



UNION PROGRESS LUCA

Local Union
Communication
Association

Official Publication, Local 14, UAW

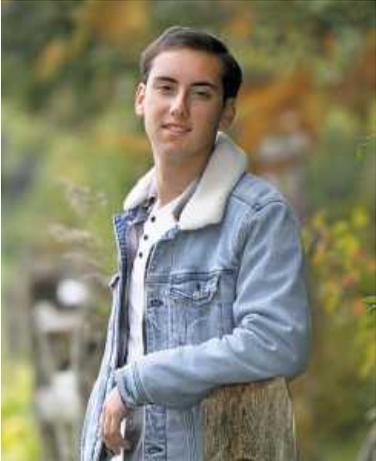


July 1, 2022

JACK HAMILTON WINNER OF \$10,000 GOSSER SCHOLARSHIP

Jack Hamilton is the son of Cheryl Cleevly and Greg Hamilton. Cheryl works at GM Powertrain Toledo in 8 Speed RWD Valve Body.

Jack is both logical and determined to succeed. He is also a well-rounded student who manages his time successfully. Jack is a great conversationalist who is quick witted and funny. Jack is respected by his peers, teachers and coaches. He is a four-year letterman in both cross-country and track & field. He reached a personal goal of running a 4:55 mile. Jack is also a member of the National Honor Society. He volunteers at summer dinners at St. Michaels Church, The Big Reach Center Hope at Greenford Christian Church and cross-country camp. Jack's goal is to become an Aerospace Engineer.



Local 14 members and their families have received over \$231,000 in scholarships from the Gosser Scholarship Program since it started in 1961. Thank you to all of our members that submitted an application for this scholarship.

Local 14 is very proud of Jack and his accomplishments, we wish him well in his future endeavors.



MEETING NOTICE • AMALGAMATED MEETING SUNDAY, JULY 24, 2022 (9:00 AM)

This meeting is for ALL members of Local 14 UAW, Retired and Active, All Units.

NOTICE

RICHARD T. GOSSER SCHOLARSHIP

TO BE ELIGIBLE

1. An applicant must be a son, daughter or ward of a member in good standing of a Local Union affiliated with the Richard T. Gosser Scholarship Program, and who is not employed full-time by the International Union.
2. An Applicant must be a Senior of a high school class graduating between January 2023 and July 2023.
3. After filling out the application form completely, have it certified with a signature by a Local Union President, Vice-President, Financial Secretary, Recording Secretary or Chairman and mail or bring same to:
Richard T. Gosser Scholarship Program
1691 Woodlands Drive
Maumee, Ohio 43537

Application must be "U.S. Mail"
POSTMARKED no later than October 15, 2022

THIS DEADLINE IS FIRM AND NO EXCEPTIONS WILL BE MADE!

Note: It is not necessary to submit anything but the application at this time.
ACT test scores are due February 24, 2023.

REGARDING ACT TEST:

If the applicant has NOT previously taken the ACT Test, the taking of this test during one of the coming months of JULY, SEPTEMBER, OCTOBER, OR DECEMBER is a requirement. The SAT test DOES "NOT" qualify. You may register at www.actstudent.org and list code #9894. ACT scores need to be sent directly to the Richard T. Gosser Scholarship Program and received no later than the close of business on February 24, 2023.

For an application and rules, visit our website at <http://region2b.uaw.org> or see your Shop Chairperson, Local Union President or Int'l. Rep., or contact us at:

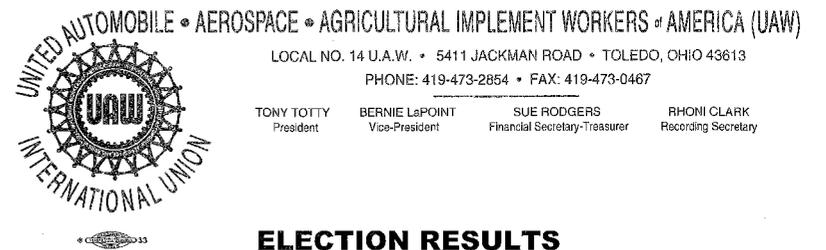
Richard T. Gosser Scholarship Program
1691 Woodlands Drive
Maumee, Ohio 43537
(Telephone #419-893-4677)

REQUIREMENTS:

Application DEADLINE: U.S. POSTMARKED BY OCTOBER 15, 2022 (NO EXCEPTIONS)
ACT DEADLINE: By close of business on FEBRUARY 24, 2023

tb:opeiu494/afi-cio (RTG-2022 Application Notice.doc)

CONGRATULATIONS TO ALL OF OUR MEMBERS THAT RAN FOR A DELEGATE POSITION



TONY TOTTY President
BERNIE LaPOINT Vice-President
SUE RODGERS Financial Secretary-Treasurer
RHONI CLARK Recording Secretary

ELECTION RESULTS

38TH UAW CONSTITUTIONAL CONVENTION DELEGATES

The following are the results of the election that was held on Thursday, June 9, 2022.

1. Robert Moore – 193 – Alternate #2
2. Robert Morales – 218 – Alternate #1
3. Rhoni L. Clark – 243 - Elected Delegate
4. Edward "EDD" McNulty – 167
5. Bear (Dan) Gilson – 245 - Elected Delegate
6. Mark "Uncle Sam" Race- 159
7. Heather Bayles-Moore – 170 – Alternate #3
8. Peggy McKnight-Wilson – 226 - Elected Delegate

The three (3) candidates with the most votes will be delegates, the next three (3) highest will be alternates.

Doreen Dillard, Chairperson

Local 14 UAW Election Committee

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PRESIDENTS REPORT

BY TONY TOTTY

I hope this report finds you and your family well. It seems like not that long ago we were on strike at GM. It's amazing that we are only one year away from the expiration of our current agreement. In less than a year we will be taking contract demands and asking for a strike vote. No one wants to go on strike but it's a last option to get justice at the bargaining table. We ask that you vote yes on the strike vote to give support to your bargaining team. Another way to give the bargaining team support is



Tony Totty - President

to be ready financially, in case of a strike. This means have at least three months of funds available to withstand whatever scenario

plays out. We have the Money Matters booklet available online at uawlocal14.org, or you can pick up a copy at the Union Hall. Recently, our weekly strike pay was increased to \$400 a week. The increase is nice but still doesn't compare to being fiscally ready. Please share the Money Matters booklet with family and friends, they will thank you later.

I attended the UAW CAP Conference in Washington DC recently. Our Toledo Delegation lobbied Ohio Legislators. Unfortunately, Bob Latta wouldn't meet with us, so we talked to his staffer. I wrote Representative Latta a letter and it is shared in this publication. In it, I let him know that we are a large part of his tax base and we're also his constituents. In contrast to Representative Latta, Sherrod Brown came to our conference and talked to the members from Ohio. Please remember the treatment we received at election time.

Lastly, I recently had an injury that required an emergency room visit and a minor surgery. I told the story to our retirees at their monthly meeting. At the end of the story, I thanked them for coming before us and providing us with the great healthcare that treated my injury. We would not enjoy our way of life if it wasn't for their many years of service and sacrifice. They worked in the factories with bad ergonomics and air quality. We also went from one sheet of contractual language in 1937, to over 1800 today. Through the years they fought for every page, for that we thank them!

In Solidarity
Tony Totty
Local 14 UAW President



CHAIRMAN'S REPORT

BY JEFF KING

Brothers and Sisters, our Local 14 Education Committees do a wonderful job teaching people about their rights as it pertains to a union shop, but I just wanted to remind the membership of their Weingarten Rights. If you are being asked to have any type of "interview" with management, no matter how innocent it may appear, you are within your rights to ask to have your committee representative with you. Anything you say in these "interviews" may be used against you. Your committee person will be able to help and advise you of your rights during questioning at these "interviews." Additionally, ALWAYS request your committee person when you have been placed on notice. There has been an increase in members just signing discipline slips without consulting their committee person. All disciplinary interviews are equally important including any step of Doc 8 (The Attendance Program), traditional progressive discipline (Shop Rule Violations) and/or lock out (Safety Violation).

The Labor Department is requesting people to their office under the pretense that they're conducting an investigation. Members have been going to the Labor Department thinking these are informal conversations but no conversation with Labor Relations is informal. Many times, the members are unaware that the investigation could be phone interviews with lawyers or corporate investigators until they get to the labor office.

The bottom line is that you have rights. You have a right to have your committee person present. You have a right to ask if you are on notice or if you have broken a shop rule. If the answer is "no" or "not at this time" you have the right to refrain from answering any questions or writing any statements. You have a right to say, "you do not wish to be interviewed." You have the right to say, "I have nothing to say and I do not wish to be interviewed."

In Solidarity,
Jeff King, Shop Chairman
Local 14 UAW/GMPT Unit



Shop Chairman
Jeff King

Your Right to Union Representation

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working condition, I respectfully request that my union representative or steward be present at the meeting. Without representation, I choose not to answer any questions."

(This is my right under the 1975 U.S. Supreme Court Weingarten Decision)

FINANCIAL SECRETARY REPORT

BY SUE RODGERS

The RBC Bank account balance on 5/31/2022 was \$3,042,199.08. The book value on 5/31/2022 was \$2,864,069.29. The actual value was \$178,129.79; higher than we can report on the Financial Statement. This is our unrealized gain, and if we cashed in our investments on 5/31/22, our payout would have been \$3,042,199.08.

On May 25, 2022, someone tried to compromise the Local 14 UAW checking account by mocking our checks. The checks were stopped, and no money was lost. We have strengthened the fraud protection on this account. A Police report was filed, and I am working with the Police Detectives to find out who did this and try to prevent this from happening to us and others in the future.

Congratulations to all Local 14 UAW Members that ran for the Constitutional Convention Delegate positions. All members that run in any election are winners and we appreciate your efforts.

In 2019, during the Strike, some of our members installed new lighting for the Union Hall parking lot. The lights cost approximately \$300.00 and they lasted three years. The lights had a five-year warranty. I contacted the company and they sent us four new lights at no charge. If you purchase any products that have a warranty, hold the company to it.

Ask yourself, would you monetarily be ready for an emergency? With the economy shift and gas price increases, now is the time to start saving for an emergency! Saving money is hard, especially if you own a debit or credit card. Most of us never ask for a receipt, because we feel it's a burden to hold onto them, so you lose track of your spending. The best way to jumpstart establishing a budget is to realize your spending habits. On the first day of a new month, get a receipt for everything you purchase throughout the month. Sort the receipts into categories like restaurants, groceries and



Financial Secretary
Sue Rodgers

Continued from pg. 3

personal care. At the end of the month, you will be able to clearly see where your money is spent. Based on your spending, you can prepare a monthly budget and set a goal of how much you will save each month.

The International Union Strike and Defense Fund reported for the month of March 2022. The Net Worth as of February 28, 2022, was \$822,024,158.84. The income for the month of March was \$6,716,822.43, less the earnings on investments -\$1,240,133.43 and disbursements were \$1,881,795.48. The Net Worth at the end of March was \$825,619,052.36. During the month of March there were three open strikes.

Thank you for allowing me to serve the Local 14 Membership for five continuous years.

In Solidarity,
Sue Rodgers
Local 14 UAW Financial Secretary

UAW LOCAL 14 TRUSTEE REPORT

John Bembenek, Head Trustee

The Trustees for UAW Local 14 hold a very important position within the Local. We are the eyes and ears for the Local membership. Learning new rules and updates the International enforces are important for us to perform our job. The International Union Auditors provided training for the Trustees and Financial Secretary at Region 2B. We listened to other Locals bring up the problems that occurred at their Locals. Local 14 runs a very tight ship and the Auditors were very impressed with our past and present record keeping.

I would like to thank our Financial Secretary Sue Rodgers and Clerical Juli Winkelman for their hard work and efforts. This training gave me the insight of what it takes to handle the books for Local 14 and the excellent job they do. Our track record was highly commended by the International Auditors and trainers for this class.

Thank you to the membership for sending us to this important training.

In Solidarity,
John Bembenek, Head Trustee
Greg Pollick, Trustee
Ron Kossow, Trustee

RECORDING SECRETARY

Rhoni Clark



Rhoni Clark

Greetings and Solidarity to all my union Brothers and Sisters. First, I would like to thank you for entrusting me to be a Delegate at the 38th Constitutional Convention in Detroit, Michigan. Local 14 has been a force at the Constitution since its inception in 1935. It is an honor to represent our Local now!

I would also like to thank the Local for send-

ing me to the Financial and Trustee Conference in April as well as the Leadership Advisory Council Conference in Fort Wayne. Both conferences taught me the responsibility and leadership my Recording Secretary position carries. We learned of the many challenges that smaller Locals face. We were able to bounce ideas off one another and gather new ideas. I shared with them our best practices at Local 14. It is important to share our history and processes to make other Locals better. It is the responsibility of every member of the UAW to teach one another, (article 41 Sec.1 and 2 of the Constitution) because we're only as strong as our weakest link. The UAW should not have any weak links because, we are the keepers of our Brothers and Sisters. To be able to represent Local 14 not only as a member but as the Recording Secretary is simply an honor. As I continue my journey, I pledge to uphold the legacy our Retirees fought for, continue it with our current Brothers and Sisters, and secure it for future Local 14 members.

In Solidarity,
Rhoni Clark
Local 14 UAW Recording Secretary

Veterans Committee Chairperson

Peggy A McKnight-Wilson

Memorial Day History

On Saturday, May 28th, the Local 14 Veterans Committee met at the Ottawa Hills Memorial Garden Cemetery to help place flags on the Veterans graves. Over 14,000 flags were placed in the Toledo area alone. Thank you to everyone that came to attend this event.

Memorial Day began after the Civil War with both formal and informal ceremonies at graves and ceremonies for the soldiers who had fallen in battle. In 1866, many places claim to be the birthplace of Memorial Day, including Waterloo, New York, Macon and Columbus, Georgia. On May 5, 1868, the Grand Army of the Republic (GAR), a Union Veterans Organization, established May 30, as Decoration Day. This was a time for the nation to decorate the dead soldiers with flowers. Arlington National Cemetery held the first large observance later that year.

By the end of the 19th century, Memorial Day ceremonies were held throughout the country. The Army and Navy adopted policies for proper observances, and state legislatures passed proclamations designating the day. After World War I, the day was expanded to honor those who died in all American Wars. In 1971, Memorial Day was declared a national holiday to be celebrated on the last Monday in May.

Memorial Day Facts

- Memorial Day was originally known as Decoration Day.
- The birthplace of Memorial Day is a debated topic. Cities such as Warrington, Virginia;

Gettysburg, Pennsylvania; Savannah, Georgia; and Waterloo, New York, are some places believed to be its birthplace.

- Memorial Day was originally celebrated May 30, until the Uniform Monday Holiday Act took effect in 1971, and it was moved to the final Monday in May.
- 1971 is also when Memorial Day became an official holiday.
- Originally, only soldiers who had died in the Civil War were honored.
- The National Monument of Remembrance Act passed in 2000, requires all Americans to stop what they are doing at 3:00 pm on Memorial Day for a minute of silence to remember and honor those who died while in service.
- The Poem "Bivouac of the Dead" is often recited on Memorial Day and inscribed on iron tablets throughout many of the country's national cemeteries, including the original entrance to Arlington National Cemetery. The poem was written by Theodore O'Hara to honor his fellow soldiers from Kentucky who died in the Mexican American War.

Respectfully Submitted
Peggy McKnight Wilson
Veteran's Committee Chairperson

CAP CHAIRPERSON

Angela Jones



Angela Jones

"CREATING A PATH FORWARD" was the motto for the 2022 National CAP Conference. Day One President Ray Curry opened the conference with greeting all fellow UAW Activists. He let us know that the hard work and dedication to the causes of our great union is very appreciated. We heard from some inspirational speakers. The speakers included Marty Walsh (U.S. Secretary of Labor), Rakim Brooks, President (Alliance of Justice), Marcia Fudge (Secretary of U.S. Housing and Urban Development), Heidi Shierholz, President (Economic Policy Institute) and Saru Jayaraman (One Fair Wage) who reminded us of ongoing struggles and how to achieve victory in this year's election. They also encouraged us to continue the important work that we are doing. All the regional directors came to the podium with the purpose of introduction of the many U.S. Congress members from across the country that are supportive of the middle class and labor.

Day Two was our lobby day when we went to Capitol Hill. We lobbied our Representatives on the Protecting the Right to Organize (Pro) Act. The House of Representatives passed this bill last March but with the filibuster it will take 60 votes in the Senate to pass. Sadly, not one Republican supported this pro-worker legislation. Next, we

urged elected officials to pass Senator Browns Support the Striking Workers Health Care Protection Act. This would make it illegal for employers to cut bargained health care if there is a work stoppage due to a lockout or a strike. We all remember what GM did to us during our strike, this would prevent that! EV Tax Credits in the Build Back Better Act was pursued also. This favors union made electric vehicles and batteries for tax rebates. Prescription Drug Costs were another issue we advocated on behalf of our members. We visited Marcy Kaptur's office to commend her on her work in this area. Marcy recently passed a bill that would cap the cost of insulin to \$35 per month. This would help all Americans not just our members. This was a great experience, we met amazing people from all over this country lobbying the same causes we support and believe in on a National level.

Day Three was our final day of the conference. We were able to hear more of our U.S. Congress members and Nancy Pelosi, Speaker of the House. She spoke on multiple issues that the middle-class are deals with; PRO Act, Supporting Lower Prescription Drug Cost & Support Building a Better America Act are a few. She emphasized how important it is to know that the middle-class is the backbone of our Democracy, and the middle-class build the Nation. However, LABOR built the middle-class.

We support those that support us! This upcoming election cycle please look for a UAW endorsed candidates list. Our endorsed candidates are vetted and support our positions on labor issues. We don't tell members how to vote but when it comes to issues that benefit union members these are the people, we believe will do the best job.

In Solidarity,
Angela Jones
CAP Chairperson

CHAPLAINCY COMMITTEE Report on Advisory Council Meetings

Vaughn Patterson

Thank you to my Union Brothers and Sisters for allowing me to attend these important Advisory Council Meetings for Chaplaincy. I would also like to thank our President Tony Totty and Chairman Jeff King for their attendance and support at our Advisory Council Meetings.

The reason we attend these meetings is to learn more about our leadership positions we hold, so we can be more effective for our members. We are here to help all our Union Brothers and Sisters that want and need our prayers and support. When it comes to prayer, they taught us to "Stay in our own lane." We are all diverse and have different beliefs, we shouldn't try to pass on something that is not wanted. But we should be there for those who need and want us.

The Advisory Council Meetings brings together members from other Regions to discuss issues,

concerns and bring new ideas to the table. We learn at these meetings how to cope with members when they have a loss. This is important because not everyone reacts the same and you must be respectful of individual beliefs when helping others. The whole idea of these meetings is to give us new ideas of how to help our members.

In Solidarity
Vaughn Patterson

CHAPLAINCY REPORT

Marlise O'Neal

Greetings Union Brothers and Sisters, what an awesome time and learning experience I had at the 35th Annual International UAW Chaplaincy Conference held at the Walter and May Reuther Family Education Center, Black Lake, Onaway, Michigan.

Serious illness, death, marital problems, employment problems and financial crisis are all part of our lives. Today, these and many other problems directly affect the worker, their co-workers, and their ability to do an effective job. During these times some of us would seek the help and guidance of a Chaplain.

What is the Chaplain's role in rendering aid/help or assistance? I have learned that it goes beyond being a good listener, praying person and lover of the LORD. The Chaplain is a specialist in the workplace, a trade unionist. The Chaplain is also trained to educate our membership in the history of the Labor Movement. They are also responsible for developing and maintaining an intelligent and dignified membership to support the election of candidates whose platforms represent labor issues.

A Chaplain is a minister trained to assist workers in many areas of physical, emotional, social, and spiritual needs. They should be prepared to serve people of ALL beliefs on others or seek to persuade workers to accept his/her religious or political beliefs.

The Chaplain is responsible for a wide range of ministries and services, some include crisis intervention, hospital visits, weddings, pre-retirement classes, (this was something else I learned, Numbers 8:23-26), employee orientations (another learning point), funerals and related ministries. We split up in groups and rehearsed different life scenarios to make us aware of what was appropriate or what might be deemed offensive when speaking with someone and or trying to assist. This was a very helpful exercise!

More than half of the members that attended the conference were first-time attendees. They were called the "Young Joshua's", throughout the week, and there were 54 of them! I found this to be awesome!!

Along with classroom learning, we all came together for Praise, Worship and testimony in the auditorium. They gave you an opportunity to share and release. The music and singing were amazing!

You couldn't help but to shout and feel the Lord's presence!! Listening to some of the testimonies you could NOT sit there and NOT feel the pain and hurt some of the union Brothers and Sisters were feeling. GOD was the conclusion that helped them through their painful journeys.

Members from different religious beliefs were in attendance and there was a non-judgement zone of all shapes, sizes, nationality and color. It was so beautiful because we all shared one common component, LOVE of the LORD!

We also had a Union Sister read a poem by Anne Peterson, "I have these holes." I urge each of you to Google and read it. I hope you can feel the mood that was in the room.

Another interesting fact I learned was 21 years before Black Lake, Mr. Pat Greathouse opened a facility in 1949 for UAW Members called the Ottawa Union Center. In 2017 it was destroyed by a tornado, soon after it was revamped and is still open today.

Thank you all for giving me this opportunity to share this learning experience I had at Black Lake. Thank you Randy Pitney, Local 14 UAW Chaplain, for helping me attend this uplifting conference.

In Solidarity
Marlise O'Neal

POWERTRAIN UNIT EDUCATION DIRECTOR

Brian VanPelt

Greetings Brothers and Sisters, April 26th was the opening day for the Regional Advisory Council and was kicked off by our Regional Assistant Director, Jeff Schrock. He informed us that in October there were 309 delegates sent from their individual unions representing the 35 Local Unions from Region 2B. Today we have grown to 349 member delegates attending.

Our International President, Ray Curry pointed out the importance of voting and speaking as our visionary leader. Walter Reuther, said in his final constitutional convention in 1970, "From the bread box to the ballot box, what we negotiate at the bargaining table can always be taken away in the legislative halls." He spoke about reviewing the core values of the UAW where our former leaders are concerned. He continued to say that we need to face our challenges head on, and this will be what builds us up to become better as a whole. This means that our roles as leaders are no joke nor are they meek. As a leader we should all represent our membership and this is no joke. This means that if you have a person in management that you feel is a friend,



Brian Van Pelt

Continued from pg. 5

they may be on Saturday and Sunday. On Monday if they can execute discipline, they will somehow forget Saturday and Sunday. This means, that management is not your friend – you may think they are but when it comes to long term, they are not.

A pivot in conversation changed as we went to speak on the new “Chip Plant” being built in the Columbus area. This had a direct impact on those members at Local 292. They used to build the “Silicone Chip” for the vehicles we produce and are now short. The membership was eager to show the company they could do what was asked of them. That time came during COVID when our Brothers and Sisters who once built “Silicone Chips,” moved into making the ventilators that helped those who were suffering from COVID, have a chance to breathe. Thanks to our Brothers and Sisters at Local 292.

Brother Curry closed his portion of the day with the idea given to each of us in saying, “Be a

HAPPY PRIDE MONTH AND JUNETEENTH FROM



Who is Pride at Work? We are one of the 7 constituency groups of the AFLCIO seeking full equality without restrictions or barriers for LGBTQIA+ individuals in our workplaces, unions, and communities, creating a Labor Movement that cherishes diversity, promotes inclusion, encourages openness, and ensures safety & dignity. We do this through education, alliances, and building solidarity across our large and diverse communities.

Organizing in the spirit of “An Injury to One is An Injury to All”, we oppose all forms of bias and discrimination on the job, in our unions, and in the public square based on sex, gender identity and expression, sexual orientation, race, veteran status, national or ethnic origin, immigration status, age, disability, HIV status, marital status, religion, or political views.

We recognize that true justice and equality can only be achieved through an organized and empowered working class. We seek to promote the ability of all working people to self-organize and act collectively to advance the power, needs, and interests of the working class in addition to the principles of justice, true democracy, and equality.

We always look for likeminded members from the community to join our organization. Please follow the path below to become a member of our newest and only chapter in Ohio. Or if you want more information, you can find that at www.prideatwork.org.



<https://actionnetwork.org/fundraising/join-pride-at-work-as-a-sustaining-member>

UNION PROGRESS

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Local 14 UAW Officers

President, Tony Totty
Vice President, Bernie LaPoint, Jr.
Financial Secretary-Treasurer, Sue Rodgers
Recording Secretary, Rhoni Clark
Retiree Chapter President, Henry McCoy

Editor, Tony Totty
Managing Editor, Sue Rodgers
Advertising, Sue Rodgers

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Union Progress would like it to be known that the articles that are printed represent solely the opinion of their writers and not necessarily the opinion of Local 14, the Editor or the International Union.

reflection of the fight for the future of our UAW.” Brother Curry welcomed International Secretary Treasurer, Frank Stuglin, who delivered the news of our financial health. We were reassured that we are healthy – inclusive of the strike fund he said, “Should there be no strikes, we would be reducing the monthly dues amount to two hours.”

During Brother Stuglin’s speech he said, “Training will be moving to the needs of the membership.” This will be done through surveys that are sent to the members’ home addresses that are on file. He stressed that to serve the membership, it was imperative that we fill out the surveys so that the International can serve to its fullest potential.

Organizing is on the forefront with the potential of adding 1.5 million members to our rosters. We need to be able to address the issues with former leaders that took advantage of the membership. Leaders who are now in jail for their dishonesty and thievery. If we are successful in assisting members to form their own Units, they will have a gap in training. It was found, to be fully trained it takes around 13 months in newly organized facilities, where it only takes 12 months to decertify. For that reason, a plan is being worked on to close the gap through the International Training and Education Department to streamline this training.

Brother Stuglin reported, that for one member one vote, we had 8% of the membership that voted in favor of this. He said, “It’s sad that 8% of the membership decided for the whole membership,” he was referring to the International Union body of members. Simply said, the 8% decided for the 92% that abstained. The question was then posed, how do we engage that 92%? These were just the discussions that began the Advisory Council for Region 2B.

For the next 2 days we had break out discussions with other Locals within the Region. As the Powertrain Unit Education Director, I am thankful to our membership for allowing both myself and our Local Education Director, Dawnya Ferdinandsen, the opportunity and the honor to represent our great Local at this event. The Education Committee is one of the eldest of the committees, but one of the newest to be part of the Advisory Council. It was in those two days that we would discuss what each of the represented Locals are doing with their education programs in their respective Local. We here at Local 14 will never take lightly the fact that our leadership went head on with management to ensure that every member temporary or traditional, enter the four walls of our workplace with a basic understanding of what our union is about by giving 8 hours of class time devoted to UAW 101 and UAW Core Values. During the breakout sessions we heard other Locals struggle to do what we do for every member, never take what we have for granted as you never know when it might be taken away.

In these discussions we found that we were unique here at Local 14 as most have minimal

training whereas our leadership understands that an educated membership is a more powerful membership. No Local is stronger than their weakest member. The Education Committee is here and was put into place to ensure that our members know what the union is here for. We are here to educate on how to build our union and how to stand together as one and lastly, how to lead within our union. Our Regional Education Director, Amy Richardson was there with our Education Advisory Council President, UAW Education Director from Local 2209, Nelson Rodrigues. They showed us what is being worked on from the International Union level, where education is concerned. Amy gave a great presentation on the Education Department, from its inception to today and where the other committees fell in the timeline. She informed us; the Education Department was very busy during COVID. All material, videos, and handouts were revised during that time.

Again, thanks to our great membership for allowing us to attend the Regional Advisory Council. We can now say that Local 14 holds a seat at the council, in addition to the seats we hold at the other committee councils.

In Solidarity,
Brian VanPelt
PT Unit Education Chairperson

LOCAL 14 UAW EDUCATION DIRECTOR

Dawnya Ferdinandsen

Hello Brothers and Sisters!
As your Local Education Director, I would first like to thank you for sending me and several of our Brothers and Sisters to the Advisory Council Meetings in Fort Wayne, IN. Please be assured all of our Brothers and Sisters that attended, did Local 14 members proud. We learned so much about current UAW matters. In meetings with other Locals, we were able to educate them on how we conduct pod casts. We held the entire room’s attention!

Our President Tony Totty and PT Unit Education Director Brian VanPelt conducted an excellent pod cast with our Regional Education Director Amy Richardson. Several Locals remained after hours to observe how we conducted the pod cast.

International President Ray Curry was in attendance, we were able to address him with our concerns during the question-and-answer time. This was an amazing experience to express our views with him.

We are facing historical times. The changes of the old and new will be scary but we are hopeful for the survival of our great Union. We discussed the importance of getting out to vote and supporting



Dawnya Ferdinandsen

those who support us. It is your right and your duty to do so as a Union Member.

The future of Electric Vehicles was discussed and made clear; it will happen. We must educate our members to the best of our ability in preparation of future historical changes within our industry. All Union leadership levels across the US are working tirelessly to help us make a smooth transition.

We are currently working on future podcasts and will keep you updated on important changes as they take place. You can listen to the podcasts by logging onto Local 14 website, www.local14.org.

In Solidarity,
Dawnya Ferdinandsen
Local 14 UAW Education Director

Black Lake Conference Joyce Hereford

Hello everyone! Before I tell you about my experience with Black Lake, I would like to take this time to express my sincerest thanks to my membership for giving me this opportunity to gather information and education to not only better myself, but my Union Brothers and Sisters as well. God Bless you and thank you!

This experience has given me a clearer view of what a union really is. I was

not raised in a union home and before GM, I never worked for a union company. I did work in a nursing home, and we tried to get our workplace unionized with UAW Local 75. Regardless of our efforts, management frightened employees with scare tactics and it worked. We lost our vote because management fired most of the original workers and they hired younger employees to replace them. The new ones knew nothing about what a union was, and they threatened to fire them if they voted for the union.

Now that you have a glimpse of my background, my experience and takeaway from Black Lake will hopefully be more understandable. I was the only member from our Local to attend this conference. There was a total of 184 attendees from various Locals. Our instructor was Brad Schwanda from UAW Local 469, he represents the Master Lock Company in Milwaukee. I met so many Brothers and Sisters from different Locals and Regions such as, Local 249, 2209, 598, and 699, to name a few.

The conference was focused on the Education Committee Conference. Some of the classes I took were Effective PowerPoint Training, Effective Educator and Member to Member 2.0. This was the first year Black Lake was open since the pandemic



Joyce Hereford

started in 2019. I also took the members guide to Black Lake tour, and received a lot of information and history on Black Lake.

Harry Bennett from Ford delayed a bargaining session because he was spending a few days at this fabulous place that would soon be a part of UAW history. Bennett showed pictures of the place to UAW Executive Board Officers and in January 1967 the UAW purchased the site. The official name for the education center is "Walter and May Reuther UAW Family Education Center." In 1970, Walter and May (wife) Reuther were killed in a plane crash on their way to the center. The UAW International Executive Board named the center after the Reuthers as a living tribute.

A fun fact about Black Lake is, Walter Reuther never wanted a bar on the grounds. He took up a vote and lost. Soon after the vote, Mazeys Inn was created. He believed the main purpose of Black Lake was to gather information and education about the union. He also felt, if members wanted to drink, they could drink with the horses.

This conference was very important to me because as a new hire it is our responsibility to be educated and educate others. So, I say to our 12 most recently hired Brothers and Sisters, and the temps that WILL get converted, to get active, join a committee and get involved. If we want to have a future in this union we MUST know how, when and why we were founded.

In Solidarity,
Joyce Hereford
UAW Local 14 Education Committee Member

MEMBER SPOTLIGHT

This Member Spotlight is on Katie Hice. I spent the day with Katie in our new member orientation in March. Brian Van Pelt and I conduct the orientation for transfers and new hires. Katie stuck out because of her experience in the Association of Flight Attendants Local 76 that she belongs to and is an Air, Safety, Health, and Security Representative. This Local covers the Detroit Metropolitan Wayne County Airport and the Atlantic City International Airport for Spirit Airlines. She really enjoys being a flight attendant because it gives her freedom to go wherever she wants to go, and she always meets new people. Being above the clouds is also a plus, she said once you are above the clouds the skies are sunny!

Katie has 15 years in the aviation industry and got her start as the Safety (ASHS) Representative after encouragement from their chairperson. Katie enjoys this position because it encompasses all things safety, including safety incidents. From flight attendants falling because of turbulence, to diversions and emergency landings, she is proud to serve her fellow members and make sure the passengers are safe. I asked her what the similarities between the auto and airline industries are, she said it was safety. Between our policies, practices and personal protective equipment, and aviation's extensive training for safety and their procedures, the commitment to safety is similar.

I asked Katie what got her started with a union and she said, that is how she was raised! Her dad, Calvin Croley is a Toledo Powertrain 30-year retiree, and her uncle was a union representative at Jeep. Calvin, still checks labels at stores and if it was made in China, he puts it back on the shelf. Katie said she enjoyed our orientation because we explained our history which sets the foundation for members to understand what belonging to a union means, along with their importance.

Currently, Spirit experiences IT Meltdowns that cancels flights, which leaves passengers and crew members stranded. We often hear about the passengers, but we do not think about the employees. These events have stranded both passengers and crew members in airports overnight with no hotel accommodations. These internal failures are not just one offs, they had four of these events in eight months. For a company to treat their employees like this is unacceptable! This is wrong and why Katie was a part of a protest that demanded no more 20 plus hour days, no more sleeping on airport floors, and no more violating negotiated contracts! We stand in support of AFA Members, and we thank Katie for sharing her passion with us!



2022 Golf Bus Trip Mt. Pleasant Michigan SAT & SUN AUGUST 6 & 7, 2022

\$225.00 per person

Includes 2 days of golf, overnight stay, food, door prizes & bus.

FULL PAYMENT DUE BY JULY 8, 2022

Payments taken at Local 14 Dues office, cash only.

<p>Saturday, Aug. 6 9:00 AM Golf at Apple Mountain Resort in Freeland, MI</p>		<p>Sunday, Aug 7 8:30 AM Golf at The Pines at Lake Isabella</p>
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Overnight stay at Hampton Inn, Mt. Pleasant. One Mile from Casino. Cabs will be available to take you to and from the casino for \$2.00 per person, each way.

BUS LEAVES SATURDAY FROM LOCAL 14 UAW UNION HALL PARKING LOT AT 5:30 AM AUG. 6th. PLEASE ARRIVE AT LEAST 15 MINUTES BEFORE (5:15 AM). WE WILL RETURN HOME AT APPROXIMATELY 6 OR 7 PM ON SUNDAY.

Sign Up for Golf as a twosome or foursome. Rooms must be shared.



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2022 CHEVY TAHOE



DAVE WHITE



JOE MEHLING
Executive Manager



DARRELL BISHOP
Sales Consultant



BILL CARR
Sales Consultant



BILL HARLER
Sales Consultant



JOSH EBERSBERGER
Sales Consultant



SHANE MCGAHARAN
New Sales Manager



BILL ROEMER
Sales Consultant



JACOB RHODES
Fleet Manager



CHRIS BASILIUS
Fleet Sales Consultant



SCOOTER SENCI
Fleet Sales Consultant



DAVID MILLS
Pre-Owned Sales Mgr.



JAY YODER
Pre-Owned Asst. Mgr.



FELICIA WADE
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Report of Region 2B Leadership and Skilled Trades Advisory Council Meeting

Timothy Schwartz

The Skilled Trades Advisory meeting was held April 26th through April 28th in Fort Wayne, Indiana with 28 members from various Region 2B Locals in attendance. Chairperson Chad Brumby, who is also Shop Chairman at Local 2209, touched on some points from the early April GM Subcouncil meeting, such as the current UAW President, Ray Curry mentioning how there was a lack of negotiations for skilled trades in 2019. Also, the Regional Director, Wayne Blanchard mentioned the importance of keeping core trades.

I found it interesting when Ray Curry, UAW President stated, the flood of letters coming in alluding to an increased demand for Skilled Trades. It raises the issue of what steps can the Big 3 take to draw outside journeypersons in. If the shortage isn't dire now, it certainly will be by next contract.

Chairperson Brumby stated, he was told that in the second quarter of 2022, GM was putting on 130-150 apprentices in the corporation. Our plant has seen trade new hires in the form of JIITs. Manpower is surely an issue in all the plants in Region 2B. Everyone was talking about it.

Our Sub-Chairperson was also given trades figures for Region 2B:

30 plus years – 36%	Over 60 yrs. Old – 44%
20-30 years – 38%	50 – 60 yrs. Old – 37%
>10 yrs. – 18%	<30 yrs. Old – 4%

Some plants are reporting 3D printing being introduced into their facilities. We could be seeing this more and more. Engineering is currently facilitating this, and questions were asked if this would be a trades task such as Toolmaker. The thought was not letting Engineering monopolize on that.

This brought us to coming up with some Trade enrichment ideas:

- Relaying to new hires in orientation information about the Apprentice Start Program.
- Having volunteers from committees or individuals reach out to the local high schools to familiarize them in the different trades. Showing them examples of each trade and stressing the importance of their role in the industry.
- Vocational learning back into the community and high schools.

This very discussion was taking place when our Local 14 President, Tony Totty joined the session. Tony stated that with his efforts and that of some of our community leaders, Marcy Kaptur and others, a sizable grant has been made to the Toledo Technology Academy for a new Robotics Wing. We thanked Tony for his efforts in being a part in this.

People, we can all see it happening. In a couple of years Region 2B and the auto industry in general will be desperately lacking trades, due to attrition. Whether the company is wanting to admit it, the unions certainly know, and we are starting to get actively involved. But are we involved ENOUGH?

Timothy Schwartz
Skilled Trades Advisory Chairperson
Local 14 UAW

**UAW Local 14
Union Label Committee Chairperson
Jamele Walker**

Thank you to the members of Local 14 that participated and attended the Market Day Event on May 14, 2022. Thanks as well to the local vendors and businesses who came to sell and promote their items.



Jamele Walker

Members of Local 14 can share their information on made in the USA and Union Made items. It is always good to spotlight this in our global economy. Being aware of the products we buy and the companies selling them is a plus as a consumer.

The Union Label Committee plans to join the Civil and Human Rights Juneteenth Celebration. This is a wonderful opportunity to celebrate this new Federal Holiday. We will have a display at the event. Diversity and Inclusion is an important part of all Standing Committees. If you would like to participate in the Union Label Committee, please email me at secretaryjamele@rocketmail.com.

Blessings to you and your family. Have a safe and fun summer.

In Solidarity
Jamele Walker
Union Label Chairperson



**UAW Local 14
GOLF TOURNAMENT 2022**



CARRINGTON GOLF CLUB

911 ST. JAMES PARK AVE. MONROE, MI

SUNDAY, JULY 24, 2022 8:30 AM SHOTGUN START

\$65.00 ENTRY FEE

Includes Golf, Cart, Range Balls, Foods at turn, 2 Drink tickets and Lunch.

This is a play your own ball tournament. (Not a scramble)

Sign up as a group of two, three or four or as a single.

4 Divisions: Open, Senior (55+) Super Senior (65+) and Ladies

Family and Friends Welcome

Sign Up at Local 14 UAW Dues Office by **FRIDAY, JULY 15, 2022**

Tom Ruddy, PT Unit Recreation Director and Mike Holmes, Local Recreation Director

**PUT IN
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TRIP**



SATURDAY, AUGUST 13, 2022

\$30.00 per Person (Adults & Children)

Includes bus ride, Jet Express ferry to and from island, snacks / soft drinks and door prizes

50 seats available- First Come First Served

Some activities available on the island are Put-in-Bay Winery, Perry's Cave, Crystal Cave and Heineman's Winery. Golf cart rental available (advanced reservations recommended)

Large coolers and bicycles can be stored under the bus. (There will be an extra \$10 fee per bicycle for the Jet Express that will be the responsibility of the person bringing the bicycle.)

Bus leaves Union hall at 8:30 AM sharp (please arrive at Union Hall by 8:15 AM), we will be on the 10:15 AM Jet Express in Port Clinton. Return from PNB to Port Clinton on 9:30 PM Ferry, Bus arrives back at hall around 11 pm.

Sign up at Union Hall - 7:30 AM-4:30 PM Mon-Fri. Cash only please
Mike Holmes, Local Recreation Director

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The Powertrain Unit Recreation Committee has purchased 4 Season Ticket Packages for the upcoming 2022 baseball season

(4 tickets to each home game)

Tickets are \$7.00 each

Tickets must be purchased in pairs of 2 or 4

Cash only, First come first served

Available at the Local 14 Union Hall

Monday-Friday, 7:30 AM to 4:30 PM

419-473-2854

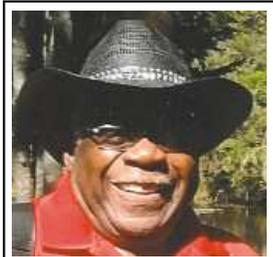
(Recommended to call ahead to make sure tickets are available)

Tom Ruddy, PT Unit Recreation Director

LOCAL 14 RETIREE CHAPTER

Henry McCoy

Good news, we have been holding our monthly meetings and the attendance numbers keep getting better each month. The Firekeepers Casino trip June 21, 2022, was a sellout. We are planning another casino trip soon. We're glad to have Ron Kossow back from his surgery on his ankle, he even went with us on the bus trip to Firekeepers Casino. We realize how much he contributes to our meetings, as we must pick up the slack in his absence.



Henry McCoy

As I stated at our May meeting, our Regional Director Wayne Blanchard reported at the Retiree Council Meeting in Fort Wayne, IN, in April. Wayne was offered a Vice-President position at the International UAW to replace Cindy Estrada who was retiring, but he wants to continue as our Director of Region 2B. He would like to finish some things he was interested in completing here at the Region. Let's continue to support Director Blanchard.

Director Blanchard stated in the Referendum Vote, only 13% of our active and retired members participated in this important vote. This is not a good representation of our union. The election of officers and directors will probably be nominated at the upcoming Constitutional Convention in Detroit, July 25-28, 2022. You will probably receive a ballot after the convention to vote for those nominated. Please vote for those individuals who will continue to support issues that affect our union. We do not need any anti-union busting individuals as our leaders. Study their credentials and background in the union movement and vote accordingly. Thank you. Make sure your correct mailing address is on file with Local 14, so your ballot is not returned undeliverable.

We congratulate our three Delegates who won positions to represent Local 14 at the Constitutional Convention; Bear Gilson, Rhoni Clark and Peggy Mcknight-Wilson, also the alternates that were elected.

Raye Ohl, retired worker representative for Region 2B, sent an email stating Express Scripts mail order for retiree prescriptions will be replaced with another vendor around January 1, 2023. More information will be coming soon.

The "Trust" will be at our August meeting to give updates on next year upgrades.

We will hold our September picnic at the Union Hall, like we did last year. The brats will be grilled instead of boiled (Smile). We will also hold our Christmas party at the Premier Banquet Hall. This year our numbers will be more than last year, but remaining safe. Lastly, be safe out there!

In Solidarity,
Henry McCoy
Retiree President

Diversity Civil and Human Rights

Sharon Roach

Hello everyone, it is my pleasure to write to you. I hope all is well and you are staying safe through this pandemic.



Sharon Roach

I would like to thank the membership for allowing me to attend the "CBTU" Coalition of Black Trade Unionist 51st Annual Convention in Los Angeles, California, held in the Westin Bonaventure Hotel.

National CBTU President Terrance Melvin states, "You need to know CBTU is the place where their unique experiences as Black trade unionist are understood, valued and championed." You need to know that CBTU is a community builder and proven pipeline for Black women to take leadership roles in unions and in the political arena. There were different panels; Racial Justice, the business of Cannabis, Mental Health, Fusing Power & People to Protect our Democracy and the "Under 40 Leaders Committee." We are the future, we are agents of diversity and inclusion, we shape the future. Why is under 40, necessary in the Labor Movement? Organizing To Empower Young Working People.

In the different workshops there were discussions on Voting Rights, Voting Crisis; Racial Disparity in Punishment & Profit of Cannabis; the Black Communities & the Climate Crisis. The Women's Luncheon was held on Friday and the theme was, Sisterhood We Support Reproductive Rights! The keynote speaker was Minister, Dr. Audrey Terrell who spoke on, we must fight for the rights of our bodies. Attending this year's conference was an overall experience, the Power of the Past and Force for the Future. They recognized 59 Local Chap-

ters around the Country, 30 Unions, over 600 voting Delegates, and 131 guests, with a total of over 700.

Toledo, Ohio Region 5, Ohio State AFL-CIO Secretary Pierrette Talley, talked about our Democracy being under attack. We need to organize, put our boot to the ground and protect our voting rights. We must save our Nation from gerrymandering and map redistricting.

The Toledo CBTU chapter meets on the first Saturday of each month at 9:00 am at the AFSCME building on Reynolds near South Ave. I will see you there.

May 13, I was given the opportunity to attend the Mayor's Luncheon "UNCF" United Negro Colleges Fund Building Better Futures. Speakers from various "HBCU" Historical Black Colleges and Universities who benefit from UNCF were in attendance. They spoke on the story of their present, future and how significant this organization is. They are so beneficial to our up-and-coming young doctors, attorneys, entrepreneurs, and professors. They discussed how HBCU attendance was so important to them and followed in their parents or family members footsteps. Some are the first, fourth and fifth generations. Before the luncheon there was a reception to meet and greet others. Please save the date September 17, 2022, for the UNCF Walk for Education is coming to Toledo. Further announcements will be made. UNCF.org/ToledoWalk

Anyone interested in joining the Diversity or Civil Rights Committees, please stop by the Union Hall and pick up an application. Thank You!

In Solidarity,
Sharon Roach
Diversity Civil and Human Rights
UAW Local 14 and GM Unit Chairperson

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ACTIVE & RETIREE DEATHS

Name	Age	Date of Death	Yrs of Service	Unit
RETIRED MEMBERS				
Edwin LeRoy Wallace, Jr.	76	4/5/2022	30 yrs.	AP Parts/ Faurecia
James A. Wilczynski	91	4/21/2022	30 yrs.	AP Parts/ Faurecia
Eric "Erc" Rice	61	12/26/2021	20 yrs	GM
Marion Collins		1/1/2022	30 yrs	GM
Willie Watts		1/2/2022	28 yrs	GM
Edward Ellison	76	1/7/2022	30 yrs	GM
Julian Vanisacker	88	1/11/2022	32 yrs	GM
Martha Hudson	76	1/13/2022	27 yrs	GM
Roger W. Goins Sr.	84	1/14/2022	30 yrs	GM
George E. Scott	79	1/14/2022	14 yrs	GM
David W. Norris	75	1/17/2022	37 yrs	GM
Cecil O. Sutherland	73	1/19/2022	28 yrs	GM
Witold "Clyde" Slupczynski	73	1/21/2022	39 yrs	GM
Emil "Matt" Thibeault, Jr.	85	2/3/2022	33 yrs.	GM
David C. Livingston	82	2/9/2022	6 yrs	GM
Eugene Hernacki	85	2/22/2022	46 yrs.	GM
David Holt	78	3/4/2022	37 yrs.	GM
Jack Detro	86	3/16/2022	13 yrs	GM
Kristin Schultz	63	3/16/2022	29 yrs	GM
Lester Norman	85	3/17/2022	31 yrs.	GM
David Westrick	72	3/25/2022	39 yrs.	GM
George P. Wright	86	3/30/2022	25 yrs.	GM
Sharlene Trusel		4/2/2022	48 yrs	GM
Raymond Wlodarski	66	4/2/2022	26 yrs.	GM
Keith A. Hamet	69	4/6/2022	32 yrs.	GM
Daniel Oliver	72	4/6/2022	35 yrs.	GM
Larry Barron	84	4/10/2022	30 yrs.	GM
Moses Ramey	82	4/10/2022	40 yrs.	GM
Stephen Karalfa	83	4/16/2022	34 yrs.	GM
Bernard Schmenk	84	4/18/2022	26 yrs.	GM
Mary L. Rodriguez	64	4/19/2022	30 yrs.	GM
Alvin L. Cutcher	82	4/20/2022	39 yrs	GM
Edmund Eck, Sr.	85	4/20/2022	40 yrs.	GM
Jerrod White	81	4/21/2022	42 yrs	GM
Craig Campbell	71	4/25/2022	29 yrs.	GM
David McCollum	81	5/13/2022	31 yrs.	GM
John Pawlak, Sr.	92	5/18/2022	23 yrs.	GM
Gayle McKinney	82	5/23/2022	30 yrs.	GM
June McMillen	78	5/24/2022	31 yrs.	GM
Bob Lewis	73	6/2/2022	30 yrs.	GM
Robert Baker	80	6/5/2022	33 yrs.	GM
Michael Hauck	70	6/6/2022	37 yrs.	GM
James Bowden	61	6/10/2022	30 yrs.	GM
Charles "Ken" Cox	76	6/11/2022	35 yrs.	GM

SPOUSE DEATHS

Marilyn Ann Jaquillard Spouse of AP Parts Retiree Larry Jaquillard
72 - 5/18/2022

A lot of our members are not using the newspapers to report a death. If you know of a member that has passed away, please contact the Local 14 Union Hall at 419-473-2854.



Robby "Rocky" Ness
39 Years



George Gallup
45 Years



Lurene (Lori) Johnson
44 Years



Lenette Holden
27.4 Years



Dave Irons
51.6 Years



Anthony Niscior
39.1 Years



Rudy Rivera
41 Years



Joyce McGarrigle
45 Years



Thomas Blasinsky
22 Years



George Thomas
47.6 Years



Thomas Evans
27.5 Years

RETIREE LIST

April 2022 - June 2022

Name	Classification	Years of	Month
Stephen Gilmore	Machine Operator-MFG	20.0 yrs.	October 1, 2021
Thomas Brocius	Electrician	26.8 yrs.	April 1, 2022
Patrick Couture	Assembly	24.6 yrs.	April 1, 2022
Carl Eisenhauer	Toolmaker	36.3 yrs.	April 1, 2022
Debra Hoppert	Machining Tech	21.3 yrs.	April 1, 2022
DT Johnson	Machining Tech	34.9 yrs.	April 1, 2022
Lurene Johnson	Machining Tech	43.9 yrs.	April 1, 2022
James E. Lewis Jr.	Material	34.1 yrs.	April 1, 2022
Joyce McGarrigle	Material	45 yrs.	April 1, 2022
Jeffrey Stough	Machining Tech	41.5 yrs.	April 1, 2022
Cathleen Cannon	Assembly	24.2 yrs.	May 1, 2022
Anthony Niscior	Machining Tech	39.1 yrs.	May 1, 2022
Jacqueline Shuminski	Electrician	30 yrs.	May 1, 2022
Thomas Evans	Material	27.5 yrs.	June 1, 2022
Lenette Holden	Quality	27.4 yrs.	June 1, 2022
Michael Kachinski	Assmebly	44.5 yrs.	June 1, 2022
Michaelb Kuszek	Assembly	39.1 yrs.	June 1, 2022

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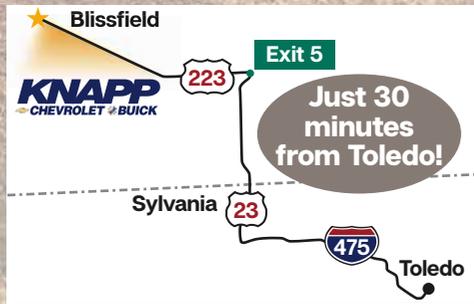
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