

# SOLIDARITY

## EXIT STRATEGY

As the Mitsubishi plant in Illinois closes, Local 2488 fights to maximize severance packages



### ALSO INSIDE:



A song – and union – in her heart



UAW-Ford program teaches our veterans how to weld



## Make 2016 another year of giving

As the holiday season sets in, we can't help but think about our loved ones and how we will spend time with them during the season, but we should also remember those less fortunate than ourselves. Many people don't have secure, decent paying jobs while others don't even have a place to call home. Many families throughout the country don't know how they will pay the bills this winter or buy winter clothing for their children, let alone be able to have money to spare on all the things that come along with the holiday season such as gifts, Christmas trees, treats, and turkeys or ham.

Our union has always believed in serving the communities where we live and not just during the holidays. We do this because we know that charity begins at home and "home" means more than our own four walls. It means the brothers and sisters we work with on the shop floor and their families. It means our neighbors and their families, too. It means the strangers we drive next to on the street and the people we see at the grocery store, the hardware store, and the gas station. What it comes down to is "home" means the communities we live in and the UAW has been supporting communities and caring for the people living in them since our founding 80 years ago. This is why we donate our time and money to charities whose purpose is to help those in need and this is

why we start our own charity drives when we see a need that is not being met in our communities - our "home." Where there's a need, we're there. But we aren't just there during the holiday season, we are there throughout the year because "home" is a year-round commitment. That's what makes us good neighbors and great union

Here are some of the other ways our brothers and sisters have recently made a difference:

All of the UAW locals in Region 1A in southeastern Michigan are partnering with a school close to them for the purpose of introducing students to the union culture and will be adding more schools to the union education roster in the future.

Local 373, which represents workers at Metaldyne in Litchfield, Michigan (Region 1D) ran food drives to ensure the local food pantry's shelves are full and have donated money to the local Salvation Army.

Local 685 in Kokomo, Indiana, (Region 2B) had four goals when they laid the plans to build a Habitat for Humanity home: help a hero veteran achieve

the "American Dream" of home ownership; bring together the membership with a grand project; build support from local, state and national leaders for the UAW's cause; and show their community that the UAW is a caring partner in their city. After an amazing eight-day build, the local presented the keys to a three-bedroom, two-bath, 1,700-square-foot home built with American-made materials and union-made appliances to an Army veteran who served two tours in Afghanistan, John Stewart, and his 10-year-old daughter, Bailey.

In Waterloo, Iowa, retirees of Local 838 (Region 4) put on a



**UAW President Dennis Williams speaks with brothers and sisters from Local 833 in Sheboygan, Wisconsin, who are strike against Kohler Co.**

brothers and sisters.

As a union, we're also mindful of the difficulties our own brothers and sisters at Local 833 who work at Kohler in Wisconsin, face as they fight for a fair and just contract. It's gratifying to see the strong support they've received from other UAW brothers and sisters, members of other unions and the community. To support them through monetary or material donations, address your donation to:

Kohler UAW Local 833 Workers Relief Fund  
c/o UAW Local 833  
5425 Superior Ave.,  
Sheboygan, WI 53083

Thanksgiving dinner for several hundred needy families, an event they've been doing for over 30 years.

Brothers and sisters from Local 862 in Louisville, Kentucky (Region 8) are purchasing clothes and gifts for needy children. They also donated \$32,000 to shop for underprivileged children in an Adopt-A-Child program. They will also be donating Boxes of Love (holiday meals) to 600 veteran families and another 400 families who are in need this holiday season.

Members of the Local 2250 Women's Committee who work at the General Motors plant in Wentzville, Missouri (Region 5), built a house for Habitat for Humanity and the local was the main sponsor for Habitat for Humanity annual Christmas Party.

The Solidarity In Pink team out of UAW Region 9A raised nearly \$2,500 for the Making Strides Against Breast Cancer event for the American Cancer Society. The region had the most walkers ever for this annual event in Providence, Rhode Island and around the country.

Local 686 brothers and sisters who work at the General Motors Components Holding plant in Lockport, N.Y. (Region 9), hold a peanut butter-and-jelly sandwich drive for hungry children, and puts on a Santa and pizza bowling party where kids and their parents can have fun together for a few hours during the holidays.

These are just a small sample of what our brothers and sisters do to help in the community. Yet, we can do more. There are

countless ways to make your community a better place. Your local union is a good place to start. Attend meetings, ask questions, and find out what's going on or if you have an idea on how to help people in your community, share your idea with your local union leaders. Become involved in your community through your local union. Show people what a union home looks like in 2016.



*Dennis DeFillippo*

Cover: Local 2488's Derek Goodwin looks down the idled production line at the now-shuttered Mitsubishi plant in Normal Illinois.

COVER PHOTO BY PATRICK REDMOND. ADDITIONAL PHOTOS BY DENN PIETRO.



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## What would Walter do?



“Who knows? It’s impossible to speak for the dead,” laughs Nelson Lichtenstein. Of course the question is absurd. After all, what would Walter Reuther do in a world he would not recognize? Since the fourth and longest serving president of the UAW died in an airplane crash in 1970, the UAW, auto industry and entire country have undergone tremendous change. Nonunion auto assembly plants didn’t exist at the end of Walter’s lifetime. The UAW had more than 1 million members. Corporate interests hadn’t gained a stranglehold on politics.

Lichtenstein might not be able to speak for Walter, but he is without a doubt the closest thing we have to knowing what Walter would do. He’s the foremost expert on Reuther and he’s written the book to prove it: “Walter Reuther: The Most Dangerous Man in Detroit.”

“Walter was a very strategic and smart leader. He was highly principled, but knew also how to be flexible,” says Lichtenstein. “And he took the long view.” He points to one of Reuther’s first contracts at Kelsey Hayes in 1936. The workers were on strike trying to get recognition and a first contract. Eventually, the company came to the table and met many of Reuther’s demands, but not all. “Some didn’t want to go back in – they wanted to get more. But Reuther kept saying, ‘Get our foot in the door and then we can improve things.’”

Reuther was driven by core values of fairness and sharing the wealth between management and the worker. “Early on he opposed incentive pay for just that reason. He didn’t want to see workers pitted against one another. Equal

pay for equal work was also a very important principle to him.” Lichtenstein adds, “Some people don’t know that he was such a strong believer in the principle that he wanted to reduce pay differences between production and skilled workers. For the same reason, he at first opposed profit sharing. He didn’t want to see Ford workers making more than Chrysler workers merely because of who they worked for.” Eventually, Reuther’s views on “equal pay for equal work” evolved. “He was called an opportunist or hypocrite by those who opposed him, but most members respected that Reuther was able to adapt to circumstances.”

During the late 1950s, the country was in recession and unemployment in Detroit was over 10 percent. “He couldn’t negotiate real pay raises with the Big 3 so he changed tactics and pushed to have the employers not raise prices on their vehicles.” He didn’t win that fight – the companies said it was their prerogative to set product prices, but it’s an example of how he would shift and try to gain something and live to fight another day, says Lichtenstein.

Negotiating with three different major corporations – all of whom were in different financial condition – was also a challenge. “Back then, Chrysler was the weakest of the three companies. And what GM and Ford could afford, Chrysler couldn’t. He was very aware of the need to not put weaker companies out of business while also pushing for fair wages,” he notes. “But he also didn’t want workers to subsidize companies with low wages.” It was a balance that Reuther took very seriously.

So what would Reuther do in 2015? His legacy tells us that his deep respect of members and all workers would certainly drive him to think about the long view. No doubt, organizing would be one of his rallying cries. He’d absolutely listen to members, but lead against the current when he thought it was the right thing to do.



*Nelson Lichtenstein is a professor of history at the University of California, Santa Barbara, and director of the Center for the Study of Work, Labor and Democracy. He is also the author of “Walter Reuther, The Most Dangerous Man in Detroit” (University of Illinois Press, 1997), “Labor’s War at Home: The CIO in World War II” (Temple University Press, 2003) and “State of the Union: A Century of American Labor” (Princeton University Press, 2003).*



# Social media is a powerful tool – when used wisely

Social media has changed the way we communicate. Whether it's Twitter, Instagram, Facebook or a host of other apps, it has given all of us an immediate way to connect and share with friends, family and those who share our interests.

When it comes to our union, social media is a powerful tool to communicate to the outside world about struggles faced by members and people in our communities. It's also a free and open forum to debate, exchange ideas and share opinions. Whether you like it or not, it's here to stay. But how does it play into building our union?

First and foremost, Facebook does not replace our union meetings. Coming together to discuss the issues of the day and share views in person is a cornerstone of our union democracy. Real members voting on real issues – that's what takes place in a union meeting and social media is not a surrogate for that. It's easy to lose that lesson in an age where social media is thought to give an instant temperature read of where members stand.

That said, social media is powerful! Recently, the Pew Research Center found that clear majorities of Twitter (63 percent) and Facebook users (63 percent) now say each platform serves as a source for news. Social struggles that are not often deeply covered by mainstream media – from Occupy Wall Street to the fight to increase minimum wage – gain exposure and support through the power of Facebook and Twitter.

But there's a caveat in all of this: social media has no rules. It's one of its beauties, but also one of its weaknesses. Social media allows for anonymity or even deception of identity. Monsanto was recently exposed as having an entire department that exists



to discredit scientists online. That's not to say that all opinions expressed are not firmly held, but it highlights that hidden agendas sometimes exist behind commenting.

Another caution is that one of the things that makes social media so addicting is the "gotcha" element of getting information in real time. It's thrilling and exciting to be the first to know something, but hardly a surrogate for real news because there is no fact-checking. That's why rumors and "facts" that are no more than speculation or opinions spread rapidly on social media. Social scientists often cite premature reports of celebrity deaths as a prime example of this phenomenon. Sharing a story is easy; but sometimes accountability and truth become casualties in the firestorm that happens as gossip goes viral.

Social media is here to stay.

Digital debates and discussions and connections are good things. Being responsible in a medium that is not always accountable, now that's harder. Activists should never shy away from social media, but we need to engage thoughtfully:

- Like and share what you agree with.
- Be honest. Don't make up stories or pretend to be someone you are not.
- Stick to the facts. There are many credible sources of information online.
- Respectful disagreement is healthy, but name-calling is never constructive. Unfortunately, some like to be provocative and get a rise out of others; don't take the bait.
- Don't forget to attend your union meetings! That's where the real discussions and debates take place.

## At the bargaining table, we're equals with management Representation means having a say

If you work at Commercial Vehicle Group, Inc. (CVG) manufacturing in Piedmont, Alabama, you know how oppressive the heat is in the summer. You know how hard it is to do physical labor in a poorly ventilated, non-air conditioned building, trapped in sweltering heat where large ovens bake paint onto seating parts. You know what managers will say, again, when you tell them their attempts to cool down the facility aren't enough: Eat a Popsicle and wear a cooling neck wrap.

CVG provides seats for heavy truck manufacturers, including Freightliner and Navistar. They also produce aftermarket truck seats for rig owners and operators. Wages at CVG are typical for Alabama, where it's been reported that 1 in 4 manufacturing jobs pay less than \$23,000 a year. That's below the federal poverty level for a family of four. Many workers there are temps and have no job security.

The company recorded a \$7.6 million profit in 2014. But there's hope for positive change after workers voted 89 to 45 in September to join the UAW and are now negotiating their first contract.

"We want what we had taken away from us," said 45-year-old CVG bargaining committee member and 13-year quality inspector David Bradley. The committee wants a first contract that focuses on fair treatment of workers, particularly economic gains. "We've had paid personal days taken away, vacation time taken away. I want to see our health insurance rates lowered. And we deserve higher wages, because I've seen few raises in my 13 years," he said.

Bradley and his co-workers aren't alone. The UAW has other big organizing wins, most recently with instructors at Barnard College and slot workers at Paris Las Vegas Casino moving toward their first contract with management. Like their CVG counterparts, they're excited to finally have a voice with their employers.

Michael Boudell is a 20-year slot floor attendant at Paris Las Vegas Casino. He and his fellow attendants voted this fall to join UAW Local 3555, which represents over 500 casino workers on The Strip, including dealers at the Flamingo and The Linq casinos. They hope to have their first contract by January.

"It's a great feeling being at the table negotiating with my co-workers as equals with management," said Boudell. "My goals for our first contract are about



David Bradley and his co-workers have seen few wage increases over their many years at CVG. The new bargaining committee hopes to do something about that.

fairness about seniority issues like shift bidding and layoffs, and an end to favoritism by management. We're negotiating our first contract for a respected voice with the corporation. We're empowered by that equality since they have to listen to us and our concerns now," he said.

On the other side of the country, at Barnard College in New York City, contingent faculty who recently won their National Labor Relations Board (NRLB) election also are negotiating their first contract. At Harvard University in Massachusetts, graduate employees also have started a card-signing campaign to win recognition of Harvard Graduate Employees-UAW (HGSU-UAW) as their union.

In September and October, Barnard College English Department adjunct lecturer Sonam Singh and 114 of his fellow instructors at the women's college voted 91 percent in favor of Barnard Contingent Faculty-UAW (BCF-UAW) which will become a unit of UAW Local 2110 in October. "Contingent faculty have long been treated as dispensable," said Singh. Now that they're sitting at the table as equals with management negotiating their first contract, "There are so many

Sonam Singh says contingent faculty have been treated as dispensable at Barnard College. The bargaining committee hopes to fix decades of stagnant pay and substandard benefits.



economic justice goals we hope to achieve – the two most important being rectifying decades of stagnant poverty pay and lack of benefits. We deserve a seat at the table.”

Graduate employees at Harvard face similar challenges and hope to be negotiating their first contract with the university soon, too. They join with graduate employees at Columbia University and The New School, who both have petitions before the NLRB to restore collective bargaining rights. At Harvard, union card signing is well underway across the entire Harvard campus.

With first contracts on the horizon, CVG’s Bradley says new UAW members can finally negotiate for what every worker wants: fairness. “I think (the company) didn’t want to treat folks with respect. Now, they’ll have to.”

Joan Silvi

## UAW, IG Metall partnership launch joint project

### New models of employee representation to be explored

Does employee representation have to follow the same path it always has in the United States?

That’s the question that a new effort between the UAW and German trade union IG Metall want to answer after forming the Transnational Partnership Initiative (TPI) in mid-November.

The two unions announced the partnership during a news conference at UAW Local 1853 near the General Motors plant in Spring Hill, Tennessee. The TPI has two main goals:

- Collaborate to improve wages and working conditions for employees at German-owned auto manufacturers and suppliers in the U.S. South.
- Expand on the principle of “co-determination” between management and employees by establishing German-style works councils or similar bodies to promote employee representation.

“We are pleased to be part of the new partnership and appreciate the commitment of IG Metall,” said Gary Casteel, secretary-treasurer of the UAW and director of the union’s Transnational Department.

“With this new initiative, we can explore new approaches to employee representation and learn more about the globally recognized German labor system.”

The new initiative builds on existing ties between IG Metall and the UAW. For example, the unions

have collaborated at Volkswagen in Chattanooga, Tennessee, and Mercedes-Benz U.S. International near Tuscaloosa, Alabama. In 2014, IG Metall – with the Volkswagen Global Group Works Council and, separately, the Daimler World Employee Committee – stated its desire for the plants to be “UAW-represented” facilities.

Based on automotive industry data, IG Metall estimates that German-owned automakers build about 750,000 vehicles in the U.S. – with a total workforce, including German-owned parts suppliers, of about

100,000 employees. The unions believe some German manufacturers are exploiting low-wage environments in the U.S. South, where working conditions – including health and safety situations – tend to be challenging for employees.

The TPI will have an office in Spring Hill.

*The unions believe some German manufacturers are exploiting low-wage environments in the U.S. South.*

## Serving those who have served

### UAW-Ford program teaches veterans how to weld

Some are homeless. Others are missing limbs or facing other serious issues as a result of their service in war-torn places such as Afghanistan and Iraq. But all of the participants in the UAW-Ford Veterans Welding Class have the same desire to improve their lives by learning a trade.

The 10 veterans taking the six-week course at the Ford Technical Training Center in Lincoln Park, Michigan, are grateful for the opportunity the free course jointly operated by the UAW and Ford presents.

“They’ve given me the opportunity to better my skills, and I’m not going to pass that up,” said Darryl Soulet, a homeless Navy veteran from Detroit. “I was lucky to get in this class at the last minute. I am very grateful for this. This will strengthen my resume even more.”

The course is taught by retired UAW-Ford skilled trades members who are eager to teach the next generation what they have learned in decades of work in Ford plants. Being able to pass that knowledge on to veterans in need makes their work in “retirement” much more meaningful, said Paul Peer, a retired UAW tool-and-die welder from Ford’s Rawsonville, Michigan, plant and a member of Local 898.

“They could have been killed. They made a sacrifice, and it’s kind of like paying it back,” said Peer, a U.S. Air Force veteran.

Indeed, the veterans who have taken the welding class know sacrifice. Peer and his fellow retired UAW



*‘They’ve given me the opportunity to better my skills, and I’m not going to pass that up’*

— Darryl Soulet,  
a homeless veteran

skilled trades members have trained veterans who live in homeless shelters, such as Soulet. They’ve also trained veterans with serious injuries, such as Derek Holman of Las Vegas. While serving in the Marines in Iraq and Afghanistan, Holman had shrapnel from a 107 mm rocket pierce his carotid artery and was also injured by an Improvised Explosive Device (IED).

Holman plans to use the welding skills he’s learned to go into business for himself. And he believes he’s found the perfect place: Wearing full welding gear and working when the temperature in Las Vegas gets above 100 degrees isn’t for everyone.

“No one really wants to do it,” he said.

The course accepts veterans from all over the country. The course and lodging are paid for by the

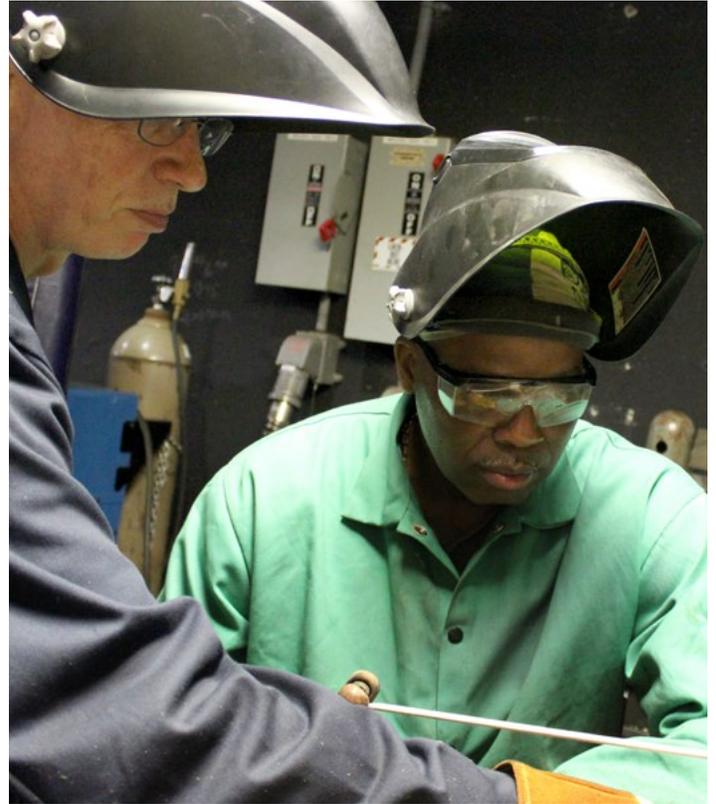
Veterans Administration. Ford and the UAW provide breakfast and lunch, as well as the expertise. The veterans are taught various welding methods such as Shielded Metal Arc Welding (commonly known as “stick”); Gas Metal Arc Welding (MIG); Gas Tungsten Arc Welding (TIG); Oxy-acetylene welding cutting and brazing; plasma cutting; and brazing and soldering. They learn about various joints such as lap, butt, corner, edge and tee, and also learn how to weld in six positions.

The goal of the program isn’t to turn these veterans into instant journeymen. Rather, the goal is to get them a foot in the door at companies looking for those with welding skills. Upon passing a test at the end of the course, course participants are certified by the American Welding Society. Some have been hired by Ford into the production ranks with an eye toward becoming an apprentice someday.

“Some of them do exceptionally well,” said Local 898’s Richard Oster, who retired from Rawsonville with more than 42 years seniority. “All of them take away something.”

Oster recalled that one veteran, despite being the hardest worker in his class, had tremors so bad that he couldn’t pass the certification test. But that wasn’t his goal.

“He said, ‘It’s good therapy for me.’ He loved it,” Oster said.



Local 898’s Richard Oster, left, a retired UAW tool-and-die welder from Ford’s Rawsonville, Michigan, plant, says his participation is in part due to a desire to give back to those who have given so much.



The welding class at the UAW-Ford Technical Training Center. Most participants leave with a welding certification and an entry into a new career. All leave with a sense of accomplishment.



Both instructors said veterans benefit from the discipline they learned in the military. Not only do the veterans need to closely follow the journeyman's instructions on techniques, they also need to understand the serious safety issues when working with dangerous gases and hot welding equipment.

"They are well disciplined. They listen. They pay attention," Oster said. "Give them a goal to achieve and that's what they work for."

Gerald Towns, a Marine Corps veteran, is currently homeless but has a goal: Use this program to eventually land a job at Ford.

"I'm taking advantage of this opportunity," Towns said during a break. "I want to make the most of it."

He and other veterans credited the instructors with helping him to move closer to his ultimate goal.

"I've learned a lot from these guys," Towns, a Detroit native, said. "They're very particular, very informative and always willing to help you."

"They're great. They'll take the time," Holman added. "They've got patience. That's a pretty big one with us."

UAW Vice President Jimmy Settles, who directs the union's National Ford Department, praised both the veterans and their instructors for making a difference in our country and in our community.

"There is no better way to say 'Thank You' to our veterans than by training them for a job that can provide them with a decent standard of living. They are due that and so much more," Settles said. "Our UAW instructors aren't really 'retired.' They've simply moved on to different work. And the work they do in training our veterans is a credit to them and to our union."

*Vince Piscopo*



**UAW welding instructors say veterans benefit from the discipline and attention to detail they learned in the military.**

# Why I became a steward

## Local 6000 member shares why she became involved

Seven and a half years ago, I took a job with the State of Michigan. Before taking this position, I thought about all the great things that would happen working there. At the time, I was four months pregnant. At my previous job, I had finally earned two weeks paid vacation after being there for three full years. I only had two sick days per year. So, as you can imagine, I was extremely excited to finally have a job with benefits! I would be able to take time off with my new daughter. I wasn't going to miss soccer games or birthdays. I could actually stay home if I was sick. I didn't have to use my vacation time for a holiday. I had good insurance.

I grew up in a union home. My Dad retired from Ford Motor Co. I remember laughing at him when guests came over. He'd always say, "If you're drivin' a foreign car, you ain't parking in the driveway." He insisted on it and often moved friends' cars for them. I used to think he was crazy, but in our house, you bought union made. I never truly understood why that was or what it meant to be union. I never asked, or even thought, "Why?" When you start working for the State of Michigan, you are given the option to join the union. Why did I join? In all honesty, because my Dad said so and because my co-workers said that was the thing to do. People give you paperwork and you just fill it out.

I have come to realize that these things aren't just handed to you. Someone stood up for me, for my family. Someone worked long hours to

ensure I have holidays off; to ensure I could take a vacation; to make sure I was treated with respect; to stand up for ME. Over the years, I've stood by and watched in angst waiting to find out if I, a friend, co-workers, would get laid off. I have sat on pins and needles while I waited to hear if my worksite would close. I anxiously



**Lisa Carlson became a steward at Local 6000 in the summer and discovered all of the behind-the-scenes work that her union does to serve and protect the membership.**

awaited news of a co-workers' arbitration who was wrongly accused of misconduct and feared justice would not win out. Through these times, there was always one constant standing up to fight and ensure that those fears would not become real: The union.

But what is the union? To me, the union is a group of hard-working

people who put honesty and integrity in front of everything. It is a group of people who fight for good: people who stopped layoffs, stopped building closures and won arbitrations. It is a group of people who stand up together. After seven years, I finally realized that I am the union. The union only works if we work together. If we all stand up for what the union represents: You and I.

This summer, I became a union steward. I started seeing all the behind-the-scenes work my union brothers and sisters did. I saw how hard my union representative worked. I saw how much he cared.

My eyes were opened to all the other positions in the union; individuals in Lansing, Detroit, and Northern Michigan, scattered all throughout the state. The union is a well-oiled machine; everyone has their spot. Individually, they all have their job, but TOGETHER we are moving mountains. I always thought being a union steward would be too much work. I am here to tell you: It is work, but it is also rewarding. It is rewarding to know that you are part of something bigger than you, bigger than your office, and you are making a difference. The only way we can

keep moving mountains, fighting for all of us, is to get and stay involved. Go to a union meeting, and find out how you can stand up in solidarity. Together WE will make a difference, but the union starts with "U."

*Lisa Carlson is a union steward from Local 6000, which represents State of Michigan workers.*

# Support our members, good jobs and the U.S. economy

## Buying from the 2016 UAW Union-Built Vehicle List accomplishes all three

Ryan Snyder considers himself a gatekeeper. As a quality verifier, it's his job to make sure that every vehicle that leaves the American General plant in Mishawaka, Indiana, is free of defects. The UAW Local 5 member knows that a distinct population of the driving public is counting on him and his co-workers.

They build the MV-1, the only purpose-built vehicles for people with disabilities that are made in America. The MV-1 meets or exceeds relevant American with Disabilities Act (ADA) guidelines. People with disabilities and their families can count on workers like Snyder who do their utmost to build UAW quality into every vehicle that leaves the plant.

"I make sure everything is put on correctly, everything is functioning correctly and works as it goes out the door to our customers," said Snyder, who has 15 years of seniority.

Our greatest spokesperson is the member who makes the vehicle, or makes the parts that go into the vehicle. You can best explain the dedication and quality that goes in — and the good that comes from those jobs, not just for our families but for our entire community. That's why we put out a list of recommended vehicles to buy. The 2016 UAW Union-Built Vehicles List is on the following page and downloadable from [uaw.org](http://uaw.org). Use it as convenient reference material to help your family, friends and neighbors make an excellent choice when shopping for their next new vehicle.

Some people will say that there's no difference between buying a union-made vehicle manufactured in the United States or Canada. But as UAW members, we know the truth. Union negotiated wages and benefits have a tremendous effect on communities.

"We're proud of the work we put into our products and know it's important that the general public not only experience our quality, but also the economic effect of good wages and stable jobs," said UAW President Dennis Williams. "Buying union ensures that good-paying jobs are sustained in our communities. There's a lot of good that comes from buying from the union-built list."

The MV-1 supports UAW jobs before it even leaves the plant. The engines come from Ford Motor Co.'s Romeo, Michigan (Local 400) and Cleveland, Ohio (Local 1250) engine plants, while its transmissions are built at Ford's Livonia (Michigan), Transmission plant (Local 182). And there are many jobs at local suppliers that count on the MV-1 and other American General vehicles. American General produces a Mercedes-Benz CUV for the Chinese market and also manufactures vehicles for the military.

Among the Detroit Three, there are not a lot of drastic changes from the 2015 list: Production of General

Motors Corp.'s Chevrolet Camaro was moved from Canada to Lansing, Michigan. There's a new Cadillac model, the CT6, while Ford Motor Co. and Chrysler have refreshed many of their models. And the pipeline at all three domestic automakers will be far from dry as Ford will replace the Lincoln MKS in the 2017 model year with a newly revived Lincoln Continental. Chrysler is planning a small pickup based on its Jeep platform for that year as well.

Take a look at the list and clip it out. It is also downloadable at [uaw.org](http://uaw.org). Wallet-sized cards will soon be available at UAW regional and local offices. Support your brothers and sisters and our communities and buy union-made in the U.S.A.!



*Vince Piscopo*

# 2016 UAW Union Built Vehicle Guide



## UAW CARS

Buick LaCrosse  
Buick Verano  
Cadillac ATS  
Cadillac CTS  
Cadillac CT6  
Cadillac ELR (electric)  
Chevrolet Camaro  
Chevrolet Corvette  
Chevrolet Cruze  
Chevrolet Cruze (diesel)  
Chevrolet Impala  
Chevrolet Impala (police)  
Chevrolet Malibu  
Chevrolet Sonic\*  
Chevrolet Volt  
Chrysler 200  
Dodge Dart  
Dodge Viper  
Ford C-Max (full hybrid/electric)  
Ford Focus  
Ford Focus (electric)  
Ford Fusion\* (gas-powered only)  
Ford Mustang  
Ford Taurus  
Lincoln MKS

## UAW TRUCKS

Chevrolet Colorado  
Chevrolet Silverado\*\*  
Ford F Series  
GMC Canyon  
GMC Sierra  
RAM 1500\*\*

## UAW SUVS/CUVS

Buick Enclave  
Cadillac Escalade ESV  
Cadillac Escalade Hybrid  
Cadillac SRX  
Chevrolet Equinox  
Chevrolet Suburban  
Chevrolet Tahoe  
Chevrolet Tahoe (police)  
Chevrolet Tahoe (special service)  
Chevrolet Traverse  
Dodge Durango  
Ford Escape  
Ford Expedition  
Ford Explorer  
GMC Acadia  
GMC Yukon Hybrid  
GMC Yukon XL  
Jeep Cherokee  
Jeep Compass  
Jeep Grand Cherokee  
Jeep Patriot  
Jeep Wrangler  
Lincoln MKC  
Lincoln Navigator

## UAW VANS

Chevrolet Express  
Ford Transit  
GMC Savana

## UAW SPECIALTY VEHICLES

American General MV-1  
(for drivers with disabilities)

## UNIFOR CARS

Buick Regal  
Cadillac XTS  
Chevrolet Impala  
Chrysler 300  
Dodge Challenger  
Dodge Charger

## UNIFOR SUVS/CUVS

Chevrolet Equinox  
Ford Edge  
Ford Flex  
GMC Terrain  
Lincoln MKT  
Lincoln MKX

## UNIFOR VANS

Chrysler Town & Country  
Dodge Grand Caravan

These vehicles are made in the United States or Canada by members of the UAW and Canada's Unifor union, formerly the Canadian Auto Workers (CAW). Because of the integration of United States and Canadian vehicle production, all the vehicles listed made in Canada include significant UAW-made content and support the jobs of UAW members.

However, those marked with an asterisk (\*) are produced in the United States and another country. The light-duty, 1500 model crew-cab versions of the vehicles marked with a double asterisk (\*\*) are manufactured in the United States and Mexico. When purchasing one of these models, check the Vehicle Identification Number (VIN). A VIN beginning with "1" or "4" or "5" identifies a U.S.-made vehicle; "2" identifies a Canadian-made vehicle.

Not all vehicles made in the United States or Canada are built by union-represented workers. Vehicles not listed here, even if produced in the United States or Canada, are not union made.

# EXIT STRATEGY

## Fighting for our members

### A plant closes, but having the UAW there is a giant plus

When Terry Williams started her job at the Mitsubishi Motors North America (MMNA) plant in Normal, Illinois, in 1989, she said it was like winning the lottery. For the next 26 years, she continued to build her life, raised a son and had a job she loved and cherished. Then at the end of July, with just three years left until her retirement, Williams and her co-workers learned that their plant would close. Nothing could prepare her and the 994 other members of Local 2488 for the shock and devastation that now faced them.

“It’s devastating. It really truly is devastating. I’m crushed,” said Williams, whose job was to seal roof rails on the Mitsubishi Outlander Sport. “There are days that I cry, there are days that I’m OK with it, and there are days that I think, ‘I’m not going to come in here anymore.’”

With the plant closing and the current UAW contract ending Aug. 27, a new contract had to be negotiated in order to give the membership security and an exit plan until all production stopped. Although nothing in the collective bargaining agreement would erase the anxiety and uncertainty of knowing they would soon be without jobs, it helped cushion the blow and gave options to members that simply would not be available had they not had a union.

“Because of the UAW and our contract, I am able

to retire early if I choose to draw my pension,” production associate Kelli Harrison said. “So I’ll be 51 years old and drawing a pension, so I’m pretty blessed to have that option out there.”

Local 2488 Bargaining Chairman Roger Goodwin and the rest of the UAW bargaining team worked hard and tirelessly to ensure that he and his co-workers left with the best possible severance package.

“Prior to the bargaining we went through, only 8 percent could retire with full pensions. After we negotiated the severance package, 60 percent of our members can now retire with full pensions,” Goodwin said. “That’s a pretty big deal. Everyone is entitled to a lump sum depending on age and years of service. Also, almost every member has either retiree healthcare available or healthcare continuation for up to 16 months or the ability to cash out.”

Goodwin added, “The average age in the plant is about 54 years old and 90 percent of them have been here between 26 to 28 years. This is going to force many of them to leave the area and relocate to new jobs. The community will

really be hurt by this.”

Nearly three decades ago, when ground was broken in this central Illinois town outside of Bloomington, workers were excited about their future.

Roberto Avina remembers the excitement of getting



Having their union negotiate a strong closing agreement took a lot of the stress out of a highly stressful situation, Local 2488 members say.

a job at MMNA, but the assembly line associate also recalls the longevity of the plant was called into question since the first car rolled off the production line. “Since I started back in ’89, they were telling me that the plant was going to last only 10 years.”

The chartering of UAW Local 2488 soon followed on Aug. 28, 1989, making Mitsubishi’s only U.S. manufacturing facility the first transplant auto manufacturer to have its workforce become UAW members. For then-Region 4 Director and now-UAW President Dennis Williams, it was a proud and historical achievement in union organizing.

Avina continued: “After we became a UAW plant, it helped me to get another 16 years after that.”

For a smaller car company, having an auto plant in the United States was always a struggle as Mitsubishi continually faced tough competition globally in car sales. With a plant closure in perpetual conversation, hope would come in 2011 when the UAW worked with the company and state to secure a new car line to be built at the plant.

“It’s been kind of stressful because you never knew

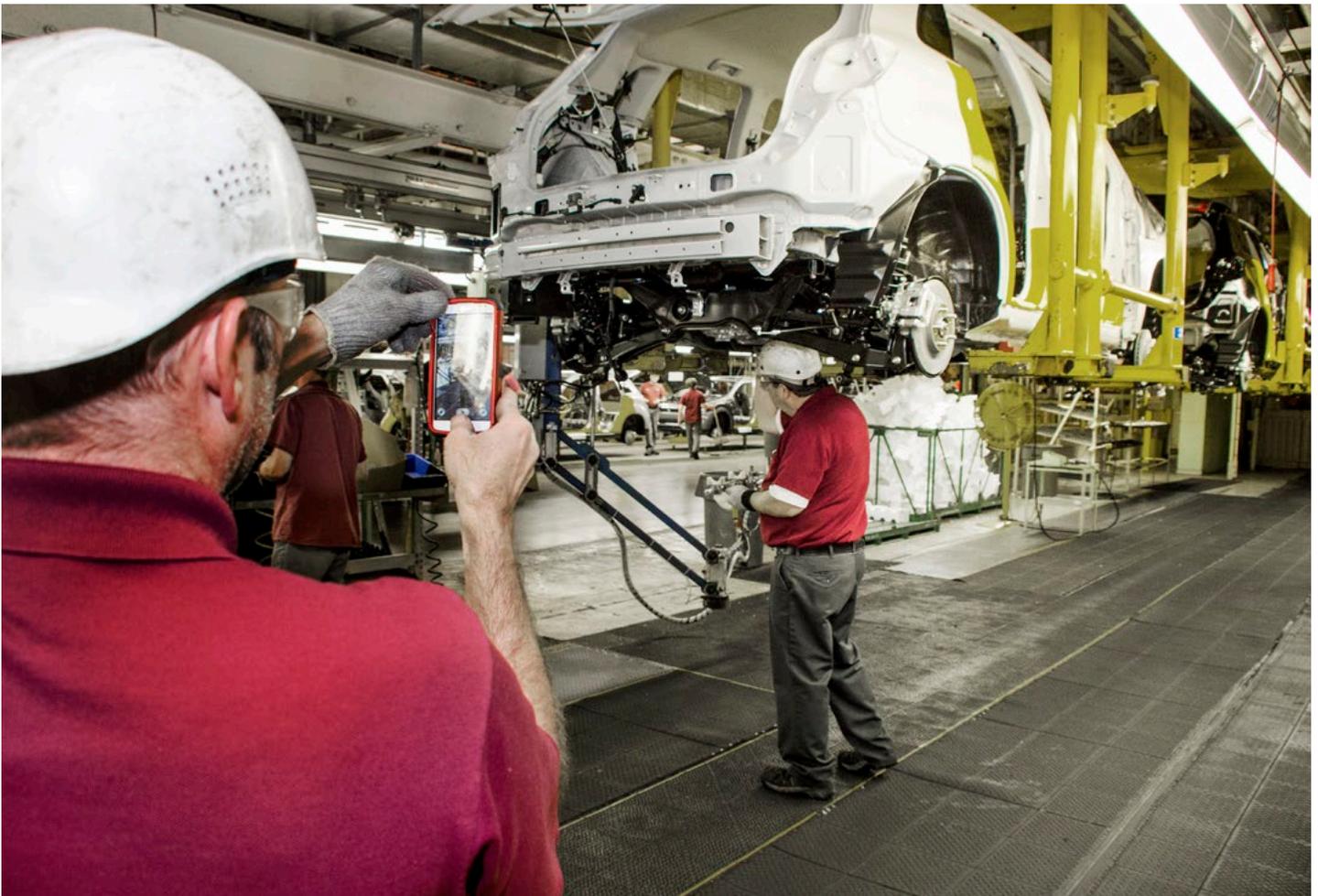
from day-to-day how long this would continue to go on because we were just plugging along day-by-day, really losing money,” said Jerry Harcharik, a tester line inspector.

Local 2488 and Mitsubishi tried several ways to keep product in the plant, including negotiating a deal that landed production of the Outlander Sport. But sadly, it still wasn’t enough as the automaker continued to face struggles. On July 24, Mitsubishi announced the plant would end production.

“I’ve put on my taxes for the last 26 times ‘autoworker’ and I’ve been part of something more than just a job – It’s something bigger,” production associate Kevin Brown said. “It’s something like trying to work for the elimination of two-tier wages, or increasing benefits, or even working for healthcare for more than just the few who can afford it. That’s something that’s important.”

Since the announcement of the plant closing, the community rallied behind the workers at the plant. A task force – made up of representatives from Mitsubishi and the UAW, community and business

**The last Mitsubishi Outlander Sport makes its way to the end of the production line. It was a bittersweet moment for many Local 2488 members who took pride in building quality vehicles for 27 years.**



# EXIT STRATEGY →

leaders, and other labor groups — is actively pursuing other manufacturers to take over the plant, giving hope that the closed plant won't be closed for long.

President Williams said the UAW continues to play an active role in trying to find another employer for the facility. He credited the bargaining team at Local 2488 for doing an outstanding job in difficult circumstances.

"No one wants to hear that their plant is closing. It's stressful to look at the future without that steady paycheck," Williams said. "What I'm most proud of is the effort by the local membership, and the leadership by Region 4 Director Ron McInroy and Secretary-Treasurer Gary Casteel, that will help many of our members transition out of Mitsubishi with a lot more than they would have received if they were not union members. We will continue to actively look for other opportunities in Normal to bring jobs back to our members in central Illinois."

Harcharik and Brown summed up the general feeling in the plant.

"In the end, I think it was important to be part of a union at times like these because we had no guarantees at all," Brown said. "Having that union protection really

gave us a little peace of mind and they worked very hard in negotiating our severance/early retirement package, which I think will really be helpful to all of us."

Harcharik agreed:

"Thanks to a good, sound closing agreement and collective bargaining agreement that will see it through till the end of days here, we do have some more light at the end of the tunnel. "Harcharik added, "And that light isn't an oncoming train, it's an actual light."

On Nov. 24, about 200 people from the community gathered with signs along the plant's driveway at the end of the production day to show support and give thanks to the men and women as they drove away from plant. For most, it was the last day they work on the line at this plant.

Maggie Nichols, a resource development director for United Way of McLean County, was one of the supporters who arrived to show her support. "We are here to send a farewell to the UAW workers as well as the staff at Mitsubishi on what is the last day for most the employees out here and we just want

Pictured left to right: Roberto Avina, Local 2488 Bargaining Chairman Roger Goodwin, Terry Williams, Jerry Harcharik, Greg Reed, Ernesto Mata (top) and Kevin Brown.



them to know that we're thinking about them and that, just because the plant is closing, we're still here as a community for them."

On a normal day, the workers would quickly leave the plant once their shifts were complete. On this day, they passed the parade of supporters much slower. They tried to soak it all in as they drove by filled with pride and smiles, some with tears, and some with camera phones documenting their emotional final exit.

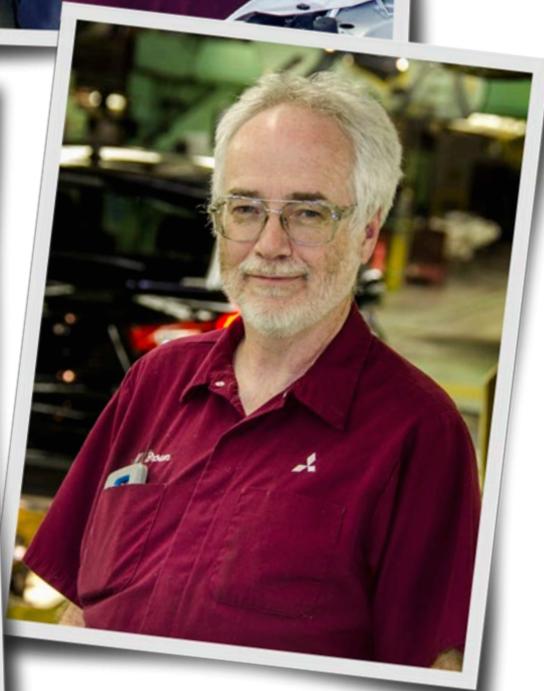
"Anytime there was a charity, they were always the first to step up" said Mike Matejka, governmental affairs director of the Great Plains Laborers District Council, which organized the event. Matejka was pleased that so many people came out.

"I always remind people that they were the largest donors to Toys-for-Tots in the community, they started bone marrow drives in this community, their veterans committee was very active in going to the veterans' home, so they were very visible."

Supporters waved and cheered on the passing workers from multiple driveways which made production associate Ernesto Mata feel good as he exited the plant. "It shows that we are really were appreciated by the city and community. I especially liked that Arby's on Market Street gave meals to us Mitsubishi workers on

Friday if we could show our uniform or work ID. It was all really great to be appreciated because we always tried doing a fantastic job."

Government officials and charity and community leaders were among the crowd. It was also filled with retired and former Mitsubishi workers, families, children and others who felt the importance of showing up and giving thanks just as they entered the Thanksgiving holiday.



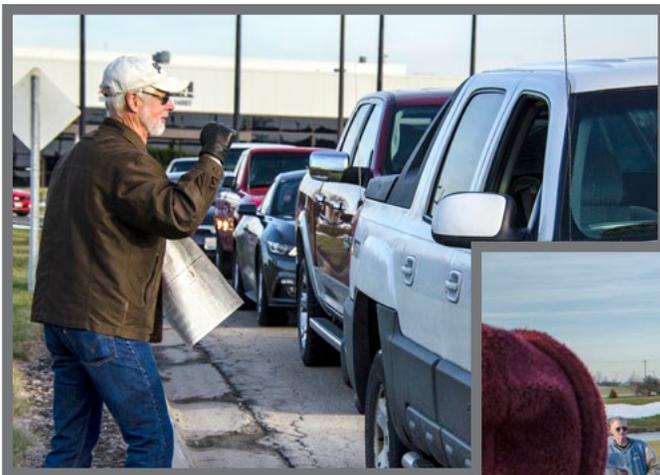
# EXIT STRATEGY →

“I couldn’t figure out why there was so much traffic as we were exiting the plant,” Greg Reed said, “and then I saw the crowds. It was bittersweet because you realized at that moment as you drove away that this is the end, but at the same time it made you feel good because so many came out to wave and say ‘Thank you’ for making world-class vehicles and being part of this community for the last 26-27 years. It just really felt good.”

“Mitsubishi is the second largest employer in the town of Normal, second to Illinois State University,” said Scott Preston, a Normal council member and co-chair of United Way of McLean County. “The partnership that they provide to this community, the value they bring and all the individual employees how they’re involved in our community – they’re living here, they’re doing things and they’re the reason we’re such a great community and we’re very, very thankful.”



Local 2488 members pose in front of the last production vehicle, which moved off the line on Nov. 25, 2015.



The community in Normal, Illinois, came out in force to thank members of Local 2488 for all they’ve done in the community over the years.

# A song – and union – in her heart

## Angie Kelly sings the anthems at UAW conventions, conferences

Angie Kelly may be one of the UAW’s most recognized members thanks to her performances in the UAW’s national anthem videos that have played for more than 15 years at countless UAW conventions, conferences at Black Lake and across the country at UAW regional and local events, but few of us know anything about her.

What we do know is that she can sing. Her perfect pitch and booming voice compel us to stop what we are doing and take notice of any song she may be singing. She is powerful, melodic and simply easy on the ears.

“I was raised in a church and all I knew was music because my mother was in the choir and I would sit in the pew during rehearsals and music just absorbed into my subconscious,” Kelly said.

“It is a blessing, because I love music and I always had great people around me as teachers when I began singing at 5 years old.”

What may surprise UAW members is that she is one herself.

Kelly is a third-generation UAW member and has worked for nearly 20 years at the Ford Motor Co.’s Rawsonville (Michigan) plant. She is a member of Local 889 and is a QOSC – Quality Operating Systems Coordinator.

Working for Ford runs deep with her as she works at the same plant that her father worked. Her grandfather was an International Representative for the UAW in the National Ford Department and her brother works for Ford in Dearborn.

“I remember a time growing up when my dad was on strike and it was a tough time for him. But even during that, the UAW always took care of us and I’ll never forget that. Through tough negotiations, the UAW saw us through and there were great rewards and that has happened time and time again. They have never failed us. It’s a strong organization that I’m proud to be a member of.”

In 2000, UAW-Ford posted an audition notice looking for national anthem singers and Kelly quickly got encouragement at the plant from her father and a co-worker who both believed in her talent. At the time, she had only sung with her church choir and, because she was shy, wasn’t sure she could step away from a group and sing solo.

She auditioned and to her surprise, was chosen to sing alongside her co-worker, Troy Coman.

“Being a part of those videos, representing the UAW is my proudest moment musically. I can never thank them enough for not only the opportunity, but the trust to sing for our membership.”



PHOTO BY DENN PIETRO

**Angie Kelly was raised in a church and began singing at 5 years old.**

Just goes to show you that if you are a UAW member with a great voice, there is always a place for you to showcase your talent. Maybe it is singing at a nursing home or a special event in your community. Maybe you will be the spark for creating a local union choir. It is another way to show your talent to encourage other union members that they can use their voice for the union cause, and remind the community that our talents and diversity extend well beyond the work site doors.

Kelly’s second greatest moment was also one of her scariest. In 2014, she was asked to perform “The Star-Spangled Banner” for the UAW Constitutional Convention by herself without a choir and without music – acapella! Her performance was so beautiful that it gave the crowd goosebumps which earned her a standing ovation.

“Was I scared? Yes I was! Was I confident? No, I wasn’t! After a while, with much prayer and much encouragement from the UAW staff and my union brothers and sisters, I was able to do it,” she recalled. “I kind of came out of myself and I’m thankful.”

Kelly is also extremely proud of singing in both her church choir and the UAW Region 1A Choir.

Today, we celebrate the release of our new UAW national anthems featuring new vocal tracks sung exclusively by Kelly and produced again by Tim Kelly along with newly produced music videos featuring Kelly and members from all sectors of the union produced by UAW staff. These new versions will replace the old anthems played at UAW functions.

Next time you see one of the national anthem videos play at a UAW event, look around the room because Angie Kelly just might be in the crowd with you!

*Denn Pietro*

## Member has a new heart and a new appreciation for his UAW-negotiated benefits

The way Local 1005 member Dennis Urbania sees it, there were three things that saved his life following a second heart attack in 2011: the snow, the compassion of the family of a 28-year-old auto accident victim, and his UAW contract.

It was a cold winter's day when the now 50-year-old quality technician at General Motors' Parma (Ohio) Metal Center suffered that heart attack while walking in a snowy, wooded ravine. Had he collapsed on a warmer day, his body would not have gone into hypothermic arrest, which basically slowed down the dying process.

His son found him and he was taken to a nearby hospital, but half of his heart was dead. Four months later he went to Houston to have a heart pump surgically implanted. But he desperately needed a heart transplant to live.

"I went to No. 1 on the list," Urbania recalled. "I was down to my last 30 days of life. I was literally on my last blood transfusion."

While awaiting a new heart, he asked God for two things: Let him

live so he could see his son walk down the aisle and let him return to the job he loves.

"I made a promise to the man upstairs: Take me back to work and I would be the best employee General Motors ever had," Urbania said. "That's the way I operate."

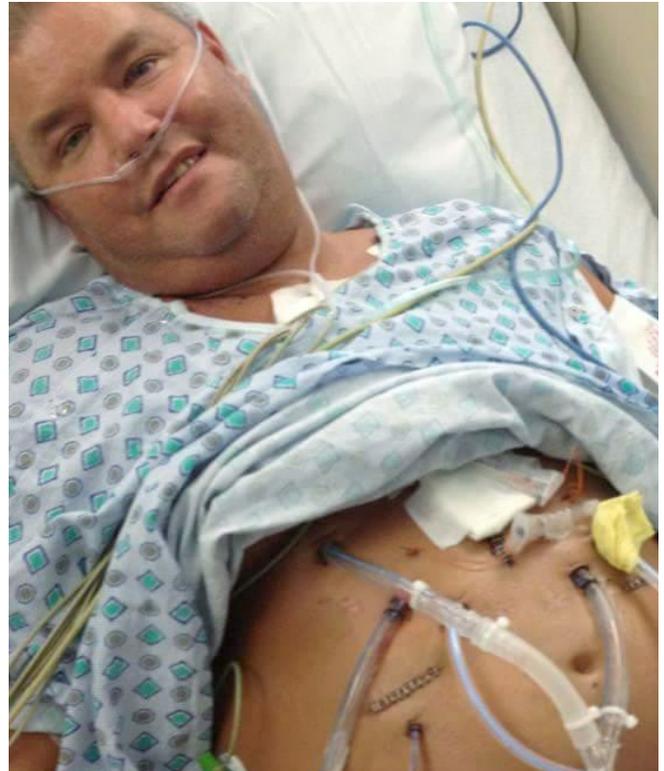
A donor heart became available in June 2013 and he had the complex 13-hour surgery in Pittsburgh. Urbania later met the family of the donor. The family's generous decision to donate organs saved eight other lives, he said. The donor's sister put her head on his chest to hear her sister's heart beating during an emotionally wrenching visit.

"One of the hardest things I've ever had to do was meet the family," he said.

Two years later, he's back on the job and helping to get the next generation Chevrolet Cruze ready for launch.

"It gave me a new perspective on life," Urbania said. "I thank God for every day I have."

A sad fact in the United States is that if you don't have health insurance, the chances of you getting life-saving major surgery such as a heart transplant are diminished. And if you do have insurance, you are likely to be saddled with so many out-of-



Dennis Urbania, a Local 1005 member and quality technician at General Motors' Parma, Ohio, plant, went to No. 1 on the heart transplant list in 2013.

PHOTOS COURTESY OF DENNIS URBANIA / UAW LOCAL 1005

*'From seeing him with tubes and wires hooked up to him in the hospital to walking around the plant floor is a great sight to see.'*

*Local 1005 Bargaining Chairman All Tiller*

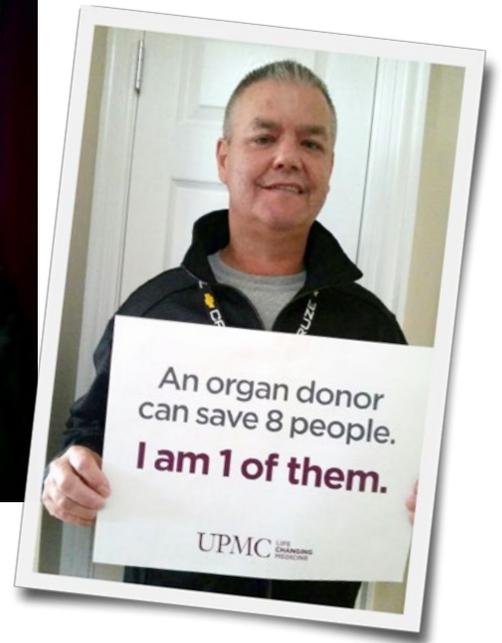
pocket medical bills that you and your family will never get out of debt.

However, thanks to the new heart, the skill of his surgeon, and his union contract with GM, he's working and not in debt. He racked up medical bills of at least \$6.8 million, all of it paid for by his negotiated health care. His medicine would have cost him \$9,000 a month without prescription drug coverage. Instead, he receives a 90-day supply for \$17.

"There are a lot of people who don't get transplants. I am truly blessed for my health care," the father of three said. "I don't see one bill."



Urbania said Local 1005 Bargaining Chairman All Tiller, above right, who was his committeeperson when he had his surgery, supported him throughout his battle, as did GM's labor representative, Oksana Marino.



It hasn't been all smooth sailing for Urbania. His body still tries to reject the donor heart and he has his bad days. Having a job to come back to helps him cope with the "Why me?" questions he sometimes has.

And he hasn't been alone in his struggles. Local 1005 Bargaining Chairman All Tiller, who was his committeeperson when he first started having heart issues, supported him throughout, calling him regularly to advise him on benefits and to see what he could do to help. GM's labor representative at Parma, Oksana Marino, also helped him navigate through his benefits and checked in to see how she could be of assistance.

"It was a great team effort," Urbania said. "It really was."

Tiller said the fact the Urbania is back to work is amazing.

"From seeing him with tubes and wires hooked up to him in the hospital to walking around the plant floor is a great sight to see," Tiller said. "There were so many things that had to fall into place for him — one being the insurance he has. Without his UAW-negotiated health

care, he wouldn't be here to tell his story. Dennis has told me many times how grateful he is to the UAW. He has endured a lot."

His return to work also surprised many of his co-workers.

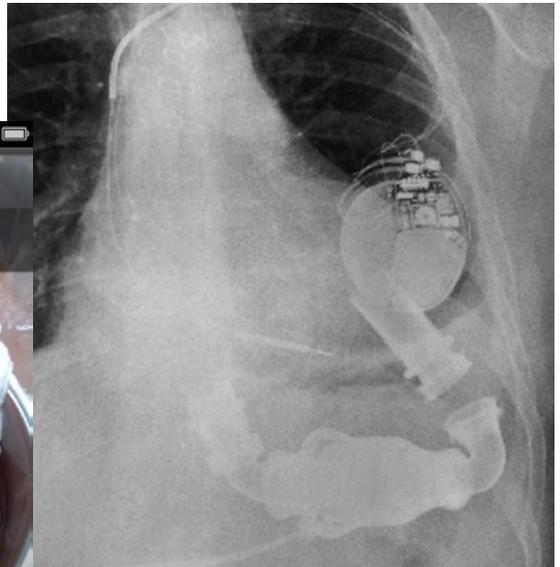
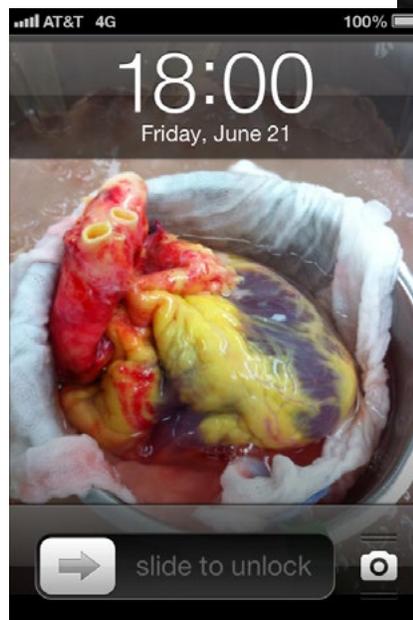
"We didn't think we'd see him back," said Mike Trivett, a 2nd shift fork lift driver and one of Urbania's friends. "Obviously, he didn't like sitting around doing nothing."

Trivett said fellow UAW members understand what Urbania faced without

having a strong union to negotiate a fair contract that protects them when facing a medical emergency.

"If it was a nonunion shop and he had health care that was not as good as ours, he would be broke," Trivett said. "He could have lost his house."

*Vince Piscopo*



Left: Urbania's failing heart after it was removed. Before that, he was kept alive with the aid of a heart pump.

# Nissan leading U.S. into 'Temp Nation'

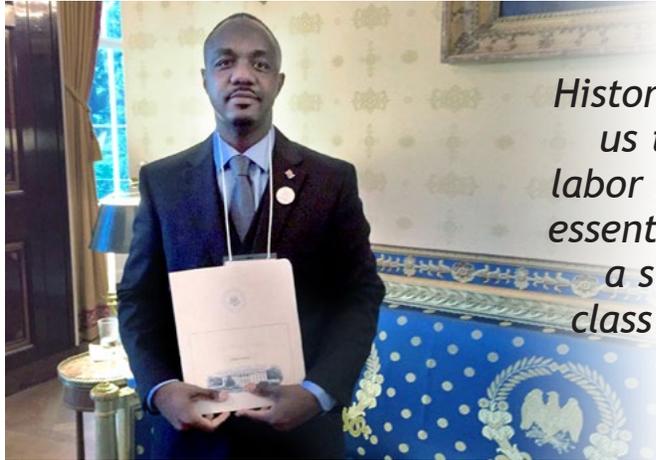
## Nonunion autoworker argues for stronger union organizing laws

Working people have been getting squeezed over the past several decades as paychecks have failed to keep up with the cost of living. Fewer people having a voice at work has greatly worsened income inequality. Millions of Americans are not getting paid fairly for their work. Not coincidentally, collective bargaining rights have been under attack by anti-worker politicians and right-wing interest groups. The question has become: What can and must we do about it? On Oct. 7, President Obama hosted a Worker Voice Summit to discuss these pressing issues and hear ideas for solutions from workers.

Robert Hathorn, a Nissan worker, traveled to Washington to tell his story and speak about the obstacles he and his fellow workers face daily on their jobs. Hathorn met with U.S. Labor Secretary Thomas Perez and later participated in a panel discussion.

"When I went to cast my vote for president of the United States, and I voted for President Obama twice, no one threatened me. But with a union vote at Nissan, there are threats," Hathorn said. "As employees, we want to be heard, not dictated to."

He educated people on the "permatemp" culture at Nissan, as well as barriers to workers organizing. Although he has transitioned from Kelly Services over to Nissan as part of its "Pathways" program, he still makes the same pay that he was making as a temporary worker for Kelly Services at \$14 an hour and will top out at only \$18.35 after five years. Kelly Services and Pathways workers work side-by-side with full-time Nissan workers, but they receive lower pay and inferior benefits. In some cases, they would have to work 70 hours to earn what Nissan workers earn in 40



Robert Hathorn, a Nissan worker, traveled to Washington to tell his story and speak about the obstacles he and his fellow workers face daily on their jobs.

hours doing the same job. "In my mind, this is not fair or just. ... This is one of the many reasons I am helping to organize a union at the Nissan plant in Mississippi."

Notably, he talked about serious health and safety issues. Many of the jobs are physically demanding and injured workers are often not treated fairly. Some are forced back to the same jobs they were hurt on. He rightly feels that all Kelly "temps" and Pathways workers should be treated the same as Nissan workers, arguing, "We all work for the same company doing the same job. The pay should be the same."

Workers have been threatened by management and told that the plant may close if the union comes in. Hathorn recalled that when he was hired by Kelly, he was threatened by management and told never to mention the word "union" or else he would be terminated.

History has taught us that a strong labor movement is essential to having a strong middle class

*History has taught us that a strong labor movement is essential to having a strong middle class and thriving economy.*

and thriving economy. The labor movement has been a driving force for union and nonunion members alike: increasing wages, ensuring fair treatment at work, and maintaining a safe and healthy working environment. Simply put, when unions are stronger, poverty is reduced, middle-class incomes are higher, and the distribution of income is more equitable. In order to turn this around, we need stronger legal protections to ensure workers get paid fairly for the work they do and have a voice at work.

In his closing remarks, Hathorn left the audience with this slogan from a button he was wearing that takes from the Lord's Prayer: "Nissan Lead Us Not into Temp-Nation," receiving a thunderous round of applause. It is due to courageous individuals like Robert Hathorn that we are able to continue blazing the trail for the next generation of union organizing and workers' voices.

Source:  
UAW Legislative Department

# Making Memories and Staying Connected



Celebrate the holidays with union member only savings from Union Plus.

**There's a discount for just about everyone on your list.** From clothing and flowers to gift certificates, even movies, plays, sporting events, and computers - Union Plus is your holiday gift helper.

**Don't forget to stay connected** with 15% off AT&T wireless service

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**[UnionPlus.org/Discounts](http://UnionPlus.org/Discounts)**

Credit approval required. New two-year service agreement may be required. Offer cannot be combined with any other discounts. Only the shared minutes and data for AT&T Mobile Share plans are discounted. Offer available to union members and retired union members. For more information, visit [UnionPlus.org/ATT](http://UnionPlus.org/ATT).





# USA 2016 CALENDAR

## EXCLUSIVE UAW EDITION



# FEATURING 52 GUN GIVEAWAY!



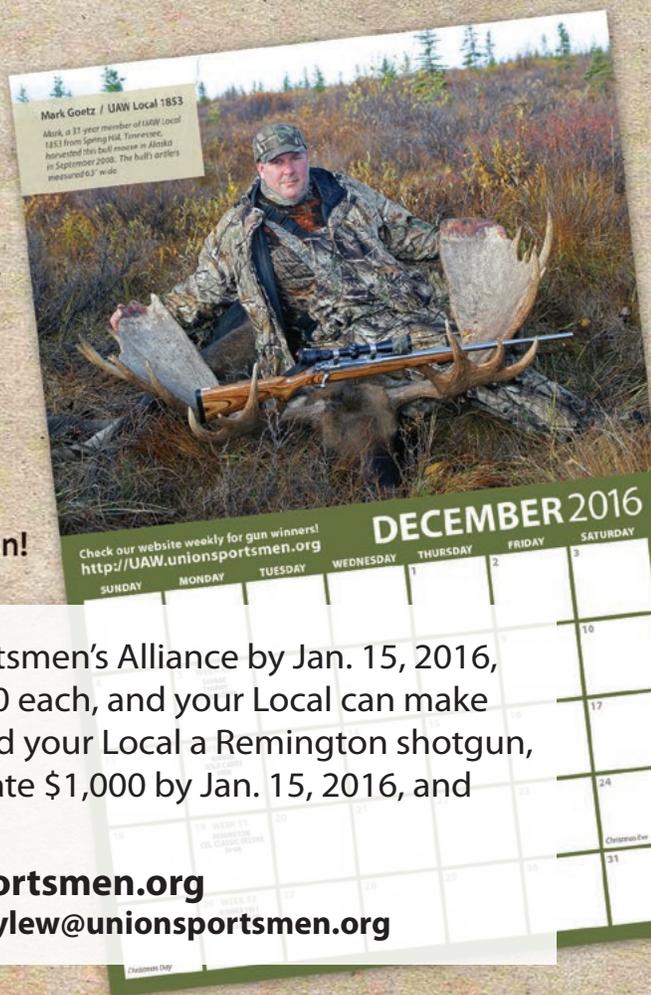
**Remington Model 870 Express!**  
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## Support Two Great Causes – The USA & Your Local!

Support the USA's conservation mission and raise money for worthy causes such as your Local scholarship funds, training centers or benevolent funds.

- Features UAW member photos
- Enters you to win guns from Colt, Savage, Remington and more in weekly drawing.
- Limited number of calendars available. Great odds to win!



**How it Works:** Donate \$2,000 to the Union Sportsmen's Alliance by Jan. 15, 2016, and we'll send you 100 calendars. Sell them for \$30 each, and your Local can make its money back plus an extra \$1,000. We'll also send your Local a Remington shotgun, which may be used to raise additional funds. Donate \$1,000 by Jan. 15, 2016, and we'll send 50 calendars and a Carhartt jacket.

**Visit <http://UAW.unionsportsmen.org>  
or contact Kyle Wall at (812) 870-4315 or [kylew@unionsportsmen.org](mailto:kylew@unionsportsmen.org)**

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Donation Level = \$ \_\_\_\_\_  
\$2,000 = 100 calendars, \$1,000 = 50 calendars, \$30 = 1 calendar,

Payment  Check  Money Order  Credit Card

Name on Card \_\_\_\_\_

Credit Card # \_\_\_\_\_

CW Code \_\_\_\_\_ Expiration Date \_\_\_\_\_

Card Holder Signature \_\_\_\_\_



**Mail completed form to:**  
Union Sportsmen's Alliance  
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235 Noah Dr., Suite 200  
Franklin, TN 37064

# Head North

## FOR THE WINTER

Northern Michigan is America's premiere spot for winter fun. And as a UAW member, you don't need a cabin up north to enjoy all that winter in Northern Michigan has to offer. The Walter and Mae Reuther UAW Family Education Center is open this winter at discounted rates to all active and retired UAW members.

Bring your family to Black Lake to make some lasting winter memories. Enjoy ice fishing on Black Lake or go snowshoeing on our marked trails. We're close to major snowmobile trail systems throughout Northern Michigan and are located less than an hour away from downhill skiing at Boyne Highlands and Nub's Nob. And don't forget about nearby casinos and Mackinaw City and Mackinac Island.

So come visit us and make this winter one to remember. We even host weddings and other large events. For more information visit [uawblacklake.com](http://uawblacklake.com).



**BLACK LAKE CONFERENCE CENTER**

## Spouse of retiree thankful for comfortable retirement

I just wanted to say thanks to the UAW, our life in retirement has been much easier and more enjoyable. My husband retired from General Motors (Local 435, Wilmington, Delaware). I always did office work and worked for a big, good corporation, but if it hadn't been for the UAW at my husband's employment and having the UAW fighting for good health insurance, prescription medicine coverage, dental, eye care and other benefits, we would not have been able to afford the life we have enjoyed since retirement.

I hear so many working people talk about the rough time they have making ends meet these days and how some companies expect so much "multi-tasking" from them. I have never worked for a union because I worked in an office but I can say I think most of the "middle class" these days would greatly benefit by having someone standing up for them, and watching out for them ... such as the UAW.

I just wanted you to know we never forget the hand that helps to feed us.

Thanks again,

**Winola Neaves**  
New Smyrna Beach, Florida

### Coverage of auto negotiations will appear in the January-February edition of Solidarity

Negotiations with all three domestic automakers were not complete at Solidarity's press time. Stories about the results of those negotiations will appear in the next issue of Solidarity. As always, up-to-date information about negotiations and other UAW news can be found on [uaw.org](http://uaw.org) or the UAW's Facebook page, <https://www.facebook.com/uaw.union/>

### UAW V-CAP: Investing in our future

The UAW cannot use union dues to directly support federal candidates and, in an ever-increasing number of states, any candidate for public office. Our only means of monetary support for many labor-friendly candidates is voluntary political contributions from UAW members to UAW V-CAP (our union's political action fund).

Members can contribute to V-CAP in multiple ways. Many of our contracts have "check off" which allows for direct contribution

to V-CAP through payroll deduction. Members and retirees can also give to V-CAP directly with a check. Either way, a modest contribution of \$10 a month comes to about 33 cents a day and allows our union to support candidates who support our values. Send to:

**UAW National CAP  
Department  
8000 E. Jefferson Ave.  
Detroit, MI 48214**

#### SOLIDARITY

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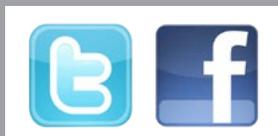
*Regional Inserts*

PRO-Member is about what makes a union strong: membership. The UAW is strongest when every member knows that he or she is a vital part of the whole. It was that simple idea that led to our first organizing victories. PRO-Member builds on these basic principles and tells our story through the voice of members.

Through video, interviews and testimonials, UAW active and retired members tell their stories about their experience in the union. Though they come from multiple sectors and geographies, there is a common element in all of their voices: that we are at our best when we work together to build our union.

PRO-Member also highlights innovation. Recognizing that our lives are busy and we communicate differently today than we did in the past, PRO-Member features the work of local unions taking creative approaches to age-old problems.

Finally, PRO-Member is about the future. Union membership is under attack – both by legislators who want to undermine the legal right to be organized and outside groups funding campaigns against unions. But we will prevail because our ideas are timeless – that we are stronger when we stand together. That simple point cannot be undone through a sound bite or internet meme. It's who we are, it's what we do and it's what PRO-Member is all about.



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