



UNION PROGRESS



Official Publication, Local 14, UAW

JUNE 30, 2019

Due to the passing of Tom Whalen our former editor, this is a new Union Progress Paper. We are currently using Greenwood Printing, a local union printer, to put the paper together. The Union Progress will be published on a quarterly basis.

Local 14 Members Supporting St. Vincent Hospital Nurses Strike



After nine months and 58 meetings 2,200 UAW Mercy Health workers went on strike May 6, 2019. Negotiations between St. Vincent Medical Center and Registered Nurses Unit of Local 2213 and bargaining Units of Local 12 broke down and led the UAW members to strike. No one wants a strike but if contract negotiations come to a halt this is the only power members have to fight for a living standard.

The members of UAW Local 2213 opposed a wage increase of one percent and increased out-of-pocket employee health care costs. Some of the members are working 26 hours straight and face hundreds of hours each year on call, this poses safety concerns for the patients.

Management has hired strikebreakers to maintain hospital operations. The determined members have drawn the attention of a host of officeholders including UAW President Gary Jones, Region 2B Director Rich Rankin, Assistant Director Wayne Blanchard, Senator Sherrod Brown and Senator Bernie Sanders.

Meanwhile, Toledo's Democratic Mayor Wade Kapszukiewicz is putting pressure on the UAW to shut down the strike, declaring, "The time has come to bring this to closure." The mayor also said "the UAW and management need to be willing to give in or it becomes a show".



The Strength Of Local 14 UAW Members



Local 14 UAW members showed up early on a Saturday morning to cook and pass out food to St. Vincent nurses on strike. A collection was taken from the members of Toledo GM Powertrain plant to purchase food and drinks for the striking workers. Thank you to all that donated your time and money to help support our UAW Brothers and Sisters.

If you did not have a chance to show your support, now is the time. Picketing can be exhausting and members are welcome to provide some relief and support. Take a couple of family members or friends and join our brothers and sisters on the picket line. If you are unable to picket, please donate household products, food and personal items, are always welcomed. You can drop these items off at Local 14 hall and I will take them to the nurses on the line.

They need our support and the community's support to seek justice, patient safety and a fair living wage.

In Solidarity
Sue Rodgers



From The President's Desk

By: Dennis Earl



Dennis Earl

Greetings Brothers and Sisters,

I have just returned from the GM Sub Council. UAW President Gary Jones attended this council with Vice President Terry Dittes. The message that they conveyed is we need to regain what was lost in the bankruptcy. General Motors has had record profits since exiting bankruptcy and it is time we shared in those profits. The executives and shareholders are not the only stakeholders in this company, the workers make it all possible and it is time General Motors recognized that. We will no longer tolerate long term temps, long term wage disparity or outsourcing of work.

These are things that GM wants to hang onto desperately. The UAW will no longer tolerate these injustices. Brothers and Sisters, are you ready? If GM is not willing to bargain these

issues this could very well lead to a labor dispute. There are many tools used to end a labor dispute, a strike is the last resort but one we have to be ready for.

Nobody ever wants to strike but we must be ready to sacrifice for the future workers of the UAW. We have all benefitted from the sacrifices of the union members who came before us. We must stand ready to sacrifice for the people who will come after us.

General Motors does not think we have the resolve or the support of the American people and seem to be ready to test that. We need to be able to out last them by one day. So please use this time before the contract expires (September 15, 2019) to make yourself ready for a labor dispute. Save all the money you can and hold off on all unnecessary purchases, we could be in for a battle.

Locally, we have a strike going on at Local 12. The nurses are battling for patient care and safe staffing levels. Please support the nurses at the Mercy Health System any way you can. If you want to donate food, water or time please contact us at Local 14 or you can contact Local 12.

Nobody knows what these negotiations will bring but we must stand ready to support one another and our union leadership so they can bargain a fair and equitable contract for all.

In Solidarity,
Dennis Earl, President
UAW Local 14



Get involved in your union!

Attend the Amalgamated Meetings

All active and retired members of Local 14 are eligible to attend the Amalgamated Meetings. These meetings are held 4 times a year at 9 AM on the 4th Sunday of January, April, July and October. Next Amalgamated Meeting is July 28th, 2019.

UAW LOCAL 14 FINANCIAL SECRETARY REPORT



Sue Rodgers

The Merrill Lynch account balance on 4/30/19 was \$2,848,445.27. The book value on 4/30/19 was \$2,778,384.72 and the actual value was \$70,060.55 higher than we can report on the financial statement. This is our unrealized gain and if we cashed in our investments at the end of April our pay out would be \$2,848,445.27.

Congratulations to Riley Meyer, he was awarded a \$10,000 Richard T. Gosser Scholarship from Region 2B. Riley is the son of Bryce Meyer, a second shift quality operator. This scholarship is based on ACT scores, class rank, extra-curricular activities, letters of recommendation, personality traits and leadership abilities. We are very proud of Riley to receive this prestigious scholarship and know he will go far with his achievements. Thank you to all who participated in this program.

If disputes arise during negotiations of our contract the International Executive Board may issue a call for a strike vote. The members in good standing with Local 14 will be given due notice of a vote to be taken by the membership. It requires a two-thirds (2/3) majority vote, by secret ballot of the membership to request strike authorization from the International Executive Board. Only members in good standing with Local 14 shall be entitled to vote.

Local 14 must follow the strike guidelines stated in the Constitution, including authorization for a strike from the International President and/or the International Executive Board. If these guidelines are not followed Local 14 will not have any claim for financial or organizational assistance from the International Union or any affiliated Local Union. The International Executive Board, working with the Region 2B Director, will let Local 14 know when a strike is called off and when we can return to work.

Weekly strike pay is \$250 per week (\$50 per day, Mon-Fri, beginning on the 8th day). On January 1, 2020, strike pay will rise to \$275 per week (\$55 per day, Mon-Fri, beginning on the 8th day). Eligibility for weekly benefits is on the 8th day of a strike. Strike assistance pay is available after the 15th day of the strike. A bonus check is paid the week prior to the Thanksgiving and Christmas holidays.

Probationary and new hires may become eligible for strike benefits if they join the Union and pay the initiation fee and dues prior to the strike taking place. In the event a worker has completed an application for membership and paid dues, he/she would be considered a member in good standing and would be entitled to strike assistance.

Members must continue to participate in the strike to receive strike assistance. If members receive gross pay from outside work that is equal to or greater than \$250 (\$275 starting on January 1, 2020), then the member will not receive weekly benefits but will continue to receive medical and prescription drug assistance. If the UAW receives a court order, they will garnish the strike assistance pay.

Our light bill for the month of April was \$610.80 and the gas bill was \$473.12. The average light bill for this time of year in 2018 was \$1,300.00 and the gas bills were \$250.00 per month.

We received an invoice in December, 2018 for our backflow test on the boiler system and they charged us more than quoted. I finally received the corrected invoice saving Local 14 \$138.50.

Local 14 voted to replace the stair treads at the hall, they were starting to raise up and cause a trip hazard. The new treads were installed in February and after one month of use they looked ten years old. The vendor came out and determined the treads were faulty. They were supposed to install a tread from a different vendor but they arrived with the same material that was originally installed. I am holding the original payment for the treads until they satisfy Local 14, I will keep you posted.

The LM2 and 990 Tax Returns are finished and filed with the appropriate authorities. The past few years the Financial Secretary has prepared and filed the returns to save the Local nearly \$10,000 each year.

The current Union Progress Newsletters for 2019 are available online and can be found on our website at www.uawlocal14.org. If you prefer to have it mailed to your home please contact the hall and you will be put on the mailing list. The next edition will be mailed out in September, if you would like to submit an article and pictures please forward them to my email at suerodgers17@gmail.com. The articles should be done in Word, if this is not available to you we can convert it.

**Financial Report
Continued on Page 3**

The Eddie Report

Edd McNulty, Local 14 Vice President



Edd McNulty

The theme of this Convention is WE ARE ONE. "This is a reminder that wherever UAW workers are from, where they work, whatever race, religion, gender, age and whatever sexual orientation they happen to be, Solidarity is the key to reaching bargaining goals" Good contracts happen because of Solidarity. We talked, debated and voted on the following issues and in some cases language was added.

Background- Coordinated bargaining, working together globally, political action and VCAP.

Economic Issues- Wages and salaries, retirement income, health care, group insurance, profit sharing, work schedules, temp work and work and family.

Non-Economic issues- Health and safety, opioid crisis and addiction in the work place, non-discrimination, diversity and inclusion. Discipline, grievance procedure and union representation. New member orientation and communication. Privacy and surveillance, work place violence, EAP and drug testing. Education and training and benefits for service men, women and veterans. Employee Discounts

Job Security – Organizing investment commitments, new technologies and new jobs, quality goods and services, sourcing skilled trades and apprenticeships.

Other Economic and Non-Economic issues- Unemployment insurance, injured workers and workers compensation. Preferential hire and recall language. Duration of CBA, electronic data collection, environmental responsibility, labor and community.

Vice Presidents Cindy Estrada (Chrysler) Rory Gamble (Ford) and Terry Dittes (GM) all introduced their National Bargaining Committees. GM V.P. Terry Dittes had harsh words about GM, calling them arrogant. They sell the most cars and trucks but builds fewer in the US and announced the layoff and closure of 5 plants and ignoring its contractual obligations to the UAW and

We welcome all new members to Powertrain. It's a great place to work.

The Special Convention on Collective Bargaining was held in Detroit, MI March 11-13, 2019. It was stated that there were 1,241 delegates for a total vote of 2,067.

It was announced by UAW President Gary Jones that the increase in strike pay to \$250.00 and then to \$275.00 in January 2020. This convention is held every 4 years to decide what will be the Union's Bargaining Program for the next 4 years. This convention is broad in nature and designed to give bargaining committees guidance when entering contract negotiations.

its membership. GM must get it together and work with the union.

I have been attending these special bargaining conventions since the 80's. I have never seen the UAW Research Department address any convention except this one. They explained that in the future we will not be a manufacturing representatives, but we will be more of a service union. To protect our future we must do the following.

Bargain - Use bargaining to secure strategic new work or products. Insource new work and obtain new training.

Organize - Target companies in EV, AV and mobility including OEMS and suppliers.

Politics - Get support for sale and production of electric vehicles and components.

An example of how it comes together: Crowd source design, 3D presented vehicles in micro factory, autonomous transportation, connected for voice and activated data.

Cost of mobility	Cost per mile
Ride share.....	\$2.50 – 3.00
Personal Vehicle.....	under \$1.00
Metro Subway	\$.60
AV goal	\$.60

New sources of profit for automatic manufacturing. Sell new vehicles, design and engineer unique products, maximize unit sales. In the future: sell services, ride share, car share, deliveries and data. Their data suggests what is going to happen in the future and we must be prepared for loss jobs and the potential increase for new jobs by bargaining etc.

Brothers and Sisters please be prepared for a strike- A strike vote must be taken and passed by large numbers to show GM we support our union. This is not a vote to go on strike but a vote to strike if needed.

Recently an article written in Powerline by GM Management suggested GM employees use a form called a Health

and Safety Concern. Where an employee states a safety concern and goes through numerous attempts to resolve it at the Key 4. Which in my opinion is a long process and if it doesn't get resolved, then what? I personally prefer a Health and Safety grievance, it gives a grievance number. Their grievance may be filled out by a Health and Safety Rep, Committeeperson or employee. There is a strict timeline to get this safety issue resolved, if it is not resolved at all it becomes a strike able issue. Also, if this Health and Safety grievance is resolved and GM Management does not live up to its contractual obligations using the Health and Safety grievance number a bargaining in bad faith grievance is filed.

We all should know that Michiganshoe.com is our new shoe vendor and you may order shoes online by visiting their website. If you want a larger selection go to Safeguard.com since they bought Michigan Industrial Shoe. Also, there is an outlet store located at 909 Jefferson Ave, Toledo, OH. Store hours Monday and Wednesday, 10:00 AM- 6:00 PM and Tuesday, Thursday and Friday, 9:00 AM- 5:00 PM. Any issues or if help is needed please call 616-333-9280 and ask for Linda Boehm, store manager.

If you know a Veteran, thank them. If you know a retiree, thank them also for paving the way for us.

FISHER BODY'S 31st ANNUAL PICNIC

August 3, 2019
Island Park Adrian, Mi.

Potluck
Bring a dish to pass &
Your own table service!
Soft drinks & Chicken
Will be furnished

Meet at 12:00 noon -Lunch at 1
For all former employees or
spouses of Tecumseh Fisher Body/
Inland Plant!!

Financial Report Continued from Page 2

Local 14 is now accepting reservations for the rental of shelters for your family gathering. The shelters are located next to the GM Powertrain Plant in the Oscar Bunch Park. Shelters 1-4 are \$35.00 and shelter 5 is \$45.00, the rental time is from 9 am to dark. If you would like to rent one of the shelters please call the hall and someone would be glad to help you with this.

Did you know Local 14 members can rent 20'x30'tents at a cost of \$45.00 for three days or a full weekend. Members can also rent ten tables with 25 chairs at a cost of \$25.00 for three days or a full weekend. If you are interested in renting please call the hall for further details.

Local 14 halls can be rented all year round to any member for receptions, parties and other family events. We have two halls available, the upstairs has a capacity of 325 people and the downstairs has a capacity of 120 people. A security deposit of \$250.00 dollars is required to hold a date and will be refunded if no damages are found and the contract rules are followed. The upstairs hall rate for Friday and Saturday is \$400.00 each night and the downstairs hall is \$300.00 per night. If you prefer a Sunday rental, both halls are \$100.00 each. If you are interested in a specific date please call the union hall for availability during the hours of 7:30am-4:30pm Monday-Friday at 419-473-2854.

I would like to express my deepest appreciation for your support you have offered me. I consider myself very fortunate to have such a great membership to serve.

In Solidarity,
Sue Rodgers
UAW Local 14
Financial Secretary-Treasurer

2019- TICKETS

Tickets sold at Local 14 Dues Office – 7:30am-4:30pm Monday – Friday

5411 Jackman Rd. Toledo, Oh 43613
(419) 473-2854
Sue Rodgers, Financial Secretary-Treasurer

CASH ONLY PLEASE!
NO CHECKS / NO CREDIT CARDS

TOLEDO ZOO & AQUARIUM

Zoo Hours –Memorial Day to Labor Day 10:00 am to 5:00 pm

Adult Admission Tickets (12-59) -----\$18.00 (saves 3.00)
Child/Senior Admission Tickets (2-11) (60+) \$15.00 (saves 3.00)

Children under 2 are free!

For More Information call: 419-385-5721 or visit website www.toledozoo.org

Local 14 Recreation Committee sponsors 2019 Easter Celebration for the membership.

The annual celebration brings hundreds of members together with their family and friends.



Randy Pitney



Recreation Committee



Justin Essex



Steve Gluza



Ryan Lukasik & Tom Ruddy



Tina Shrader



Joe Saum



Jeff King



Henry Rodriguez



Dan Fournier



Kevin Tracy



Annette Greason



Melanie Preston & Tom Parsons



Courtney Essex

Local Civil and Human Rights Committee

Lenette Holden, Chairperson

I would like to thank the membership for sending me to the A. Philip Randolph Institute Ohio State Conference held on March 22-27, 2019 at the Marriott University of Dayton. The topic was "Taking Action: Politics, People and Process". On Friday night was registration and a Mix & Mingle. Saturday were our workshops. I took the 501(c)3 class which was very helpful since I was recently elected as a trustee of the Toledo APRI Chapter. The other workshops available were The Theory to Change-Policy, People and Process, as well as Diversity, GOTV and Civic Engagement. Saturday's guest speaker was Petee Talley. Saturday evening's banquet's Keynote speaker was Clayola Brown. Tobie King and James Rogers were given the Lifetime Achievement Awards for their service to the Labor & Civil Rights Movement with over 60 years of service. On Sunday we had a church service and wrap-up of business.

The University of Michigan Dearborn Center for Labor & Community Studies held their 2019 Michigan School for Women Workers April 11-13, 2019. I was a facilitator with the Print & Social Media portion of the program. It gave me the opportunity to help with the production of the Newsletter that was given to all of the attendees.

UAW Region 2B Leadership and Civil & Human Rights Advisory Council meetings were held in Indianapolis, Indiana on April 15-17, 2019. As the Chairperson, I was in attendance. Monday, April 15th was registration. Call to order by Assistant Director Wayne Blanchard. Presentation of Colors - Veteran Advisory Council followed by the National Anthem. Invocation by Charlie Sheppard. Director Rich Rankin presented the agenda. Our welcome was given by the Indianapolis Mayor Joe Hogesett. Our speakers were Brad Winnings & Don Buckner from MadeInAmerica.com. Education Department report by Amy Richardson, Speaker-Indiana AFL-CIO President Brett Voorhies, Speaker-Dawn Adams, Food 4 souls. Director Report - Director Rich Rankin. Speaker - Justice Richard Bernstein & CAP Reports- Danny Ernstes & Raye Ohl. Followed by the HOSPITALITY RECEPTION DINNER hosted by Director Rich Rankin and Assistant Director Wayne Blanchard. Tuesday and Wednesday right after breakfast we went to our assigned Advisory Council breakout rooms.

The UAW Educational Conference at Black Lake was April 28-May 3, 2019.



Lenette Holden

The main focus was STRENGTHENING YOUR UNION. They trained us how to give a presentation and how to present a co-instructor presentation. They provided us with the tools to be an effective instructor.



Promenade Park- Downtown Toledo

Gates open at 5 PM

First act- 6:15PM

All shows are general admission, lawn chairs and blankets permitted

- **Bret Michaels – Friday, June 7, 2019 6:15 PM**
Tickets- \$10.00 each
- **Diana Ross- Friday, July 12, 2019 6:15 PM**
Tickets- \$20.00 each
- **Killer Queen- Friday, July 19, 2019 6:15 PM**
Tickets- \$10.00 each

Purchase tickets at UAW Local 14 Hall
Monday- Friday 7:30 AM- 4:30 PM Cash only

All ages event- must purchase tickets for ages over 2 yrs. old.
No outside food/ beverages or coolers allowed.

2019- TICKETS

Tickets sold at Local 14 Dues Office – 7:30am-4:30pm Monday – Friday

CASH ONLY PLEASE!
NO CHECKS / NO CREDIT CARDS

5411 Jackman Rd. Toledo, Oh 43613
(419) 473-2854
Sue Rodgers, Financial Secretary-Treasurer



Opens Daily: May 11th to Labor Day, Sept. 2, 2019 Weekends: September & October

Good Any Day Tickets (Adult) \$49.00 (saves \$24.00)
(Age 3 & older and 48" and Taller in shoes)

Good Any Day Tickets (Child/Senior) \$45.00
(Age 3 & older and under 48" Tall in shoes/ 62 yrs. old and over)

2 Day admission- any park, any day (Adults) \$74.00 (saves \$31.00!)
(Age 3 & older and 48" and taller)



***Cedar Point Shores Tickets (Adult) \$33.00** (saves \$6.00)

*Shores opens on May 25, 2019
(Age 3 & older and 48" and Taller in bare feet)

Children age 2 & under are free!
Info Line: 1-419-627-2350 www.cedarpoint.com

AMERICAN FACTORY By: Tony Totty



American Factory is a movie that was made to tell the story of Fuyao (a Chinese glass manufacturer in Moraine Ohio). The reason this is relevant is many of our members tried to help organize this facility in 2017.

The movie documents the opening of the facility and all the safety issues it had with its production process. These safety issues led to the workers seeking union representation. This is when our members gave up pay, to travel on their own time, to Moraine Ohio to fight for workers who they didn’t know, but knew they needed our help. This is the true character of Local 14 members!

The movie goes on to show one of the worst anti-union campaigns the UAW has ever seen. The anti-union campaign

worked, and we lost the vote. A few months after the vote, what we all feared would happen did. A Fuyao employee died when 2000 pounds of glass fell on him.

I had the opportunity to screen this film at the Detroit Free Press Film Festival in March. The directors were there and had a question and answer session at the end of the film. I asked why they didn’t include the fatality in the film. They said it happened after they were done filming, but they might put it in the final cut. I requested for them to put it in because people need to know it happened and know that we most likely could have prevented that fatality.

The movie isn’t out yet, but it should be by the end of the year. When it does become available, I want to have a movie night at the hall to screen it. It’s a must see for any union member to know what we are up against. This will also give us appreciation for the fact that we do have a union. Something many wish they had and some even die because they didn’t.



THE BENEFITS OF THE UAW COMMUNITY ACTION PROGRAM (CAP) By: Tony Totty, Local 14 UAW CAP Director

The Citizenship and Legislative Committee is also known as CAP which is the worksite political-legislative arm of the local union and the vital workplace activator. We are currently seeing the value of CAP with the St. Vincent’s strike. Local, state and federal politicians that we support are currently fighting for us against an unjust management that forces nurses to work extreme overtime; sound familiar? Many of these politicians have stood with our UAW brothers and sisters on the line. From U.S. Senator Sherrod Brown and U.S. Congresswoman Marcy Kaptur to the State Representatives, Paula Hicks Hudson, Mike Sheehy and Teresa Fedor along with the Mayor Wade Kapszukiewicz and the Toledo City Council. These politicians have called on the management of St. Vincent’s to sit back down at the negotiation table to bargain in good faith with our UAW Local 12 represented nurses.

This is the benefit of CAP. When we need cover from an unjust management we can call on them to help us in our time of need. I often say we support those who support us. These politicians have in the past and continue to support us! It is refreshing to see these politicians come to our aid in our time of labor strife. We may need them again at the end of our contract in the fall!

How can you be a part of CAP? You can help in different ways. During elections we have labor walks where

we go door to door and advocate for our endorsed candidates that will support us in our time of need like the nurses just received. There is also phone banking during elections that you can volunteer for. I know you receive the calls and wonder who is this calling me? Well you can be that person, advocating for the candidates that will have our interests at heart. Lastly and most importantly you can donate. VCAP stands for Voluntary Community Action Program and is a fund separate from union dues that goes towards supporting candidates that follow our agenda that includes:

- Protecting Worker Rights
- Fair Trade
- New Initiatives for Working Families
- Health and Safety
- Other Issues that Affect

Working Families

We will have a VCAP drive in the facility the week of June 10th. On Wednesday June 12th we will be in the cafeteria signing members up. Retirees can contribute as well. We will see you at your next retirees meeting. VCAP is a monthly contribution that is deducted from your payroll check. It’s a small investment into the core values and beliefs we hold as union members. You can contribute as little as \$1 a month. The platinum Club is \$25 a month for active members and \$5 a month for retirees.

For more information please visit <https://region2b.uaw.org/uaw-region-2-b/cap-program/what-v-cap>



TOLEDO MUD HENS TICKETS

The Powertrain Unit Recreation Committee has bought 4 season ticket packages for the upcoming 2019 season (4 seats to each game)

Check availability with the Union Hall

Thursday, May 30	Friday, May 31	Wed., June 19	Thurs., June 20
Sunday, June 23	Tuesday, July 2	Wed., July 3	Tuesday, July 16
Wed., July 31	Thurs., August 8	Wed., August 21	Thurs., August 22
Friday, August 30	Sunday, Sept. 1	Monday, Sept. 2	
		Sec. 106 Row M	Seats 15-18

**** Ask about our banked tickets!** 48 hr. notice needed to request tickets to any available home game this season. (Quantity is limited and some games may not be eligible)

***Tickets are \$8.00 each**

***Tickets have to be purchased in pairs of 2 or 4**

First come first serve; Cash only

***Available at the Local 14 Union Hall**

Monday- Friday 7:30am- 4:30pm

419-473-2854

Tom Ruddy –PT Rec. Director Uawlu14 5/1/19 rb



The Toledo Mud Hens

Night in the Roost

Saturday, June 8, 2019

vs. Indianapolis Indians

Double Header- 1st game 5:05 PM, 2nd game TBD

\$49.00 with bar option

\$39.00 without bar option

Menu: Hamburgers, hot dogs, grilled chicken, mac and cheese, baked beans with mixed fruit and cookies

Full bar open from 4:30 - 7:30 PM*

Food served from 5:00 – 6:30 PM*

Seats and food will be the Roost

*Please note that the bar and food will only be served during these hours, any other food or drink will be at attendees expense

No limit – Cash only

Local 14 UAW Union Hall

Monday- Friday 7:30 am – 4:30 pm

419-473-2854



Check out www.mudhens.com for more information about special events

Tom Ruddy- PT Unit Recreation Director

UAWLU14 4/15/19 rb

Education Committee

Art Espinoza

This past month the Education Committee sent several members to Black Lake to attend the UAW Education Committee Conference. At this conference it was stressed how important educating the membership is. The committee members have to understand that the Education Committee is responsible for building the power of the union movement through educating and training members of their local union.

The Education Committee members are tasked with identifying the training needs of the local union membership and, with their leadership's approval, provide classes, materials, and information based on those needs. Below is a list of classes currently available to the membership. These classes can be held at the hall but attendance is currently on a voluntary basis.

If you are interested in being involved in the union or would like to just learn more about any of these subjects please contact the hall or myself via the contact listed below or on Facebook through the Friends of Local 14 page.

- Union 101
- The Ethical Consumer
- Globalization 101
- Strengthening Our Union

While attending the conference, I realized that many of the difficulties I experienced

as the Education Committee Director are being faced by nearly everyone who holds a similar position at their local. Overcoming these obstacles has been difficult but persistence pays off.

I also realized a reoccurring theme while at the conference. A lot of people are approached, by new members and old alike, and asked "Hey, you're in the union, can I ask you a few questions?" The reason this is interesting is because some members don't realize they are in the union too. We are but elected officials in the union but the union is made up of us all. This lead to people making statements that I found would be great to pass on.

Union begins with U.

There is no Union without U.

Union starts with U N I (You and I)

Without U or I there is no Union.

I know they seem a bit quirky but they serve as a reminder that the union is not made up of a few people who choose to act but of an entire membership. Every member has a voice in their union and that voice is equal to everyone else's. There is an elected leadership that represents the membership but the overall power and strength comes from the membership. Again, if you find you are interested in any of the classes previously listed, or would like information on these classes, contact your leadership and let them know so we can do what it takes to get these classes to you, the membership.

Yours in Solidarity

Arthur T. Espinoza

contact: arthurt.espinosa@yahoo.com



Jamaal Kirby, Ryan Baughey and Maria Braman

2019 Financial Sec Conference

Ryan Baughey

Hello Brothers and Sisters,

I hope today finds you well. In March I attended the Financial Officers Conference where I took advantage of three different classes. The first class was Trustees Roles and Responsibilities. I was trained how to properly and completely do a financial audit of the Local. I now know where to find all the proper documents as well as what to look for to ensure we are using our dollars fair and in accordance with our International Constitution and our Local by-laws.

The second classes I attended was Duty of Fair Representation. As union members we were trained on what to expect from our committee representatives and how our grievances should be handled and escalated.

Strike Assistance was the final class I attended. This class I thought was very helpful. It showed me the roles and responsibilities of our Local and its officers during a strike so we can ensure the members involved with the strike will receive their strike benefits. These benefits include strike pay and medical insurance. I feel confident our Local and its officers will be well prepared for a strike if in the unfortunate event it was to happen.

Taking the above classes was a great opportunity for me and I took full advantage of it. Thank you for the chance to serve our Union.

In Solidarity,

Ryan Baughey

Local 14 Trustee

"A No-Nonsense Guy"

Trustee Report

Maria Braman

On April 3rd and 4th, I had the opportunity to attend Region 2B Trustee training along with fellow trustee Jamaal Kirby. The two day training was conducted by auditors from the International. It consisted of going over the duties of the Financial Secretary and Trustees.

As stated in the UAW Constitution Article 40 section 12, the duties of the trustees are general supervision of funds and property, initiate and audit every six months using form A-20, verify bonding certificate is on file, trace all money to bank, verify that there are two signature requirement on all accounts. We did a mock audit that took up most of the second day.

I would like to recognize Sue Rodgers and Juli Winkelman for their organizational skills which have made it easier for us when we have done our audits.

Thank you to the membership for allowing us to attend this training.

In Solidarity,
Maria Braman

UAW Local 14 Retiree Chapter

Meetings are the second Thursday of each month

Next meeting is Thursday, June 13

Full Dinner only \$3 per person

Schedule for each meeting: 12:30 PM

catered lunch- 1:30 PM business meeting

For more information, call 419-473-2854



Bargaining Program

Jamaal Kirby - Trustee

Hello Brothers and Sisters, First and foremost, I would like to thank each and every members for allowing me to represent our Local at the 37th Constitution Convention and the 2019 Bargaining Convention. It was a very eye opening, educational experience and I'm looking forward to serving Local 14 in any way possible in the future.

The UAW's Collective Bargaining Philosophy...First, our bargaining program is comprehensive. It takes a big picture view of issues facing our membership across all industries and occupations.

Second, our bargaining program builds upon past successes. We call this a building block approach. It is a long-term approach that protects gains from the past, makes incremental improvements where they are most needed and builds for the future.

Third, our bargaining program works to establish and maintain common contract provisions within similar work places and across companies. This pattern bargaining approach establishes wage and benefit standards while remaining flexible to differences between companies and work sites.

Key Issues in Bargaining...Our goal is to protect the rights and dignity of workers

and provide safe work places, fair pay, better job opportunities and a voice in shaping our work environment. Reducing wage disparities within class factions. In the last 4 years, UAW member have bargained to eliminate tiered wages.

Reduce the use of temporary workers and improve working conditions- Temporary employment has become commonplace in the US: Less so in UAW workplaces thanks to our contracts. However, we can do more to limit the use of temporary workers, especially where they are used instead of permanent employees.

Insourcing new and outsourced work- The sourcing of work is a constant battle in nearly all of our worksites. A key to job security is being busy and insourcing the work we used to do is the best place to start. Additionally, we need to tie productivity improvements to bringing in new work from non bargaining unit employees, outside vendors or suppliers. Insourcing helps protect and grow jobs, but it also grows UAW membership and helps the Union build power.

Training - We need to push for more training provided more frequently. New technology work for us is to make sure we know how to use it and receive ongoing training that allows us to troubleshoot problems. Technology is great but it can't work to its full potential unless we are also working at our full potential.

Protect healthcare and retirement security- We will continue to insist that quality, comprehensive affordable

healthcare is a minimum standard. We must also prioritize larger employer contributions to retirement savings plans, whether defined benefit or defined contribution plans.

Protect workplace health and safety- There is nothing more important than returning home safely at the end of the work day. With health and safety regulations under attack at the state and federal level, our contract protections are even more important. We must defend language and practices that are working and improve areas that are weak.

Fair and Inclusive workplace- We must be dedicated to workplaces free from discrimination and where opportunities for advancement and training are available to all members. We must make sure our workplaces embrace diversity and inclusion so that all members enjoy dignity and respect from their union brothers and sister, as well as from management.

Work and Family- Our members are not just workers, but also family members with important responsibilities. Consequently our bargaining goals include provisions that allow workers to meet their responsibilities as workers, parents, caregivers, spouses and friends. Parents and caregivers have a responsibility to the individuals in their care. When the employer recognizes this fact, the worker is empowered. To support members in their roles outside the workplace, our bargaining goals include common sense scheduling,

child and elder care resources, contract language that recognizes the different family structure, parenting, lactation and mindfulness, Attainment of these goals is mutually beneficial to all involved.

Child and Elder Care resources- To do this we will bargain to: always have a designated person/ people available to assist members who are navigating through Elder and/or child care programs. Meet individually with members to evaluate their needs and match them to available services. Work with child care providers and area agencies on aging in the community to improve the quality of services and negotiate group rates. Have onsite educational programs that provide resources, seminars, educational materials and hold elder/child care fairs that invite local businesses to discuss options available to our members.

Ergonomics- Our bargaining agenda for improved ergonomics MUST include: A commitment from employers to fix jobs that are known to pose a hazard. Established employers funding for ergonomic improvements to all sectors. Accurate reporting, Investigation and correction of jobs where ergonomic-related symptoms are identified. An agreement by employers to follow established ergonomic best practices. Requiring all new equipment meet appropriate ergonomic design standards

**Bargaining Program
Continued on Page 9**



Friday, June 21, 2019

\$28.50 each

General admission, small chairs permitted

50 tickets available

Purchase at UAW Local 14 Union Hall

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

For more information visit

<https://centennialterrace.org/centennial-terrace-quarry-faq/>

Bargaining Program Continued from Page 8

and insisting on UAW involvement in design and implementation stages of new equipment and processes. Safety equipment designed to work effectively for all sizes of workers. Increased focus on specific ergonomic provisions to protect health care workers required to lift and move patients.

Opioid crisis and addiction in the workplace- Opioid addiction is a shockingly common problem, and it can affect anyone, including highly functioning and successful workers. Addiction takes a massive toll on workers, their families, communities and our society. Chemical dependence can impact an employee's job performance and threaten the safety and well-being of both the employee and their coworkers. Supporting workers to get treatment is not only right for them, it is also right for the company, saving money in the long term. Regrettably, many employees do not recognize addiction as a common illness that affects a wide array of people. It is often treated with judgement and bias. However, addiction is a disease like any other and should be treated as such.

Opioid abuse, both prescription and illicit was involved in more than 35,000 deaths in 2015 and increased to nearly 64,000 deaths in 2016. There are now

more deaths from drugs, two thirds of which are opioid related, than from car accidents or gun violence in the US annually. Clearly opioid addiction is a societal crisis. The estimated cost to the economy of this crisis is \$400 billion per year, most of that is in the workplace.

In the last 15 years, sales of prescription opioids have nearly quadrupled, with approximately 1 in 3 Americans having a prescription for an opioid. A National survey on drug use and health found that 4.3 million Americans engage in non-medical use of an opioid each month. In industries where workers have physically demanding jobs, perform repetitive motions or spend long stretches of time on their feet, opioid abuse rates are even higher. Contractual language is needed to address ongoing opioid abuse.

Therefore we will seek: The creation of "optimal care plans" through the expansion of employer funded, Union administered employee assistance program (EAP) for the prevention of dependency and addiction caused by chronic use of opioids or other potentially addicting chemicals.

Increased education and awareness related to the complexities of opioid and other substance abuse addictions for workers and their families.

Enhanced and expanded treatment programs.

Treatment rather than punishment, for workers with addiction.

Continually updated training for entire worksite populations, including supervisor training.

The inclusion of appropriate UAW representatives in developing objective written workplace policies related to addressing, treating or testing formats that are confidential medical information.

Written policies, where necessary, that are non-punitive and administered in a manner consistent with labor contracts and both state and federal law.

Fraternally,
Jamaal Kirby

Market Day 2019

Jamele Perry

Greetings in Solidarity

Springtime is here and the grass and flowers are beautiful. The April showers were well worth it. Flowers are springing up everywhere.

Prayers for uplifting and encouragement to the St V's Nurses who are on strike for better wages and work conditions. Hopefully their voices will be heard

soon, and changes will be made.

Thank you to all who supported our Market Day 2019 event. The Local vendors and businesses did a great job promoting their products and services. Handmade products and Made in the USA businesses were on display. Everything from Arts, Crafts, Crochet items, Cake, Lemonade, Purses, hats, Totes, Soaps, Spices, Sauces, Oils, Fragrances, Lotions, Candles, and much more. Their hard work and quality products were amazing. A thriving and supportive community for all is a great vision and mission.

UAW Region 2B Union Label Advisory Council is sponsoring a Union Made/ Made in the USA Challenge. Please show your purchases by posting a photo with hashtag #2BUSACHALLENGE and mention our Local 14. A Union Made t-shirt would be a great item to post as well. (Hint hint) Look for posters in the plant for more info. Visit the Union Label bulletin board in the cafeteria area for more info on all Union Label events and promotions.

Thank you so much.

In Solidarity
We stay connected
Jamele Perry
UAW Local 14
Union Label Chairperson

MADE IN AMERICA CHALLENGE

Region 2B Union Label Advisory Council

#2BUSACHALLENGE

The Region 2B Union Label Advisory Council is challenging each Local Union to a friendly competition to Buy American and Union made products and post them to social media.



BUY AN AMERICAN MADE OR UNION MADE ITEM

and take a photo

POST A PHOTO TO SOCIAL MEDIA

use
#2BUSACHALLENGE





MAKE SURE TO IDENTIFY YOUR LOCAL UNION

It's a friendly competition

If you are not on social media, please email your name, Local number, and photo to UAW2BUSACHallenge@gmail.com

Deadline to post or submit photos is Oct. 1





RETIREE NOTICE

The following members retired
effective May 1, 2019

Salinas, Claudio

45 years of service

The following members retired
effective April 1, 2019

Mininger, Timothy

34.4 years of service

Lietzke Jr., Frederick

40.7 years of service

GM Powertrain Obituaries

William Hartman, age 67 passed February 4, 2019.

Lane Keller, age 70 passed February 22, 2019 with 38 years of service.

Ruth Austin, passed November 15, 2010 (was notified of death March 11, 2019)

Leo Adger Sr. age 74 passed March 3, 2019 with 30 years of service.

John Rahe, age 76 passed February 28, 2019 with 42 years of service.

James Firebaugh, age 72 passed March 18, 2019 with 15 years of service.

Patricia Mays, age 82 passed March 14, 2019 with 30 years of service.

Leonard Sulewski, age 85 passed March 18, 2019 with 35 years of service.

Walter Dowell, age 69 passed March 12, 2019 with 35.5 years of service.

Kenneth Moldovan, age 72 passed March 14, 2019 with 38 years of service.

Anthony Price, age 72 passed March 16, 2019 with 11 years of service.

Ralph Mason, age 69 passed March 13, 2019 with 40 years of service.

John Prysiaczny, age 72 passed March 25, 2019 with 38.5 years of service.

David Calhoun, age 78 passed March 22, 2019 with 39.9 years of service.

Richard Deutschman, age 83 passed March 20, 2019 with 45 years of service.

Harold "Snakebite" LaVoy, age 71 passed March 26, 2019 with 30 years of service.

Charles Shaner, age 67 passed March 22, 2019 with 30 years of service.

Robert Klimczak, age 75 passed April 8, 2019 with 39 years of service.

Gerald Leslie, age 73 passed April 7, 2019 with 37 years of service.

Daryl Rhoades, age 73 passed April 10, 2019 with 30 years of service.

John Wasielewski, age 78 passed April 18, 2019 with 40 years of service.

Paul Cooper, age 68 passed April 17, 2019 with 28 years of service.

Karen Ilstrup, age 78 passed April 24, 2019 with 25 years of service.

Martha Hanna, age 84 passed April 28, 2019 with 25 years of service.

AP Parts Obituaries

Emerson "Ray" Lyke, age 90 passed March 8, 2019 with 32 years of service.

Donald "Jerry" Szymanski, age 88 passed April 8, 2019 with 30 years of service.



UAW LOCAL 14

Golf Tournament 2019!

07.21.2019 | 12:00 PM
SHOTGUN START
\$60.00

Carrington Golf Club | 911 St. James Park Ave
Monroe, MI

includes Golf, Cart, Range Balls, Hotdog/egg salad at turn,
2 drink tickets and steak dinner

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

Sign up at Local 14 Dues Office by Friday, July 12, 2019

Tom Ruddy, PT Unit Recreation and Ryan Lukasik, Local 14 Recreation
UAW Local 14 3/26/19 rb

NEW LOCATION! Golf Bus Trip August 3 & 4 2019

ROUND OF GOLF AT ANGELS CROSSING
GOLF CLUB, VICKSBURG, MI AND
MEDALIST GOLF CLUB, MARSHALL, MI
OVERNIGHT STAY AT QUALITY INN &
SUITES NEXT TO THE CASINO

\$215.00/ golfer (\$100.00 due by
May 31 balance of \$115.00 due by
July 12

Bus leaves from the UAW Local 14 parking lot
at 5:00 AM (please arrive by 4:45 AM)

1st day- 8:30 AM shotgun @ Angels Crossings, 2nd day- 8:45 AM
shotgun @ Medalist. A meal will be provided after each day of golf
plus \$10 in tokens for Firekeepers Casino.
Return home around 7 or 8 PM

UAW Local 14 3/26/19 rb Tom Ruddy, PT Unit Recreation

Special discount tickets to Cedar Point

July 2-5, 2019
and
October 12, 19 or 26, 2019

Regular Adult - \$40.00

(Saves \$33 off the gate price)

Only have 250 tickets

Tickets are valid on the dates listed above. Tickets will be subject to a \$10 surcharge
if used on any other 2019 operating day.

All sales are final!

Cash only - First come First serve

UAW Local 14 Dues Office

Monday- Friday 7:30 am – 4:30 pm

Uawlu14 4/30/19 rb



Car Shows @
TMA

Art and car enthusiasts alike are invited to view
unique vehicles, enjoy live music, and participate in
kid-friendly art making experiences. Admission to the
car shows is free.

WANT TO ENTER YOUR CAR?
Register online: toledomuseum.org/carshows

INSPIRED BY THE EXHIBITION
Life is a Highway
**ART & AMERICAN
CAR CULTURE**

Image Credit: Antalya Insider

<p>JUNE 15 CARS & COFFEE Noon-3 p.m.</p>	<p>AUGUST 24 AMERICAN CLASSIC CARS Noon-3 p.m.</p>	<p>All car shows will be held on the TMA grounds.</p>
<p>JULY 13 BLOCK PARTY FT. JEEPS 6-10 p.m.</p>	<p>SEPTEMBER 14 ART & MODIFIED CARS Noon-3 p.m.</p>	

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Art**

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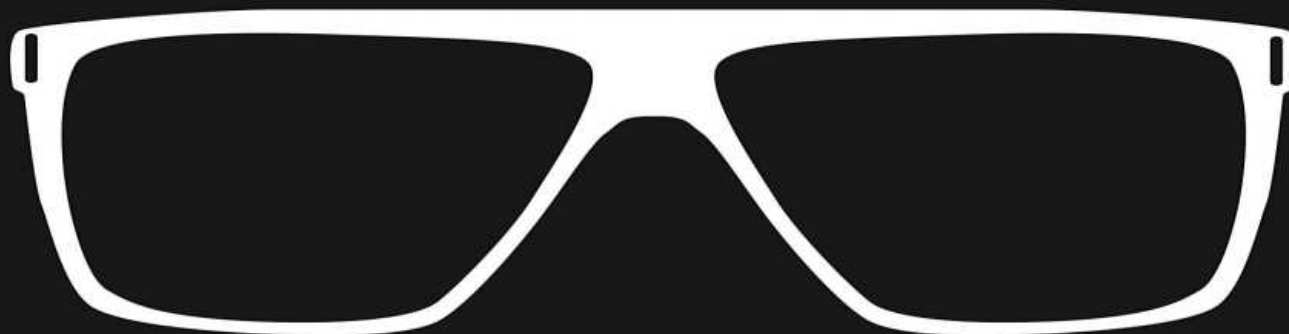
Hall Rental at Local 14

Do you need a hall for an upcoming Wedding Reception, Baby Shower, Bridal Shower or maybe just want to celebrate a special event?

Did you know that your Local 14 Union Hall has banquet rooms available for rent? UAW Local 14 Union Hall offers two halls completely renovated in 2009 by members of Local 14!

Now booking for 2020!! 419-473-2854

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June 2019						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3	4	5	6	7	8
				Bret Michaels Concert- 6:15 pm		Teedo Mud Here Party- 5:05 PM Hedgecroft Railroad bus trip GM Local 14 Housekeeping Unit- 11 AM
9	10	11	12	13	14	15
			Joint Board Meeting- 4:30 PM	Refiree Chapter Meeting- 12 PM		
Powertrain Unit Meeting- 9 AM	16	17	18	19	20	21
					Billy Currington Concert- 8 PM	
Father's Day	23	24	25	26	27	28
						29
30						

July 2019						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2	3	4	5
		Cedar Point Special Day ticket	Cedar Point Special Day ticket	Independence Day Cedar Point Special Day ticket <i>Office Closed</i>	Cedar Point Special Day ticket	
	7	8	9	10	11	12
				Refiree Chapter Meeting- 12 PM	Demo Ross Concert- 6:15 PM Golf Tournament Deadline Balance due on Golf Bus trip	GM Local 14 Housekeeping Unit Meeting- 11 AM
14	15	16	17	18	19	20
Powertrain Unit Meeting- 9 AM	CAP Meeting Local 12- 5 PM		23	24	Killer Queen Concert- 6:15 PM	
21	22			25	26	27
Local 14 Golf Tournament- 12 PM						
28	29	30	31			
Amidgarnotted meeting- 9 AM						

August 2019						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
						Golf Bus Trip- 5 AM
	4	5	6	7	8	9
Golf Bus Trip				Refiree Chapter Meeting- 12 PM		Put In Boy Bus Trip- 8:30 AM GM Local 14 Housekeeping Unit Meeting- 11 AM
	11	12	13	14	15	16
Powertrain Unit Meeting- 9 AM			Joint Board Meeting- 4:30 PM			
18	19	20	21	22	23	24
	CAP Meeting Local 12- 5 PM					
25	26	27	28	29	30	31