri or the United States have been mitigated with an earlier, more proactive response? At every point, experts have emphasized that the country could reduce those terrible numbers by taking action, immediate action. And, at almost every point, the president ignored their advice and insisted, "It's going to be just fine."

It's not just fine. As we all sit out this shelter-in-place and watch businesses shut their doors while our friends and families lose their jobs, it's hard not to imagine that the effects of this are going to be long lasting and far-reaching.



State Auditor Nicole Galloway, a candidate for Missouri governor, brought a message of solidarity to striking GM workers at the Fairfax Assembly Plant in KCK last fall. Photo by Don Lehman.

Galloway calls for coronavirus action

By Chrissy Kline

As COVID-19 cases were on the rise nationally, a champion for the people of Missouri spoke out early: Nicole Galloway. Missouri's State Auditor and gubernatorial hopeful called on current Governor Mike Parson to issue a statewide stay-at-home order for the state of Missouri. This is "necessary because we have a limited window to take steps that will lessen the surge on our healthcare system, and that window is closing rapidly," Galloway stated. "Failure to address the immediate threat to public health will undermine our economic recovery."

Galloway's called for legislative actions on issues such as closing schools, relaxing statutory barriers and expanding eligibility for unemployment benefits, suspending terminations from public assistance programs like SNAP and TANF as early as mid-March and urged Parson to show "clear leadership" more than two weeks before his official stay at home mandate was made.

Galloway urged the state government to take a "common-sense approach to ensure affordable healthcare costs related to COVID-19" by offering suggestions such as enabling free testing for MOHealthNet recipients, absorbing the cost for the uninsured, massively expanding the number of tests, and requiring Missouri health in-

surers to waive their out-of-pocket expenses for COVID-19 testing. "Testing and treatment for COVID-19 shouldn't send anyone into debt," she stated.

All of the aforementioned pleas to Governor Parson and actions were taken by Galloway in March, before Missouri's cases began to surge, and when there was only one fatality due to the novel coronavirus. Currently, as this article is written, Missouri has over 5,500 confirmed cases and 175 deaths from COVID-19.

We have no way of knowing how those numbers may have changed had action been taken sooner by Governor Parson, but one thing that has become evident over the past six weeks is that Nicole Galloway is invested in the

health and well-being of all Missourians and is willing to fight to ensure that our government is held accountable and our communities are protected. She has provided an example of what clear leadership should be by keeping the people of Missouri updated and being transparent in all the actions she takes.

Currently, Galloway is investigating the source of faulty masks given to first responders and working on an online portal that will allow the residents of Missouri to track the COVID-19 stimulus money. Approximately 48,000 KN95 masks sent to local law enforcement and fire service personnel were deemed faulty and recalled. Galloway sent a letter to Public Safety Director Sandra Karsten, copying in Governor Parson and other officials with a list of questions to answer by April 22.

These questions ranged from requesting the name(s) of vendors providing the masks, how the purchase of the masks was funded and if any other distribution dates occurred than the ones provided to questions pertaining to recourse and reconciliation

of funds to make Missouri taxpayers whole. "I am committed to making certain those on the front lines of this health emergency are protected while ensuring Missourians' tax dollars are safeguarded," stated Galloway.

As for the online portal, Galloway intends to create an online tool similar to the way Auditor Tom Schweich monitored the federal stimulus money after the 2008 recession. Billions of federal dollars coming into the state will be spent quickly to ease the burden created by COVID-19. "The [Parson] administration is going to have a lot of discretion and decision-making authority over this money and so citizens deserve to know how this money is coming in, where it is going and how it is benefiting them and their communities," Galloway said.

In a time of turmoil and unease from both within and around the citizens of the Show Me State, it is important to have political leaders like Nicole Galloway looking out not only for the future of Missouri but helping to ease the stress of the present in any way they can.

No official return to work scheduled yet

By Jim Fisher

Before I even start in this article, I want to thank our membership. There have been a lot of questions ranging from starting back up production, unemployment issues, new safety procedures, pay adjustments, and much more. Everyone has been understanding and professional. That alone speaks for itself on just what a great membership we have.

While I write this there is no official return to work date scheduled yet. There are some things that might help explain this. The size of the KCAP facility alone is one reason. We have begun to recall back some members of our Skilled Trades, Team Leaders, and Utility to run some tests on the system while we wait for the return to work date.

You can't just turn on the lights and turn the line back on, we are a much more complicated system than that. Another factor is we are still getting instructions from the joint UAW/Ford Corona Virus Team working in Detroit. Our parts suppliers are another factor. They are doing just like Ford and setting in new safety measures into place as well. For the Truck Department not only are we working with the issue of the virus, one of our parts suppliers has had production halted.

The BorgWarner factory in Seneca, South Carolina was struck by a tornado. This facility makes transmission parts for the F-Series. We are still waiting to see if there will be any impact from that to our production.

There have been a lot of pay issues that we have been working through as well. In one week, there were over 1,600 pay adjustments done for people who had not received their sub pay. We have an issue with Easter Holiday pay for some, and others received a duplicate short work week check one week. We are working with Labor Relations and Ford Payroll to get these corrected in a timely manner.

So, going forward these are some changes that are being discussed between the UAW/Ford Coronavirus Team:

- Facemasks – all employees both hourly and salary will be required to wear either a face shield and face mask, or safety glasses and a face mask while in the plant. Before you enter the plant, all employees will walk through a temperature scanning machine.

- Ford will develop an app you must check in and fill out a survey for every day.

- Plans are in place to have cleaning done after every shift, including wiping down AIS boxes and tools.

For the Transit System it has been

announced that the Paint and Body Shops will move up their start times by 12 minutes. The idea behind this is to cause less congestion at the gates for check ins. Truck Paint, Truck Body, and Stamping Plant times are planned to remain the same because they are in separate buildings.

All the refrigerators and microwaves in the plant have been removed. The cafeteria will have limited grab and go food choices. That means everyone who doesn't want to purchase food in the cafeteria will have to bring lunch with them.

Like I have said before, things change day by day and sometimes hour by hour. I also expect more scheduling changes in the future. These will be dictated by availability of parts and orders. By no means do I expect this to just vanish and go away in the next couple weeks.

I think that at the least the next few months will difficult. We will also need



Bargaining Chair Jim Fisher and the Bargaining Committee have been working to resolve 1,600 pay adjustments for members who did not get sub pay. Photo by Don Lehman.

to be watching how this virus has affected the U.S. economy and how long it takes consumer demand to recover. Make sure your following the Local 249 Facebook Page, the Local 249 app and the Local 249 website. There are lots of rumors out there. Make sure your facts

are coming from Ford or Local 249. We will continue to meet with Ford on a daily basis and I expect more changes in the future. As we get additional information, we will pass it along to the members. We will get through this. We are Local 249.

UAW Pres. Rory Gamble opposes early May restart

UAW

At this point in time, the UAW does not believe the scientific data is conclusive that it is safe to have our members back in the workplace. We have not done enough testing to really understand the threat our members face. We want to make sure the scientific data is supportive and every possible health protocol and enhanced protections are in place before UAW members walk into the workplace.

"We feel it's risky at this point in time. I'm not comfortable with an early May return," Gamble told the *Detroit Free Press*. "We don't see a solid opinion from medical doctors or scientists that it is time to reopen society. You've got to understand, in a manufacturing environment we can put a lot of protocols in place that will help mitigate the spread of the virus but it's almost impossible to practice 100 percent social distancing.

"Our members are going to be working in this type of environment for a long time with the threat of infection hanging over them." We are in support of Governor Whitmer extending the Stay at Home order. We strongly sug-

gest to our companies in all sectors that an early May date is too soon and too risky to our members, their families and their communities.

That said we are happy with the auto companies' response and cooperation on working through the health and safety protocols we will need in the workplace when it is appropriate to restart.

Members of the Auto Coronavirus Task Force have been working daily on best practices for the health and safety of UAW Ford, General Motors and FCA members.

These talks are fluid and ongoing to ensure safe protocols are followed when the companies reopen. President Gamble, the three UAW Vice Presidents

and the leadership of Ford, GM and FCA are together working on putting the highest standards of safety in place, and following CDC and WHO protocols as well as enhanced protections that will ensure confidence of members working in a comfortable and safe environment.

While there was positive discussion, the talks continue. The one thing that is a priority of all parties is the health and safety of UAW Ford, General Motors and FCA employees, their families and their communities.

"I have said for some time that the only litmus test in reopening the economy is whether you would send your son or daughter into the workplace," said UAW President Rory Gamble. "To do that requires a science-based non-partisan approach to worker safety.

UAW members are more than happy to return to the workplace under safe, monitored and healthy working conditions. Testing, CDC guidelines and flattening the pandemic curve saves lives," he said.

COVID-19 teaches us what is truly essential

By Jason Starr

Since COVID-19 swept the globe, the Starr family has tried to limit our trips to the grocery store. Not just to protect ourselves, but to protect the workers at the store who put themselves at risk to keep us fed. But, when you have to go, you have to go. So, a couple of days ago, I found myself at the store. As I was checking out, I talked to the clerk at the register. She was on the job, risking her own health — and her family's — with no health insurance and making less on the job than she would on Missouri unemployment and the additional \$600 weekly federal social assistance payment.

We've all learned a lot since coronavirus upended our lives but talking to this brave woman brought home a couple of important lessons to me. First, we've learned who is really essential in this world. It's not the billionaires, politicians, athletes, celebrities or Instagram influencers. It's the common decent people like us who go to work each day — often for next to nothing in wages and benefits — to keep the country functioning.

Our society's focus on the lifestyles of the rich and famous seems embarrassing now that we see just how essential the truck drivers, farm workers, nurses, packing house workers and, yes, grocery store clerks are to our lives. Many of us who are now helping our children with online schooling have developed a new appreciation for the role of teachers.

In that respect, I want to give a public thanks to our Team Solutions members. When most of us left the plant in March due to the coronavirus shutdown, they stayed on — at some risk to their own health — to clean and sanitize the plant. When it is determined that it's safe for us to return

to work, our Team Solutions members will play a key role in keeping the plant clean and sanitary to protect everyone.

The second lesson we've learned is just how fortunate we are to be members of the UAW. While most workers were in a situation where they had to decide between putting their health at risk by continuing to work or risk financial hardships.

As UAW members we did not have to wait to see if the government was going to pass social assistance legislation to protect income. Thanks to our collective bargaining agreement we have built in language that protects our wages and healthcare benefits. And, when it comes time to go back to work, we have voice over the working conditions that will protect us from being exposed to the coronavirus.

If we, as a nation, learn the lessons of the coronavirus pandemic something good may come out of this crisis. We may learn what — and who — is truly valuable. It's not how much you take, but what you contribute. It's not who lives in a mansion, owns a yacht or has a private jet. It's who — no matter how humble — keeps all of us safe,



Local 249 President Jason Starr answers questions at the March membership meeting. Photo by Don Lehman.

sheltered and fed.

If we really learn the lessons that the coronavirus is trying to teach us we have to take action to fix the problems that have been exposed by the pandemic. We have to make sure our country returns to a system that values the work of everyone — not just the elite and well connected who have used their wealth and power to take more than they, or anyone, could ever need.

In some parts of the country, people have applauded emergency and hospital workers. Others have bought meals for truckers who are on the road and can't get food to eat. That is good.

It is admirable, but it isn't enough.

As union workers, we have to roll up our sleeves and make sure that all the workers in our country get the pay and benefits that their hard work should entitle them to.

That means not standing on the sidelines. It means joining the fight to win union recognition — and the pay and benefits that come with it — for every worker. It means joining the picket lines, like we did at GM, with teachers, truckers, janitors and grocery store clerks. It also means getting out to vote for candidates who have learned the same lessons. We have work to do. Let's do it.

Official Election Notice Amalgamated Local Union 249 UAW

In accordance with the UAW Constitution and Local Union 249 By-Laws, the election of all Executive Board Officers, Bargaining Chairperson of the Assembly Unit, District Committeepersons of the Assembly Unit, Alternate District Committeepersons of the Assembly Unit, Bargaining Committee Members of the Production Assembly Unit, Skilled Trades Bargaining Committee Member, Bargaining Chairperson of the Parts Depot Unit and Parts Depot Bargaining Committeeperson, Bargaining Chairperson of the Nurses Unit, Bargaining Chairperson of Team Solutions and Team Solutions Committeepersons and Retiree's Executive Board Representative will be held in the following manner:

Election will be held in the following manner:

Beginning at 5:00 a.m. on Thursday, June 18, 2020 and will close at 5:00 a.m. Friday, June 19, 2020

(24 continuous hours)

Beginning at 5:00 a.m. on Saturday, June 20, 2020 and will close at 5:00 a.m. on Sunday, June 21, 2020

(24 continuous hours)

Election held at UAW Local 249, 8040 NE 69 Hwy, Pleasant Valley, MO.

Voting machines will be used.

Members in good standing are eligible to vote. Bring proper identification such as Ford I.D., Union Card, Drivers License, PMHV License, or other types of photo I.D.

Parts Depot- HVC - Thursday, June 18, 2020 from 11:00 a.m. – 7:00 p.m. (8 continuous hours). Voting held in cafeteria.

Runoff Election

If runoff is required for Executive Board positions, Bargaining Chairperson of the Assembly Unit, Bargaining

Committee of the Production Assembly Unit, Skilled Trades Bargaining Committee member, election will be held for 24 hours from 5:00 a.m. Thursday, June 25, 2020 until 5:00 a.m. Friday, June 26, 2020, and 5:00 a.m. Saturday, June 27, to 5:00 a.m. on Sunday, June 28, 2020. If runoff is required for Committeeperson or Alternate Committeeperson, election will be four hours long (beginning two (2) hours prior to the end of the shift and concluding two (2) hours after the end

of the shift) that began Thursday, May 21 or Saturday, May 23, 2014.

Absentee Voting

Members may vote absentee for all elected positions if you are out of town on company or local union business. A signed statement must be filed with the Local Union in sufficient time for the member to secure a ballot and redeposit same with Amalgamated Local Union 249 prior to start of election.

Shirley Mata
Recording Secretary



U.S. coronavirus guidelines for UAW retirees

By Pat Hayes

The federal government has issued recommendations for senior citizens and vulnerable populations to protect them from contracting COVID-19. Many UAW retirees are among those groups that are most susceptible to coronavirus. Here's how you can protect yourself and your loved ones as the nation recovers from the pandemic.

The recommendations are contained in Opening Up America Again, a three-phased approach based on the advice of public health experts. These steps are designed to help state and local officials when reopening their economies, getting people back to work, and continuing to protect American lives.

Elderly people and individuals with serious underlying health conditions, including high blood pressure, chronic lung disease, diabetes, obesity, asthma, and those whose immune system is compromised such as by chemotherapy for cancer and other conditions requiring such therapy are defined a vulnerable according to the guidelines.

The guidelines advise all vulnerable people to continue to shelter in place as regions, states and localities begin to lift self-isolating orders.

Members of households with vulnerable residents should be aware that by returning to work or other environments where distancing is not practical, they could carry the virus back

home. Precautions should be taken to isolate from vulnerable residents.

When in public — parks, outdoor recreation areas, shopping areas — all individuals should maximize physical distance from others. Social settings of more than 10 people, where appropriate distancing may not be practical, should be avoided unless precautionary measures are observed.

Older people should avoid socializing in groups of more than 10 people in circumstances that do not readily allow for appropriate physical distancing such as receptions, trade shows.

People who are vulnerable to coronavirus should also minimize non-essential travel and adhere to Center for Disease Control guidelines regarding isolation following travel.

The CDC guidelines on isolation and quarantine are designed to help protect the public by preventing exposure to people who have or may have a contagious disease.

Isolation separates sick people with a contagious disease from people who are not sick.

Quarantine separates and restricts the movement of people who were exposed to a contagious disease to see if they become sick.

Opening Up America envisions a phased approach to returning the country to normal based on up-to-date scientific data and readiness. The phased approach is designed to mitigate the risk of resurgence and protect the most vulnerable.

Implementable of the guidelines will be on statewide or county-by-county basis at each governors' discretion.

The criteria for implementing each phase are based on a downward trajectory of influenza-like illnesses and a downward trajectory of COVID-like syndromic cases reported over a 14-day period.

Each phased step also requires a downward trajectory of documented cases or a downward trajectory of positive tests as a percent of total tests within a 14-day period.

Hospitals must be able to treat all patients without crisis care and a robust testing program must be in place for at-risk healthcare workers, including emerging antibody testing.

State and local officials, according to the guidelines, may need to tailor the application of these criteria to local circumstances — such as metropolitan

areas that have suffered severe COVID outbreaks, or rural and suburban areas where outbreaks have not occurred or have been mild.

Where appropriate, governors should work on a regional basis to satisfy these criteria and to progress through the three phases outline by the guidelines.

In all three phases of the plan, individuals should continue to practice good hygiene:

- Wash your hands with soap and water or use hand sanitizer, especially after touching frequently used items or surfaces.
- Avoid touching your face.
- Sneeze or cough into a tissue, or the inside of your elbow.
- Disinfect frequently used items and surfaces as much as possible.
- Strongly consider using face coverings while in public, and particularly when using mass transit.

People who feel sick should stay home:

- Do not go to work or school.
- Contact and follow the advice of your medical provider.

Carefully following these recommendation's will give UAW retirees and their loved ones the best chance of avoiding infection until more effective treatments and a vaccine are developed.



Local 249 Recording Secretary Shirley Mata is one of a group of UAW activists sewing protective masks for area firefighters. Photo by Don Lehman.

249 members make masks for first responders

By Pat Hayes

First responders — firefighters, paramedics and police — have been especially hard hit by the coronavirus pandemic. Every day they are exposed to the virus when they respond to calls for help from infected individuals across the Kansas City metro where 1508 COVID-19 cases including 80 deaths had been reported by mid-April.

That's why these frontline workers were excited to receive a shipment of 3,000 N-95 masks from the state of Missouri April 2. But, when the firefighters, members of IAFF Local 42, examined the shipment, they were disappointed to learn that the made in China masks they received were expired and coming apart at the seams.

It seemed that the masks they were counting on to protect them were an in-bad-taste April Fools joke that came a day late and a dollar short.

That's when Tim Dupin, the president of Local 42, put out the call to the firefighters auxiliary for 1,500 home-made masks.

Local 249 Recording Secretary Shirley Mata, who works closely on union solidarity efforts with labor unions across the metro, soon learned about the call for protective masks.

She and a group of Local 249 activists — self-isolating due to the plant shutdown and stay at home order issued by Kansas City Mayor Quentin

Lucas — quickly dusted off their sewing machines and went to work making masks for the firefighters.

Camalee Hefty, who works the B-Crew on IP Line in the Truck System, received a new sewing machine from her niece for Christmas.

"It's just a simple beginner's model," explains Hefty. "My niece had a new baby and wanted me to learn to sew her new daughter some dresses."

The sewing machine was still in the box when Hefty learned about the PPE shortage the firefighters were facing.

"I had never seen it before," says Hefty, "but when I heard there was a shortage of PPE, I wanted to help so I bought a bunch of material and supplies, took it out of the box, watched several videos on YouTube and taught myself how to sew face masks."

This was not an easy task at first, Hefty learned. "Turns out sewing machines have to be strung in a very particular route and if it's out of sync just a little the machine will jam up and

the thread will tangle terribly."

Hefty had to make several video calls to Shirley Mata so she could teach her how to rethread her machine.

"I probably would have given up if it wasn't for her patience and guidance," she says.

Hefty says her first few masks were terrible — not even wearable. Fortunately she stuck with it, kept practicing and after a few days managed to make 50 very nice, washable face masks with filter pockets.

She donated them to the Kansas City Fire Department and plans to make as many as she can over the next few weeks.

Shirley Mata is using her sewing skills to make masks, too. She's also using her organizing skills and contacts in the labor movement to draw others into making protective facemasks.

The Greater Kansas City Coalition of Labor Union Women donated \$500 to purchase fabric for making the masks.

Sarah Harreus, of the Communications Workers of America, is cutting fabric to make into masks for the group.

Amy Davis, a 24-year UAW member in Truck Body who transferred from St. Louis, saw an advertisement

from sewing lab in Kansas City asking for volunteers to make masks for area hospitals and first responders.

She wanted to help, so she decided to volunteer. Her daughter, Tia Davis, a six-year member of Local 249, who works on the C-Crew in Truck Chassis, agreed to learn to sew to help her mom make masks for the same cause.

"Helping my community has been a joy during these hard times," says Victoria Boller, who works in Truck Trim on B-Crew. "With a family of six, I understand these struggles. Being kind to one another is how we will get through this," she says. Boller made over 70 masks free of charge till her materials ran out.

Once the firefighters reach their goal of 1,500 facemasks, Local 249 activists plan to work with Pat Jones of the A. Phillip Randolph Institute to produce masks for the black community in Kansas City that has been particularly hard hit by COVID-19.

Nearly half of the COVID-19 cases in the Kansas City area are in the black community despite the fact that African Americans make up just 30 percent of the population.

The COVID-19 pandemic is hitting black communities harder because of underlying health problems, lack of access to health care and other factors.