

FIRST LOCAL NEWS

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

April 2021

**Local 249
Solidarity
Academy
podcast
launched | p 6**

**Supplier
issues bring
schedule
changes at
KCAP | p 9**

**Local 249
launches
organizing
drive at
MAGNA | p 12**



Non-Profit
U.S. Postage
PAID
Jefferson City, MO
Permit No. 303

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



Kelsey Pinzino

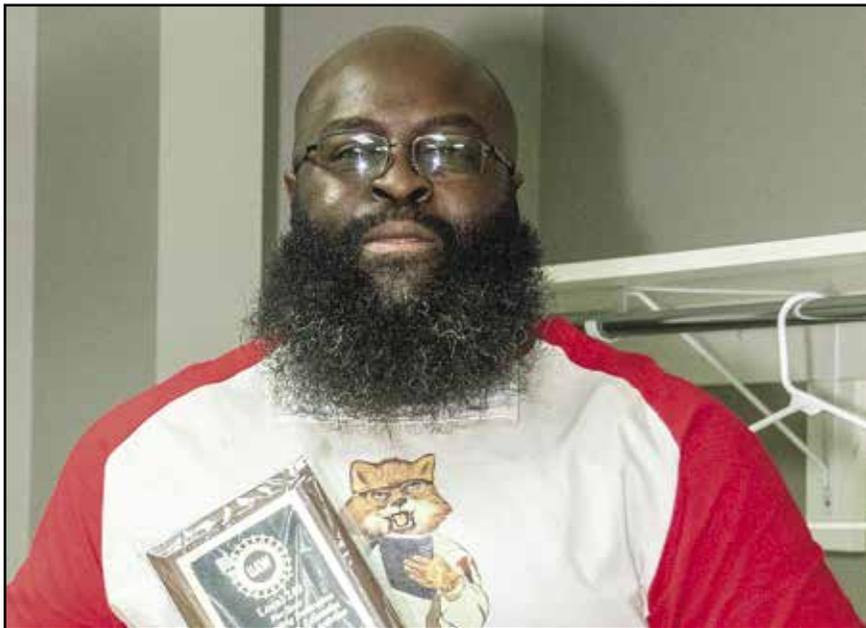
Local 249 Education Committee member Kelsey Pinzino in the sound studio as the latest edition of the union's Solidarity Academy podcast is recorded. Photo by Don Lehman.



Local 249 Womens' Committee members Lynn Brown, Jessica Myers, Melody DeCoudres and Robin Taylor packed 500 bags of candy for the children of union members for Easter Drive Hop. Photo by Don Lehman.



Jason Starr, Shirley Mata, Gary Thomas, Erica Eckart, Robin Taylor, Jay Bosler, Camalee Hefty, Cameron Pennington, Amy Minich and Terri Hall train for the UAW organizing drive at MAGNA's LMV Automotive Systems. Photo by Don Lehman.



Barry King won the March James "Frog" Moran Solidarity Award for helping a young motorist after a traffic accident. He was presented with the award at the monthly membership meeting. Photo by Don Lehman.

First Local News

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

Editor Pat Hayes

Reporters Chrissy Kline and Gwen Starkey
Photographer Don Lehman

UAW Local 249

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

Officers of Local 249

President Jason Starr
1st Vice President Tony Renfro
2nd Vice President Tom Carr
Recording Secretary Shirley Mata
Financial Secretary Dana Davidson
Treasurer Chrissy Kline
Trustees Ed Scaggs, Jeremy Fue, Sade Ott
Sergeant at Arms Leon Allen
Guide Gary Thomas
Bargaining Chair Jim Fisher
Bargaining Committee Steve Chorbak, Dean Freed and Don Picard
Skilled Trades Bargaining Committee Member Scott Pyle
Parts Depot Bargaining Chair Brandon Zarda
Nurse's Bargaining Chair Cathy Koogler
Team Solutions Bargaining Chair David Norris
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

Visit Local 249 on the web at www.local249.org

Like Local 249 on Facebook www.facebook.com/local249

Follow us on Twitter @UAWLocal249



The Picket Line

After court strikes down Missouri voter ID law, House Republicans push another

The Republican-led Missouri House on Monday advanced another version of a voter photo identification law that was gutted by the state Supreme Court last year.

The court in 2020 permanently blocked a central provision of the 2016 law that required voters who lacked a photo ID to make a sworn statement in order to cast a regular, non-provisional ballot.

Missouri is one of several states where Republican-led legislatures have passed voter photo ID laws touted as a means of preventing in-person voter fraud, which studies have shown is rare. — *KSHB*

Fiat-Chrysler pleads guilty to making illegal payments to UAW officials

Fiat Chrysler Automobiles, one of the big three American automobile manufacturers, pleaded guilty to conspiring to violate the Labor Management Relations Act, also known as the Taft-Hartley Act, by making illegal payments to officers of the United Auto Workers union, Acting United States Attorney Saima S. Mohsin announced [March 1].

[A] representative of FCA appeared in a virtual court hearing before United States District Judge Paul D. Borman and admitted that the company had conspired with other entities and individuals to violate the Taft-Hartley Act by making more than \$3.5 million in illegal payments to officers of the International Union, United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW) during the period 2009 through 2016. During the conspiracy, executives of FCA, including Alphons Iacobelli, Jerome Durden, and others, engineered the illegal payments to senior officials of the UAW. During the conspiracy from 2009 through June 2015, Iacobelli was the Senior Vice President of FCA US LLC in charge of labor relations.

The illegal payments to UAW officials took various forms, including extravagant meals, rounds of golf, lavish parties for the UAW International Executive Board, an Italian-made shotgun, clothing, designer shoes, and other personal items paid for with credit cards issued by the joint training center. — *U.S. Justice Department*

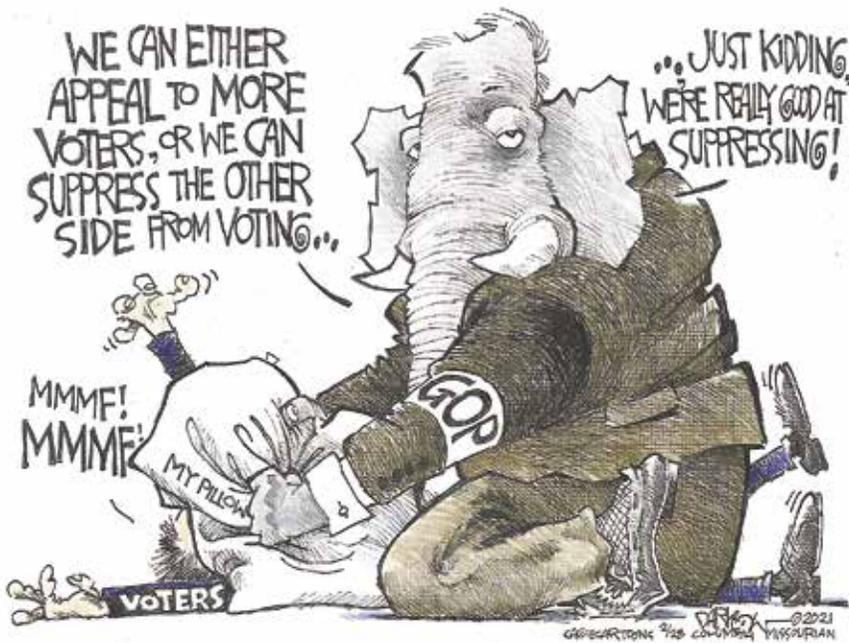
Amazon: 'This is the biggest union election in this century'

Rep. Andy Levin (D-MI) led a delegation of members of Congress to Bessemer, Alabama, where workers at an Amazon warehouse are striving to become the first unionized facility managed by the e-commerce giant anywhere in the country.

The members, who included Reps. Jamaal Bowman (D-NY), Cori Bush (D-MO), Nikema Williams (D-GA), and hometown congresswoman Terri Sewell (D-AL), met with workers and held a roundtable discussion, in addition to visiting the front gates of the facility.

Levin: Every detail of what's happening here is why you need to pass the PRO Act. It would get rid of "right to freeloader," that's what I call the right to work. We would return to the freedom of contract, which is supposed to be the basis of the capitalist economy. All of the workers would pay their fair share for a contract that benefits them. The PRO Act would make it so companies are not a party to the election. There would be no captive-audience meetings.

The company brought in hundreds of people, supervisors, union-busting consultants, to confront the workers on a minute-by-minute basis. These workers, they get two half-hour breaks on a ten-hour shift. And now they're pulled off their shifts for hours to go to an anti-union propaganda session? What is that? — *The American Prospect*



UAW on House passage of PRO Act

By Rory Gamble

The U.S. The House of Representatives stood up for workers who face fear and intimidation when trying to stand up for themselves over their wages, their benefits and their health and safety in the workplace.

For too long the arc of justice and fairness has been warped towering silencing workers who simply want the freedom and rights to join together and have a voice at the table with management. For far too long, the ability of workers to come together and collectively bargain for workplace rights and better wages and benefits have been sabotaged by weak labor laws, anti-worker special interests, and misguided court rulings.

By passing the PRO Act, Speaker Pelosi and the U.S. House have empowered hundreds of thousands of powerless workers to have a voice on the job.

The PRO Act will:

- Empower future union members and unions to exercise the freedom to organize and have a seat at the table to bargain wages, health and safety and benefits.

- Ensure that workers can reach a first contract quickly after a union is recognized.

- End managements' practice of

punishing striking workers by hiring permanent replacements.

- Hold corporations accountable by strengthening the National Labor Relations Board and allowing it to penalize employers who retaliate against working people in support of the union or collective bargaining.

- Repeal "right to work" laws—divisive and racist laws created during the Jim Crow era—that lead to lower wages, fewer benefits, and more dangerous workplaces.

- Create union pathways for workers to form unions, without fear, in newer industries like battery plants for Electric Vehicles.

As this Bill heads to the Senate, it is important to keep in mind that 85 years after passage of the National Labor Relations Act, workers are faced with steep obstacles, fear and intimidation after years of weakening labor rights protections. The U.S. Senate has the power to inject fairness and dignity to working Americans through passage of this act.

American Recovery Plan passed

Taking strong and decisive measures to end the pandemic and create a pathway for a speedy, equitable and sustained economic recovery, President Biden and Congress have made major strides toward protecting the health and safety of the American people.

The new law provides direct payments to struggling American taxpayers and extends weekly unemployment benefits for families in need through Labor Day and makes a substantial portion of aid from last

year tax-free.

It provides \$350 billion to state, local, and territorial governments who have laid off critical front-line workers including UAW members due to budget shortfalls.

Auto Industry Update

UAW President Rory Gamble on Biden supply chains order: 'Important step'

President Joe Biden signed an executive order Wednesday intended to boost manufacturing jobs by strengthening U.S. supply chains for advanced batteries, pharmaceuticals, critical minerals and semiconductors.

White House officials emphasized the order would help to create manufacturing jobs. There are 12.2 million manufacturing jobs in the United States, down from 17 million in 2000, according to the Bureau of Labor Statistics.

United Auto Workers (UAW) President Rory L. Gamble released a statement Wednesday calling this executive order an "important step."

"The UAW is working with and supports President Biden in issuing his executive order on strategic supply chains which comes at a critical time for UAW members, retirees, and their families. The current semiconductor automotive chip shortage has disrupted production plans for automakers and hurt workers. It is a stark reminder of why we must make critical manufacturing supplies that are needed for our economic well-being, health, and national security in the United States.

The Biden Administration's review of key U.S. supply chains, including semiconductor manufacturing, electric car batteries, medical supplies, and rare earth elements is an important step. These supply chains, as well as other inputs and components, are the building blocks of our economy and it is crucial for the United States to make these critical products right here in the United States.

Over the last year in dealing with the coronavirus pandemic, our nation has repeatedly experienced the pitfalls of offshoring critical supply chains. As we have seen, lack of domestic production of medical equipment and advanced technology has cost lives and hampered our recovery.

The UAW is working with the Biden Administration on developing proactive policies to strengthen domestic supply chains and create good jobs in the United States now and in the future." — *ClickonDetroit*

As chip shortage cripples auto production, Biden steps in

The auto industry might get federal relief from the shortage of semiconductor chips that has crippled vehicle production over the past several weeks.

President Joe Biden signed an executive order to review the U.S. supply chains of products in key industries, including semiconductor chips that are used in various electrical components for cars, personal electronics, military equipment and other items.

It is a proactive step to mitigate further production disruptions to the auto industry, which has been hit hard by the chips shortage.

Demand for the chips is up in part because of the COVID-19 pandemic and an increased use of laptop computers, 5G phones, gaming systems and other IT equipment that use the chips. Cars use them in a variety of parts and infotainment systems.

Biden met with a bipartisan group of House and Senate members on U.S. supply chains at 2 p.m. in the Oval Office and signed an executive order after that meeting, according to a White House briefing schedule. The order is also expected to examine supply chain issues with large-capacity batteries, pharmaceuticals and crucial minerals.

Part of Biden's concern lies in the fact that the nation's manufacturers have become increasingly reliant on imports of the chips, creating a possible risk to national security and economy. In a fact sheet from the White House, it says, "The United States is the birthplace of this technology, and has always been a leader in semiconductor development. However, over the years we have underinvested in production — hurting our innovative edge — while other countries have learned from our example and increased their investments in the industry."

The UAW said it has been working with the Biden administration on proactive policies to strengthen domestic supply chains and create U.S. jobs. — *Detroit Free Press*

AutoTechNews: The EV/AV future is now

Ford CEO Calls for U.S. battery production to avoid shortage

Ford Motor Co.'s top executive said the U.S. must begin building batteries for the coming wave of electric vehicles in order to avoid supply disruptions like the semiconductor shortage now shutting American auto factories.

"We need to bring large-scale battery production to the U.S., and we'll be talking to the government about" that, Jim Farley, Ford's chief executive officer, said Wednesday at the Wolfe Research Auto Conference. "We can't go through what we're doing with chips right now with Taiwan. It's just too important." — *Bloomberg*

California might be the first state to give self-driving cars a deadline to electrify.

In mid-February, a bill was quietly introduced into the California State Legislature that would require all autonomous vehicles to also be zero emission by 2025. Proposed Bill SB 500, which was introduced by Senator Dave Min and sponsored by the Union of Concerned Scientists (UCS), would directly affect the nascent AV industry in applications like ride-hailing, delivery and trucking.

The amendment is in line with many of California's goals to reduce emissions. It would add to the state's vehicle code, which currently provides for programs to promote zero-emission vehicles, such as the Clean Vehicle Rebate Project and the Charge Ahead California Initiative. — *TechCrunch*

White House's meeting with electric vehicle charging infrastructure leaders

National Climate Advisor Gina McCarthy, alongside senior staff from the National Economic Council, the Council on Environmental Quality, and Department of Transportation, held a virtual meeting with CEOs from electric vehicle (EV) charging infrastructure companies to discuss shared priorities from tackling the climate crisis to supporting the economic recovery to build back better.

McCarthy underscored President Biden's commitment to investments that will strengthen domestic supply chains, bolster American manufacturing, create good-paying, union jobs in sectors that support vehicle electrification, and she noted the Administration's goal to build more than 500,000 EV chargers. Administration officials and EV charging infrastructure leaders discussed the importance of accelerating the development and deployment of EV charging technologies and infrastructure to empower American workers and manufacturers to win the 21st century. — *Whitehouse.gov*

Biggest electric bus deal in U.S. approved

A school system outside Washington is poised to become the nation's biggest operator of electric school buses. The Board of Education in Maryland's Montgomery County voted unanimously on Tuesday evening to approve a 16-year, \$169 million contract to lease 326 buses, part of a plan that could result in the county replacing its entire 1,422-bus fleet over the next two decades. — *UAW*

84th Anniversary

FIRST FORD SIT-DOWN STRIKE

UAW Local 249 • Kansas City • April 2, 1937

By Pat Hayes

"Strike settled at Ford Plant," screamed the banner headline stretching across the front page of the *Kansas City Journal-Post* on April 4, 1937. Coverage of the strike was accompanied by a series of photos of the "cheering procession of sit-downers emerging" from the Ford Plant then located at 1025 Winchester Ave.

Tired, hungry and nerves stretched taut by the risk they'd taken in sitting down on the job, the workers could have been forgiven if they just went home to rest, reassure their families and savor the scope of their surprising victory over the world's richest man and his army of labor spies and strikebreakers.

They did not. Instead, the *Journal-Post* reported that the men "paraded, led by a sound truck and a band" to Butler Manufacturing to offer their solidarity to the workers on strike there.

Knowing that Local 249 members had fought Henry Ford and won must have provided the encouragement and support the workers at Butler Manufacturing needed to hold on and win their strike.

Workers were beginning to understand their power when they withheld their labor in 1937.

An analysis of strikes by the U.S. Department of Labor noted that there were 4,700 strikes involving some 1,860,621 workers that year.

The number of strikes increased 118% over the previous year and the number of strikers shot up 136% that

year.

Kansas City was right in the thick of the action, too. The strike battles were kicked off locally by the sit-down strike at the General Motors Leeds Assembly Plant.

That strike — though defeated by the plant's physical isolation and the inability to get food to the strikers — inspired 37 more strikes in the Kansas City metro involving nearly 11,000 workers and costing businesses 355,000 lost work days according to

the Labor Dept.

To give a sense of scale to the great labor battles unfolding then, there were just eight major strikes involving 27,000 workers in 2020.

Local 249 members, having received their charter from the UAW just two months before didn't plan to strike, but they were ready when the company forced it on them.

As the men from the Chassis Dept. lined up to clock out from their shift on April 2, foremen and security guards from Ford's notorious Service Dept. "began to move down each line in every department taking workers' badges and telling them they were fired," according to Gene Minshall, a Local 249 member who was there that day.

"Each union leader in each department had by this time pulled all the fuses out of each production line, which stopped all production and announced to all the workers that we were on a sit-down strike," recalled Minshall in his oral history of Local 249.

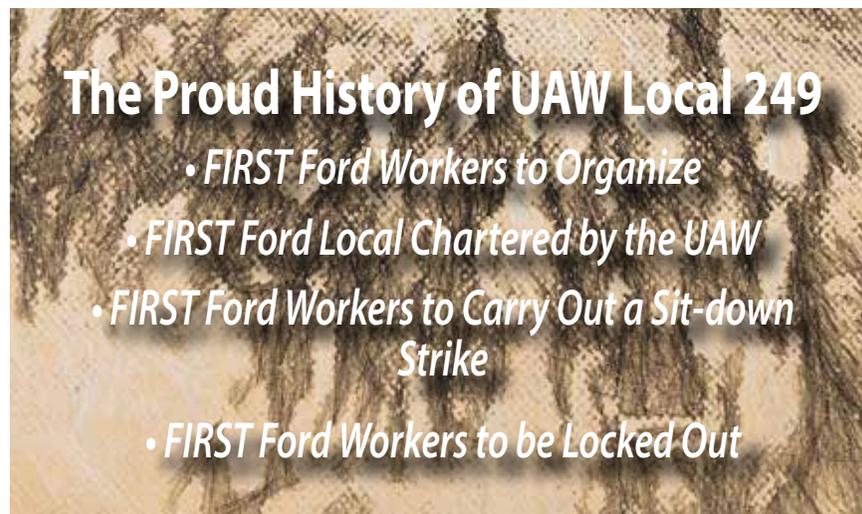
"The company officials were so flustered over our quick moves they didn't know what had really happened. They had never seen all their damn production lines shut down all at one time."

The union formed plant patrol, fire, clean-up and food committees to protect the plant while the strike was on. Then they welded all the outside gates shut.

Members of the plant patrol committee followed bosses and security guards to ensure they didn't do anything the workers could be blamed for.

As the night dragged on, they sang union songs — "Solidarity Forever," "We Shall Not be Moved" and "The Union Makes Us Strong" to keep their spirits high.

When they marched out of the plant in the direction of Butler Manufacturing — the fired UAW members restored to their jobs among other company concessions — they proved that "Solidarity Forever" was more than just a song, it was a path to victory, the beginnings of a strategy for building an American middle class and a better life for all working men and women.





Local 249 Education Committee chairperson Gary Thomas, left, records the local's Solidarity Academy Podcast with CAP Committee co-chair Jay Bosler, CAP Committee member Greg Smith, President Jason Starr and Education Committee member Kelsey Pinzino March 3 at the Production Hub in Raytown. Photo by Don Lehman.

Local 249 Solidarity Academy podcast launched

By Pat Hayes

The Local 249 Solidarity Academy podcast is now available online to members who are unable to attend union meetings in an ongoing effort by the local to keep members informed about the activities of their union and to build power on the shop floor.

There are now three installments of the podcast online. The most recent features Jay Bosler, co-chair of the CAP Committee. The podcast begins with a reading of the minutes from the February 21 Local 249 membership meeting by Kelsey Pinzino.

CAP Committee co-chair Jay Bosler joins the podcast to discuss how politics affect our bargaining agreement and our collective efforts on the job.

"Then, strap in and hold on as podcast participants call out anti-worker legislation and politicians," says podcast host Gary Thomas.

In the February 2 podcast, which is still available to members, host Gary Thomas discusses the Civil and Human rights functions with Sade Ott. Then, Wymann Simpson turns to rebalance issues in the Kansas City Assembly

Plant and how the membership of the UAW is the ultimate power in our organization.

The first podcast of 2021, recorded Jan. 4, features hosts Gary Thomas, Kelsey Pinzino and Wymann Simpson talking with President Jason Starr about how politics shape our union, temporary autoworkers, the upcoming one member one vote and coronavirus. The episode ends with a discussion of the roles of standing committees and how participating equals power and power equals justice.

The April podcast, already in the planning stages will feature Local 249 Bargaining Chair Jim Fisher.

The podcast is broadcast monthly and available through Spotify, Apple Podcasts, Google Podcasts, Breaker, Pocket Casts and Radio Public.

The iOS and Android versions of

the apps can be downloaded from the Apple App Store or Google Play.

Members can ask a question or suggest topics by leaving a voice message for the podcast team on the Solidarity Academy web page on Spotify.

"The podcast is an attempt to halt the loss of union generational knowledge that started with an influx of new members in 2011 when the local doubled in size due to hiring for the F-150 and U.S. version of Commercial Transit Van built at KCAP," says Gary Thomas.

"What we saw was supervision trying to take advantage of inexperienced new members who, in some cases, didn't have a chance to learn from more experienced, longtime members how to defend themselves on the job," says Thomas.

"The podcast is an attempt to remedy that and to build union power on the shop floor," he says.

The Solidarity Academy podcast is one of a number of online tools that Local 249 is using to communicate with members. These include Facebook, Instagram, Twitter and the Local 249 App.

Those are in addition to First Local News, the union's award winning monthly news magazine, in-plant bulletins and the Member to Member Committee which reaches out to members in person in the plant.

"The pandemic and resulting social isolation made it that much more important for the local to step up its efforts to communicate with members across a number of different platforms," says Local 249 President Jason Starr.

"Podcasts have soared in popularity over the past year due to COVID-19. We hope that members who can't attend union meetings for health reasons or work schedules can take advantage of the podcast to learn what their local is doing," Starr says.

"They can even listen to the podcast on their way to work or on the way home by downloading the app and connecting their vehicle's audio system to their phone via bluetooth technology," he adds.

In the coming months, Local 249 will be expanding its communication strategy even more, according to Starr.



Navy veteran Robin Taylor has been appointed to lead Local 249's Women's Committee. Photo by Don Lehman.

Robin Taylor to lead 249 Women's Committee

By Chrissy Kline

The standing committees of Local 249 are working hard to get back on their feet in the face of the "new normal" that the COVID-19 pandemic has brought with it. This has come with many changes, from how many can gather to required face coverings and extra cleaning protocols for any events. Another change is a new face on the Women's Committee, and that face belongs to the new chair, Robin Taylor.

Taylor was previously a member of the Community Action Program (CAP) Committee, making her well versed in how important politics are in the lives of all union members, but especially women. The purpose of the Women's Committee has roots in educating women in labor on the positions labor takes on women's issues, to inform all union members about women and family issues and encourage the women of our locals to become politically active.

However, the committee also recognizes the need to help born leaders refine their skills and to create leaders out of shared passions. Building self-esteem and providing leadership and educational training helps to promote the sense of self that enables women to be more successful in their local, to become more active and even seek out

leadership positions.

That is a lot of responsibility for a committee to shoulder, especially with the sheer numbers of Local 249, but that was never a deterrent for Robin Taylor, only a challenge she accepted gladly. Taylor, a member of Local 249 since 2014 works B-Crew in Transit Paint on the sealer deck. She believes that her life experiences have helped to shape and prepare her for any and all challenges put before her and looks forward to pushing the Women's Committee and Local 249 to new heights.

Taylor is a woman who wears many hats. She is a mother of four, including a child who requires extra medical care. She is a veteran, having proudly served in the United States Navy and in the reserves totaling 10

years of service. She has been a union member for most of her life, having been part of the postal workers union and as a government worker.

All of these experiences have helped to shape Taylor into the woman she is today. She states she "isn't one to toot her own horn," so we will do it for her. As a Black woman, who is a veteran and a mother, who is outspoken about doing the right thing and doesn't back down from a challenge, it is fair to say she has had her fair share of obstacles to overcome. In her own words, she doesn't look at this as something that has held her back but has helped temper her into a strong woman that is ready to help make change happen. That starts now in taking over leadership of Local 249's Women's Committee.

Taylor's goal is to take the Women's Committee into a new direction with focusing on inspiring and uplifting women, to encourage them to be part of the change they want to see around themselves by encouraging them to vote, volunteer and become an active agent of change. The standing commit-

tees are intended to be a reflection of those members in the plant. As such, Taylor wants the Women's Committee to be inclusive and will be welcoming men into the ranks as well.

It is important that all her members communicate the same message of solidarity, unity and inclusiveness. She tends towards a democratic type of leadership and working as a council or a team, sharing ideas and brainstorming and then executing plans together. The committee has decided to sponsor two women's groups from the community to support. These two groups uplift and empower women to foster growth in our communities

"Now is the time to help shape leaders, grow as individuals and feed back into a productive community so that we can rebuild our economy and our labor organization," Taylor said. We couldn't agree more here at Local 249's First Local News and look forward to the changes to come. If you are interested in joining the Women's Committee or any of the standing committees contact the union hall to find what best fits your passions today.



Local 249 Benefits Reps. Jason Hartman, left to right, Steve Hibbs and Derron Joyner are at the union hall to help active and retired members navigate the insurance benefits provided by Ford and the UAW Healthcare Trust. Photo by Don Lehman.

UAW Benefit Reps here to help

By Chrissy Kline

UAW Local 249 is lucky not only to have three full time benefits representatives, but also to have reps with so many years of experience and dedicated service to the UAW, our local, and the vastly growing numbers of active and retired members. The position began as a part-time commitment after being negotiated into the national agreement in 1973 and then as a result of successful negotiations and the invaluable service these individuals provided it became a full time position a few short years later. Our three benefits reps are Jason Hartman, Derron Joyner and Steve Hibbs.

The focus of our UAW benefits representative is to provide service and assistance to the active and retired members of Local 249. The negotiated language specifies benefits reps will aid in verifying health care claims, helping members understand their coverage based on the explanation of benefits received for their health care claim, guiding members through any necessary appeals, and assisting with dental and vision benefits. The areas

in which they are trained are in health care, vision and dental benefits as well as retirement, basic and optional life insurances and disability coverage.

Hartman, Joyner and Hibbs also help order retirement packages and explain the calculations that will make up their benefits structure upon retiring. They are also able to help with dependent verifications, adding or changing dependents due to marriages, divorces, births of children and

deaths.

All of the benefits reps receive the same training throughout the year by the National Ford Department as part of the UAW/Ford joint programs, allowing them to assist the membership equally and efficiently. Due to restrictions posed by COVID-19 the reps receive most of their training via WebX training and conference calls allowing them to remain up to date on any changes within the Ford system of benefits as well as the ever-changing insurance policies. This keeps their skills sharp and provides them with the necessary tools to serve the membership in resolving any issues that arise and to be able to communicate this to the membership.

Joyner, a benefits rep since 2011 says the position "is a unique opportunity that allows you to meet a person on the very first day of their career.

Then to follow that process through the years, transition into retirement and then to the family that continues on after." It is the ability to see the growth of the members from those nervous and uncertain first few days and then coming into their own over the years, adding to their families and helping through times of joy and pain that makes being a benefit representative such a fulfilling job.

If you find yourself in need of guidance on your life insurance, retirement package, pension payments, updating your address with the NESC or medical benefits, whether understanding a bill you received or needing assistance with Unicare paperwork, a benefits rep can help guide you. Hartman, Joyner and Hibbs are available weekly in person at the hall, Monday through Friday from 7:30am to 5:30pm or by phone at 816-454-6333.

Supplier issues bring schedule changes at KCAP

By Jim Fisher

Kansas City Assembly plant has seen several schedule changes over the past few weeks due to suppliers not being able to keep up. So far there has been no major schedule changes like other automotive manufacturers have gone through as KCAP's products remain in high demand.

The Transit System has seen a couple of production shifts cancelled along with a couple of Super Production schedules. The Truck System has also seen some Super Production shifts get cancelled along with the voluntary production for April 5.

I would expect to see schedules continue to have adjustment for the next several weeks while Ford works through getting all of their suppliers back online. With the company doing everything they can to keep parts coming into the plant, some of the notifications are coming with little to no advanced notice. We will work on keeping the membership as up to date as possible.

On February 8, the Truck Side A-Crew was down for one week due to parts issues, and on February 15, the plant was shut down for one week due to extremely cold weather.

Due to a lack of communication between the State of Missouri and Ford Payroll several members SUB pay benefits were not paid out. I want to thank our District Committeemen and Bargaining Committee for their efforts in working with Labor and Payroll. Thanks to their efforts, 1,485 SUB pay benefits

have been manually processed to date and sent to payroll. If any member is still waiting for their SUB payments, they must contact Labor Relations to check on the status of their payment.

To help expedite the process Labor is asking members to provide a copy of their Claim Summary Form off the Missouri Unemployment Website.

For our C-Crew members the company has announced the schedule will be adjusted for the Easter holiday weekend. Truck C-Crew will run production on Friday, April 2 and Saturday, April 3. The company will recognize Easter Sunday on April 4 and Monday, April 5 as the contractual holidays. For the first time this will allow our C-Crew members to be off on the day of Easter and receive holiday pay.

On March 11, members began redeeming their clothing vouchers per the Local Agreement. For members that haven't participated yet, you can visit the website at www.mypromall.com/kca. Members have until April 12 to make their selections.

For the month of March, we have started the process of converting 19 of our TFT members to In-Progression. We would like to congratulate those mem-



Local 249 Bargaining Chair Jim Fisher announced that C-Crew members will be able to be off on Easter and receive holiday pay for the first time. Photo by Don Lehman.

bers on their hard work, commitment, and dedication.

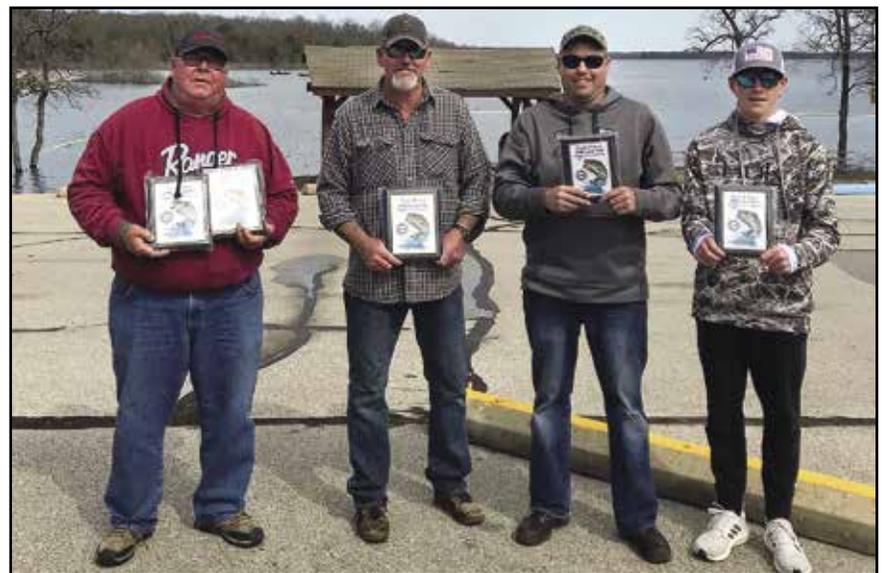
We have received several questions inquiring about a date the cafeteria and the fitness center will reopen. While there has been a decrease in COVID-19 cases and vaccines are becoming more available, the reality is COVID-19 still remains an issue. Meetings continue over the Return to Work Playbook between the company and the International Health and Safety Team. Neither KCAP nor Local 249 have received dates that will allow them to be reopened.

As we are finishing up March and heading into April, we are getting a better picture of what's in store for 2021. It appears that scheduling will

still have some hurdles until all the parts issues get resolved. We can expect that to last for several more weeks. We will continue to depend on all of our members to protect the quality of both our products. Construction and investments will continue to take place both inside and around the plant.

While there will be changes to parking and traffic, these upgrades will help secure our future at KCAP and additional product investments down the road. Demand for both the F-150 and Transit remain very high and once supply chain issues are cleared up, we expect KCAP to be on maximum overtime until dealers are returned to normal inventories.

A graphic for an event titled "THE LOCAL 249 WOMEN'S COMMITTEE PRESENTS EASTER DRIVE HOP". The text "EASTER DRIVE HOP" is in large, pink, stylized letters. Below it, in green, is "Sunday March 28 | 2-4 PM | Union Hall". The graphic has a light green background with decorative black and white circles at the bottom.



First place and big bass in the March 21 Local 249 Bass Tournament at Stocton Lake was won by Fred Jobe and Mike Spence, left to right, Second place went to Dave and Dylan Ferguson

This is who we are, and this is what we believe

By Jason Starr

UAW President Walter Reuther once so eloquently said “We in the UAW operate on a simple trade union principle; that wherever workers are fighting for justice and dignity, their struggle is our struggle, and we will join them in that fight.”

So, recently, when a substantial number of courageous LMV employees, who work just up the road from us in Liberty and build body components for the Transit Van, came to us for support in joining the UAW. We made it very clear that we will stand side by side with them and provide all the resources and assistance needed as they fight to win a contract and democracy on the job.

Local 249 has a proud history of supporting struggling workers who are fighting for a better life for themselves and their families that goes back to the earliest days of the union in Kansas City.

Founding 249 members who backed Ford down in the first sit-down strike in the company’s history, marched out of the plant on Winchester Ave. to go to the aid of striking workers at Butler Manufacturing down the street.

In the summer of 1937, not long after that sit-down strike, Baron De-Louis, Local 249’s first president and L.E. Gimpline, a member of the Bargaining Committee, were savagely beaten by Ford goons when they traveled to Dallas to organize workers at the Ford Plant there.

Our International Union played a key role in helping Caesar Chavez

organize the Farm Workers Union. Walter Reuther and the UAW gave critical backing to the 1963 March on Washington for Jobs and Freedom to advance the cause of civil rights and increase the minimum wage.

Throughout its history, the UAW has been a driving force behind lifting millions of American workers into a thriving middle class at the heart of our democratic society

Why do we do it? Because the only power we, as working people, have is in our numbers. The rich and the corporations they own have all the money. They employ vast armies of lawyers, union busting consultants and private security to keep us in our place. Their political contributions give them the inside track with elected officials.

In Alabama, for example, where workers are voting to unionize at Amazon, the company was able to persuade local officials to change the pattern of traffic light signals to make it harder for union activists to talk to workers driving into the plant.

When workers are united in a union, they can wield their collective power to make life better. They can force the company to meet their demands and they can put pressure on elected officials to level the playing



Local 249 President Jason Starr reported on the organizing drive at the Magna-LMV plant in Liberty at the March membership meeting. Photo by Don Lehman.

field. The more workers that are in unions, the more powerful they become and the more they can achieve.

Congress enacted the National Labor Relations Act in 1935 to protect the rights of workers to encourage collective bargaining, and to curtail certain private sector labor and management practices, which can harm the general welfare of workers, businesses and the U.S. economy.

The NLRA guarantees the right of private sector employees to organize into trade unions, engage in collective bargaining, and take collective action such as strikes.

Union contracts — like contracts in every other aspect of our lives, cars, homes or hiring contractors to perform

services or repairs — protect workers from companies that want to exploit their labor to increase profits.

When the workers at LMV form their union and achieve recognition they will determine the issues and will be the champions of resolving them through the collective bargaining process.

The contract will protect LMV workers and compel the company to keep its word on the things they’ve agreed to in the contract.

Our union is about the people we represent. It’s about their problems and their needs. It’s about their hopes and their aspirations. It’s about their dreams.

This is who we are, and this is what we believe.



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.



-  Facebook: @UAWLocal249
-  Instagram: UAWLocal249
-  The Web: www.local249.org
-  Local 249 App: Apple App Store or Google Play
-  Solidarity Academy Podcast: iOS and Android

UAW Trust audit on Retiree Benefits

The UAW Trust is conducting an audit on Retiree Benefits and needing all retirees to be sure to send in their information for the Dependent Verification. In order to validate all dependents, including spouses, are eligible for coverage, periodic audits are performed to confirm the Trust's Dependent Eligibility Rules are being met. This ensures that Trust funds are being used correctly and that the Trust is not paying benefits to people who are not entitled to them.

The Trust is working with a company called Dependent Verification Services (DVS) to assist us in this process and are requesting your help to confirm any dependent listed is eligible for Trust coverage. In order to do this, we need you to send in copies of the required documents for each dependent by May 15, 2021. Please note that any documents provided cannot be returned.

Your dependent may lose coverage if we do not receive your documentation by the deadline. In addition, documentation that is not sufficient to show your dependent's eligibility may also result in loss of coverage for your dependent.

What you need to do

Please send copies of the Required Documents listed for each Dependent Type below by May 15, 2021.

Spouse

A spouse is defined as a same-sex or opposite-sex individual who is married to a Retiree with a valid marriage certificate.

Required Documents

A copy of the first page of your most recent Federal tax return listing your spouse.

Same Sex Domestic Partner

A same sex domestic partner is defined as the retiree's sole partner in a long-term committed relationship, financially dependent and not legally married to anyone.

Required Documents

A copy of the Same Sex Domestic Partner Attestation Form (not required if legally married). State law applies.

Biological Child, Step Child or Adopted Child

A dependent child is eligible if these 5 requirements are met:

1. Relationship-Must be related by blood, adoption or marriage;
2. Age-Must be under 26 years old;
3. Marital Status-Must not be married;

4. Residency-Must live with the retiree;

5. Dependency-The retiree must be eligible to claim the dependent.

Required Documents

• A copy of the first page of your most recent Federal tax return listing dependents claimed; AND

• A copy of your dependent's Birth Certificate or adoption papers listing the retiree or current spouse as the parent; AND

• A copy of current Proof of Residency for children over 5 years old, showing your dependent lives with you.

Proof of residency examples: driver's license, state ID, child's report card or letter from the school with current address.

Submit the required documentation by using one of the methods below.
1. Upload documents to the Dependent Verification Portal by using your computer or smartphone.

Log on to the Dependent Verification Portal website at <https://digital.alight.com/rhcc> and click or tap on "Verify My Dependent Eligibility" alert.

2. Secure Fax to 1-877-965-9555 using the fax cover page included at the end of this notice.

3. Mailing Address: Dependent Verification Services, P.O. Box 1401, Lincolnshire, IL 60069-1401.

Expect a determination within 14 days. A notification of your status will be sent by US mail or you can check the status online by creating an account on the Dependent Verification Portal explained above. You Must have your individual Fax Cover Sheet.

For More Information

If you have questions or require any assistance in providing the necessary documentation, please contact Dependent Verification Services.

There is an option to send a secure email through the portal at <https://digital.alight.com/rhcc> then go to 'Contact Us'.

OR

You can simply call the Dependent Verification Customer Care Center at 1-866-637-7555. They will be happy to assist you. Representatives are available Monday through Friday from 8 a.m. to 11 p.m. eastern time.

Dependent Verification Services also provides an online portal option where you can check your eligibility status after your documents are submitted.

**UAW Retiree Benefits Audit Deadline
May 15, 2021**

Local 249 Retiree Report

By Natalie Wood

April showers bring May flowers. Sure hope you all are staying safe and keeping your distance. We never could have imagined that this virus would have taken such a toll on so many, for so long. As far as vaccinations go, please check with your doctors in order to determine which is the best for you personally. It's a personal choice, so be informed.

Personally, I was hoping that we would be back together again. It's been over a year since our last Retirees Meeting. Reach out to your fellow retirees, by phone or text to check up on one another. This is our new normal for now. Let's make the best of it by checking on each other.

I wish I could welcome our new retirees in person, but I want to reassure everyone that everyone will be welcome to our monthly retiree meeting once the pandemic is under control.

Let us keep our UAW members families in our prayers as we salute those that have gone on since January 2021. They are: Charles Abernathy, Bobby Brown, Michelle Brown, James Day, Larry Dean, Lonnie Dickensheets, Joseph Ellis, James Graham Jr., Raymond Grindel, Margaret Grubbs, Stanley King, Lanny Maple, Herman Moore, Jerald Mulkey, Paul Pembridge, William Phelps Jr, George Robertson, Roger Shaw and Audraft Young.

Once again let me say that it won't always be like this but until we can meet again. Take care, be well and this too shall pass. Until we meet again.



Local 249 Fishing Calendar

March 21, 2021 — 7:00 am-3:00 pm

Bass Tournament

Stockton Lake Stockton Park – RB Boat Ramp

May 23, 2021 — 6:00 am-3:00 pm

12th Annual Kendal Bailey Crappie Tournament

Truman Lake Long Shoal Ramp

June 6, 2021 — 6:00 am-2:00 pm

Bass Tournament

Truman Lake Long Shoal COE Ramp

July 18, 2021 — 6:00 am- 3:00pm

7th Annual Wayne Pace Bass Tournament

Smithville Lake Crows Creek

Sept. 12, 2021 — 7:00 am-2:00 pm

Bass Tournament

Truman Lake Long Shoal COE Ramp

Sept. 26, 2021 — 7:00 am-2:00 pm

Fall Brawl Bass

Smithville Lake Crows Creek



Local 249 members Jason Starr, Shirley Mata, Gary Thomas, Erica Eckart, Robin Taylor, Jay Bosler, Camalee Hefty, Cameron Pennington, Amy Minich and Terri Hall opened the UAW organizing drive at MAGNA's LMV Automotive Systems in Liberty March 1.

Local 249 launches organizing drive at MAGNA

By Pat Hayes

Local 249 members opened the organizing drive at MAGNA's LMV Automotive Systems in a pre-dawn informational picket line outside the plant in Liberty on March 1.

LMV employs approximately 600 employees at the facility. The plant supplies body components for the Transit Commercial Van built at KCAP as well as components for the General Motors Fairfax Assembly Plant in Kansas City, Kansas, according to Local 249 President Jason Starr.

LMV Automotive is a division of Cosmo International, an operating unit of Magna International, the world's second-largest automotive supplier.

The plant has been located in Liberty's Heartland Meadows Business Park since 2012.

LMV took advantage of public funding from the City of Liberty, the Liberty Economic Development Corporation, the State of Missouri, and Kansas Area Development Council, to obtain an assistance package that included Chapter 100 Tax Abatement, Missouri Works Program, and an Economic Development Infrastructure Grant to open the plant.

Local 249 activists Jason Starr, Shirley Mata, Gary Thomas, Erica Eckart, Robin Taylor, Jay Bosler, Camalee Hefty, Cameron Pennington, Amy Minich, and

Terri Hall will be helping LMV workers with the organizing effort.

The group received online organizing training from UAW International on Feb. 18 and 19.

LMV employees are frustrated with extremely high turnover and there is favoritism at the plant. "The same rules don't apply to everyone and the leadership and training is almost nonexistent."

Some employees are very upset about the work-life balance with long hours, forced overtime, and few days off.

"It's our responsibility as trade unionists to always try and help people, realize and achieve the things we as UAW members have through collective bargaining," says Jay Bosler,

co-chair of the union's CAP Committee and a member of the LMV organizing committee by way of explaining why he volunteered to help LMV workers join the union.

"Organizing LMV-Magna will bring dignity, justice, and power to the workers there," says Gary Thomas, Local 249 Education Committee chair and member of the LMV organizing committee. "Some may not understand what a union is. Many think it's a service but in reality, it's a tool to empower."

Shirley Mata, who divides her union activism between serving as co-chair of the CAP Committee and as a member of the LMV organizing committee adds that, "Being union was the best thing I have ever done. It gave me equal pay and benefits. Something that, as a woman, I wouldn't have without the UAW."

"I grew up in a UAW household. Three of my brothers were raised by my

mother who was a waitress. I saw firsthand the difference being union made in your everyday life. I love being able to organize LMV because they came to us and asked for a seat at the table and a voice on the job," adds Mata.

"Organizing takes a certain passion and willingness to fight for issues that should be fundamental to the working class," says Erica Eckart, also a member of the LMV organizing committee.

"These greedy corporations have it set up to where we have to fight for fairness and dignity in the workplace. The hard-working people at LMV are extremely taken advantage of and quite frankly, it pisses me off," she says.

"These folks work 10-hour days only to be told 10 minutes before the end of the shift that they have to stay another four hours. Let's say you're a single parent and your kid is in day-care, or with a sitter or family member, or maybe they have extracurricular activities for school or whatever. If you tell Magna that you have an obligation and can't stay, they give you an AWOL for the whole day. These are just a few of the many reasons why I will do whatever it takes to help these people form a union. They are hard-working people like you and me and they deserve better," she says.

"There is no greater calling than to serve your fellow man. There is no greater contribution than to help the weak. There is no greater satisfaction than to have done it well. There is no power in the world that can stop the forward march of free men and women when they are joined in the solidarity of human brotherhood." — Walter Reuther