

FIRST LOCAL NEWS

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October 2020

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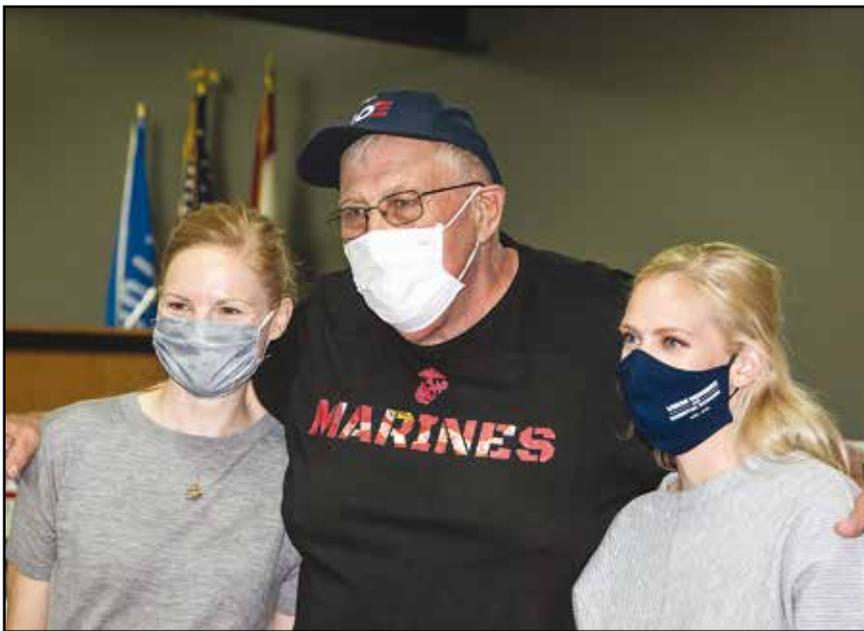
International Union United Auto,
Aerospace and Agricultural Workers Local 249
8040 NE 69 Highway
Pleasant Valley, MO 64068



Missouri Auditor Nicole Galloway, who is running for Governor, met with Local 249 leaders at the union hall Sept. 1 to record a personal message to UAW members here. Photo by Don Lehman.



Greg Proffitt and Anthony Scoma, left to right, took first place in Local 249's Bass Tournament held Sept. 13 at Truman Lake. Second Place and Big Bass was won by Mike Spence and Fred Jobe. The event was sponsored by the Recreation Committee.



Missouri Auditor Nicole Galloway, left, joined Bill Finkle, a retired Steelworker, and State Sen. Lauren Arthur at Local 249 Sept. 19 to phone bank for pro-labor candidates. Photo by Don Lehman.



Local 249 volunteers Shirley Mata, left to right, Dave Grant, Hans Bebe, David Cox, Greg Smith, Margaret Miles, Gary Fearon and Jay Bosler, campaigned for Missouri State Mark Ellebracht, center, Sept. 14. Photo by Don Lehman.

First Local News

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Retiree Representative John Lowe

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

Kelly Loveall 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

Dennis Williams indicted

Retired United Auto Workers President Dennis Williams was charged with conspiracy to embezzle union funds following a years-long investigation into racketeering, bribery and other crimes that has pushed one of the nation's most powerful unions to the brink of a federal takeover.

Williams, 67, of Corona, Calif., is the second UAW president charged during an investigation by agents from the FBI, Labor Department and Internal Revenue Service during a probe that has led to 14 convictions. It has revealed labor leaders and auto executives broke federal labor laws, stole union funds and received bribes and illegal benefits from union contractors and Fiat Chrysler Automobiles NV executives. — *Detroit News*

GM is using salaried workers at pickup plant

General Motors is using salaried employees to help build pickups at its Wentzville Assembly plant near St. Louis due to high absenteeism amid the coronavirus pandemic.

The practice has the UAW outraged. The union has issued a warning to the automaker, accusing GM of violating a clause in the 2019 union contract by putting white-collar workers in union jobs.

The local union has filed grievances against GM, the union said. — *Detroit Free Press*

Estrada blasts Trump as 'always anti-union'

A prominent UAW leader in the Detroit area called out President Donald Trump after an anti-teachers union activist was given a prominent spot during the first night of the Republican National Convention.

Cindy Estrada, who heads the Fiat Chrysler Department for the UAW, took to Facebook to register her displeasure Monday, accusing Trump of being anti-union all along. It's a point with interesting implications because unions traditionally represent an important constituency for Democrats. Trump, who in 2016 gained support among union households compared to Mitt Romney's 2012 presidential run, would love to expand his following even more among union workers.

"For all those union members still supporters of Trump it only took five minutes into convention before they started bashing unions! That is the real Donald Trump who has been and will always be anti union," read Estrada's post, which garnered hundreds of reactions, comments and shares. — *Detroit Free Press*

Nicole Galloway Releases COVID-19 Action Plan

Auditor Nicole Galloway released "Rebuild and Recover: An Action Plan to Address COVID-19 in Missouri" — a plan that lays out concrete steps to protect public health amidst a deadly pandemic, ensure Missouri's local governments and communities can rebuild, and put the state's economy on the path to a strong recovery.

In Missouri, the state's positivity rate is too high, cases are higher than they were a few months ago, and many schools are not able to reopen. Unlike Governor Mike Parson, Auditor Galloway would act with a sense of urgency to control the spread of the virus, support small businesses and workers, and ensure every community can rebuild from this crisis.

"Missouri needs a reset on our coronavirus strategy — and fast. Governor Parson's strategy isn't working. Cases continue to be significantly higher than they were in the spring. School districts across the state are delaying their reopenings. The lingering effects of the pandemic threaten to hobble a full economic recovery," said State Auditor Nicole Galloway. "By focusing on protecting public health and economic recovery, my action plan is aimed at tackling COVID-19 in Missouri in order to prevent new restrictions and avoid shuttering new businesses." — *KOAM News*



America, we can do better

UAW

On the final day of the convention, UAW members and their messages were featured prominently and Joe Biden accepted his party's nomination with an inspirational speech reminding Americans that, "We make our greatest progress when we follow the light," and turn away from the darkness and division that the nation finds itself mired in.

Earlier in the evening, UAW President Rory L. Gamble addressed the DNC's Labor Caucus. Gamble stressed Biden's long record of standing with labor. "It is his understanding of the needs of UAW members and all working men and women that motivated him to insist on saving General Motors and Chrysler during the auto crisis when others said, 'let them die.' Joe just said, 'NO.'"

During the DNC program, Biden himself interacted with UAW General Motors Local 5960 Vice President Gerald Lang. Lang thanked the union for working to keep him and his family safe during the pandemic. He told Biden, "Americans just want to live meekly, comfortably. I've got a wife that works as well. We've got a 17- and a 7-year-old at home, and we're still working."

Biden, who told Lang that unions built America said, "I tell you what, the future of autoworkers in America, and I really believe this, can be as bright as it was back in the late '40s, '50s. Simple reason, it's an iconic industry, it's an American industry. We made it. We made it."

Biden's economic plan includes a plan to create 1 million jobs across the U.S. auto industry by concentrating on electric vehicles and new technology.

"What I think speaks volumes about Vice President Biden," Gamble said, "is that he can talk to or feature

anyone he wishes to — but he made time for Gerald Lang and other working Americans to personally interact with them at this convention. That's the Joe Biden UAW members have always known."

For Biden, it was a night to give the world and UAW members his vision of America's future. "I give you my word: If you entrust me with the presidency, I will draw on the best of us, not the worst," he said, adding that the United States faces four "four-star" problems with a raging pandemic, a subsequent economic disaster, systemic racism and climate change. But more than that, he said this election was about the soul of America and what kind of nation the United States will be for many years to come.

"Are we ready? We must be," he stressed. "We know in our bones this one is more consequential."

Biden also pledged to protect Medicare and Social Security, noting that his opponent wants to eliminate the payroll tax that funds Social Security. If that happens, Social Security will collapse. "I will not let that happen. If I am president, we are going to protect Social Security and Medicare."

The former vice president said this moment in the country's history also calls out for the nation to finally deal with racial injustice in a lasting way so America can finally live up to the promise of its founding documents.

Auto Industry Update

Ford wants employees to sign COVID-19 contracts

Ford Motor Co. launched a massive health safety campaign on Aug. 24 in response to the coronavirus pandemic, an effort that includes a COVID-19 contract with Ford employees and their families.

"We understand the importance of caring for ourselves and others, and will commit to establish safe practices that will protect all of us against the spread of COVID-19," says the first line of a one-page agreement.

There's an eight-point list of items to which family members agree, ranging from washing hands for 20 seconds — or twice the singing of the "Happy Birthday" song — and wearing a mask when away from home "even if friends pressure me not to wear a mask."

There's a four-point list of items for the parent or guardian in the home that includes engaging in "honest conversations" with family about the pandemic and its impact on the family and outside the home, leading by example and continuing "open dialogue."

The document ends with the statement: "We have talked about and understand the terms and conditions of this contract and agree to honor them."

"This isn't mandatory. It's completely voluntary," Kiersten Robinson, Ford's chief human resources officer. — *Detroit Free Press*

Ford CEO's Vow for Flawless Launches Tested by High-Stakes F-150

Ford Motor Co. is gearing up for an intricate, two-phase overhaul of factories for its most profitable vehicle, putting to the test a pledge by incoming Chief Executive Officer Jim Farley for flawless execution.

Ford will temporarily shut a factory in Michigan next month to install machinery for the redesigned F-150 pickup going on sale next year. The automaker also is constructing a new facility adjacent to its Dearborn, Michigan, truck plant to build an electric version of the F-150, according to people familiar with the project. Prototype production is expected to start next year, said the people, who asked not to be identified revealing internal plans.

Ford also will idle and overhaul its Missouri pickup factory in October to prepare for the redesigned truck after closing its Dearborn plant for two weeks of retooling starting Sept. 7, according to the people. The complex and costly changeover of the two factories will trim output of Ford's biggest cash cow by about 100,000 vehicles this fall, according to Michael Ward, a Benchmark Co. analyst with a hold rating on the stock. — *Bloomberg*

Ford will retool Kansas City's F-150 plant for 2021 models

Ford Motor Co. soon will start implementing a phased, temporary shutdown of its F-150 production plants to retool for production of the new 2021 models.

The F-150 is produced in Dearborn, Mich., and at its Kansas City Assembly Plant in Claycomo, which employs about 6,600 people.

This model year's retooling won't be as involved as the monthlong major overhaul the Kansas City Assembly Plant went through in 2014 to accommodate the military-grade aluminum alloys that started being used with the 2015 F-150 models. Retooling for the 2021 F-150 is expected to take only two weeks.

Ford will retool its Dearborn Assembly Plant first. The Kansas City plant will continue production until the Dearborn plant is ready to restart. The Kansas City is scheduled for retooling the weeks of Oct. 12 and Oct. 19, a company spokeswoman said. — *BizJournals*

AutoTechNews: The EV/AV future is now

GM shifts Corvette engineering team to its electric and autonomous vehicle programs

GM is moving the engineering team responsible for the mid-engine Chevrolet Corvette to the company's electric and autonomous vehicle programs to "push the boundaries" on what its future EV battery systems and components can deliver, according to an internal memo.

The memo, sent by Doug Parks, GM's executive vice president of global product development, purchasing and supply chain, announced that the Corvette team would move from the automaker's global product team to the autonomous and electric vehicles program that is led by Ken Morris. The shift will go into effect September 1, according to the memo. The change was first reported by InsideEVs.

"General Motors is committed to an all-electric future. I'm excited to be putting the team that redefined supercar performance, design and attainability in key roles to help us integrate and execute our EVs to those same high standards," Morris said in an emailed statement. — *TechCrunch.com*

Ford content sourcing EV batteries from suppliers instead of making its own

Ford is one of the few automakers that plans on sourcing its EV batteries from suppliers rather than making them itself. And even after facing a po-

tential delay in Ford F-150 EV production due to a pending lawsuit against its battery-maker SK Innovation, that position isn't apparently going to change anytime soon, as outgoing Ford CEO Jim Hackett revealed on The Blue Oval's recent second-quarter earnings call.

"The supply chain has ramped up since Elon [Musk] built his Gigafactory, and so there's plenty there that does not warrant us to migrate our capital into owning our own factory," Hackett said. "There's no advantage in the ownership in terms of cost or sourcing." — *Ford Authority*

Ford working on automated valet parking for its future vehicles

Autonomous technology isn't just being used for taxis, semi-trucks, and luxury vehicles to give people rides without ever having to touch the steering wheel, automakers and tech companies are always looking for ways to improve all aspects of driving, which includes parking.

Ford recently announced that it's working with automotive supplier Bosch and Bedrock, the largest property developer in Detroit, to introduce automated valet parking on future Ford models.

Automated valet parking can handle all of the aspects of parking, including finding a spot, driving to the spot, and autonomously parking in the spot. It works thanks to vehicle-to-infrastructure (V2I) communication with Bosch's intelligent parking infrastructure. The infrastructure's sensors "recognize and localize the vehicle" to act as a guide to the parking spot and lending a helping hand to avoid hazards. — *FutureCar*



Missouri Auditor Nicole Galloway, who is running for Governor, center, met with Local 249 leaders Tony Renfro, left to right, Shirley Mata, Jim Fisher, Jason Starr, Dana Davidson and Chrissy Kline Sept. 1 at the union hall. Photo by Don Lehman.

Galloway meets with Local 249 leaders in KC

By Pat Hayes

Missouri Auditor Nicole Galloway, who is running for governor in the Nov. 3 general election, met with Local 249 leaders Tony Renfro, Shirley Mata, Jim Fisher, Jason Starr, Dana Davidson and Chrissy Kline Sept. 1 at the union hall to discuss how to stop attacks on working people by current Gov. Mike Parson.

While she was at the union hall, Galloway recorded a number of personal messages for Local 249 members that will appear on the union Facebook page in coming days.

Galloway also met with Local 249 CAP volunteers who were making calls to voters to get out the vote for candidates who support working families and the unions that represent them.

Local 249 President Jason Starr raised some of the issues the union has with current Gov. Mike Parson, who has voted for and signed many anti-labor bills in his career.

"When Jay Nixon was governor," Starr told Galloway, "we could make a call and get our members help with unemployment compensation issues. He listened to our advice on legislation and he literally kept our plant from closing and the F-150 from moving to

another state. Now, under Gov. Parson, we can't even get anybody to return our calls."

Starr also pointed out that Parson has pledged to sign right to work if it comes to his desk even though Missouri voters repealed it by an overwhelming margin in 2018.

Galloway assured UAW leaders that, if elected, she would veto right to work if it was approved by the legislature.

In Missouri, Republicans currently hold large majorities in both houses of the legislature. If Galloway wins, Starr pointed out, that would make it more difficult for Republicans to continue their onslaught against working people.

In recent years, Republicans have repeatedly voted for right to work, unfair regulations that cut the pay and limit the rights of working people

such as Paycheck Deception and Prevailing Wage. They have been over-ruled by Missouri voters on Minimum Wage, Clean Missouri and Medicaid Expansion. And, they have launched a number of attacks designed to hurt unions that have been over-ruled by the courts as unconstitutional.

"One of our key priorities on Nov. 3, Starr said, is to elect Nicole Galloway governor and increase the number of pro-labor state senators and representatives. Until we do that, the attacks will keep coming and working families like ours will be hurt."

In the meeting, Galloway outlined her plans when she is governor.

"Unions helped my family work their way into the middle class," noted Galloway. "Every family should have that same opportunity. I'm proud to stand with unions."

Galloway told UAW leaders she wants to give workers a greater voice on the job, including the freedom to bargain collectively and to ensure that public works projects pay the prevailing wage. She wants to create safer working conditions, and protect

workers from wage theft, as well.

She also proposed to create and expand workforce development opportunities that create pathways out of poverty and teach the skills necessary for family-supporting careers, like the apprenticeship programs in the unionized building and construction sector.

"Missouri needs a reset on COVID-19," said Galloway. "Governor Parson's strategy isn't working. Cases continue to be significantly higher than they were this spring. School districts across the state are being forced to delay their re-openings. The lingering effects of the pandemic threaten to hobble a full economic recovery — and new restrictions to fight the virus mean the economic impacts of this pandemic will be both painful and long-term."

Galloway believes that Missouri's Black lives matter. As governor, she pledged to ban knee holds, chokeholds, and similar acts of applying force or pressure against the trachea, windpipe, carotid artery, or jugular vein. She will require that body camera devices be used by all law enforcement agencies.



Melynda Barnett, left to right, works with Misty Kirwan and Kim Rowland to gather school supplies for the children of striking Sheet Metal Workers. Photo by Don Lehman.

Union committees donate school supplies

By Gwen Starkey

Members of UAW Local 249's Community Services Committee and several other standing committee members jumped into action hosting a school supply drive for the striking sheet metal workers of SMART (Sheet Metal|Air|Rail|Transportation) Local 2 of St. Joseph's Silgan Corporation.

UAW Local 249 member Melynda Barnett spearheaded the drive, which began on Aug. 26. Barnett, a seven-year UAW Local 249 member who works on the B Pillar Trim and Garnish job in Truck Trim on the A Crew, is very active in supporting the striking workers picketing with them on her days off from Ford. Her husband Sean, a forklift operator for 5 years, is a striking member of SMART Local 2.

"We were on week eight of the strike, which began on July 21, and things weren't progressing," Barnett said. "A bunch of us were talking on the picket line when someone mentioned to me that UAW Local 249 has had backpack drives with school supplies

in the past, maybe I could ask our local for some assistance with school supplies for the employees of Silgan." While striking workers do get a small amount for strike pay, it's not enough to take care of a family and every little bit helps.

"I immediately called Jason Starr and he was right on it," Barnett said. "Starr called Local 2 headquarters in Kansas City and then called our regional rep in St. Joe and it took off from there. He put me in touch with Kim Rowland, Chairperson of the UAW Local 249 Community Services Committee, and she put things in motion beginning with a posting on our Local's Facebook page."

Barnett didn't really need any school supplies for herself as her daughter is going to be a senior this year, has a job and buys her own supplies for school. "She told me to save my money and help out someone who didn't have the money to get supplies," Barnett said. So, this was a great idea to get the UAW involved.

"Melynda Barnett called me to ask if we could help Local 2's kids with their school supplies," Kim Rowland said. "It was super short notice and put together at the last minute but we did what we could. This was a group effort at the local sponsored by Community Services Committee, but everyone participated in the drive, all our other committees jumped in as they always do. With the upcoming school year so unpredictable, it's important to make sure our kids are prepared. Especially this year when so many are learning from home and our kids can't rely on classroom supplies. When the budget

is stretched tight, this is just one less thing striking parents need to worry about."

"I was just glad to help," Rowland said. "We can't make that company bargain in good faith so the least we can do is help their kids out when it's time to go back to school."

On Sept 11, after a little over 2 weeks for the school supply drive, Barnett picked up the bounty at UAW Local 249's union hall and headed straight to the staging area on the picket line. She arrived just in time, during a shift change for the striking SMART Local 2 workers, to set up a table full of backpacks, binders, crayons, tissues, glue, pencils, pens, markers and of course hand sanitizer. Everything a grade schooler would need to start a new year.

Local 2 would like to thank everyone for their support during the strike. "The community has really stood behind us," Kami Jones said. "We really appreciate that."

George Floyd • Breonna Taylor • Ahmaud Arbery • Botham Jean • Tamir Rice • Trayvon Martin • Eric Garner • Philando Castile • Samuel Dubose • Sandra Bland • Walter Scott • Jordan Davis



Having the Hard Discussions About Race

By Ed Scaggs

In a narrative that is becoming all too commonplace, another Black man was gunned down in broad daylight by a police officer in Wisconsin. He will join the ever-growing list of Black men and women who have experienced the devastating consequences of inequality in our country. His name is Jacob Blake. Just one day later we witnessed the shooting and subsequent murder of a protester speaking out not only against the brutality suffered by Blake but also against the injustices the Black community is facing.

This has led to an increase in both the number and intensity of protests, public demonstrations, and overall tension across the country with several police officers being shot recently during protests. How we react to these types of debates and situations is what defines us not just as a union, but as people, and we need to do better.

UAW Local 249's President Jason Starr said, "It is important to acknowledge these issues are real. It is our responsibility to have the honest discussions and enact change in our workplace, our Union and our community. Just because it is uncomfortable, and difficult it does not mean it isn't morally right. There is absolutely no room for racism in this organization. We must all work to combat racism and work towards a more united future."

UAW President Rory Gamble stated "We must not look away from the ugly truth that is at the core of this national disgrace: it is, plain and simple, systemic racism... We cannot be a

nation that defends the right to bear arms, but not the right to bear voice. We cannot be a nation where hate is protected speech, but non-violent protest is not. We cannot be a nation where the implementation of law and order is seen through the prism of the color of skin, ideology, beliefs or simply being different."

Here at UAW Local 249 we operate by facing challenges head on. We recently investigated a sensitive situation that occurred in Truck Body Shop. The local union leadership took this incident very seriously and pulled members of the UAW Local 249 Civil & Human Rights Committee out of the plant to investigate the matter. It is important to them to truly dig in and do what is right, because we have seen time and time again with much smaller incidents that we cannot depend on the company to always act in our best interest.

I have worked at the plant for 20 and a half years now, and personally I can say that KCAP is like a small city. We

have good, bad, and indifferent people. Most of us live our lives at Ford, then we go back home to our families. Most of us have learned to just come to work and tolerate each other, but there are strong opinions out there that sometimes make that difficult, ranging from politics, to BLM and police brutality.

I find myself agreeing with people on both sides of many issues for different reasons, and it is heartening to know that issues are not being ignored here at KCAP. The discussions are happening all over. What we need now is to learn how to talk to each other and to resolve conflicts when we find ourselves disagreeing. We do not have to agree, but we need to be on one accord on how we discuss these crazy times with each other. We cannot grow without conflict, but sometimes that gets out of hand. This is a brotherhood and we need to act like one.

The UAW has zero tolerance for the racism and hate that is being highlighted across this country. Local 249 has taken every reported instance of racism or racist acts seriously by conducting thorough investigations and making recommendations based upon their findings. Unlike a company or corporation, the UAW will not be swayed from seeking justice and getting answers when accusations are made. The local itself has even received hate mail

for its endorsement of the Black Lives Matter movement but continues to support those protesting for equality, justice and an end to the brutality and racism that is pervasive today. The UAW was built on the premise of equality and brotherly love, and locally that is upheld to fullest extent.

Have I, Ed Scaggs, experienced racism personally at Ford Motor Company? I'd say not directly, but not for lack of opportunity. I have experienced racial ignorance and people with poor intentions trying to start conflict. Ultimately it is men and women from two sides of the track that quite simply don't know much about each other's lifestyles. So maybe more important than learning technical term and fancy words for talks about racism, we need to learn more about each other and what makes us who we are, and learn how to have those conversations without conflict.

I encourage you brothers and sisters to get to know the people you work with before passing judgment or making assumptions. As union members it is important for us to come together and unite to make changes. Sometimes you just don't know what someone is going through. What I do know though is that I'm proud to be part of a proactive local that doesn't shy away from the tough talks.



State Sen. Lauren Arthur, left, joined Local 249 volunteer Camalee Hefty and Local 31 volunteers Clarence Brown and Tracy Smith at the union hall Sept. 19 to phone bank for UAW endorsed candidates. Photo by Don Lehman.

Nov. 3 elect candidates for working families

By Gwen Starkey

In the last election the billionaire class and their bought and paid for representatives waged all out war on the working class across the state of Missouri. In the past two years, the anti-worker legislation coming out of Jefferson City is unprecedented. On November 3, we have a chance to change this by sending candidates that do not support the working class to the unemployment line by supporting those that do.

Lauren Arthur whose district includes the cities that surround UAW Local 249 won Missouri State Senate District 17 in a special election in 2018 after serving two terms in the House. Arthur has always stood with working families launching her campaign from UAW Local 249's union hall in 2018.

As a state legislator, she has championed a number of policy issues. She voted against Right to Work, Dirty Missouri, and against the lowering of the minimum wage. She voted for Medicaid Expansion and fought for funding for early literacy programs. She filed legislation to bring greater transparency to elections, to protect survivors of domestic abuse and assault, and to make the Missouri Department of Revenue accountable to taxpayers.

Missouri State House District 17's Mark Ellebracht has served the working class since 2017 by fighting against Right to Work and the lowering of the minimum wage. He voted against Dirty Missouri and the attack on Public Employee Unions while supporting Medicaid expansion. Ellebracht represents parts of Clay County including

Claycomo, Kansas City, Liberty and Pleasant Valley.

Ashley Aune is the Democratic candidate for Missouri State Representative in District 14. As a business owner and long-time Kansas City resident, Aune has a clear view of what's working and what's not in Missouri, from education to the economy. She also has the experience and perspective to enact positive change needed in District 14.

She supports educational opportunities for children by fully funding public schools. Under current leadership, our state legislature has continuously prioritized shortsighted tax cuts that overwhelmingly benefit corporations and the wealthy at the expense of public education funding. The COVID19 pandemic has further impacted our state's revenue structures, and Governor Parson has once again slashed hundreds of million in funding from our public schools.

Aune supports affordable healthcare. Missourians deserves access to quality, affordable healthcare without the stress and financial burdens too

many families endure. In order to achieve this, we need to pass Medicaid expansion and truly address the impact healthcare costs have on our economy.

She believes in a fair and transparent government. Transparency at all levels of government is crucial to the success of our democracy. It's what Missourians want. If elected, she plans to lead with integrity and work to ensure our state government is fair, transparent and responsive to constituents. She supports Missouri workers. Workers across the state deserve the dignity of earning a living wage and the ability to retain their collective bargaining rights. Companies must pay workers a fair, living wage and allow them to organize and advocate for themselves because it paves the way for those workers, their families and their communities to truly succeed.

As a member of Moms Demand Action, Aune supports solutions to keep families safe and believes that a common-sense approach to legislation that supports responsible gun ownership is a key component of protecting our families.

James Shackleford is the Democratic candidate for Missouri State Representative in District 15. Shackleford believes that all Missourians want to have a government that really works for them, not a political party. He wants to send a message, loud and clear, that

Missourians want a legislature that is fair, transparent, and puts people first. He is for a common sense gun policy and believes that it is possible to pass common-sense gun legislation that also respects the Second Amendment and responsible gun ownership. He received the Moms Demand Action distinction as a 2020 Gun Sense Candidate.

If elected to the Missouri House, he would be a dedicated advocate for Missouri public education, students, and teachers. He would fight to reinvest in students, to fully fund public schools, and to pay teachers what they deserve.

Shackleford believes health care is a human right for all Missourians and he would work in a bipartisan manner to make health care more affordable and accessible for all. He is a strong believer in unions as they helped build a strong middle class and contributed to making America a great country.

"We want a better America," said Sidney Hillman, first president of Amalgamated Clothing Workers of America (ACWA), Textile Workers Union of Needlecrafts, Industrial & Textile Employees (UNITE), "An America that will give its citizens, first of all, a higher standard of living so that no child will cry for food in the midst of plenty." The choice is up to you on November 3. Are you complacent with the status quo or do you want an America that places its citizens first?

Ford releases new social media policy

By Jim Fisher

On September 1, Ford Motor Company rolled out a new Social Media Policy to every assembly plant, including KCAP. In the bulletin, the company recognized that many employees use social media to voice opinions, however, even if posts or comments are made off the job, they may affect the work environment inside the company. The new policy states that posts may not violate the company's Anti-Harassment Policy. It contains a reminder that words can be misunderstood, or taken out of context. It notes that social media posts may be seen or heard by coworkers, and that social media platforms may identify users as a Ford Motor Company employees. The policy warns users not to share other employees' photos or personal information unless clear permission is given. Social media posts may not speak on behalf of the Ford Motor Company, unless the employee has been authorized to speak on behalf of the company.

In addition to the company releasing a new Social Media Policy, it also announced that both hourly members and salaried employees will all be sent to training classes on anti-harassment. Those classes are currently set to begin in the next few weeks.

Unfortunately, we have seen an increase in members receiving discipline, up to and including termination, due to a post they have made on social media. Before you consider posting on social media ask yourself if there is a chance you could get in trouble for what you're posting. It only takes one post being reported to start an investigation. There are several social media groups that relate to KCAP. Most of these sites don't confirm your identity, if you work at Ford, or if you're a member of management.

Locally, the union leadership team is still not satisfied with management from Team Solutions. The unsatisfactory effort they are performing in keeping this plant clean and safe from COVID-19 is simply unacceptable. As everyone knows, Local 249 leadership is walking the bathrooms and break rooms on a very regular basis. We continue to report trash gondola's overflowing and bathrooms not cleaned and with no soap. They have understaffed our facility and continue to receive funding from Ford. We have written multiple Health & Safety grievances only to come back to the same area's and find the same messes as before. I want to be clear that we are not blaming our Local 249 Team Solutions members.

This is clearly a management issue with Team Solutions. As Ford employees your employer has the responsibility to provide you with a clean facility. While Ford management has been on these walks with us, it should clear to them by now this process is not working.

The plant has been scheduled for flu shots in October. They will be set up in the Main Plant on October 5 and 6. For Stamping and Truck Body Shop they will be available on October 8.

As a reminder both the Local and International contracts are available to be picked up at the Union Hall. It's the responsibility of all Local 249 members to take the time to read and understand your rights and benefits provided by the agreements.

As we reach the end of the 2020 model year the company has announced that the build-out for the 2020 F-150 will be October 11. Transit will end on December 23.

There has been a change to the Return to Work Playbook. Starting on September 21, a 14-day quarantine will no longer be required for international travel. The policy now follows government guidelines for each area.

The Local Contract requires KCAP to provide bagged ice until September 30th. However, with the new Local Agreement our skilled trades have begun to install 11 new ice machines throughout the plant. The machines will dispense into a cup just like a fountain machine. In addition, the company has purchased 9 AQUA Stations that



Local 249 Bargaining Chair Jim Fisher reports on the new Ford Social Media Policy at the September membership meeting. Photo by Don Lehman.

will provide chilled water & ice. This will bring a total of 20 new machines inside the facility. We are targeting the end of November to have all of the new equipment operational.

On September 24, the cafeteria was reopened. This is being called a "Soft Opening" for now. They will be able to provide cold foods, snacks, and bottled drinks. We are working with the company to provide additional microwaves to the cafeteria to help warm up the cold food without a long wait. At this time the cafeteria will only take credit and debit cards due to their

requirements with COVID-19.

For the weeks of October 12 and 19 the plant will be on vacation shutdown. I want to thank all of our members for the hard work you have done over the summer. The challenges we faced this summer was not like anything ever seen in our plant before. There is no question you have earned this time away. We want to remind everyone that COVID-19 is still out there and very active. Make sure you keep practicing social distancing, washing your hands, and wearing a mask when needed.

TRUNK OR TREAT
October 24 from 5:30 To 8 pm

At the Union Hall
Sponsored by the Women's Committee

Active Member Flu Shots

October 5, 2020	KCAP Main Tunnel	11 am – 8 pm
October 6, 2020		
October 8, 2020	Truck Body	12 pm – 7 pm
October 8, 2020	Stamping	12 pm – 5 pm

Galloway can check Republican attacks on labor

By Jason Starr

Missouri Republicans have controlled both houses of the state legislature since 2003. In 2017 they also took control of the governor's office giving them a trifecta of control over the state.

Since taking control, Republicans haven't been shy about pursuing the anti-labor projects of their corporate sponsors.

In 2015, they voted to cut unemployment compensation from 20 to 13 weeks.

Over widespread public opposition, Republicans have voted repeatedly to pass right to work, a policy designed to take rights from working people. In 2016 they voted overwhelmingly for Paycheck Deception, a bill targeting unions with unfair regulations.

In 2017, they overturned increases in the minimum wage approved in St. Louis and Kansas City. They also voted 102 to 0 against Medicaid Expansion which would have provided health care to low income workers.

In 2018, Republicans voted overwhelmingly for HB 1413, an attack on public employee unions. They also voted overwhelmingly to cut wages for construction workers on public projects and for SB 1007, a bill that infringes on employee collective bargaining rights.

And, in 2020 they voted to overturn the Clean Missouri ballot initiative approved by voters in 2018

In each case, Democratic members of the House and Senate voted as a bloc to oppose these blatantly anti-labor laws, but it didn't make

any difference because Republicans hold overwhelming majorities in both houses of the legislature.

Prior to 2017 Democratic Governor Jay Nixon acted as a brake on the anti-labor ambitions of the Republicans. In 2014, Nixon vetoed 33 bills — the most in a single year since 1961. The next year, in 2015, he vetoed the Republicans pet project, right to work, a law designed to weaken unions and take rights from working people.

With the election of scandal-plagued Republican Gov. Eric Greitens, who took office in 2017, and his replacement, Mike Parson, working people lost the last check on Republican's anti-labor ambitions.

For Local 249 members, the impact of the Republican dominance in the state government goes beyond anti-worker legislation.

When Jay Nixon was in office, we could get help with unemployment issues when our members were laid off. Today we can't get anyone to return our calls.

None of us should forget that the only reason the Kansas City Assembly Plant is still in Kansas City is because Nixon's Manufacturing Jobs Act — blocked by Republicans in the regular session of the legislature — provided incentives to keep the plant in Missouri when produc-



Local 249 President Jason Starr recognizes a speaker at the September membership meeting. Photo by Don Lehman.

tion of the Escape moved to Louisville.

Here in the Kansas City area, Local 249 played a key role in taking the initial steps to weaken the Republican grip on the legislature with the election of State Sen. Lauren Arthur and State Rep. Mark Ellebracht.

We are optimistic that we can win additional seats for pro-labor candidates in the 2020 election, but we are under no illusion that we can take control of either house in the Missouri legislature.

What I believe we can realistically do is take back the governor's office by electing Nicole Galloway. We don't expect Republicans to stop their attacks

on our members, but, like Nixon, Galloway can act as a check on Republican attacks by making them more difficult to put into law.

Galloway has established an excellent record of uncovering corruption in her current position as Missouri's Auditor and she stands with us on right to work and other issues that deeply affect working people. She will be there for us when we need her help.

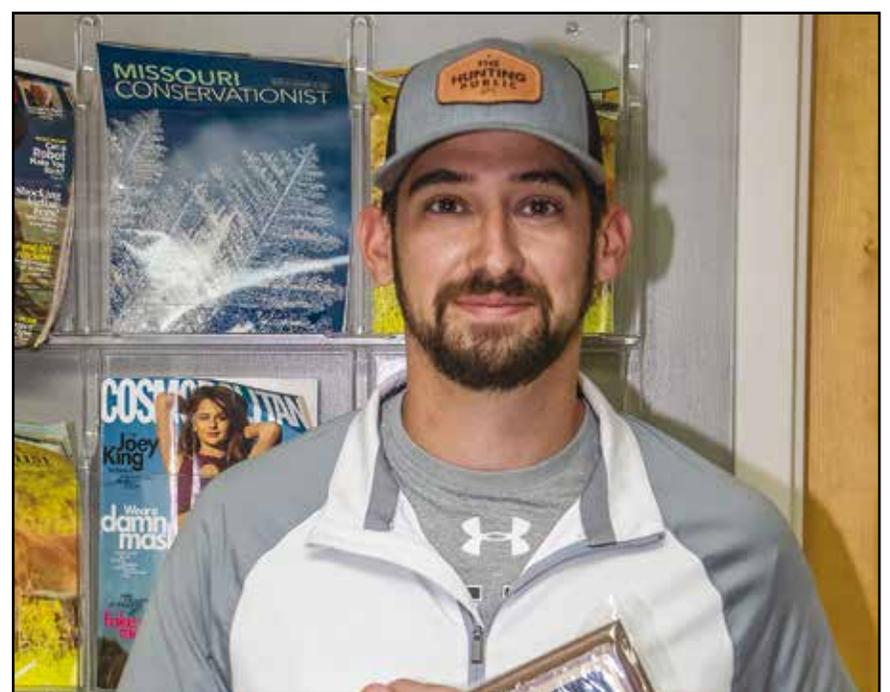
I ask each and every member to do one thing on Nov. 3rd. Vote for the future of our union, our families and our communities. Vote for Nicole Galloway to stop the attacks on our way of life!



NEED HELP?

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

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



Devin McDaniel, a team leader in the Transit System, was presented with the James "Frog" Moran Solidarity Award by the Education Committee at the September Membership Meeting. Photo by Don Lehman.

Retirees urged to get a flu shot this year

By Pat Hayes

The best way for retirees to protect against flu and its potentially serious complications is with a flu vaccine, according to the Centers for Disease Control, the nation's health protection agency.

The CDC recommends that almost everyone 6 months of age and older get a seasonal flu vaccine each year by the end of October.

This is especially important this year when a second wave of COVID-19 may swamp hospital emergency rooms and ICUs.

In the past, retirees could get a flu shot at the union hall. However, due to the COVID-19 pandemic, the union decided that bringing a large number of retirees together at the union hall to get the shots was too risky.

Local 249 is urging retirees to see their family doctor or visit a pharmacy to receive the shot this year.

Most local pharmacies offer flu shots, as do drug stores and quick clinics. All of the major chain pharmacies in the US — CVS, Rite Aid, Walgreens, Walmart, Kroger — offer flu shots at most of their locations across the country.

The cost of a flu shot is covered by the UAW Medical Benefits Trust for all retirees. Many pharmacies are giving

the shot at no cost. Retirees who elect to get the shot from a family doctor may be charged a co-pay.

Two kinds of flu shots are available, one for those under the age of 65 and one for retirees ages 65 plus.

It's important for people 65 years and older because they are at high risk of developing serious complications from flu, according to the CDC.

Flu vaccines are updated each season as needed to keep up with changing viruses. Also, immunity wanes over a year so an annual vaccination is needed to ensure the best possible protection against flu.

The flu and COVID-19 are both contagious respiratory illnesses, but they are caused by different viruses. COVID-19 is caused by infection with a new coronavirus (called SARS-CoV-2) and flu is caused by infection with influenza viruses.

Because some of the symptoms of flu and COVID-19 are similar, it may be hard to tell the difference between them based on symptoms alone, and



Flu shots will not be offered at the union hall this year due to the COVID-19 pandemic, but retirees are urged to get a flu shot from their local pharmacy or family doctor. The cost of flu shots is covered by the UAW Retiree Medical Benefits Trust.

testing may be needed to help confirm a diagnosis. Flu and COVID-19 share many characteristics, but there are some key differences between the two.

People who are 65 years and older also should be up to date with pneumococcal vaccination to protect against pneumococcal disease, such as pneumonia, meningitis, and bloodstream

infections. Talk to your health care provider to find out which pneumococcal vaccines are recommended for you.

Pneumococcal pneumonia is an example of a serious flu-related complication that can cause death. You can get the pneumococcal vaccine your provider recommends. It is covered by the UAW Health Care Trust.

Will Trump payroll tax cut defund Social Security?

By Pat Hayes

While he was hobnobbing with billionaires at the Davos World Economic Summit last January, President Donald Trump was asked by CNBC correspondent Joe Kernan, [will cutting] "entitlements ever be on your plate?" Trump responded, "At some point they will be," adding, "It'll be toward the end of the year."

What Washington calls entitlements, the rest of us call Social Security and Medicare. They are the bedrock of America's social safety net. The programs are key components of every UAW member's retirement income and have lifted millions of Americans out of poverty for decades.

Both programs are funded by a 15.3 percent payroll tax on wages, which is split evenly between employees and employers.

On August 8, Trump signed a series of executive orders to defer payroll tax payments for the rest of 2020. As things stand now, those taxes would have to be repaid by businesses and individual workers in 2021.

However, Trump told the *Washing-*

ton Post, "If I'm victorious on November 3rd, I plan to forgive these taxes and make permanent cuts to the payroll tax." "I'm going to make them all permanent."

That raises the question, if payroll taxes are eliminated, how will the country pay benefits to seniors and cover their medical care?

If Social Security funding were terminated, as Trump proposes, the Disability Insurance (DI) Trust Fund will be depleted by 2021 and the Old Age and Survivors Insurance (OASI) Trust Fund by 2023 "with no ability to pay benefits thereafter," according to Social Security's Chief Actuary, Stephen Goss.

"In other words, if Donald Trump is reelected, Social Security will cease to exist before the end of his second



term," says Nancy Altman, President of Social Security Works, an organization dedicated to strengthening Social Security.

"Donald Trump has shown himself willing to undermine the post office, the free press, and other institutions," says Altman. "If he's reelected, our Social Security system is his next target."

Vice President Joe Biden calls Trump's plan to cut payroll taxes "a reckless war on Social Security."

Biden's campaign plan calls for restoring the long-term solvency of the program by having high-wage earners pay taxes toward Social Security.

"The moral obligation of our time is rebuilding the middle class," says Biden. He calls for a steady, secure income for America's seniors.

"This means not only protecting and strengthening Social Security, but also helping more middle-class families grow their savings."



Sheet Metal Workers Local 2 members at Silgan Containers in St. Joseph are on strike as the company advertises for replacement workers. Photo by Don Lehman.

Sheet Metal Workers strike Silgan Container

By Gwen Starkey

This year has been quite a ride for the citizens of Missouri with the Kansas City Chiefs breaking a losing streak of 50 years to win Super Bowl LIV to what happen to our country in the weeks following that iconic win: a pandemic, the likes of which many of us have never experienced. A corona virus that rocked this country to its core shutting down schools and industry and sending unprecedented numbers of Americans to the unemployment lines, that was unless you were considered essential.

The employees of Silgan Containers were some of those workers considered essential. While millions of out of work Americans hoarded toilet paper and other necessities to the point of depletion, union members of SMART (Sheet Metal|Air|Rail|Transportation) Sheet Metal Workers' Local 2 were working around the clock to meet the demand at Silgan Containers making the metal containers that our canned goods come in. When their contract expired in June, SMART Local 2 extended it hoping that management and union leaders could come to a meeting of the minds.

On July 21, all that ended when 120 members of Local 2 went on strike after failing to reach an agreement. It was bad negotiating from the start and Silgan seemed to have an agenda, to push union members of Local 2 out on the street. Contract proposals were sent back and forth and immediately rejected.

This is the first time in over 40 years that there has been a strike at this plant located in St. Joseph, Mo. and in the aftermath, Silgan isn't playing fairly.

Currently management is bringing in non-union workers from other Silgan locations and bussing in new hire scab workers to replace strikers. They have even stooped to sending threatening letters to intimidate union members and resorted to the media for their hiring pool. On a Sept. 10 Facebook post they wrote, "As the result of a strike we are hiring at Silgan Containers. The country needs us more than ever during this pandemic," and that new hires will be "permanent replacements." That doesn't seem like a company that is bargaining in good faith.

So what exactly are the union workers asking for in a new contract? Well not much as it turns out. "Right now we have essentially asked for nothing from them," Kami Jones, Secretary of Local 2 said. "We just don't want our contract to change." Currently, workers have set days that they work and set days that they are off, working on 12-hour shifts. Silgan's proposal is to change that to a rotating schedule so union members won't have set days off. What this means is that senior

employees would be forced to work weekends, essentially removing their seniority rights.

Silgan wants to transfer control of employee's 401K plan, currently managed by Local 2 in a move won by the union in a previous contract, back to Silgan. They want to revise the overtime-asking procedures by forcing the junior employees to work, effectively bypassing the senior employees for any overtime opportunities. They want the sorting-overtime, where many members come in to make extra money, dropped down to the lowest pay rate. Their offer on insurance was only an increase of .20 cents per hour over the next three years. That equates to walking back on the job for .15 cents less an hour with what increases in insurance have already been, so essentially a pay decrease.

Silgan wants the ability to force every holiday and not ask for overtime. If you are scheduled, you work it, and if you do not, you must find your own replacement. Currently on the days of consecutive work, a double crew works 12-hour shifts, 84 hours a week, 18 days in a row, new language would change that to 21 days in a row. For shift employees, that work 8 hours a day, Local 2 proposed language to work a 12-day or a 19-day and out so they could get a day off. Silgan rejected both proposals. Currently there is no language that protects them in the contract so

technically, they can be worked 365 days in a row without any time off. The last concurrent session was over four months long with zero days off.

"Most of our guys would come back to work right now with a small pay raise or cost of living increase," Kami Jones said. "They want absolutely nothing, that's the worst part about this. They just want to go back to work and not have their lives turned upside down."

In the words of Pres. Theodore Roosevelt, "No man can be a good citizen unless he has a wage more than sufficient to cover the base cost of living and hours of labor short enough so that after his day's work is done he will have time and energy to bear his share in the management of the community, to help carry the load."

Silgan Corporation actions show that they don't care about their employees. Maybe they should practice what they preach on their corporate website. They say "We owe all of our success to our talented and dedicated employees, and we do all we can to help them flourish and everything we can to ensure that our employees have it all." That is unless employees want a small pay raise and time to spend with their families. Shame on you Silgan and the companies that you service, Nestle Purina and Hills Science Diet for not promoting the health and well being of the people you have working for you.