

The Union Times

SPRING 2021

We Can Do It!



COVID-19 Vaccine Clinic at DETROIT

"Rosie The Riveter" a.k.a. Jenny Thorpe receives her COVID-19 shot from Director of Clinical Services Maya Clark

(Photo Courtesy of: Ryan Martin)

LOCAL 163



President's Report

Local 163 President, Ralph Morris Jr.

Greetings Brothers and Sisters,

I would like to start my report by welcoming all the new members to our Local. We are happy to have you join our Union and we are looking forward to you strengthening our Local Union's solidarity. Our union's strength is derived from the activism of our membership. There are many ways to get involved; attend a meeting, join a Standing Committee or simply lend a hand to one of your Brothers and Sisters.

Local 163 activism was on full display with the support we provided to Teamster Local 337 in their 3-week strike against 7 UP. The food, propane, wood and morale support our membership provided during this battle kept the striking members spirits high. It was a key element to helping them endure the many hours they maintained the picket line. Without the critical support provided by our membership, along with other Locals within Region 1A, it would have been extremely difficult for them to sustain their members activism.

Our Local put in a lot of effort to get our membership (voluntary) access to the COVID vaccine at our facilities. Detroit Diesel was one of the first companies in this area to hold a vaccine clinic onsite. The 1st Moderna shots were given on Monday, March 15th and March 16th to all the employees, spouses and retirees that opted to receive it. The second dose was made available four weeks later. A total of 1,698 individuals received their first and second dose at the vaccine clinic. Our GM-Powertrain plant has scheduled first doses of the Pfizer vaccine through Rite Aid on Friday, April 16th and Friday, April 23rd for our members. The tentative plan is to conduct a survey to see if there is enough demand at the



(Pictured above: The Women's Committee poses for a picture with President Ralph Morris Jr. with the check for the Tarrant County Central Labor Council AFL-CIO.) (Photo Courtesy of: Ryan Martin)

"Our union's strength is derived from the activism of our membership. There are many ways to get involved; attend a meeting, join a Standing Committee or simply lend a hand to one of your Brothers and Sisters."

- President Ralph Morris

became available.

Two major investments were announced, recently, at our GM Romulus plant and Detroit Diesel. GM Romulus received a \$93 million investment to increase machining capabilities in GRX. The Detroit Diesel plant received a \$20 million investment to prep the M-14 building for eAxles and Battery production. These two great product investments provide our membership with much needed job security and the continued historical Local 163 legacy of capturing new product and investments in our facilities.

We moved one step closer to how we elect our International Executive Board. The United States

Justice Department in Detroit filed a motion requesting Neil Barforsky be the independent monitor of our union for up to six years. This time frame can be shortened or extended if the all parties agree. If the court approves Mr. Barforsky as the monitor, we will decide within six months whether we keep our current system of electing our International Executive Board or whether we go to a direct election with a "one member - one vote" system.

The membership at Detroit Diesel ratified a one year contract extension by a 66% to a 34% margin on Tuesday, March 9th. This extension includes a \$1 progression or max rate increase to all employees, elimination of 1 step in the progression schedule, a \$1,000 ratification bonus, Veteran's Holiday, and a \$60,000 HIP bonus. I would like to give special recognition to DDC Shop Chairman Mark "Gibby" Gibson, Region 1A Servicing Representative Rod Heard, and the DDC Shop Committee for their hard work in securing this extension for our Local 163 DDC membership. The serious nature of the decisions that needed to be made weighed heavily on them. They handled it admirably.

In closing, UAW International President Rory Gamble extended the current ban on in person union meetings and events that was set to expire on April 15th to June 30th due to continuing Corona-virus concerns. It is, also, looking like all the Conferences at Black Lake will be canceled for 2021. We will provide a live-streamed General Membership update on Sunday, May 2nd at 11 am.

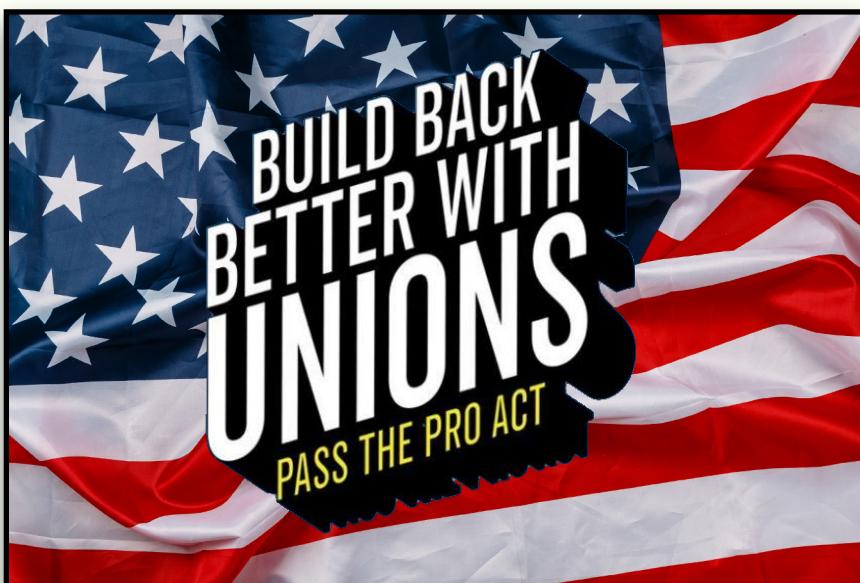


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Ralph Morris Jr.

UAW Local 163 President

Albert Byrd

UAW Local 163 Vice-President

UNION TIMES NEWSLETTER

STAFF:

Rashida Davis

Mitchell Fox

Ray Herrick

Andrew Lewis

Ryan Martin



LOCAL 163



Terence Jones Shop Chairman GM Romulus

Greetings Romulus Family!

COVID-19 has changed the world as we know it today. The number of cases in our state, as well as our plant, have increased over the past couple of months. The State of Michigan has begun to open back up and loosen the restrictions that were once in place.

Although things are opening back up, we should all continue to take the precautions to prevent infection and spread. Recently, members of my family and I tested positive for COVID. Thankfully, no one suffered any major complications from the virus.

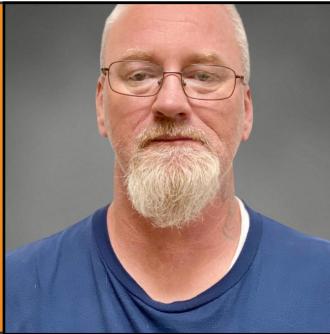
I think the fear of what could possibly happen worried me more then actually having the virus itself. I really wanted to share my experience of what happens after you return from COVID leave, the part

where your medical department-suggested isolation ends and the beginning of your short term social isolation around friends and co-workers. The fear of contracting the virus is real, so it would be expected for people to be a little uncomfortable being around someone who had the virus. Instead of shunning the person who has recovered, welcome them back and be happy they made it through. Things could have been much worse! By the time this comes out, I will have had my first vaccine shot (pictured below). I am looking forward to the day we can move around freely with little concern of getting sick. Stay Safe family and continue to take care of one another!

In Solidarity,
Terence Jones
Shop Chairman

(Photo Courtesy of: Terence Jones)





Dan Jones

OCC Chairperson

Oakwood Group

Hello Brothers and Sisters ,

First, I would like to welcome all new members to our wonderful Union. I would like to take the time to react to a tragic loss here at the plant. Mike Knapp, Head of Maintenance, unexpectedly passed away. Mike will be missed by many. Mike was a great guy and soft spoken, so please keep his family in your thoughts and prayers. We still have members out with Covid and for contact tracing. Our total Covid positive numbers for the year are 49, so far. We ask everyone to do their part in wearing the proper PPE while in the plant. The company has made some changes in the Covid safety

manual. You can find that on the company web page (www.theoakwoodgroup.com). Also, the attendance bonus has been extended to the end of April, as the company is going month-to-month with this bonus. Your UAW Local 163 President Ralph Morris Jr. and Chairpersons have been in contact with Human Resources about getting the Covid-19 vaccine brought to our plant. As always, we are Local 163! If you have questions, comments or concerns with any issue please contact your Union Rep.

In Solidarity, Stay Safe!

Renee Morgan

Shop Chairperson

JLL Romulus



Greetings Brothers and Sisters,

Spring has finally arrived. It has been a year since the pandemic began. The State of Michigan still has one of the highest rates of infection in the country. This is not a time to let our guard down. Wear a mask, social distance and wash your hands frequently. GM has announced that Rite-Aid will be in the plant to administer the Pfizer vaccine to whomever wants it on 4-16-21 and 4-23-21. I am pleased to say that they have included 3rd party contractors. It only makes sense to include us. Being part of the housekeeping team, we're the first responders to suspected COVID-19 outbreaks

in the plant. We also keep our restrooms and all of the touch points disinfected.

In March, I was able to persuade management to pay our Day shift employees the 3rd shift premium for their entire shift when coming in early. Previously, employees were only paid up until the start of the first shift at 6am.

Even though our contract doesn't expire until March 15, 2024. I feel now is the time to read through our contract and start the conversation as to what needs to be addressed at negotiations. Please feel free to communicate your demands to me anytime.



Mitchell Fox

Alternate Committeeman

GM Romulus

Hello Brothers and Sisters..! We are in some strange times with this pandemic still lingering around and in full effect. As bad as we want everything to get back to normal, unfortunately we can't jump the gun and disregard our masks and safety protocols as of yet! I used to question if this virus is real, I quickly found out first hand how horrible it is and the seriousness of it. I encourage everyone to do their own research and think deeply to see if getting the vaccine is right and makes sense for them to get. On a positive note, there has been a lot of gears moving since President Biden has taken office that will benefit us as Union members! Once again, the PRO act has been reintroduced into the Senate and I feel it has a really good chance at passing, seeing it has President Biden's endorsement! For those who are unaware of what the PRO act is, heres a brief update. Back around 2012, Michigan passed "right-to-work" for union facilities. If the pro act goes through, it will federally trump and overturn any right-to-work legislation that is currently active, as of right now that

is about twenty-seven states. This would be a big win for us as Union members and the working class. Life as we know it has definitely changed since this pandemic has been at play, but it's also strange times for Unions and the whole Middle Class. We need every tool at our disposal, so we can fight as one against any opposition that faces us. Every member has a duty to educate others on their rights, because every member has a voice that needs to be heard. It is our duty to be more involved, if we want to persevere through future obstacles. Through my passion of writing and wanting to help/get more involved within our Local, I have been newly accepted into helping with the UAW Local 163 newsletter! My goal in doing so, is to help project our voices from the floor into something that others can read. I want to do my part in trying to bring people together through writing. I hope everyone stays safe, and keeps there families safe at all costs!

-with love and in Solidarity!



J. "J-Rod" Rodrigues

Veterans Committee

GM Romulus

"Fall In"

My Name is J. Rodrigues, also know as J-Rod. I'm the New Veteran CSM/Chairperson for UAW Local 163. As the new Chair, I need accountability, so I'm asking Detroit Diesel Veterans to call over to the Local and sign up for the Veterans Committee. Then, I can start putting workshops together and making this

Committee the most active of all our Committees. The next step, after getting a good head count, is putting Platoon Sergeants and Squad Leaders in place. Our 1st Sergeant/Co-Chair is Annette Thompson. We look forward to working with all Veterans and their family members real soon.

Dismissed!



Roy Gonzalez

Retired Chapter Chairperson

Democracy? To the proud, obstructionist Republican legislators in Washington, DC, and their counterparts in 43 states across this country, there's no such thing as democracy. It's a shame that Michigan is included in these states. "Suppress the vote" is the rallying cry of these Republican traitors to the constitution. They want to enact outrageous rules to suppress the votes of millions of voters, with minorities appearing to be the main target, with anyone else they can keep from voting being a bonus in their suppression efforts.

An incredible example of how far a state can go to suppress the vote is Georgia. They have already passed many crazy rules to stop people from voting. One rule would see people being arrested if they give water or food to voters waiting in ridiculously long lines to vote. Other rules include banning voter drop boxes and draconian voter ID requirements. I'm surprised they don't want voters

to bring dental records, finger prints, or other crazy requirements in their efforts to keep people from voting.

Michigan Republican legislators are coming up with many of their own rules to try and suppress the vote. We also still have Trump's boot licking postmaster DeJoy doing everything he can to help suppress votes nationwide. If I were to highlight every outrageous way Republican legislators and governors are trying to suppress the vote this would be a novel, not an article. When it comes time to vote, keep these outrageous suppression efforts in mind. Your country, your state, and your community are relying on you to keep these suppression efforts from taking effect and stopping you and your community from voting. To preserve true American democracy, vote Republicans out and vote Democrats in. Take care, be well.



Kim Spaw

Civil Rights Chairman

DDC

FOOD DRIVE FOR THE LIGHTHOUSE FOOD PANTRY

For the month of March, 2021, the UAW Local 163 Civil Rights Committee set up drop boxes, and passed out flyers throughout the Detroit Diesel campus, to collect can goods, and non-perishable food items. Through the generosity of our Brothers and Sisters of UAW Local 163, the Civil Rights Committee donated a large grocery basket full of canned goods to the Lighthouse Food Pantry of the Full Gospel Temple, in Westland, MI.

The Lighthouse pantry donated generously to the UAW Local 163 strike effort in 2019, when our Brothers and Sisters at the GM-Powertrain plant in Romulus went on strike against the unconscionable demands made by General Motors, so the Civil Rights Committee decided it was high time we returned

their considerable generosity.

The Lighthouse Food Pantry has two programs to help people struggling to put food on their tables during this awful pandemic; one that offers emergency help (Mondays and Wednesdays, 11am-3pm, (734) 326-3885); and one program that requires the person requesting assistance to take more proactive steps (Monday and Wednesday, same number as above).

If you wish to donate goods directly, volunteer at their soup kitchen, or give your time and energy to an extremely worthwhile cause, you can contact the Full Gospel Temple at the numbers above, or go to their website at: www.fgtonline/food-pantry/, for more information.



Malisa Donner

Women's Committee Chairperson

DDC

Greetings Brothers and Sisters,

Obviously, times have been quite wild. We have been trying to keep busy while staying safe. We have been doing Zoom meetings for the last year. We opened our last Women's Committee meeting, via Zoom, to the membership and it had a great turnout. Some of our members were curious and wanted to see what's going on, and some of our members wanted to join!

Earlier this year, we received a donation, collected by Brother Ryan Martin from the sale of our Local 163 window decals. Justin Telin, one of our UAW members from DDC, suggested we send the money to Texas to help repair what had been damaged from the wild snow storm that happened there, in February. We sent \$630 to Tarrant County Central Labor Council AFL-CIO and that money will go towards Union

members in need of help repairing the damages that the winter storm created.

The donation money that was collected by Ryan Martin from the sale of DDC's contract hoodies went towards supplies for Samarat's House. Our ladies went out and collected items that were needed, as well as some outdoor games/activities for the kids, now that the weather is getting nicer.

It takes a lot of effort and contributions from a lot of people to accomplish great things like these. From Ryan's organizing and collecting, to our membership purchasing the merch, to our Committee volunteering their time to collect items and also deliver them. Thank you to everyone! This is a great example of what our membership can do when we come together!

(Photos Courtesy of: Ryan Martin and Jenny Thorpe)





Larry Dietz

EAP Representative

DDC

Here we are once again, with our unpredictable spring in Michigan! The state where the old saying most definitely falls into play "Just wait 5 minutes the weather will change", still all the same, it's very welcoming to see this time of the year show up after a long and cold winter. I hope everyone is enjoying this fresh spring air and sunshine and is able to get outside whenever possible.

Brothers and Sisters, As this winter melts away and spring has finally sprung, now is the perfect time to evaluate your overall health and well-being. In doing so, I would like to share some very helpful information I've received from the River Bend PC Team, one of the counseling centers that I use for referrals. This is titled, "Spring Ahead to Self-Care"

"Much like the seasons of nature, balance in your life is crucial. As winter melts away and spring has sprung, now is the perfect time to evaluate your overall wellbeing.

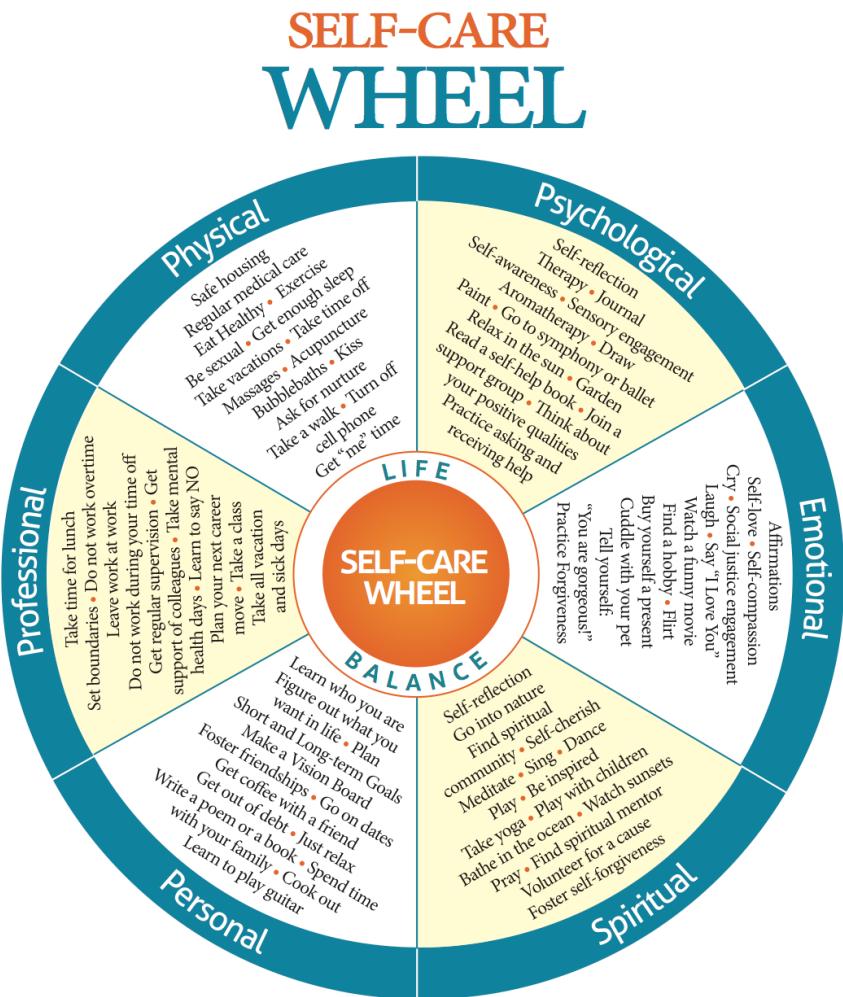
With balance in your life, you open the door to channeling positive energy across all areas of your being, ensuring a healthy focus on family, work, education, spirituality, and other key aspects of life, while sustaining and improving overall wellness.

But when balance is lost, parts of your life become neglected. They begin to become unmanageable and damaging to your overall wellbeing. Then the burn out starts.

If you pause to take a look at your life, you can see the red flags signaling a loss of balance. From irritability, eating too much, over-drinking, lethargy to stress, all are signals that change is needed.

Thankfully, once you recognize the signals, you can do something about them. Here is a tool to use to identify and document the actions and steps that will help you find balance in your life."

I hope everyone uses this as a tool and finds it as a helpful as I did. If anyone has any questions about this, please don't hesitate to call or stop into the EAP office. I will always be here to assist you, if any situation ever arises. Always remember that you never have to go it alone!



This Self-Care Wheel was inspired by and adapted from "Self-Care Assessment Worksheet" from *Transforming the Pain: A Workbook on Vicarious Traumatization* by Saakvitne, Pearlman & Staff of TSI/CAAP (Norton, 1996). Created by Olga Phoenix Project: Healing for Social Change (2013). Dedicated to all trauma professionals worldwide.



Doug Szydlowski

DDC Apprenticeship Chairman

April 2021 Apprenticeship Department Newsletter

Greetings Brothers and Sisters,

We continue to work at a swift pace in the Apprenticeship Department. The recent contract extension included a retirement incentive package. This should open the door to backfill some of these retirements with apprentices.

Since the last newsletter we have added a Tool Cutter Grinder apprentice. I also hope to fill an open position in the Machine Repair classification with an apprentice before the end of the month.

The next test is projected to take place sometime between the Fall of 22' to January 23'. The test date could change to an earlier date than projected with the pending retirements in the Skilled Trades workforce.

We have several new hires entering our facility. I have met many of you at your New Hire Orientation. I hope to see all new hires at the next Apprenticeship Test! This is a huge opportunity to advance your career.

The most common questions I get regarding the Apprenticeship Program:

•What is the first step? -

Take the apprenticeship test. The top 30% are granted an interview.

•How to I prepare for the test? -

Brushing up on basic Math skills has proven very helpful, there are no calculators allowed during the test. Practice doing calculations by hand in a short period of time.

•How do I improve my interview potential? -

Taking a trades related college level class is one way to build your resume toward an apprenticeship.

As a reminder, employees that participated in any of the past Apprenticeship Tests (2013, 2015, 2017, 2018 and/or 2021) **are required** to attend a college level class to participate in any future Apprenticeship test opportunities.

The Spring/Summer semester at Henry Ford College (HFC) starts May 11 and Fall semester starts August 26. HFC has many options for employees to attend classes. Due to COVID, several Skilled Trades classes have moved to an online or hybrid format. Hopefully the classes will return to an "in person" format in the future.

Tuition Assistance is available to active employees with 180 days seniority. Assistance is available through <http://daimler.scholarsapply.org/>. **If you use tuition assistance, you are required to submit a final grade to Scholarship America within 30 days of completing the class.** If you are having problems with your account, send inquiries to nafta_tuitionassistance@daimler.com

Please contact the Apprenticeship Department if you have any questions. Mask up and stay safe!

Doug Szydlowski or Dan Palm: Office: 1-313-592-7229, Cell: 1-313-492-1515

douglas.szydlowski@daimler.com

In Solidarity,

Douglas Szydlowski
Apprenticeship Chairman





Rashida Davis Newsletter Staff

There's no doubt about the fact that Covid-19 has wreaked havoc on our nation. It has touched all of our lives in one way or another, whether through having the virus ourselves, or knowing someone that has. A pandemic of epic proportion, we're all at the mercy of the wrath it can create. As dooming as it sounds, there are procedures in place that can help us navigate our way through this time in our history. Social distancing, wearing masks, and frequent handwashing, have been a part of our new normal since the very beginning of it all. Now, thanks to our diligent and hardworking scientists, we have a vaccine that can help us in our crusade against this deadly disease. I just wanted to share a few statistics regarding Michigan.

Wayne County		
Total cases 143K		Deaths 4,435
Michigan		
Total cases 873K		Deaths 17,922
United States		
Total cases 31.7M		Deaths 567K
Worldwide		
Total cases 141M	Recovered 80.4M	Deaths 3.01M

These numbers are completely sobering and show the importance of our proactive efforts. We've got to continue to strive toward reducing the death rate. I have always been an optimist, looking for the bright side of all things. Although we see the numbers of positive cases and deaths, we don't always see the numbers of those who have overcome. There are many people that have, and are now thriving since beating the odds. Not only that, but families have become closer. Loved ones that haven't connected in years are reaching out to each other. As a human race, we have always seemed to band together in the face of crisis. I encourage us all to not wait until the worst happens, but to be proactive in all actions that can positively affect our lives. The UAW has been a great example of what that means. Solidarity. We are united behind a common goal and purpose. This ideology should be the creed of our existence. Together we stand, and divided we fall may be just a cliche' to some, but to others, it's a way of life. Let's make it ours. Stay Safe. Stay Vigilant. Together, we Can make it. Solidarity Forever.



Andrea Hamm Workers Compensation Miller, Cohen PLC

The majority of workers' compensation calls received by our office are about medical treatment. Although medical treatment is one of your entitlements under the Workers' Disability Compensation Act, you may not seek medical treatment with the doctor of your choice for the first 28 days following the work-related injury. You must seek medical treatment with the doctor your employer and/or the workers' compensation insurance carrier directs you to for the first 28 days. Failure to seek medical treatment at the direction of the employer or workers' compensation insurance carrier can result in your claim being denied. In addition, your private insurance company does not have to pay for medical treatment as a result of a work-related injury which could leave you with paying for your medical treatment out of pocket. Once the 28 days elapses, you have the right to seek medical treatment with the doctor of your choice and you should do so. The medical providers your employer or workers' compensation insurance carrier send you to for medical treatment may not have your best interest in mind and in fact, may have an incentive to get you back to work as soon as possible rather than when your body is ready. You should provide the name, address and telephone number of the doctor of your choice to the workers' compensation insurance company and ask that they provide authority for you to seek medical treatment with this provider. The Workers' Disability Compensation Act entitles you

to reasonable and necessary medical treatment for your work-related injury; however, the workers' compensation insurance company has the right to send you to an independent medical evaluation (IME). IME doctors are selected at the sole discretion of the workers' compensation insurance company. Failure to attend an IME can result in termination of your wage loss benefits and discontinuation of medical treatment until you have complied and attended the IME. The workers' compensation insurance company usually takes the opinion of an IME over that of a treating physician. It is important that you reach out to our office if your claim has been denied as a result of an IME report or if you have questions concerning your medical treatment for a work-related injury. It is free for you to call our office and ask any questions concerning your workers' compensation rights and we encourage you to do so. Please use this link to obtain additional information concerning your workers' compensation rights.

Thank you,
Andrea Hamm

Miller Cohen, PLC
7700 Second Avenue, Suite 335
Detroit, MI 48202
(313) 964-4454
(313) 964-4490 (fax)

https://www.michigan.gov/documents/wca/wca_WC-PUB-001_306927_7.pdf



Black Lake

CONFERENCE CENTER

CAMPING AT BLACK LAKE

Campground

Camp sites now available for \$38 per day

Open May 7 through late fall

Full hook-ups

Discounts for UAW Members

Pets welcome!

At the campground, volleyball and basketball courts are conveniently located.

The Park Pavilion and bonfire ring are popular facilities for camper cookouts and sing-alongs.

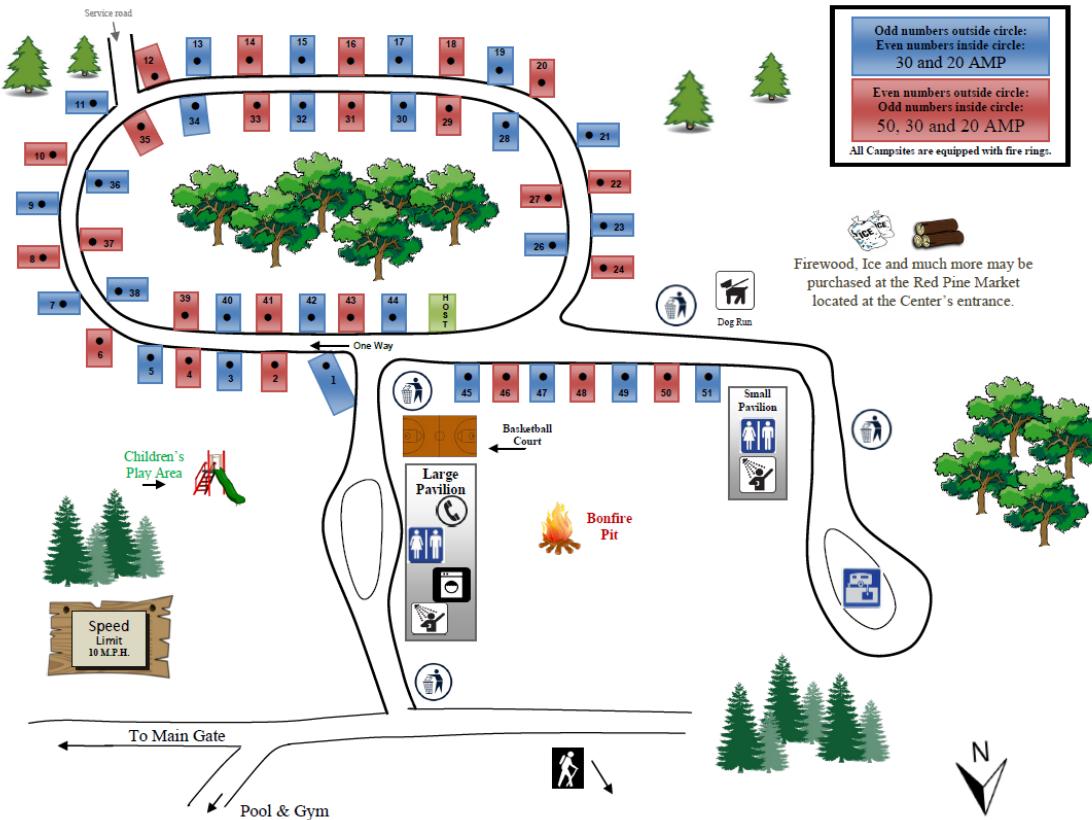
The Center's beach front facilities, including boat dock and launching ramp are available to campers.

Call to reserve your site today.

(989)733-8521



WALTER & MAY REUTHER UAW FAMILY EDUCATION CENTER – BLACK LAKE CAMPGROUND – ONAWAY, MI 49765



In Memoriam

DDC RETIREE RONALD "RON" MARUSKA 8/29/20

GM-POWERTRAIN RETIREE WILLARD BURRICK 12/23/20

GM-POWERTRAIN RETIREE RICHARD PLATT 12/24/20

GM-POWERTRAIN RETIREE JESSIE ROBINSON 12/26/20

GM-POWERTRAIN RETIREE SAMI ELEZI 12/31/20

ANNETTE POWELL-WHITE, sister of DDC employee Rosetta Simmons 1/2/21

GM-POWERTRAIN RETIREE RICHARD BILICKI 1/2/21

GM-POWERTRAIN RETIREE RODNEY TRZASKOS 1/10/21

CRYSTAL SCOTT, sister of DDC employee Tedra Scott 1/11/21

LOIS TOUCHETTE, grandmother of DDC employee Joshua Touchette 1/11/21

GM-POWERTRAIN RETIREE THURMAN CRAWFORD, JR. 1/15/21

GM-POWERTRAIN RETIREE ELMER O'NEAL 1/16/21

JUNE HANNAH, grandmother of DDC employee Rhonda Turner 1/17/21,

OPAL FREIBURGER, great-grandmother of DDC employee Austin Mitchell 1/21/21

DDC RETIREE JAMES CORNWELL 1/24/21

DDC RETIREE THOMAS "TOM" SNYDER 1/25/21

SANDRA CHESNEY, sister of DDC employee Darrell Downey 1/26/21

DDC RETIREE NORMAN "NORM" HOLLEY, JR. 1/27/21

DDC RETIREE ROLAND "RON" NORDSTROM 2/2/21

GM-POWERTRAIN RETIREE MICHAEL "MIKE" YARDE 2/2/21

GM-POWERTRAIN RETIREE CHARLES SISK, JR. 2/3/21

MR. ERICH GOTZFRIED, father of DDC employee Jeffrey Gotzfried 2/3/21

DDC RETIREE ROBERT "BOB" FINNEGAN, former UAW Quality Coordinator, 2/5/21

GM-POWERTRAIN RETIREE RAYMOND BRYANT 2/5/21

MR. ROBERT HARPER, father of DDC employee Ron Harper, grandfather of DDC employee Zachary Harper 2/7/21

GM-POWERTRAIN RETIREE BRUCE O'CONNER 2/9/21

GM-POWERTRAIN RETIREE DONNIE LAW 2/12/21

MRS. RUTHA MCBRIDE, mother of DDC employee Edward Carter 2/13/21

DDC RETIREE ALBERT PORTER, JR. 2/17/21

GM-POWERTRAIN RETIREE JOE PETTWAY 2/17/21

GM-POWERTRAIN RETIREE GEORGIA RICHARDS 2/18/21

AFRIEDA WYNNE, grandmother of DDC employee Lawrence Jenkins 2/19/21

DOROTHY PATTERSON, grandmother of DDC employee Arbra Harris, great-grandmother of DDC employee Naayma Works 2/19/21

In Memoriam

Body text

GM-POWERTRAIN RETIREE JOHN SMITH 2/20/21

MR. PAUL BIERITZ, father of DDC employee Michael Bieritz 2/20/21

BEN ORNATOWSKI, grandfather of DDC employee Alex Stupyra 2/20/21

DDC RETIREE CHARLES "CHUCK" BARNARD 2/22/21

MRS. DOROTHY FORD, mother of DDC employee Jeffrey Fultz 2/25/21

DONNA SIECKOWSKI, sister of DDC employee Sue Finch 2/25/21

DDC RETIREE DANIEL THEDFORD 2/27/21

DDC RETIREE MARK MAYOTTE, father of DDC employees Brian Mayotte and Denise Bywater 3/2/21

LATOYNA WHITE, sister of DDC employee Joseph Blakely 3/6/21

MRS. EMMA STRAIT, mother of DDC employee Michael Blue 3/9/21

MRS. WILLIE BROWN, mother of DDC employee Carl Jackson 3/22/21

DDC RETIREE CALVIN "CAL" KOSKI 3/26/21

DDC RETIREE DAVID SOUTHWORTH 3/29/21

DDC RETIREE EUGENE KORZYMS 3/31/21

MRS. ESTA LILLY, mother of DDC employee Michael Lilly 4/3/21

ROBERT MCGRAW, brother of DDC employee David McGraw 4/4/21

DDC RETIREE FRANK HORNETT 4/5/21

MRS. THERESA JONES, wife of DDC retiree Dessie Jones; stepmother of DDC Bargaining Committeeman Derrick Jones 4/9/21

MRS. HELEN PATTON, mother of DDC employee Tedra Scott 4/9/21

SHERYL PERCHA, sister of DDC employee Thomas Percha 4/11/21

MR. RICHARD KONFARA, father of DDC employee Roger Konfara 4/13/21

Peace I leave with you; my
peace I give you. I do not give to
you as the world gives. Do not
let your hearts be troubled and
do not be afraid.

John 14:27

COVID-19 VACCINATION CLINIC GIVES DDC EMPLOYEES, RETIREES AND SPOUSES A "SHOT" TOWARDS NORMALCY

"The precepts of democracy require that workers through their Union participate meaningfully in making decisions affecting their welfare and that of the communities in which they live." This familiar passage from the first page of the Preamble to the UAW Constitution holds considerably more poignancy during the times of extreme crisis, such as the current Covid-19 pandemic. The members of UAW Local 163 employed at Detroit Diesel, in conjunction with the City of Detroit, and the CareHere Medical facility on the Detroit Diesel campus, honored these prescient words from our Constitution by offering Covid-19 vaccinations to their actively-employed workers, spouses, and their retirees on March 15th and 16th, 2021.

Detroit Diesel, like many manufacturing facilities worldwide, has been attempting to keep up with production demands during the ongoing pandemic. Attention to social distancing; and emphasis on personal protection equipment; and constant disinfecting of their work environment have been the touchstone for UAW Local 163 members, as they strive to make up for a 2-month shutdown in early 2020, at the height of the pandemic. Now, nearly 10 months after returning to a regular production schedule without any major Covid-19 outbreaks in the plant, the UAW leadership started earnest discussions about what measures they could undertake to combat this insidious virus outbreak.

In a whirlwind of conversations, planning, and the crazy logistics issues between the CareHere Medical Clinic, the City of Detroit, UAW Local 163, and Detroit Diesel, it was determined the first doses of the Moderna vaccine would be available to the active workforce on the Detroit Diesel campus on the aforementioned dates. While the schedule for the vaccinations was "first come, first served" beginning at 8am each day, it became apparent almost immediately to the medical professionals at



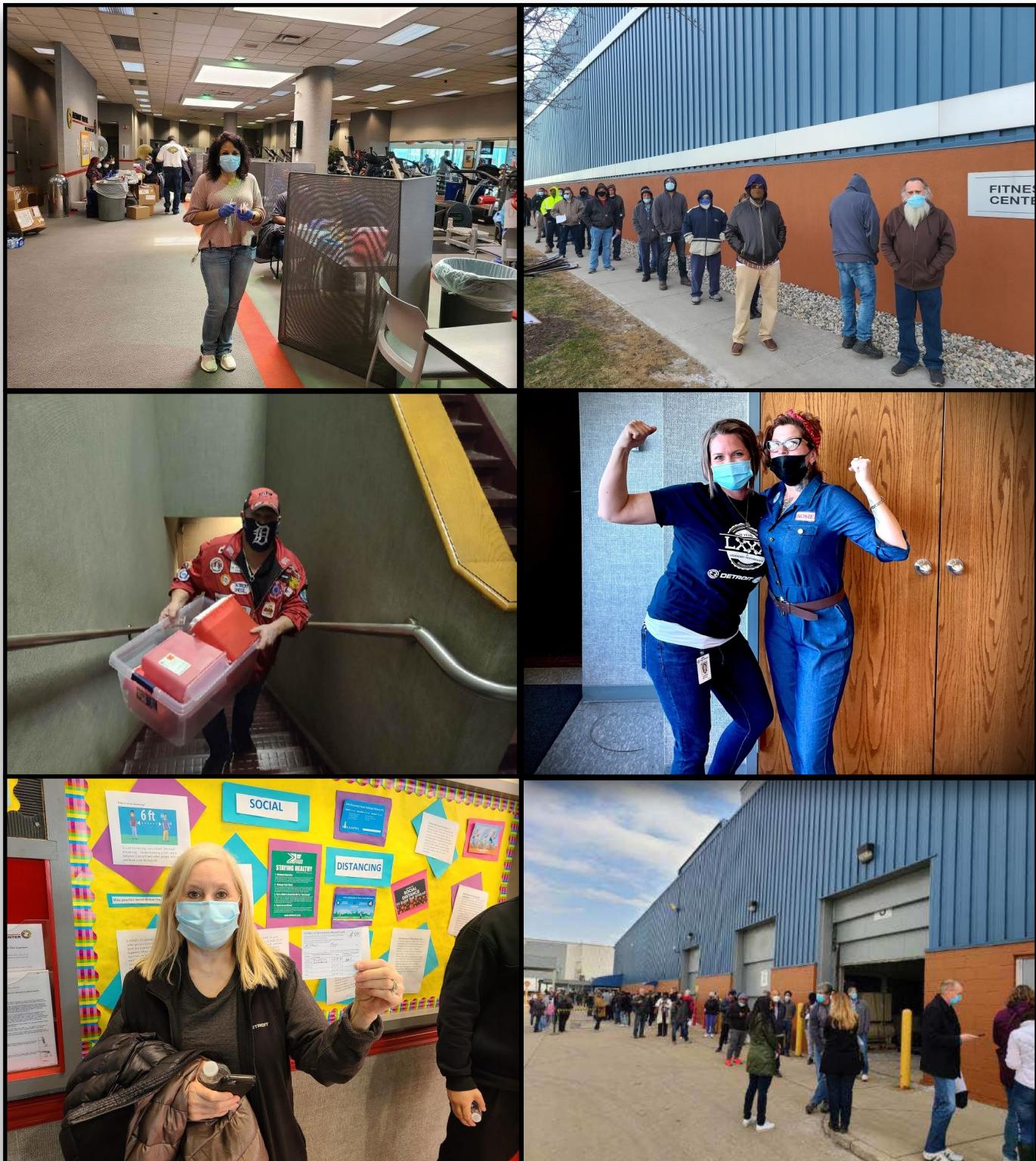
3 Generations: (Left to Right) Jake Gibson, Jim Gibson and DDC Shop Chairman Mark "Gibby" Gibson pose for a picture at the Vaccination Clinic. (Photo Courtesy of: Ryan Martin)

CareHere, and the UAW Local 163 volunteers, that they were going to have considerably more doses available than would be necessary to vaccinate the active workforce. This is probably due to the outstanding work done by the City of Detroit, providing both the Moderna vaccine, and the Pfizer vaccine to all essential workers employed in Detroit. This program, administered at both the TCF Center (formerly Cobo Hall), and at Ford Field, the home of the Detroit Lions, has been widely utilized by UAW Local 163 members, many of whom have already received both doses of the vaccine.

UAW Local 163 Communications Coordinator, Brother Ryan Martin, who was volunteering at the vaccination event, and the Director of Clinic Services at CareHere, Maya Clark, soon after seeing the line of active employees dwindle, sent out a clarion call that the vaccinations would now be available to the spouses of active employees, and all of their retirees. By initiating the UAW text blast system, numerous emails to UAW leadership, and the Local 163 Facebook page moderated by Brother Martin to get the message out, the team of volunteers were

ultimately able to administer 1,760 initial doses of the Moderna vaccine on March 15th and 16th. At the conclusion of the initial event, the City of Detroit promised to return in 3 weeks to administer the 2nd dose of the vaccine, which they fulfilled on April 12th and 13th, and the volunteers administered 1,698 doses. Brother Martin emphatically stated, at the conclusion of this event, "It is extremely gratifying to be able to give back to the Detroit Diesel and UAW Local 163 family, as this is an exceptional place to work!"

(Photos Courtesy of: Scott Bryson)



UAW LOCAL 163 SUPPORTING TEAMSTERS LOCAL 337 7 UP DISTRIBUTION CENTER IN REDFORD, MI



POLITICALLY SPEAKING...



REPUBLICANS CAN'T WIN ON THEIR PLATFORM; GO "ALL IN" ON SUPPRESSING OUR VOTING RIGHTS

In 2013, the U.S. Supreme Court struck down a key provision of the landmark Voting Rights Act of 1965 by a 5-4 margin, led by the conservative judges of the court. This ruling now allows states to change their voting laws without federal consent. Since this ruling, there has been an onslaught of legislation brought by Republican legislators, in nearly every state, to make it more difficult for us to do our constitutionally-mandated duty and vote in local, state, and federal elections.

After the ignominious defeat of incumbent President Donald Trump in the November, 2020 Presidential election, he and his devotees spewed the venomous lie that the election was fraudulent, and had been stolen from the rightfully-elected Trump. The continual trumpeting of the "Big Lie", as it would be come to be known, led to an armed insurrection at our Capitol on January 6th, 2021, where 6 people lost their lives.

Given the unbelievable events of that day, a sane and rational human being would hope that the rhetoric that inflamed the far-right fringe of white supremacist lunatics would be tamped down, and those that spewed that rhetoric into the gaping maw of their true believers would be chastened by the destruction in their wakes, but....NO! Welcome to the modern-day Republican Party! While still mewling in defeat, soon-to-be ex-President Trump made his way down to Georgia. He had just lost the reliably Republican state in the general election, and where the race for two U.S. Senate seats were up for grabs. The majority in the Senate was also at stake, were both Democratic candidates, Jon Ossoff and the Rev. Raphael Warnock, to be improbably elected. At his rally, instead of extolling the virtues of the Republican candidates for these vital seats, Trump launched into his familiar long-winded diatribe about the fraudulent, stolen election, and harshly rebuked the Republican Governor of Georgia, and the Republican Secretary of State, for not somehow overturning an election with an overwhelming conclusion.

Predictably, Trump's fervent followers in Georgia stayed home in droves during the runoff election, convinced that their votes would just be stolen for the hated Democrats, and Mr. Ossoff and Rev. Warnock

By: Ray Herrick

"After the ignominious defeat of incumbent President Donald Trump in the November, 2020 Presidential election, he and his devotees spewed the venomous lie that the election was fraudulent, and had been stolen from the rightfully-elected Trump."

were both elected to the Senate in one of the biggest election shockers of the past century, giving the Democratic Party the slimmest of majorities in the U.S. Senate, a 50-50 split where the Vice-President Kamala Harris would cast any necessary tie-breaking vote.

Georgia Republicans were hardly bowed by this historic defeat, as their Republican-controlled legislature nearly immediately passed a voter's suppression bill through both the State House and Senate that President Biden called "an atrocity", and "Jim Crow for the 21st Century". The "Election Integrity Act of 2021" omnibus bill, signed in to law by Gov. Kemp, has stringent ID requirements to receive an absentee ballot; empowers state officials to take over local election boards; severely limits the amount of drop boxes in predominantly urban areas, and the times permitted to utilize drop boxes; and, made it a crime to provide food or water to someone standing in line to cast their vote. Many corporations that have their headquarters in Georgia, or have large populations of workers in Georgia, such as Google, Amazon, CNN/Time Warner, General Motors and NetFlix, have openly condemned this action, and Major League Baseball has moved their annual All-Star Game and surrounding activities from Atlanta, to Colorado in response.

Unfortunately, Georgia is far from the only state in the union that has seen attempts by Republican legislators to suppress the vote. 361 bills have been introduced to date, in either the State House or State Senate, in 47 states since the 2020 Presidential election, designed solely to restrict or eliminate the voting rights of citizens in their voting districts. Since the Republican Party holds a controlling majority in both the House and Senate in 30 states, and many of those states have Republican Governors, it is readily apparent that it will

considerably harder in coming elections to cast a vote. Over 50% of the bills introduced will make it much harder to utilize an absentee ballot. President Trump's main objection to the Presidential election, incoherent as it was, seemed to center on the record number of people that utilized an absentee ballot to cast their vote, instead of standing in long lines, in close proximity to others, during a raging pandemic that has killed nearly 600,000 Americans. After the post-election data showed that an overwhelming majority nationally voted Democrat, when utilizing an absentee ballot, the Republicans are bound-and-determined to not let that happen again! Much of this legislation would allow the majority party to gerrymander the voting districts to their benefit; purge the voter's rolls for any indiscriminate reason they choose; eliminate any same-day voter's registration, or automatic voter's registration efforts, AND make it more difficult to register to vote at all, or obtain the necessary ID to even attempt to register to vote!

In Michigan, where both the State House and State Senate are currently controlled by Republicans, 39 bills to restrict and suppress the voting rights of the citizens of Michigan have been introduced. As in the aforementioned states, these oppressive laws would make it considerably harder to vote, and are obviously targeted at the predominantly-Democratic voting urban centers. They would also prevent the Michigan Secretary of State from making absentee ballots available on-line, or to mail ballots to voters that had not previously requested them. They would also ban City Clerks from providing pre-paid postage return envelopes for the absentee ballots. As they have in

every election cycle of the last 40 years, the Republicans, when in majority, have eliminated polling locations in urban centers, hoping that the long lines, and long waits will discourage voters extremely unlikely to vote for a Republican, and that effort is ongoing in Michigan. They will continue to provide less, and less drop boxes for absentee ballots, and make them available at more restrictive times, especially if their lawsuits to prevent Governor Whitmer from vetoing this legislation are ultimately successful in Michigan courts.

Even a casual political observer would believe that the true mission of any caucus or party of like-minded people would strive to convince others that their positions on the vital issues of the day were worth emulating, and ultimately electing those that most closely identify with their beliefs, and that can propel them forward into law. Seems pretty simple, right? Kind of "Government 101"-level stuff? The Republican Party has devolved into a party strife with conspiracy theory, far-right ideology and so many anti-Working Class policies that it is nearly impossible for them to win elections, so they continue to introduce legislation designed to prevent you from changing the script in Lansing, and in Washington, DC, and preventing you from even casting a vote! Please support the efforts to register as many new voters as possible, and convince those that believe their vote is not necessary to the vital process of preventing this authoritarian party from dominating the political discourse, and the future of our very Democracy! It may be cliché to suggest that "future is in our hands", but cliché as it is, it has never been more true than it is right now!





Long ago Unions won the Battle Of The Overpass. Today, we're struggling to ford the river.

The workers at the Bessemer, Alabama Amazon fulfillment warehouse overwhelmingly voted down forming their own Union with a tally of 1,798 vs 738, despite having 3,000 workers signing cards that indicated support for organizing last fall.

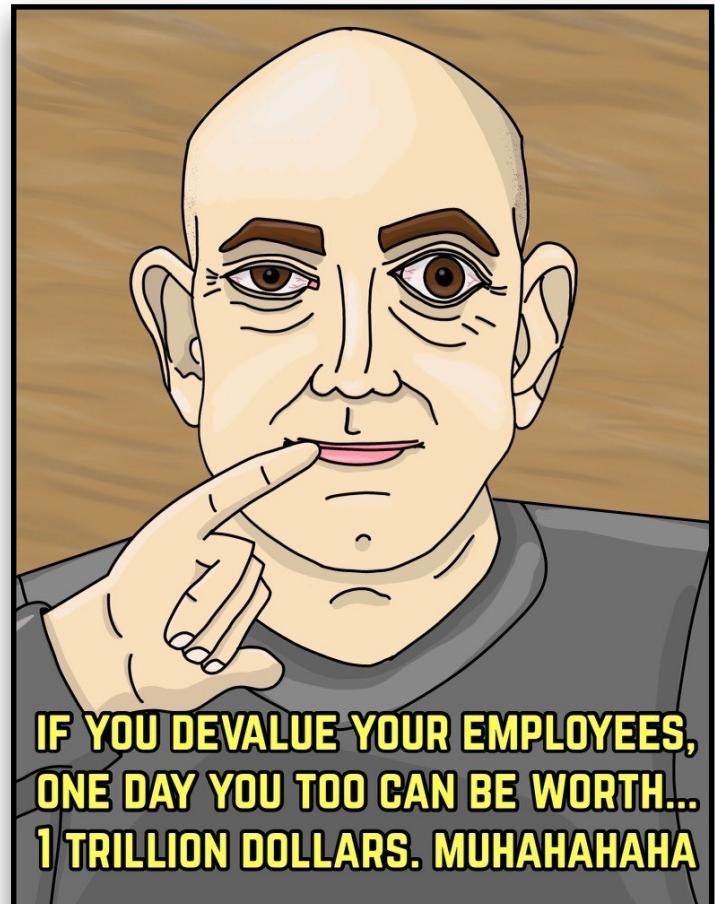
This leads one to ask, "what the hell happened?" For an answer, we have to look at the effort Amazon made to crush the organizing drive. Efforts that are permissible due to current labor laws.

Perhaps the strongest weapon companies like Amazon have to use against their employees efforts to form a Union are Captive Audience Meetings. CAM's happen during working hours and are used to force workers to either listen to a Union buster or watch anti-Union videos. Both methods serve the purpose to convince workers that forming a Union is against their best interest. They'll try to point out the "high" cost of Union dues, without bringing up the fact that workers who pay Union dues make 11% more a year on average and try to drive home the lie that Unions are a third party that's separate from the employees, despite the fact that the Union is made up of employees. Amazon also plastered their warehouses with anti-Union propaganda, even going as far as hanging posters in employee restrooms.

Amazon pays around \$10,000 a day plus expenses for Union busters to convince their employees to vote against their best interest. A modest drop in the bucket compared to what they may pay if their employees organized and demanded more equitable compensation for the value they add to the company.

Another tactic that appears to have worked well for Amazon in Alabama was talking about employee compensation. While proudly boasting about paying workers \$15 an hour with full health insurance, like it's an overly generous act for one of the most profitable companies in the world, sounds like a modest entry level package for Union workers in Michigan, it sounds more like a golden opportunity for workers in one of the poorest states in America.

Companies like Amazon will do anything they can to prevent their employees from realizing the advantages

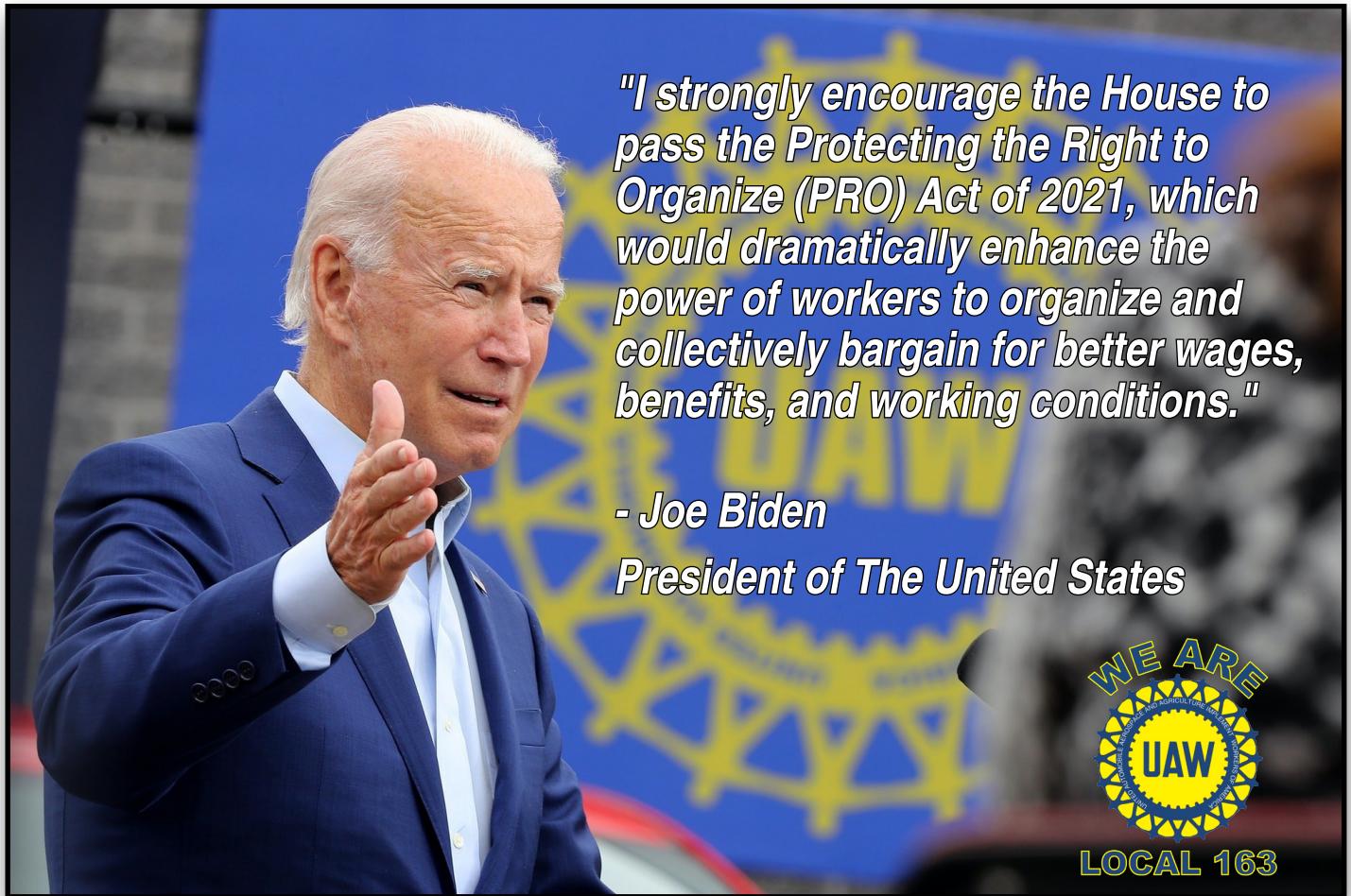


**IF YOU DEVALUE YOUR EMPLOYEES,
ONE DAY YOU TOO CAN BE WORTH...
1 TRILLION DOLLARS. MUHAHAHA**

of being represented by a Union. Having wages, benefits, and working conditions being defined in a contract makes them legally binding and can land companies in trouble for violating them. It also prevents companies from changing their policies on a whim and without notice. Without a Union contract, workers are at will employees and can be fired at their employers discretion.

Perhaps the worst policy Amazon subjects their employees too is their grueling productivity expectations. Amazon monitors their employees productivity and punishes employees when events outside of their control prohibit them from hitting these expectations. These expectations put so much pressure on employees they are forced to skip going to the bathroom and have to relieve themselves in plastic bottles.

At the end of the day, workers at Amazon, and all around America, only have one effective way to drive change at work, and that's by gaining equal footing with their employer by forming a Union. We can't rely on our employers to have our best interest in mind when they make decisions about our working conditions and wages, especially when they repeatedly show us the lengths they'll go to just to hold us back.



Labor Daze

By: Andrew Lewis

