

SOLIDARITY

Mississippi Yearning

Workers at Nissan Demand their Right
to Choose a Union Without Intimidation

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Get Involved

Energy and Passion of Women's March Must be Duplicated, Not Wasted

I believe that 2017 is a critical year for us to build union power from the ground up. There is a strong relationship between union members and the communities in which they work and live. Think about it: The UAW was founded by people coming together to make a change. Had they stayed at home, shrugged their shoulders and figured someone else was going to do it – there might not be a labor movement today.

When people take action it means something is happening and we should take notice. I certainly took notice and was immensely inspired when, on Jan. 21, millions of women – and men – stood up for what they believed in at the Women's March in Washington and at the 600 sister marches held around the world.

I was in awe of the number of women who marched: over 500,000 in Washington and Los Angeles; over 200,000 in New York City, over 150,000 in my hometown Chicago, over 100,000 in Boston and Denver. UAW women were at those marches in solidarity with others and what's really powerful is that about a third of the people who turned out for the Women's March on Washington were first-time protesters.

This wasn't just a one-time action either. Many women marchers vowed to stay active by calling Congress to oppose Cabinet picks or proposed bills, getting out the vote in 2018, or running for local office themselves. This demonstration was global and it was powerful. We can't lose the energy and passion of the Women's March. More labor union women and their supporters are needed to continue to grow their solidarity in the fight for economic and social justice for women.

I realize it's one thing to say to members, "Get involved," but it's

another thing to actually inspire people to do so. If you're inspired by the Women's March as I was, the UAW is ready for your energy to keep the momentum going. Start by getting active in your local union Women's Committee and come together with your UAW sisters to make the change you want to see. I don't think this gets said enough: UAW sisters – you DO have a greater role to play in your union, your community, and your country.

Vibrant local unions and progressive social movements don't just happen; they are planned for and worked on by people like you – UAW members who care about the future and status of our union and who care about what kind of future we want for all working families. One way to make a difference in all aspects of our union is through Local Union Standing Committees which are set forth in Article 44 of the UAW Constitution.

Those committees are:

- **Citizenship and Legislative**
- **Civil and Human Rights**
- **Consumer Affairs**
- **Conservation and Recreation**
- **Constitution and Bylaws**
- **Education and Mobilization**
- **Veterans**
- **Women's Committee**
- **Community Services**
- **Union Label**

And such other committees as they deem necessary.

Right now, half of all UAW local unions don't have all of the standing committees required by Article 44. But standing committees shouldn't exist just because it says so in the Constitution. They are designed to be building blocks upon which

a successful local union is based. Standing Committees are the tools through which the programs aimed at strengthening our union are put to work. UAW members are a part of the community and being active strengthens that connection.

Your local union needs YOU to be active. What are you passionate about? Do you volunteer in a soup kitchen? Do you support veterans' causes? Are you the person people go to when they want to know which products are union-made? You can find fulfillment for your passions in a Local Union Standing Committee.

Once you are involved, work in conjunction with other standing committees to build even more power. These are the groups where much of the work of the local union gets planned and put into action. Reviewing candidates who want an endorsement from the UAW? CAP Committee members set up those interviews. Voter registration drives? Members of the Civil and Human Rights Committee usually lead that charge.

Local Union Standing Committees give you the platform to build solidarity within your workplace and strengthen relationships in your community. If one of the basic tenets of our union is building a social movement to improve the lives of our workplaces and our neighborhoods, then it's up to you to walk the walk and step up and get involved. It's about who you are in the community. Your UAW experience starts with you and how strong your local union is and the future of the labor movement depends on you. Your union gives you the tools to promote your concerns and to speak on behalf of

yourself and your UAW sisters and brothers.

We cannot solve many of the country's economic and social problems solely at the bargaining table. Our union is based on equality and dignity. We do not believe that a person's skin color or religion or sexual orientation should keep them from advancing in the world, and discrimination has no place in our union or in the communities where we live. We have to resolve to do more on the political front in our communities and reach beyond the workplace to show people who are either ambivalent or hold preconceived notions about union members, that we are about more than a paycheck and our interests extend beyond our membership.

In 2017, we must go forward on day-to-day issues of interest in our workplaces, our neighborhoods and our communities. You are the eyes and ears of your community and you know what the issues are so make that connection – the UAW/community connection.




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COVER PHOTO: JOHN DAVIS/UAW LOCAL 2195



A Critical Part of the Labor Movement

Women's Auxiliaries on the Frontlines for Social Justice

Women have always played critical roles in the labor movement — especially in the CIO-led unions of the 1930s. Obvious examples are stories of women working the line and demanding a voice at work. But the role of women goes far beyond Rosie the Riveter. It was also the wives, daughters, sisters, girlfriends and mothers of union members who often played pivotal roles in our fight for justice.

To understand the significance of this, you need to go back to the days before the CIO. “Women’s auxiliaries” consisted of female family members of mostly male union members who often performed social or charitable work on behalf of unions. Early on, the groups were polite, but showed the beginnings of activist engagement by encouraging women to use the power of the household purse to buy union-made goods and support union jobs.

By the 1930s, there was a growing divide in the U.S. labor movement. The AFL-led unions viewed their role as protecting their craft. They disfavored organizing unskilled workers, women, African-Americans and industrial actions (i.e., strikes). The CIO-led unions, on the other hand, rejected such a narrow view of labor. After the AFL and CIO split, the CIO embarked on a wave of

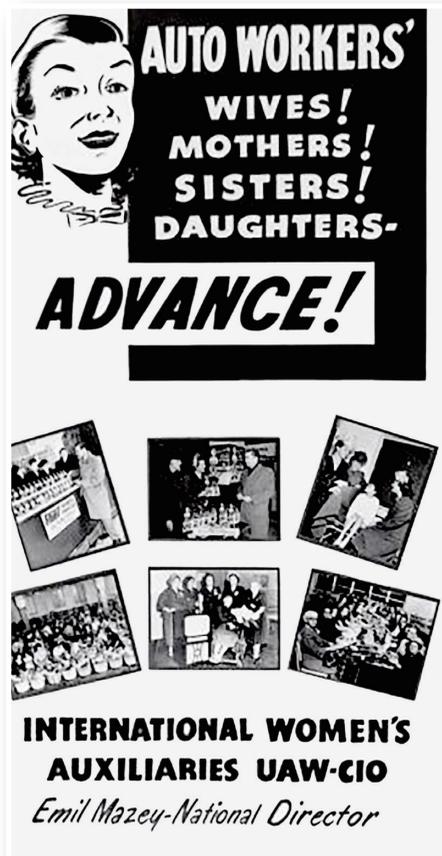
organizing, often involving strikes, including the sit-down strike.

Women from union households were key to the success of these sit-down strikes, including sitting down at their own workplaces for their union. In the male-dominated auto industry, while men held down the fort inside the plant, the women formed brigades to provide them food and blankets and most notably served as a brave buffer between the strikers and police. These women called themselves the Women’s Brigade and they pushed the notion of women’s auxiliaries to new levels.

Their involvement in strikes was more than just a sense of protecting a loved one. They saw themselves as very much a part of the struggle to gain dignity at work. Unions were not just for workers covered by a contract. Unions benefited everyone, family and community included. There was a definite sense that “we are all in this together” and that by lifting standards at one place of employment, everyone benefited.

Suddenly, the term “women’s auxiliary” meant much more than being a social outlet for women

of means. The union women’s auxiliary was an organization whose members were on the front lines fighting for justice along with their striking loved



DID YOU KNOW...

One of the best ways to share the values of our labor movement is to participate in the UAW Family Scholarship Program at our education center in Black Lake, Michigan. It's a weeklong summer program for families open to all active or laid off UAW members in good standing who

have never attended the program before. For more information about 2017's program, see the story and application on pages 24-25, on the web at www.uaw.org/the-2017-family-scholarship-program, or contact your local union.



Above: Members of the Women’s Auxiliaries often had an ambitious agenda, such as securing free nurseries for mothers, maternity leave, equal pay and an end to discrimination.
 Below: A Women’s Auxiliary uniform.

ones. Women were now on the forefront fighting for justice along with their loved one at rallies and strikes. They were often the real “man power” of our union.

In 1941, they organized into the CIO Congress of Women’s Auxiliaries and held their first convention in Detroit. Faye Stephenson, wife of an autoworker, was the first president. She had been active in the labor movement since the age of 13. Catherine Gelles was the first vice president and she had been a union supporter since she was 12 “when she helped to stop the cars so older girls could throw rotten eggs at the scabs.”

The women set to work with an ambitious agenda which included demands of Congress. They lobbied for free nurseries for working mothers, maternity leaves, equal pay and an end to job discrimination against African-Americans.

In this way, the CIO women’s auxiliaries were an innovation in the labor movement. At their peak in the 1950s, there were more women in labor auxiliaries than labor unions.

Source: *The Other Women’s Movement: Workplace Justice and Social Rights in Modern America* by Dorothy Sue Cobble (Princeton University Press, 2004)

DID YOU KNOW...

Women’s auxiliaries were also important in helping the next generation understand the importance of the trade union movement. These women led discussions around the dinner table with their children about the role of work and unions. The importance of making this connection with those who come after us was firmly held by the UAW going back to our creation. “We should keep in mind the fact that every move made to train and develop our youth through union channels will result in a greater degree of union loyalty and solidarity and give our youth a beginning in the principles of unionism so that they may join in when necessary to solidify the union front and defend their own

interests.” *United Automobile Worker, May 15, 1936*



The UAW Women's Committees

Their Work Makes for a Better Workplace and a Better Life at Home

It's proven to be the best way to close the wage gap between men and women. Organized labor contracts show no pay difference between pay and benefits negotiated for men and women in collective bargaining. Perhaps that is why for the past two decades, women have steadily increased their percentage of union membership in the U.S. In 1994 women were 39.7 percent of union members. In 2004 that increased to 42.6 percent and in 2014 women were 45.5 percent of all union members. It's a smart move for women because they know it pays to be union. Women know as primary caregivers they'll have better health care coverage for themselves and their children. They know they'll get negotiated time off for illness and emergencies for their children. And when women join the UAW, they'll benefit from standing committees, including the Women's Committee. Women's Committee work is crucial to both women and men at locals and to their surrounding communities.

One example of an active UAW Women's Committee is at Local 602 at General Motor's Lansing Delta

Township Assembly Plant in Lansing, Michigan, where workers build the Chevrolet Traverse and Buick Enclave.

Committee members are riding



Local 602 Women's Committee members traveled to Washington for the Women's March to join more than 2 million women from around the world in a record-breaking show of unity to advocate for women's issues.

the wave of energy from the Women's March Jan. 21 where more than 2 million women around the world joined together in a record-breaking show of unity to advocate for women's issues. Most of Local 602's Women's Committee was at the huge demonstration that day in Washington.

UAW Vice President and Women's Department Director Cindy Estrada says all local union women's committees play an important role. "Women's Committees like Local 602's are at the forefront of educating women and men on the role of, and the issues, women face in the workplace. They provide education and leadership training so women can have a meaningful seat at the table in their local union and their community," said Estrada.

UAW President Dennis Williams says Local 602's Women's Committee work is a great example of what the UAW values: educating members about important issues like equal pay for men and women doing the same work and being active in local communities. "Women are an important part of the workforce at the UAW. They face challenges the UAW

uaw.org/women: A One-Stop Shop for Activism, Education

Many women today juggle a full-time job in the workplace and another full-time job when they get home, leaving little time for education and advocacy about issues important to them. Social media can help fill that gap by bringing women together and the UAW has joined that effort by providing a new online resource for UAW women. The website uaw.org/women is loaded with information and ways for UAW women to get involved and stay connected. It couldn't have launched at a better time with widespread concern about threats to women's equality and rights.

"This website will be invaluable to UAW women," said UAW Vice President and Women's Department Director

Cindy Estrada. "Having one place to go for education and activism tools will help the UAW stay connected with the resurgent women's movement and inspire more women to get involved. So much is at stake for women now. We have to show our strength through activism and education and this tool will help us do that."

The website is loaded with links and resources, including guidance on how UAW women can run for political office. There's also an events link about the UAW Women's Conference at Black Lake later this year.

UAW National Women's Advisory Council Chair Margie Chambers of Region 2B says UAW women

can make a difference about, such as helping with the demands of working full time and parenting by negotiating child care policies and flex schedules, and making sure we get the best health care possible for mothers and children when we sit at the negotiating table and collectively bargain,” said Williams.

Local 602’s committee is active inside and out of the plant. In March, it will celebrate International Women’s Day with a speaker program and a pink hat/bandana day in the plant. Later this year they’re holding a women’s expo and school supply fundraiser to raise money for cancer research and help local kids, they’ll sell T-shirts to raise money for autism awareness and they’ll volunteer at a local church festival. The last three years they’ve raised over \$28,000 for cancer research.

Bobbie Ledesma is the woman who keeps it all going as chair of Local 602’s Women’s Committee. The 43-year-old breast cancer survivor, mother and GM Lansing Delta Township forklift driver and tigger says most committee members have children, do a lot of committee work on their own time and make it a family unit. Kids and family are always at their meetings and events.

“Our job is to educate members about women’s issues and support our local community. Men need to know that our issues are their issues because they have wives, daughters

and mothers. With today’s political climate it’s important to educate members on a lot of issues, like the fact that politicians want to make medical decisions for women.

“Our committee went to the Women’s March Jan. 21 in Washington, D.C., and words can’t describe how powerful it was. Those in power in Congress might set us back 40 years to a point where we don’t count in the public realm. There’s an atmosphere of ugliness and hate. We have to fight that,” she said. “I’m blessed to be a union woman who makes a good wage. A lot of people don’t have that.”

Lansing Delta Township Assembly third-shift production worker, mother and grandmother Anita Dawson works closely with the committee as chair of Region 1D’s Women’s Advisory Council and member of the National Women’s Advisory Council. She says the committee is focused on giving back to the local community and the Women’s March gave them fresh energy. “So much is at stake for women. We make 77 cents on the dollar compared to men and that’s just white women. African-American women make about 63 cents on the dollar and Latinas only make about 54 cents on the dollar. People need to understand that what we fought for we could lose,” said Dawson.

The education starts in the plant.

“We are privileged as UAW women,” said Dawson. She says

the committee uses that privilege to educate co-workers and the community about problems women deal with such as sexual abuse and harassment, unequal pay in nonunion jobs, the high risk of ovarian cancer and many other health problems and challenges women bear the brunt of. “So many people say I’m glad you said you’re talking about this issue because I’m suffering with the same problem.”

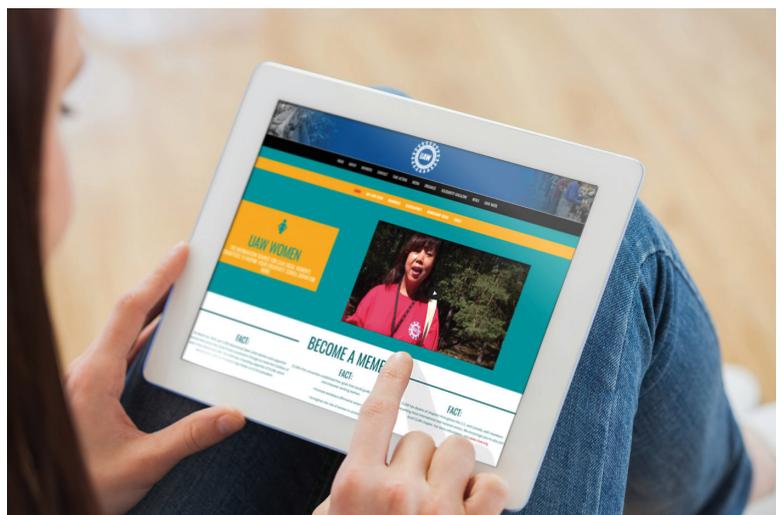
“We know women don’t have equality. The UAW has a Women’s Department so they know that inequality exists. That gives us the traction to do what we need to do,” said Dawson.

The committee has a supportive local president. Local 602 President Bill Reed says women are about 25 percent of the local’s roughly 3,000 members. “We’re proud to see women stepping up with good leadership skills on the committee who are ready to lead and set an example for other women to say if she can do it, I can do it, too. I call them my Rosie the Riveters. It’s amazing the amount of time they put into their work, each with their own personal story and their own passion that they bring to the table. I’m proud of that. They represent a whole host of needs and experiences and serve our members and the local community so well,” said Reed.

Joan Silvi

need a central, online presence. “There’s been a demographic change in our union with more women and young members. Women bring different priorities to the workplace, and the website provides a central place for reliable and credible information that empowers women,” said Chambers.

Council Co-Chair Stacey Hinson of Region 8 says the site will make it easier for Region 8 sisters to unify. It’s hard to do since they live throughout 13 states. “We can come together on this site across geographic boundaries from the small UAW local representing bus drivers in Delaware to the Big 3 local in Kentucky. Now we can easily share in one place news, issues and tools that all women can use,” said Hinson.



Joan Silvi

Workers Memorial Day 2017

Let's be our Brothers' and Sisters' Keepers

Ralph Butler was the most senior skilled trades electrician at Freightliner's Cleveland, North Carolina, assembly plant. He and a co-worker were responsible for maintaining equipment on the loading docks. On July 13 they were troubleshooting a dock leveler. After working the controls and observing dock plate motion, Butler went in for a closer look. Then he used a pry bar to push a hydraulic motor's plug back into a receptacle. The dock plate appeared to be lowered all the way but when the hydraulic unit was re-energized, the

plate came down just a few inches more, crushing him. He died eight days later in the hospital.

UAW skilled trades often need the power on to observe where the machinery is malfunctioning; the problems can't be determined with the power off. The deadliest conditions lie in the gray area between full-energy isolation (Lock Out/Tag Out, also known as LOTO) and troubleshooting. With complex and sometimes poorly designed equipment, the problems are hidden; guards must be removed to reveal jams, robot cells must be

entered to observe problems up close, control logic for automation must be studied. All this takes time. When a complex piece of machinery breaks down, our skilled trades are always faced with the pressure to get the machine back up and running as quickly as possible. But an "alternative means of control" for each hazard must be in place before proceeding. No one with training and a thorough understanding of the equipment should have to face these hazards. Developing and sharing

SAFE JOBS **EVERY**
WORKER'S
RIGHT

WORKERS MEMORIAL DAY • APRIL 28  **AFL-CIO**

those safe work methods are everyone's responsibility. This means pointing out hazards when you see them, speaking out about the way the work really gets done and fighting for safer methods. In a 2016 letter sent to all UAW locals President Dennis Williams wrote:

"All of us have to be our brothers' and sisters' keepers when it comes to health and safety. It's not enough to personally follow health and safety rules. When we observe someone putting themselves or others in jeopardy, we must speak out. It's literally a matter of life or death."

Workers Memorial Day is a somber reminder that working safely doesn't happen by accident. Preparation is a critical part of maintaining the health and safety of our members. In the last 30 months, six UAW members have lost their lives because of faulty Lock Out/Tag Out (LOTO) procedures, machine-guarding failures and the failure to follow safety procedures. Our union's collective and concentrated efforts are needed to safeguard everyone. We must:

- Involve the union safety committee in Lock Out/Tag Out (LOTO) review.
- Consult every worker who conducts servicing tasks on how to improve the lock out system and robot cell entry procedures. Ask the question, "Which tasks involve risk and have the potential to bring harm to our co-workers?" Then ensure that the risks are eliminated.
- Ensure production workers who must unjam equipment or interact with robotics have control measures and guarding

in place to protect them. No one should be entering a robot cell without being fully protected and trained on the proper entry procedures so that no body part is placed in machinery unless energy is controlled.

- Push management for updated controls such as inherently safe circuits on logic controllers, up-to-date e-stops that meet the latest safety standards and inherently safe robot troubleshooting procedures.
- Use effective energy control procedures and stop the inappropriate use of light curtains, presence-sensing devices or gate interlocks for lock out.

It is our responsibility to follow safety procedures but it is also our responsibility to look out for our brothers and sisters, especially if they are taking dangerous shortcuts. It doesn't matter if they are trying to get the job done in a timeframe set by management. **Safety comes first – always!**

As President Williams wrote:

"UAW-represented facilities take great pride in efficiency and continuous improvement. But the union's support of modern operating agreements that include flexibility and teamwork does not mean that we eliminate safety resources. If Lock Out /Tag Out takes time away from production so be it; we cannot cut corners and perform unsafe work. The cost of life and limb is too high."

It is imperative that all workers return home to their family safe and sound, alive and healthy.

Mourn for the Dead — Fight for the Living

What Local Unions Can Do on Workers Memorial Day

- Organize a rally to call for stronger safety and health protections. Demand that elected officials put workers' well-being over corporate interests.
- Hold a candlelight vigil, memorial service or moment of silence to remember those who have died on the job and highlight job safety problems at workplaces in your community.
- Hold a public meeting with members of Congress in their districts. Bring injured workers and family members who can talk firsthand about the need for strong safety and health protections, and the freedom to join a union. Invite local religious leaders and other allies to participate in the meeting.
- Conduct workshops to empower workers to report job safety hazards and exercise workplace rights. Invite union members, nonunion workers and community allies to participate.
- Create a memorial at a workplace or in a community where workers have been killed on the job.
- Invite the press to your Workers Memorial Day events to increase public awareness of the dangers workers face on the job.

Burn Camp Provides a Great Experience

It's All About Fun for Special Kids at Black Lake

You could be excused if you mistakenly thought a catastrophe had hit the UAW Walter and May Reuther Family Education Center in northern Michigan on one Friday night in late February.

After all, all manner of emergency equipment was gathered on the Black Lake property, from fire engines and other firefighting equipment to ambulances and police vehicles. There was a police dog and handler on the grounds and the sounds of static-filled chatter from two-way radios seemed to indicate something bad was happening. Emergency workers were leading children from the guest rooms to waiting vehicles as red and blue lights danced off the buildings at the center and in the snow.

However, the children were smiling. And laughing. And goofing around and doing what kids do. And those smiles are what keeps the Great Lakes Burn Camp for Burn-Injured Children going. The burn camp is a twice-annual event for Michigan burn survivors who get to spend four days among their peers who face the same challenges. Some of these come in the form of impolite stares at their injuries from strangers; others are the many reconstructive surgeries many of the burn survivors undergo. In some cases, they are



The firetruck parade is a time-honored tradition of the Burn Camp as the participants look forward to their ride around the education center.

the only student who is a burn survivor in their entire school system.

“It’s actually therapy for the kids,” said Mike Longenecker, camp director and a retired Jackson, Michigan, firefighter. “It’s huge for their social well-being and their self-esteem.”

But Longenecker is quick to point out that the camp isn’t about injuries or the tragedies that caused them - it’s about fun. This is the fourth year the winter camp has been held at Black Lake.

“They love it here,” Longenecker said as the 40 campers enjoyed a spaghetti dinner in the Black Lake dining hall. “This place is special to them.”

The previously mentioned Fire Truck Parade kicks off the start of the camp and the children participate in arts and crafts, swim in the pool, enjoy hayrides, hovercraft rides, winter sports such as snow machines and dog sleds (weather permitting), billiards, ping-pong, board games, basketball, volleyball and other activities. The camp is chaperoned and monitored by emergency personnel and nurses.

Isaiah Struck, 10, of Bay City, Michigan, Alonzo More, 14, and Jaques Williams, 15, both of Detroit, all agreed that the



Alonzo More, 14, Isaiah Struck, 10, and Jaques Williams, 15, say there is a lot for campers to do at Black Lake, but just about everyone loves the opportunity to swim.



Amber and Ian Burkhart met at the camp and fell in love. Now married, they return to help out as counselors.

Olympic-sized swimming pool is a top attraction. But more than being able to swim in the winter, the camp is about hanging out with friends and not be self-conscious about their appearance.

“The best thing about the burn camp is you don’t get made fun of,” Struck said before participating in a snowball fight as he and others waited to board the hayrides. “Here, everybody is alike.”

Longenecker said that as the campers turn 18, many of them come back as staff, like Ian and Amber Burkhart, who attended their first burn camps in 1997 and 1998, respectively. They met at camp, fell in love, got married and now return as counselors.

“They get to know that they are not alone,” Amber Burkhart said. “There are others going through the

same thing.”

Ian Burkhart said the kids love coming to Black Lake because their previous camp location was exceptionally crowded.

“The place is awesome,” he added. “The kids love it.”

The camp is free and open to burn survivors from ages 6 to 17 (18 if still in school). This year the camp made an exception for a 5-year-old local Onaway, Michigan, boy.

“Our thing is, if a child needs to come to camp, we’ll make it happen,” Longenecker said. “What we do is special.”

The UAW National Ford Department agrees and holds a golf outing fundraiser for the camp during its staff meeting up at Black Lake. Last year, it raised \$7,300 for the children.

“We’re honored to be among the many organizations that help fund this very worthwhile event,” said UAW Vice President Jimmy Settles, who directs the union’s National Ford Department. “We know how much the kids enjoy Black Lake and we enjoy seeing them up here making great use of our facility.”

The staff at Black Lake has also been a pleasure for camp organizers to work with, Longenecker said.

“The UAW has been amazing,” he added. “The center has just rallied for us.”

Looking to help the campers? Donations can be mailed to:

**The Great Lakes Burn Camp
P.O. Box 6189
Jackson, MI 49204**

**For additional information, visit,
greatlakesburncamp.org**



Hayrides were just one of many activities for the campers. Camp officials appreciate how special the staff at Black Lake makes the campers feel.

Judges Can Protect Our Rights... or Weaken Them

The United States Supreme Court: Why It Matters to UAW Members

Presidential and congressional elections rightfully dominated the national news and our attention last year. Their decisions impact nearly every facet of our lives. The wages we earn, water we drink, our ability to protect ourselves from terrorism, and the education our children receive are all directly impacted by their decisions. That said, we are a nation of laws and our Constitution establishes limits to their power. Our Founding Fathers carefully devised a system that aimed to ensure that our laws and Constitution could stand the test of time.

It is for this reason the Constitution gives judges the authority to strike down laws and policies deemed unconstitutional and in violation of the law. It is also why judges serve for life and do not run for elected office.

After assuming office, President Trump nominated Judge Neil Gorsuch to serve on the U.S. Supreme Court. After carefully reviewing his record and studying his testimony before the Senate Judiciary Committee, the UAW opposes Judge Gorsuch's nomination to the Supreme Court because of his poor record on issues of importance to workers.

The highest court in the land only has eight justices so Judge Gorsuch could be the deciding vote on future decisions that impact our rights in the workplace, the right to vote without interference, and much more. If confirmed by the Senate, his decisions will impact all of us for years and possibly decades to come.

The UAW believes Supreme Court nominees must have a record demonstrating that he or she is fair, open-minded, independent, and committed to protecting our legal rights. Nominees must understand the issues and challenges facing working families.

Judge Gorsuch on Worker Rights

There are very serious concerns about Judge Gorsuch's views on issues that impact working families. He has sided with employers and not workers time and time again.

Gorsuch argued in a case where a worker was electrocuted on the job by an overhead power line that no evidence existed to support penalties issued on the employer. He also said interim earnings should be disregarded when calculating back pay.

In a 2005 opinion-editorial, Gorsuch condemned "American liberals" for an "overweening addiction" to constitutional litigation. He directed criticism only at "the Left," not the right-wing and conservative legal advocacy groups. In fact, right-wing groups have used the court to try to block practically every pro-worker policy enacted at the state and federal level for years.

He doesn't believe in deferring to the expertise of agencies like the National Labor Relations Board and the Equal Employment Opportunity Commission. This means he has no qualms overturning collective bargaining rights and workplace protections.

UAW Retirees Also Have a Lot on the Line

Retirees in the Sixth Circuit (which covers Kentucky, Ohio, Michigan and Tennessee) have successfully challenged company efforts to reduce or eliminate their

hard-earned retiree health care benefits on several occasions. Unfortunately, in 2015 the U.S. Supreme Court issued *M&G Polymers USA LLC v. Tackett*. In this case, the court questioned the rights of retirees, putting health benefits in jeopardy. The court did not make a final decision on the case but cast doubt on the rights of retirees. The four Democratic-appointed Supreme Court Justices wrote a separate opinion piece laying out a framework for how union

retirees could still prevail. No Republican-appointed justices supported the framework.

Since that time, many companies have tried to use this decision to modify or eliminate retiree health care benefits.

Ultimately, the Supreme Court may have to weigh in on the subject again, as lower courts struggle to apply the *Tackett* decision.

Throughout history the Supreme Court has had the final say on many important issues. It was the Supreme Court that finally said no to Jim Crow laws and legal segregation. It was also the Supreme Court that granted corporations the rights of individuals.

We must make our voices heard and fight to ensure that fair judges are appointed in all circumstances, especially when it comes to the Supreme Court.

Source: UAW Legislative Department



Court Reinstates Lifetime Health Care Benefits for Honeywell Retirees in Greenville, Ohio

The power and advantage of collective bargaining often outlasts a union member's active employment. This was demonstrated again by the U.S. District Court of the Southern District of Ohio when it agreed with the UAW that the lifetime health care benefits the union negotiated for Honeywell workers in Greenville, Ohio, in 2003 are just that: lifetime.

UAW Local 2413 retirees who retired from Honeywell prior to June 1, 2012, and their spouses are entitled to lifetime benefits the company agreed to in collective bargaining in 2003.

That means that instead of those benefits being terminated, as the company had planned to do at the end of February, the court issued a permanent injunction against the company doing so.

"Plaintiffs have proven, by a preponderance of the evidence, that Honeywell agreed to provide lifetime healthcare benefits to its retirees at the Greenville, Ohio, plant. Honeywell's plan to terminate those benefits as of Feb. 28, 2017, therefore breaches

the terms of the relevant collective bargaining agreements," the ruling states.

The victory for the retirees was a hard-fought one, said Ken Lortz, director of Region 2B, which includes Ohio.

"This judgement speaks to the strength of collective bargaining agreements and why the benefits union

members negotiate protect them in cases where a company decides to change its mind after bargaining in good faith," Lortz said. "Imagine how devastating it is for someone to retire with an understanding

that they have lifetime health care benefits and then be notified that the company is threatening to take it away."

The ruling also considered that the cost caps provisions applied prospectively to future retirees only and only took effect after the contract expired. The fact that the parties negotiated a retirement incentive that offered retiree benefits to eligible employees as an enticement to retire further demonstrated that the intent was to establish vested lifetime benefits.



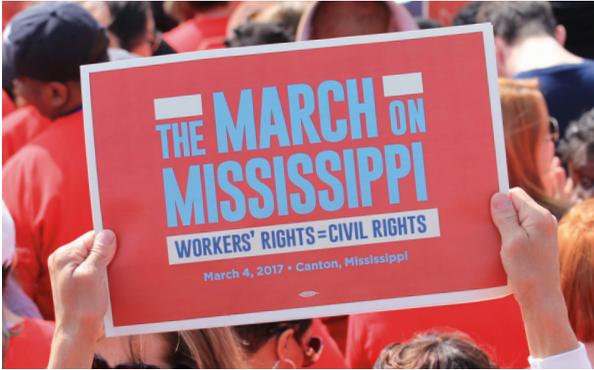
UAW V-CAP: Investing in our future

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



Mississippi Yearning

Nissan Workers' March for Union Rights Recalls the Civil Rights Struggle

Echoes of an earlier time in Mississippi were unmistakable: Rights denied and rights to be fought for. An entity that would protect the rights of some people, but viciously oppose the rights of others. A coalescing of people of different races, ages, faiths, socio-economic status and other backgrounds coming together to fight for justice. Prominent individuals

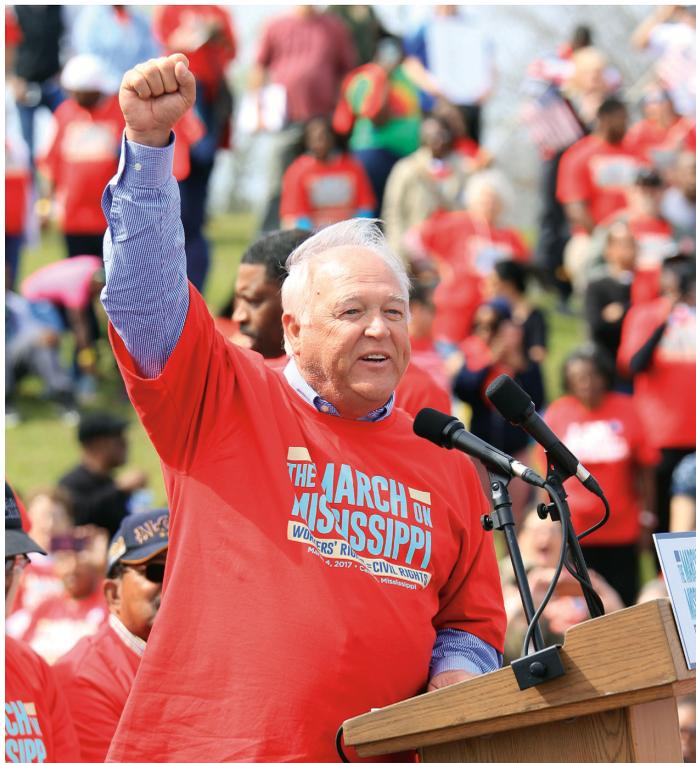
from across the nation and the world lending their name and influence to the cause.

But on March 4, when all was said and done at the March on Mississippi to support Nissan workers who want to vote on union representation without intimidation, the question to be answered remained: "Why Mississippi?"



Thousands of Nissan workers and their supporters marched on the plant to demand that the automaker allow a vote on union representation without fear or intimidation.

JOHN DAVIS/UAW LOCAL 2195



UAW President Dennis Williams told Nissan workers that the only path to economic justice is through collective bargaining.

The question this time isn't posed to government officials protecting a system of racial segregation and denial of civil rights that has left a permanent stain on our nation's soul. The question this time is posed to a global corporation that allows employees at every one of its facilities to unionize - except in the United States. In our country and particularly in this state, Nissan fights viciously to prevent its workers from exercising their civil right to join a union and better

Denise Floyd-Scott, of Local 600, and Robert Scott of Local 900, spent 15 hours on a bus from Michigan to support Nissan workers.



their lives.

Indeed, why Mississippi? What makes Mississippi workers so different that they are not granted the same civil rights as workers elsewhere? The workforce at the sprawling manufacturing facility 10 miles north of Jackson, Mississippi, is 80 percent African-American and is in a state that lags the nation in wages, education, health care and other standards of living. Nissan workers want to change that.

"I have two daughters and I want them to grow up in a community where they will have a real shot at a good future and a decent living," said Morris Mock, who works on the paint line. "That's why I'm going to keep fighting for good jobs at Nissan's plant, no matter what it takes."



U.S. Sen. Bernie Sanders says the reason why corporations opposed organizing efforts is because unions work. Sanders told Nissan workers, 'The eyes of the country and the world are on you.'

Having a voice on the job, like their counterparts at manufacturing facilities in Brazil, France, South Africa, Spain, the United Kingdom and elsewhere, would give them power to try to improve wages, benefits, health and safety and other working conditions.

"We understand that we are better together," UAW President Dennis Williams said as the crowd, easily in the thousands, basked in the sun of a Springlike day. "We know that the only path to have economic justice is through collective bargaining."

Even though the criticism of Nissan's anti-worker



Mississippi Yearning

campaign in Canton was intense at times, Williams reminded the workers that this movement was about them, their families, their future and the ability to change what is in front of them.

“This isn’t about being anti-Nissan,” Williams said. “This is about a balance of power. It’s about the workers having a voice in the workplace.”

Having that voice heard could help improve issues like health and safety. A moment of silence was held for Derrick Whiting, a Nissan worker who died on the job in 2015. Whiting had complained of chest pains and went to the plant’s medical facility, but was sent back to the line and later collapsed. The company disputes that Whiting died on the job.

Travis Parks, a Nissan production assistant, said workers know better.

“I was there,” Parks said. “I saw him on the floor and they’re telling me I’m lying.”

The U.S. Occupational Safety and Health Administration (OSHA) has issued multiple citations against Nissan for violations of federal health and safety laws. The most recent citations, issued in February, found that Nissan “did not furnish employment and a place of employment which was free from recognized hazards that were causing or likely to cause death or serious physical harm to employees.”

Another key issue for Nissan workers is the ability to transition from being a temporary worker without any idea of when they might become a permanent worker. Temps typically earn much less and have no control over when they are working, which disrupts family life. Wages and the lack of power they have to control work issues like their schedule is actually something the state uses as a selling point to manufacturers seeking to open plants. The state of Mississippi has given Nissan \$1.33 billion in tax breaks since Nissan began operating in Canton in 2003.

“For so long, Mississippi has sold us as a cheap labor state,” said Derrick Johnson, president of the Mississippi state chapter of the NAACP. “We’re not going to take it anymore.”

Nissan versus the U.S. Government

Timeline Reveals Repeated Violations of Workers’ Rights and Major Safety Issues, Pitting Nissan Against the NLRB and OSHA

April 2014

The UAW aligns with the IndustriALL Global Union to seek assistance from the U.S. National Contact Point (NCP) for the Organisation for Economic Cooperation and Development (OECD) in responding to Nissan’s violations of workers’ organizing rights in Canton, Miss. The UAW and IndustriALL say the company is using “threats, intimidation and fear” to keep a union out of the plant, in violation of the OECD Guidelines for Multinational Enterprises. The request for assistance from the OECD, which promotes policies that improve the economic and social wellbeing of people around the world, follows years of good-faith efforts by Nissan workers and the UAW to reach an agreement with the company to allow a fair union election in Canton.

January 2015

The U.S. NCP determines that the issues raised by the UAW and IndustriALL are “material and substantiated and merit further examination.” However, Nissan rejects the U.S. NCP’s offer to mediate the dispute, leading the NCP to say in a statement that it “regrets Nissan’s unwillingness to participate in the process.” Later, the UAW and IndustriALL make additional requests to OECD National Contact Points in Europe and Asia, where Nissan has active corporate and manufacturing operations and business alliances.

December 2015

The NLRB files a complaint against Nissan and a contract worker agency for violating workers’ rights at the company’s Mississippi plant. The UAW, which has long alleged that Nissan is intimidating workers, made the charges leading to the NLRB complaint, which finds that Nissan managers “threatened employees with termination because of their union activities ... interrogated employees about their union support ... [and] threatened employees with plant closure if they choose the union as their representative.”

February 2016

In a hearing before the French National Assembly, Carlos Ghosn, chairman and CEO of Nissan, Renault, and the Renault-Nissan Alliance, denies allegations that Nissan opposes employee representation in Mississippi, saying the company “has no tradition of not cooperating with unions.” The next day, in Brazil, union representatives deliver a letter to organizers of the Olympics in Rio de Janeiro stating that Nissan is violating Olympics sponsorship guidelines by undermining workers’ rights in Mississippi.



PHOTO: C.J. HAMILTON

March 2016

On the heels of Ghosn's seemingly pro-labor comments to the French National Assembly, Nissan broadcasts a video inside the Mississippi plant in which a plant manager states: "We believe that it is not in the best interest of our employees, our customers, or our community to have the UAW here."

April 2016

A top official in the French National Assembly calls on the French government to weigh in on behalf of workers at Nissan's Mississippi plant who want to have a union vote without management intimidation and threats. Christian Hutin, deputy chairman of the Social Affairs Commission and member of the National Assembly, says France should help Mississippi workers by using its leverage as a major shareholder in Nissan's business partner, the car manufacturer Renault. With an approximately 20 percent stake in Renault, the French government is the largest shareholder in Renault, which in turn is the largest shareholder in Nissan.

September 2016

A U.S. magistrate judge hands down a federal warrant against Nissan, allowing OSHA to inspect the Canton plant in order to determine whether the company is providing a workplace that is "free from recognized hazards that are causing or are likely to cause death or serious physical harm to its employees." Nissan attempts to quash the warrant.

December 2016

Based on new developments, including the NLRB complaint and repeated health and safety violations at Nissan's Mississippi plant, the UAW and IndustriALL renew their request to the OECD — this time seeking assistance from National Contact Points (NCPs) in the Netherlands, where the Renault-Nissan Alliance is incorporated, as well as France and Japan, where the companies have active corporate and manufacturing operations.

February 2017

OSHA issues citations finding that Nissan "did not furnish employment and a place of employment which was free from recognized hazards that were causing or likely to cause death or serious physical harm to employees" and that the company did not "provide adequate training to ensure that employees acquired the knowledge and skills required for the safe application, usage and removal of energy control devices."



Mississippi Yearning

U.S. Sen Bernie Sanders, D-Vermont; U.S. Rep. Bennie Thompson, D-Mississippi; former Ohio State Sen. Nina Turner, D-Cleveland; NAACP President Cornell Brooks; former NAACP President Ben Jealous; Sierra Club President Aaron Mair; the Rev. Isaac Jackson, chairman of the Mississippi Alliance for Fairness at Nissan, actor and activist Danny Glover, as well as representatives from unions at Nissan facilities from around the world attended.

Senator Sanders told the crowd that 30 percent of the children in the United States are living in poverty. Less than half of all workers have saved money for retirement.

“This is America. This is the greatest country in the world and all of our people deserve decent wages and decent benefits,” Sanders said, adding that Nissan makes huge profits, pays its CEO handsomely and should “share some of that wealth.”

“The reasons we see opposition to unions here in Mississippi and in this country, are because unions work,” he said.

“The eyes of the country and the world are on you,” he told Nissan workers. “Don’t feel you are alone. You’ve got people all over this country – and many of my colleagues in the Senate are with you. We are with you in this struggle. Fight on and let’s win this battle!”

Many UAW members from across the country travelled to Mississippi to support their brothers and sisters at Nissan. Adam Underhill, president of Local 167 in Wyoming, Michigan, has worked at union and nonunion manufacturing plants and knows how a



PHOTO: VINCE PISCOPO

While the rally featured some prominent national figures, the real heroes are Nissan workers who stand up to intimidation and fear tactics to make their workplace better and improve the lives of the coworkers and those in the community.

union can help workers. Before his job with General Motors at its engine components facility in Wyoming, he worked at a nonunion plant that made frame rails for fire trucks. Temperatures in the plants reached 110 degrees in the summer. There wasn't a safety protocol for moving the heavy rails, putting him and his fellow workers in danger every day.

"That health and safety stuff is huge," Underhill said before the rally.

Robert Turner of Local 2131, who works at Inteva Products in Adrian, Michigan, brought his family down to help. His wife, Shauna, and four of his children were passing out t-shirts before the march.

"I'm here to support the Nissan workers at the

Canton, Mississippi, plant because everyone should have a voice in the workplace and being in a union is to have a voice at the table," Turner said.

Denise Floyd-Scott of Local 600 and Tyrone Scott of Local 900 spent 15 hours on a bus from Detroit to support the Nissan workers.

"We came here to let Mississippi know they have a right to fair wages and a safe work environment and a union will give that to them," Floyd-Scott said as she marched from the rally site across Interstate 55 to the Canton plant. "We have to let them know we stand with them in the fight."

The long procession across the interstate to the plant gate was held to deliver a letter (see below) to

This reproduction of the letter The Mississippi Alliance for Fairness (MAFFAN) sent to Nissan officials also had a letter of support attached that was signed by:

- U.S. Senator Bernie Sanders
- National NAACP President Cornell William Brooks
- Mississippi NAACP President Derrick Johnson
- Sierra Club President Aaron Mair
- UAW President Dennis Williams
- The Honorable Nina Turner

In a response to the letter, Nissan refused to meet with MAFFAN representatives.

March 4, 2017

José Muñoz
Executive Vice President, Nissan Motor Co., Ltd.
Chairman, Nissan North America, Inc.
One Nissan Way
Franklin, TN 37067

Dear Mr. Muñoz:

We, the undersigned members and supporters of the Mississippi Alliance for Fairness at Nissan (MAFFAN), are writing to you in your role overseeing Nissan's operations in the U.S., including the company's assembly plant in Canton, Miss.

As you know, the National Labor Relations Board (NLRB) has found that Nissan managers in Canton have "threatened employees with termination because of their union activities . . . interrogated employees about their union support . . . [and] threatened employees with plant closure if they choose the union as their representative."

Furthermore, you are aware that the federal Occupational Safety and Health Administration (OSHA) has issued citations finding that Nissan has not provided "a place of employment which was free from recognized hazards that were causing or likely to cause death or serious physical harm to employees."

Finally, you know that the Nissan plant in Canton – and two plants in Tennessee – are the only Nissan plants in the world that do not have unions and meaningful employee representation.

With all this in mind, we are writing to demand the following of Nissan:

1. Immediately cease intimidation and threats by Canton plant managers against Nissan employees who want a union.
2. Ensure a safe workplace in Canton, and provide Nissan employees with the training and equipment necessary to avoid debilitating injuries caused by punishing production quotas.
3. Meet with representatives of MAFFAN and the UAW to discuss conditions for achieving neutrality and ensuring that Nissan employees in Canton can vote on a local union in a free and fair election.

We appreciate Nissan's investment in Mississippi and the U.S., and your consideration of these demands. We believe that Nissan employees in Canton deserve better – and that workers' rights are civil rights. We look forward to the courtesy of a response.

Sincerely,

The Mississippi Alliance for Fairness at Nissan (MAFFAN)



Mississippi Yearning

plant management that demanded Nissan managers stop the intimidation tactics and allow a fair vote on the representation question. The support the workers received from other unions, public officials, clergy, environmental and women’s groups and others has been exceptional.

President Williams reminded Nissan workers that outside support only counts for so much. The solidarity needed to win comes from within.

“We can only support you,” he said. “It is up to the Nissan workers to make it happen.”

Travis Parks spoke for many Nissan workers who want to vote without fear or intimidation from Nissan.

“It is time to get this vote,” Travis said. “It is time to win.”

Vince Piscopo

PHOTO: C.J. HAMILTON



PHOTO: JOHN DAVIS/JUAW LOCAL 2195

PHOTO: C.J. HAMILTON



Cornell Brooks, president of the NAACP, left, U.S. Rep. Bennie Thompson, D-Mississippi, former Ohio State Sen. Nina Turner, and others gave impassioned speeches to Nissan workers on fighting for their rights to join a union. Thompson told the crowd that this is a crusade about a choice and that if Nissan workers are smart enough to build automobiles then they have sense enough to decide on their own whether they want union representation.



PHOTO: C.J. HAMILTON

Above: Nissan technician Travis Parks was present when co-worker Derrick Whiting collapsed and died after medical sent him back to the line. Center: Adam Underhill, president of Local 167, came to Nissan to support workers because he has the experience of working at nonunion and union plants. Below: Actor and activist Danny Glover has supported Nissan workers throughout their struggle. He reminded the crowd that union rights are civil rights.



PHOTO: VINCE PISCOPO



PHOTO: C.J. HAMILTON

UAW Helps Unemployed Win Relief Against Michigan

State Made False Fraud Allegations Against Workers

The power of a state agency against one person can be daunting. But when you are a union member who has experienced attorneys fighting for justice on your behalf, the power equation changes.

That's exactly what happened in early February when attorneys representing Michigan workers, including numerous UAW members, reached an agreement with the State of Michigan to end a lawsuit that charged state Unemployment Insurance (UI) officials with making false fraud accusations against those receiving benefits.

The settlement includes a commitment by the state to make sweeping changes in its practices to ensure that workers are provided a fair process that will prevent such sweeping false fraud accusations. This is a classic example of why belonging to a union pays off. Without a union's resources to help fight this case, these workers could have been left without the power to fight.

"We are proud to be a party to this lawsuit because the State of Michigan made false accusations against workers, which hurt them financially at a time when they could least afford it," UAW President Dennis Williams said. "The accusations also attacked the character and reputations of these workers, including many of our members."

The UAW brought the lawsuit along with the Sugar Law Center and several individuals who were falsely accused of fraud. The state had charged workers with falsely claiming eligibility for benefits, but has since acknowledged its automated review of UI cases was faulty. In fact, its \$47 million Michigan Integrated Data Automated System (MiDAS), had a 93 percent error rate in over 20,000 cases that have already been reviewed. Following settlement of the lawsuit, another 30,000 cases with fraud findings made between October 2013, when MiDAS was first implemented, and August 2015, will be reviewed by humans, likely with similarly high error rates.

The state stopped auto adjudicating of UI cases in August 2015, after the UAW filed its lawsuit. But the damage was done for many workers, who saw millions of dollars taken from their tax returns and wages garnished without due process by a system that state officials now admit was faulty. The state in most cases imposed a penalty of 400 percent of the alleged

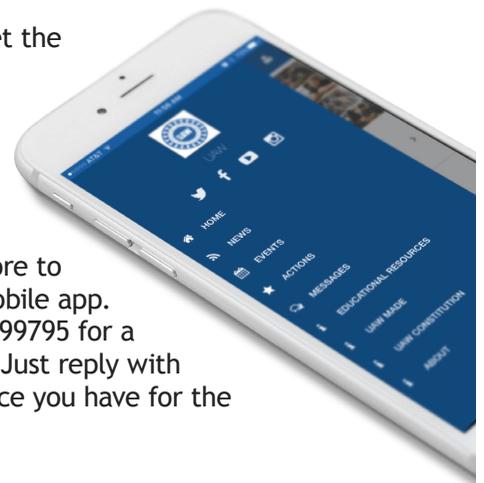
fraud, routinely leading to erroneous bills of over \$30,000 for unemployed workers.

Under the agreement, collection activities such as wage garnishments and seizure of tax returns will cease for those who have received fraud determinations while MiDAS was used until each case is individually reviewed by the state. The state also agreed to put more safeguards and procedures in place to prevent false fraud findings. More than 30,000 people are expected to have the fraud findings reversed and refunded any money taken to pay for those incorrect fraud determinations. According to the Detroit Free Press, the state has already refunded at least \$5.4 million. The state also has committed to keeping workers informed about the progress of its review. The Settlement Agreement includes specific notice requirements to the UAW so that the UAW can ensure that UI claimants' due process rights are protected.

"We will stand and fight for our members and continue to monitor this case so every UAW member who was unjustly accused and had their money improperly taken is made whole," Williams said.

UAW App Brings Important Information to Your Phone

Here's how to get the UAW app: If you have an iPhone or Android device, simply type in "UAW" on the App Store or Google Play Store to find the UAW's mobile app. Or, text "APP" to 99795 for a link to download. Just reply with what type of device you have for the appropriate link.



Challenge Accepted

Workers at GM Parts Supplier Win First-Ever Contract

It wasn't easy, but more than 300 UAW Local 710 members at Challenge Manufacturing in Kansas City, Missouri, have their first contract signed and ratified - with an assist from their brothers and sisters in UAW Region 5.

It took a three-week strike to finally win the contract at Challenge, a Michigan-based company that located a stamping facility in Kansas City, Missouri, to supply the nearby General Motors' Fairfax (Kansas) Assembly Plant.

"We congratulate UAW members of Local 710 at Challenge Manufacturing on their first contract after difficult negotiations," said UAW President Dennis Williams.

"We welcome Challenge Manufacturing members into the Region 5 UAW family," said Gary Jones, director of UAW Region 5, which includes Kansas and Missouri.

Members at Challenge discovered that solidarity among themselves and with fellow UAW members from different locals can bring gains on the job. The contract, which was ratified Feb. 23 on a vote of 195-1, includes pay increases that bring workers' wages up to par with other Challenge facilities, and improved health and safety and health care.

"I would like to thank UAW Local 31 (representing workers at GM's Fairfax plant) and UAW Local 249 (representing workers at Ford Motor Co.'s Kansas City Assembly Plant) along with the many friends and family of UAW Local 710 who aided members on the picket line," Jones said.

The regional director also thanked UAW Vice President Cindy Estrada for her great work helping to reach a contract that is fair for Challenge workers and the surrounding community.

"Challenge Manufacturing workers stuck together through difficult bargaining to achieve their first contract," said Estrada. "The solidarity they demonstrated led to significant economic gains and workplace protections."



PHOTO: PAT HAYES / LOCAL 249



PHOTO: PAT HAYES / LOCAL 249



Local 710 members weren't alone when they went on strike to win their first ever contract. Members of Local 249, top and center photos, and Local 31, bottom, walked picket lines with them.

2017 Family Scholarship Application

Fill out this form completely. The July 23-28, 2017 session begins on Sunday and ends on Friday. It is available in Spanish.

Legal FIRST Name: _____ LAST Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Local Union # _____ UAW Region: _____ Date of Membership: _____

Employed at: _____ Location: _____

Home Phone: (_____) _____ Social Security #: (Last 4 digits only) _____

Email: _____ Age of applicant: _____ Marital Status: Married Single Male Female

Single participants not accompanied by spouse or children/grandchildren are roomed with another participant.

Indicate: Smoking Non-Smoking

If spouse and/or children/grandchildren accompany UAW applicant to the Family Education Center, please complete the following:

Spouse's Legal FIRST Name: _____ LAST Name: _____ DOB _____

List children's **complete LEGAL names**, birth dates and sex:

First Name	Last Name	Birth Date	Age	Sex
_____	_____	_____	_____	Male____ Female____
_____	_____	_____	_____	Male____ Female____
_____	_____	_____	_____	Male____ Female____
_____	_____	_____	_____	Male____ Female____

The Scholarship Program is open only to active UAW members' children and grandchildren. Program is not open to other relatives or children under 4 years of age. For each child, you may be required to provide a birth certificate or proof of legal guardianship.

Please indicate any special needs of yourself/family members, i.e., disability, sleep apnea, medical condition: _____

Release of Photographs and Videos

I agree to allow the UAW to use my name and photograph and/or image in union publications, videos, advertising or brochures. I also agree to allow the UAW to use my child's photograph and/or image in union publications, videos, advertising or brochures.

Both member and spouse must read and sign application:

UAW Member's signature: _____ Spouse's signature: _____

DRIVING: Attach \$50 registration fee made payable to UAW Family Education Center. Applications received without registration fee cannot be processed.

FLYING: No registration fee required. See "Frequently Asked Questions" to determine eligibility and actual costs of airfare.

If flying, once approved, your UAW Regional Office will provide you with instructions.

UAW Member: Application must be submitted to your Local Union

Local Union: Mail to UAW Regional Office

Applicant is a member in good standing with one year's seniority.

Local Union President or Financial Secretary



A Life-Changing Vacation

The UAW Family Scholarship Program Helps Connect the Dots

For the Templeman family of Des Moines, Iowa, their visit to Black Lake to participate in the UAW Family Scholarship Program started out quiet enough.

They flew to Detroit and then boarded a bus for a very quiet, four-hour ride to the Walter and May Reuther UAW Family Education Center in Onaway, Michigan. The families on the bus didn't know each other and were from different parts of the country and different walks of life.

The return trip was a lot different, Local 450's Curt Templeman said. It was a fun – if a little bit noisy – trip to the airport where new friends said farewells, but not goodbyes. The connections and friendships made at Black Lake are lasting ones.

“That return trip made a four-hour ride seem like a one-hour ride,” said Templeman, the local's shop committeeman at the John Deere plant in Ankney, Iowa.

Those who have participated in the program can easily identify with Templeman's recollections of his week in Northern Michigan in 2015. The Family Scholarship returns this summer after a one-year hiatus. Family Scholarship participants attend age-appropriate classes designed to teach them more about their union, the labor movement and the importance of both to all Americans. The classes are conducted in a friendly, relaxed atmosphere with plenty of recreation and time to get to know other UAW members and the issues important to them. The International pays for meals, lodging and transportation.

“The Family Scholarship Program is designed to teach our members about the history and importance of the labor movement and the UAW,” said UAW President Dennis Williams. “But it's more than that. It's also about learning together as a family, and taking advantage of the beauty

of Black Lake in a fun, relaxed atmosphere.”

Templeman, a welder, brought his three daughters, Sarah, 14, Libby, 12, and Hannah, 8, as well as his wife, Denise. Templeman said his wife leans right on many issues, but the week isn't about politics; rather it's about how we as union members make connections within and outside the union to ensure people know the importance of collective bargaining, health care, health and safety and other issues affecting working people.

During the day, Templeman attended classes with his wife, while his daughters went to their age-appropriate classes.

“They really enjoyed the classes,” he said. “They really enjoyed the teachers.”

His wife understands a lot more about the importance of collective bargaining and why governments and corporate interests want to limit or even eliminate it.

Templeman's daughters loved the experience so much that they are begging him to find a way to get back to Black Lake. And sometimes, it is helpful to hear about important issues from someone other than your parents. Templeman said his girls learned more in a week about the importance of unions than he could teach them in 10 years.

“I loved that they had family units that we stayed in while being there,” Sarah Templeman said. “I was with kids that were 11 to 14. We learned a lot while being in class there. We learned about laws that were made due to accidents that had happened. If we weren't learning, then they had us doing some other activities. Those



Local 450's Curt Templeman says his children Sarah, Libby and Hannah, as well as his wife, Denise, enjoyed the classes at the UAW Family Scholarship Program. Just as important was the time they spent with fellow UAW members while out of the classroom.

include hiking, swimming, playing in the gym, and one day we learned how to golf.”

The young lady added that her favorite family nights were karaoke night and bingo night. On the final day, her class made a skit about what they learned while being there.

For Curt Templeman, the combination of his family learning about the labor movement and their union was a blessing.

“I can never repay the debt because it was well worth the time,” he said.

If you would like to be considered for the 2017 UAW Family Scholarship Program, fill out the form on the opposite page and mail it to the address noted on the application. For additional information, go to uaw.org/the-2017-family-scholarship-program/

Vince Piscopo

UNION SKILLS. OUTDOOR PASSION. COMMON PURPOSE.



The strength of America's labor movement rises from solidarity based on mutual support, real world workmanship and organization. With those three things, mountains can be moved – or bridges built, trails made and parks improved. The Union Sportsmen's Alliance (USA) brings together union members who love the great outdoors and are willing to volunteer their unique trade skills to help protect our outdoor heritage for future generations through hands-on conservation projects. USA members work hard ... but they also play hard, and the USA helps serve their passion through sporting clays shoots and conservation dinners across the country, a union-dedicated TV show that takes union members on once-in-a-lifetime hunting and fishing trips, a magazine filled with photos and stories of union members and a dynamic website and social media platform. You deserve an outdoor organization to call your own – an organization that's as dedicated to you as you are to your craft.

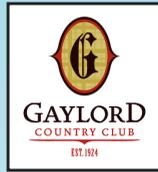
That's the Union Sportsmen's Alliance.

JOIN TODAY. IT'S WHERE YOU BELONG.

WWW.UNIONSPORTSMEN.ORG/UAW

f t i /UNIONSPORTSMEN





• The Tour Golf Packages •

Golf Package includes:

1 (18 hole) round of golf with cart at Gaylord Country Club

1 (18 hole) round of golf with cart at Rees Jones designed Black Lake Golf Club

1 walking (9 hole) round on the Little Course at Black Lake Golf Club

1 (18 hole) round of golf with cart at Michaywé Pines Golf Club

2 nights lodging at UAW Black Lake Conference Center in a Standard Room

Rates:	Midweek	Weekend
Shoulder Season (Opening to June 1, September 1 to closing)	\$184 per person	\$204 per person
Summer Season (August 31)	\$204 per person	\$234 per person

*Rates are per person based on double occupancy, per stay. Advance reservations only, full payment is required. (Upgraded rooms may be available at a surcharge.)



BLACK LAKE GOLF CLUB
Hole 5



BLACK LAKE GOLF CLUB
Hole 7



BLACK LAKE GOLF CLUB
Hole 14

Visit blacklakegolf.com or call (989) 733-7270 today!

MORTGAGE

The Union Plus mortgage program makes buying or refinancing a home easy for you and your children.

CAR RENTAL

Up to 25% discount on car rental deals with Avis, Budget, Hertz, Dollar, Thrifty & Payless.

Four Ways to Save

AT&T WIRELESS

The only national unionized wireless provider. 15% savings for union members on the monthly service charge of qualified plans.*

CREDIT CARD

Several credit card choices,** all with competitive rates and U.S.-based customer service, designed to meet the needs of union members.

*Available only to current members of qualified AFL-CIO member unions, other authorized individuals associated with eligible unions and other sponsoring organizations with a qualifying agreement. Must provide acceptable proof of union membership such as a membership card from your local union, a pay stub showing dues deduction or the Union Plus Member Discount Card and subscribe to service under an individual account for which the member is personally liable. Offer contingent upon in-store verification of union member status. Discount subject to agreement between Union Privilege and AT&T and may be interrupted, changed or discontinued without notice. Discount applies only to recurring monthly service charge of qualified voice and data plans, not overages. Not available with unlimited voice plans. For Family Talk, applies only to primary line. For all Mobile Share plans, applies only to monthly plan charge of plans with 1GB or more, not to additional monthly device access charges. Additional restrictions apply. May take up to 2 bill cycles after eligibility confirmed and will not apply to prior charges. Applied after application of any available credit. May not be combined with other service discounts. Visit UnionPlus.org/ATT or contact AT&T at 866-499-8008 for details

**Certain restrictions, limitations, and qualifications apply to these grants. Additional information and eligibility criteria can be obtained at UnionPlus.org/Assistance. Credit approval required. Terms and conditions apply. The Union Plus Credit Cards are issued by Capital One, N.A., pursuant to a license from Mastercard International Incorporated. Capital One N.A. is not responsible for the contents of this message and/or any of the other third party products/services mentioned. The Mastercard Brand Mark is a registered trademark of Mastercard International Incorporated.

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