



TRANSMITTER



CINCINNATI, OHIO



98



98

official publication of the amalgamated local 863, UAW

February 2017

www.uawlocal863.com

TRANSMITTER NOW ONLINE!



The *Transmitter* is now available online. You will be able to see pictures in their original color and will be able to access the publication on your computer and mobile phone. Click on the Transmitter tab on the home page to access the online edition. You can also click on the Local 863 News/Bulletins tab on the left hand side of the website and you can find the Transmitter tab inside of that too. The publication is a PDF file that you will have to download to be able to view the *Transmitter*.



President's Report

by
Tim Meadors

We are looking forward to another great year for Local 863 and our Members. Construction within the Plant will continue and we will start to see machinery being installed over the next several months. Once the \$900 million investments are complete our plant will be near full utilization. Over 80% of our Membership will become retirement eligible during this new work life cycle. We will continue to fight for more new work in order to secure the future for each Member of Local 863 and their family. This Membership's hard work and commitment is well recognized at the National Ford Department, as well at Region 2-B, and it is an honor to represent Local 863 as your President.

Spring is just around the corner and we continue making many upgrades to our Local. We have had a new roof installed, several trees and stumps removed, remodeled down stairs to make it more classroom friendly, and the upgrades in the hall are complete.



Published by UAW Local 863 in the interest of its Membership to further the aims and programs of UAW Local 863 and to promote the policies and programs of the UAW International Union.

It is the mission of the Transmitter to be the unbiased vehicle of information, communication, and the voice of all the Membership of UAW Local 863. The Transmitter will always strive to report truthfully and accurately.

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We receive hundreds of compliments each year on our hall and property. We are off to a great start with hall rentals again this year. If you are looking to host an event this year, please call Shirley, (513) 563-1252, at our Local for available hall rental dates.

Recently while walking through the Plant speaking with Members and asking what kind of improvements we could make at the Local that would benefit our Members, and I heard several times Communications!! I am pleased to tell you that I have created a way to notify our Members both active and retired via text messaging when we have new bulletins for meetings, events, tickets sales, etc.... You can sign up to receive these text messages by emailing me your name, cell phone number, and phone service provider name (ex. Verizon, ATT, Cinti.Bell) at 863tim.meadors@gmail.com. Your provider info is necessary in order to convert an email into text form. Your number will be stored in the database and will not be shared. If you decide you no longer want to receive the messages simply email me to remove you from the database.

On January 24, 2017, Union and Community activists from Southwest Ohio gathered at UAW Local 863 Headquarters, prior to attending the West Chester Township Trustee meeting where Tea Party Township Trustees George Lang and Mark Welch were pushing Right to Work in the Township. Members of Labor Unions then filled the Township hall to capacity, stood shoulder-to-shoulder in their lobby, and filled their side-walks outside their hall, while members who are residents of West Chester spoke in opposition to Lang and Welch's Right to Work effort. We thank Trustee Lee Wong for standing in solid opposition to his fellow Trustee's misguided extremist effort. A special thanks to those who called, wrote letters to the Trustees, spoke in opposition to Right to Work, and or attended the Trustee meeting, clearly

making a difference. Your collective voices, activism, and litigation resulted in a significant victory. Congratulations to all who engaged in and supported this fight. You made us all proud.

Our Retiree Chapter will have their first meeting of 2017 on March 7th at 1:00pm. We have successfully scheduled another computer class for our retirees. The class qualifies for use of their RETAP funds, making it at no cost to our retiree brothers and sisters. Special thanks to Jeremy Gordon for helping get this class setup. **HAAG Ford will be sponsoring the luncheon for the Retiree Chapter's March meeting.** Our 5-Star Dealerships are to be commended for the courtesy they show our Membership - whether it is in the service departments or buying a new vehicle. We are very proud of the relationship we have built with each of them over the last couple of years.

Our Veterans Committee is starting to plan for the Veterans Moving Wall to be on display at our UAW Local 863 Headquarters in August. This is a memorial event to honor the men and women who paid the ultimate sacrifice fighting for the very rights we have today. Several volunteers will be needed for this event. If you would like to donate your time to a great cause please contact the Veterans Committee Chair Ken Fecher, or contact the Local, your help would be greatly appreciated.

Reminder: the Hoffman-Combs Scholarship deadline is approaching. Applications and essays must be submitted to the Local 863 Union Headquarters no later than 4:30pm Friday, April 7, 2017. The essays will then be sent to Thomas More College where the winners will be determined by a panel of professors from their English Department. The winners will be recognized at our Retiree Chapter meeting on June 6, 2017.

President's Report continued:

February is recognized as Black History Month. This celebration has taken place each February since 1926. African-American Scholar Dr. Carter Godwin Woodson, along with a group of white scholars began the push in 1926 to insure that the contributions of African Americans to American History were recognized. UAW LOCAL 863 is proud to recognize the contributions made by African Americans to the Labor Movement, Local 863, and Our Country.

Our next General Membership meeting is Sunday, March 5, 2017, at 1:00pm. Hope to see you there!

Thanks to our entire Membership for a great year in 2016 and making 2017 even better!

February is Black History Month



Walter Reuther marching with Dr. Martin Luther King and other civil rights leaders



LEGAL SERVICES

1-800-482-7700

Eligible participants in the plan will include active and retired UAW-represented employees at FCA, Ford, GM, and their surviving spouses.

See Benefits Report on page 12 in this edition of the *Transmitter* for more information.



Vice President's Report
by
Bill Hickman

Across the country, and even right here in our own back yard, workers are facing a barrage of legislative attacks on their rights to form unions and bargain collectively, including so-called right-to-work legislation. Right-to-work laws make it optional for workers covered by a union contract to help pay for the expenses that the union incurs while protecting the rights of all employees. Contrary to claims from its supporters, right to work offers no protection or economic benefits for workers. In fact, studies show that these deceptively titled laws drive down wages, benefits, and overall living standards for everyone. Also, research reveals that right-to-work laws do not create jobs or improve a state's business climate.

Wrong for workers

These laws drive down wages for all workers, including non-union members. Workers living in right-to-work states earn about \$1,500 less per year than workers in states without these laws.

Workers in right-to-work states are less likely to have health insurance. The rate of employer-sponsored health insurance for workers in right-to-work states is 2.6 percentage points lower than in states without these restrictions.

Right to work makes workplaces more dangerous. According to data from the Bureau of Labor Statistics, the rate of workplace deaths is higher in right-to-work states.

Wrong for businesses

Right-to-work laws do not improve

business conditions in states and is not a deciding factor in where businesses locate.

High-tech companies that provide good-paying, American jobs favor states where unions have a strong presence, because unions provide a highly skilled workforce and decrease turnover.

Wrong for the economy

Communities lose jobs when wages are lowered by right to work. The Economic Policy Institute estimates that for every \$1 million in wage cuts, the local economy sheds six jobs.

Right to work does not improve the employment rate. In fact, 8 of the 12 states with the highest unemployment have right-to-work laws. According to a report from Ohio University, these laws actually led to a decrease in employment in certain industries.

Right to work's true purpose is to hurt the ability of unions to advocate for all workers and serve as a check on corporate greed.

The above information and statistics came from the website wrongforeveryone.org.

REMINDER
Daylight Savings
Is
March 12
Move Clocks Ahead
1 Hour

GENERAL MEMBERSHIP Meeting



Sunday, March 5th
1pm Sharp!



**Sharonville
Chairman's
Report**
by
Eric Gadd

As we head into spring and through 2017 there is much happening at Sharonville. The construction for our new programs is well underway. We are starting to see the plastic come down and will soon see machinery arriving at our Plant. Our Skilled Trades are doing an outstanding job in the construction areas. We are expecting to see machinery arrive as early as April in the case and gearing areas. Currently, the concrete for the gearing areas is close to being complete. The concrete being poured in the old press room will be complete by the end of February and the northwest end of the building is scheduled to have the concrete completed at the end of March. The general stores area is now 100% moved. Great job by our Members in moving nearly 32,000 items!

I, along with the Bargaining Committee, had meetings with the Company recently and have signed off on a New Work Letter. With the signing of the New Work Agreement, we will start seeing job postings for some of the new work in the upcoming weeks. Also, we are expected to see tempered air this spring!

On February 27th, the Company layed off (32) TPTs. The Committee and I have attended meetings with all of our TPTs who will be affected. TPTs are part of our Membership and the Committee is working diligently to get them back to the Plant and actively exploring every opportunity to get all TPTs to full time status.

The Profit Sharing payment will be distributed on March 9, 2017 to all eligible Members. The 2016 Ford North American pre-tax profit finished strong with the second best profit

sharing payments to more than 56,000 members.

I, along with the Committee and President Meadors, have been meeting with the Company on the upcoming schedule changes for our 6R80 program. The volumes for 6R80 are scheduled to drop from 1.2 million down to about 550,000 in late June/early July. With the volumes going down this will create excess Members and we are looking for every possible avenue and opportunities for our Membership. We are in discussions with the Company on having potential buyouts, inverse seniority layoffs and even TLO's. Also, on March 6th we will be having more of our departments that are currently on AWS going back to 5x8. This includes: 222, 225, 316 and 577. We are also in discussions on pulling more of our Skilled Trades from AWS to a 5x8 schedule. Your Committee was successful in getting our Apprentices added on sooner than expected. On March 6th, we will have (17) of our Members start the Apprenticeship Program. This will include (4) electricians, (2) machine repair, (1) millwright, (4) pipefitters, (5) toolmakers and (1) welder. The Committee and I would like to congratulate everyone going into the Apprenticeship! In the upcoming months we will also start seeing some of our current Apprentices graduate to Journeymen.

Actual Headcount: **Production:** 1137; **Skilled:** 390; **TPTs:** 61

The current daily schedules and volumes: **6R80:** 4667; **6F:** 2160; **6FM:** 3840; and **6R140:** 1606.

Diversity and Inclusion: Our Diversity and Inclusion Team had a great turnout for the surveys that were taken back in December. Our team is working on getting information out to the Membership and addressing the concerns that have been brought to our attention. We are also working on doing a Diversity and Inclusion video

with Members from our Plant. As we go forward we will be looking for volunteers to be in the video. If you are interested please see President Meadors, Mary Phillips, Teri Gaither, Debbie Swope-Johnson, David Day or myself.

The UAW-Ford Diversity and Inclusion is pleased to inform you that a child of a Member of our Sharonville Plant has won the UAW-Ford Diversity and Inclusion Essay/Poem Contest. Congratulations to Todd Theetge and his daughter Eva on winning the Essay/Poem Contest!! Todd and his family will be attending the Diversity and Inclusion Conference to read her essay on February 28, 2017 from 10:30am ~ 12:00 pm at the National Program Center in Detroit Michigan. Great Job Eva!

On February 27th ~ March 13th in our Plant medical dept. we will be having the Wellness Clinic from 5:00am to 4:00pm. Screenings will include: Blood Pressure, BMI and new this session is Cholesterol checks.

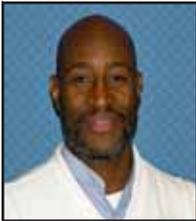
In closing, on behalf of your UAW Local 863 Committee, I want to personally THANK all of our Members for an outstanding job in helping us secure the new work and programs!

Attention

2017 Softball Players

Interested in getting a UAW softball team into leagues? Please submit the following information to UAW Headquarters by **Wednesday, March 15th by 4:30pm.**

- 1) Where at and What night with league costs
- 2) Roster with names and last 4 digits of social security numbers
- 3) All the above must be on or with a letterhead from where you will be playing.



Recording Secretary Report

by
Marlin D. Harris

African Americans and Labor Union History

African Americans have been a part of Union Labor history since the beginning of the Union movement. They were part of Labor actions even before the Civil War. In the early 1800's African Americans worked in ship-yards as caulkers. A ship had to be caulked to prevent it from leaking. In 1835, in the Washington Navy Yard, black caulkers went on strike mainly because of working conditions.

After the Civil War, and the end of slavery, both blacks and whites had to adjust to a new Labor system in America. In the early years after the Civil War most blacks lived and worked in the rural south. They mostly worked as farmers or in domestic jobs.

During the Reconstruction period many Unions, like the National Labor Union and the American Federation of Labor, A.F.L., were formed. Most were created by white workers and unfortunately they excluded black workers. Many Unions excluded blacks from sectors of the Labor market or restricted them to low paying, dangerous jobs. Because of this, most African Americans initially regarded Unions as being negative.

The Knights of Labor was established in 1869 as a secret organization formed to protect its members from employers. The Knights of Labor believed that other organizations had failed because they limited membership. The Knights of Labor was opened to blacks and whites, women, unskilled, and skilled.

African Americans began to organize on their own and consequently in 1869 the Colored National Labor Union was

formed. The Colored Union petitioned Congress to alleviate the working conditions of coloreds in the South with no success. In the winter of 1873-1874, black dock workers in Pensacola, Florida organized a Workingman's Association. They were able to defend their jobs against longshoremen being brought in from Canada by dock owners.

The railroad industry was another industry that employed many African Americans. During the Great Strike of 1877, blacks and whites marched and rallied together for the common rights of all workingmen. However, years later in 1894, railroad Union leaders could not convince their white members to accept black railroaders during Labor actions against the Pullman Company.

Eventually, as time moved on the Reconstruction period ended, Jim Crow laws began to surface, the Supreme Court handed down the Plessy vs. Ferguson decision (separate but equal), and the relegation of African Americans as second-class status was complete.

Employers had an advantage. They would use black Labor in an attempt to drive wages down. This caused tension between blacks and whites. In East St. Louis, Illinois in 1917, employers started hiring blacks at lower wages. White workers organized a "whites only" Union. Racial tension increased and in July there was a riot leaving 40 blacks and 9 whites dead.

Denied employment by many companies and shunned by Union organizations, African Americans were caught in the middle. Sometimes blacks became strike breakers in order to survive. If the company won they would have a job although with lower wages. If the Union won they would probably end up without a job.

In 1916, the Great Migration began where African Americans migrated

from the rural south to the urban north. Between 1916 and 1930 over one-million blacks migrated north. They were trying to take advantage of a Labor shortage. During this period, the number of blacks employed in industries such as automotive, ship building, steel and meat packing almost doubled.

In the 1920's, A. Philip Randolph organized black men and women who worked for the Pullman Rail Company as porters and maids serving passengers in overnight sleeping train cars. In 1925, they became the Brotherhood of Sleeping Car Porters (BSCP). In the following years the BSCP sought a contract with the Pullman Company, assistance from the Federal government, and recognition from the A.F.L. The United Mine Workers of America Union was ahead of other A.F.L. Unions. Even though white miners and employers felt superior to blacks, there was solidarity between miners of all colors.

In 1929, the Great Depression began causing massive unemployment. The Great Depression nearly crushed the BSCP, however, the passing of the National Industry Recovery Act of 1933 and the Emergency Railroad Transportation Act provided protection for organized Labor. These Acts helped convince the Pullman Company to begin talks with the Brotherhood of Sleeping Car Porters.

In 1935, the Congress of Industrial Organizations (CIO) was created and they wanted to organize regardless of race or ethnic background. The CIO called one another "sister" and "brother." This helped to start an end to the conflict between African Americans and Trade Unions.

Under President Roosevelt and the new deal there was a big push to create jobs and as a result many governmental agencies were created. The National Labor Relations Board

continued on page 8:



**Union
Label
Report**
by
**Joyzell
George,
Chair**

At first I was going to write about the slogan, "Make America Great Again", but I did not want to get political and besides, America is already great. America is great because of who we are, and how we have survived and overcome all obstacles placed in front of us. Our nation is a work in process that keeps enduring the changes through the progresses we make. The Unions make this country great. With the Unions, there is a middle class. The Unions are made up of proud Americans making Union Made-American Made items. Keep America Great by buying Union Made-American Made goods.

Look on the web site: www.howtobuyamerican.com to know what and where to buy Union Made-American Made items. By buying Union Made-American Made goods, America will prosper and continue to be Great.

**Looking to Rent a Hall?
How about a Picnic Area?**

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The Hall and the Picnic area are available (7) days a week for:

- Business Meetings
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- Birthday Celebrations
- Seminars
- Dances
- Reunions

For rates and information call 513-563-1252, ask for Shirley.

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(click on Hall Rental)



**Consumer
Affairs
Report**
by

Bill Hickman, Chairman

Most of us are eager to file our tax return early because we are hoping for a big refund. But there is another reason to get your tax return in as quickly as possible. That gives criminals less time to file a fake return in your name, collecting a bogus refund.

The Internal Revenue Service says identity theft, with scammers assuming the identity of a real taxpayer, remains the biggest scam it has to deal with.

All a scammer has to do is steal a taxpayer's Social Security number. He then makes up a phony W-2 form from a company and fills out a return showing a large refund. He then has the refund direct-deposited into a money card or other untraceable account.

A scammer will normally file a bogus return as soon as possible, before the real taxpayer has a chance to file. Once the real taxpayer files, he or she is told the IRS has already processed the return.

Because this problem has been getting worse year after year, the IRS has joined with states and the tax preparation industry to enact a series of safeguards. In 2016, there was some observable progress, as the number of taxpayers reporting stolen identities on federal tax returns fell by more than 50%.

Besides filing early, the IRS says other ways to promote security include always using security software with firewall and anti-virus protection. Consumers should also use strong

passwords and encrypt sensitive tax records when they are stored on a personal computer.

To keep thieves from learning your Social Security number, learn to recognize and avoid phishing emails, which often look like they are from a legitimate source. They try to trick victims into revealing sensitive personal information.



**Discount Tickets Available to
Monster Jam**

Price: \$21.50 per ticket

When: Saturday, April 8, 2017
@ 1:00 pm

Where: U.S. Bank Arena

TO PURCHASE TICKETS,
STOP BY:

**UAW LOCAL 863 UNION HALL
(see Bryanna)**

8:00 AM-4:30 PM

OR SEE THE FOLLOWING:

Tod Turner- Safety Dept.

Bill Hickman- Dept. 679- 2nd

**Darlene Oakes- Union Office-
1st**

Rodney Parker- Dept. 576- 3rd

D. Tugboat York- Dept. 676- 1st

Mary Phillips- Dept. 877- 2nd

**Deadline to Purchase Tickets is
Monday, April 4, 2017, @ 12pm**

***Make checks payable to
U.S. Bank Arena**



Veterans Committee Report
by
Ken Fecher, Chairman

I would like to start off by saying; I hope everyone had a fantastic holiday with their families and friends. The Veterans Committee is about to embark on the busiest time we have ever had in my 17 years here. **We are preparing for the coming of the Traveling Vietnam Wall.** It has never stopped here at UAW-Ford that I am aware of. It is an exciting time but a very stressful time as well. It would not have happened if not for all of you who purchased the t-shirts sold by the Veterans Committee last year. I thank each and every one of you who purchased the t-shirts.

The Veterans Committee will need a lot of help to pull this off. As soon as the weather breaks we will need people to help clean up the Memorial and plant flowers and we are going to need people who can build a platform. So if you enjoy planting flowers, mulching, or carpentry or just want to help out in other ways it will be appreciated. You can either call the Local at (513) 563-1252 and leave your name and phone number with Shirley, or please stop and see me in Dept. 576-1st shift. If you want to volunteer to help out, please let us know because in the very near future

we will have a meeting to plan for this awesome event. This is a very exciting event and it will be a total team effort to pull this off. Any and all help from our Retirees will be greatly appreciated.

I have been getting numerous complaints about people parking in the "Combat Veteran" parking spaces. These are in every parking lot at our Plant, (one per lot). These are for Combat Veterans and are not extra spots for you to park in to get close to the gate. It will be appreciated if you do not park in these spots if you are not a Combat Veteran. I have had a discussion with President Meadors and we will come up with a solution so people will know if you are a Combat Veteran or not. This will be addressed very quickly, so please be patient with us as it will be resolved very soon. Until then, please have enough respect that if you are not a Combat Veteran, find a different spot to park in. Thank You.

I would like to congratulate our Union Brother Joe Linkous in Dept. 576-1 as his son just graduated Air Force Boot Camp last month. We want to congratulate this young man as he embarks on his Military career.

Also, if any of our Members have a family member who is graduating Boot Camp, please let me know the details.

As always, please be safe and take care of each other. "IF you love your freedom, thank a Veteran"because Freedom is not free....



Women's Committee Report
by
Debbie Swope Johnson, Chairwoman

February is American Heart Awareness Month. Cardiovascular diseases, including stroke, are our nation's No. 1 killer. To urge Americans to join the battle against these diseases, Congress required the president to proclaim February "American Heart Month" in 1963.

The American Heart Association led initial efforts to develop Annual American Heart Month. During American Heart Month, thousands of volunteers visit their neighbors, and their goal is to raise funds for research and education and pass along information about heart disease and stroke.

It is important to know the warning signs of a heart attack. Some heart attacks are sudden and intense, but most heart attacks start slowly, with mild pain or discomfort. Most heart attacks involve discomfort in the center of the chest that lasts more than a few minutes, or that goes away and comes back. It can feel like uncomfortable pressure, squeezing, fullness or pain. Symptoms can include pain or discomfort in one or both arms, the back, neck, jaw or stomach. It can also cause shortness of breath with or without chest discomfort. Other signs may include breaking out in a cold sweat, nausea or lightheadedness.

Often people affected are not sure what is wrong and wait too long before getting help. Immediately call 9-1-1 or your emergency response number so an ambulance (ideally with advanced life support) can be sent for you. As with men, women's most common heart attack symptom is chest pain or discomfort. But women are somewhat more likely than men to

continued on page 8:

WHEN: Sunday, April 30, 2017
TIME: 9am for the Walk, 7:30am for the Fifth Third Bank 5.3K Run for Babies.
WHERE: Starts at Paul Brown Stadium and Ends at Sawyer Point

Join us for a day of fun, food, music and activities for the kids. Contact **Darrell Gildea** if interested in being part of our March Of Dimes Team.

Recording Secretary report continued:

was one of these agencies. President Roosevelt’s administration tried to institute the collective bargaining process under the NLRB. African Americans were still disenfranchised because under the Wagner Act of 1935 there was no provision against Union race discrimination.

In 1937, the A.F.L. finally recognized the Brotherhood of Sleeping Car Porters as a Union.

In 1941, workers at the Ford River Rouge Plant were threatening to strike. Black workers had been given good paying jobs with hope they would be loyal to the Company. Many wondered which side blacks, who represented 20% of the workforce, would be on. The black workers went on strike as well giving the workers the numbers needed for a successful strike and Ford had to recognize the Union.

The AFL and the CIO merged in 1955. They created a civil rights department which worked to eliminate racial discrimination and dismantle segregation around the country. Unions were instrumental in the passage of civil rights laws through its advocacy.

Dr. Martin Luther King spoke on the importance of the alliance between the civil rights movement and the Labor movement. Dr. King said, “if the Negro wins, Labor wins.” Unions were involved in the March on Washington and the Montgomery Bus boycott. The Labor Movement and the Civil Rights Movement were intertwined throughout history.

Currently, African Americans still feel they are under-represented in many sectors, especially trade Unions. Some whites still feel threaten that blacks will take their jobs. We must remember that we are all the same. We must remember our history, so we do not repeat the past.

Women’s Committee report continued:

experience some of the other common symptoms, particularly shortness of breath, nausea/vomiting, and back or jaw pain.

Learn the signs, but remember this: Even if you are not sure it is a heart attack, have it checked out (tell a doctor about your symptoms). Minutes matter! Fast action can save lives, maybe your own.

Calling 9-1-1 is almost always the fastest way to get lifesaving treatment. Emergency medical services (EMS) staff can begin treatment when they arrive — up to an hour sooner than if someone gets to the hospital by car. EMS staff are also trained to revive someone whose heart has stopped. Patients with chest pain who arrive by ambulance usually receive faster treatment at the hospital, too. It is best to call EMS for rapid transport to the emergency room.

Source: 2011 National Health Observances, National Health Information Center, Office of Disease Prevention and Health Promotion, U.S. Department of Health and Human Services, Washington, D.C.



Civil Rights Report
by
David Day
Chairman

Information on Africans Americans in the UAW and in the Automotive Industry can be found in the voluminous historical records of the UAW held by the Reuther Library. Although the UAW was established as a Union open to all, it took some years to fully implement non-discriminatory policies within the Union, as well as, on the factory floor. The UAW Fair Practices and Anti-Discrimination Department Records, which later became the UAW Civil Rights department, is an important collection that documents this longitudinal process.

The UAW was also a powerful and crucial supporter of the National Civil Rights Movement — in particular, the work of Martin Luther King, Jr. Information for all of the above subjects can be found in the files of the UAW President’s Office for Walter Reuther (1946-1970), Leonard Woodcock (1970-1977), Douglas Fraser (1977-1983), and Owen Bieber (1983-1995).

The Bieber Collection is especially interesting regarding Nelson Mandela and the anti-apartheid campaign. The UAW and, in particular, President Bieber, devoted a great deal of effort and financial support for the release of Mandela from prison. One of the first places Mandela visited upon his release was Local 600 in Dearborn, Michigan, to personally thank UAW members for their support.

A-X-Z PIN Plan: 1-800-348-7709
www.AXZ.FORD.com

Look for upcoming ticket information on the plant bulletin boards regarding future ticket sales for:
**KINGS ISLAND
CEDAR POINT
CINCINNATI ZOO
NEWPORT AQUARIUM.**

Visit
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**For National UAW News
and Information**

UAW 863 is proud of all our supporting Ford dealerships. If your dealership has a noteworthy item, please contact us at the Local, 513-563-1252.



**UAW 863
Hoffman-Combs Scholarship Fund**



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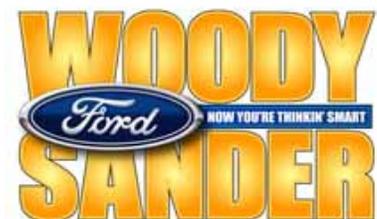


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In Memoriam




Jerry L. "Rabbit" Beringhaus, age 72, died 1-8-2017.

Brother Beringhaus hired in on 4-2-1973 and retired from

Batavia 7-1-2005.

Survivors include his wife: Cynthia.



Gary L. Robinson, age 71, died 1-13-2017.

Brother Robinson hired in on 9-21-1964 and retired from

Sharonville 9-1-1994.

Survivors include his wife: Hattie.

Note: *Brother Robinson was a U.S. Army Veteran.*



Donald C. Wallace, age 81, died 1-25-2017.

Brother Wallace hired in on 8-7-1953 and retired from Sharonville 4-1-1991.

Survivors include his son: Kenneth.

Note: *Brother Wallace was a U.S. Army Korean War Veteran.*

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William J. Wooten, age 62, died 12-29-2016.

Brother Wooten hired in on 1-17-1977 and retired from

Sharonville 5-1-2007.

Survivors include his children: Tamara, Dwight and Evan.



Charles D. Bowman, age 81, died 1-13-2016.

Brother Bowman hired in on 8-29-1958 and retired from Sharonville 1-1-1991.

Survivors include his children: Randall, Mark, Tammy and Shari.



Gene Warren, age 86, died 1-14-2017.

Brother Warren hired in on 1-25-1957 and retired from Batavia 4-1-1992.

Survivors include his children: Diane and David.

Note: *Brother Warren was a U.S. Marines Korean War Veteran.*



Robert H. Berkemeier, age 75, died 1-31-2017.

Brother Berkemeier hired in on 11-13-1967 and retired from Batavia 1-1-1998.

Survivors include his wife: Eurless. Also, survived by his son: Scot (Sharonville Plant).



Linda M. Jones, age 68, died 12-16-2016.

Sister Jones hired in on 3-28-1977 and retired from

Batavia 10-1-2008.

Survivors include her children: Lynette, Anthony, Derrick and Ahmad. Survivors also include her sisters: Jerol Lackey (Sharonville Unit) and Brenda Moorer (Sharonville Unit).



Hugh T. Wilson, age 73, died 12-31-2016.

Brother Wilson hired in on 8-30-1963 and retired from

Sharonville 5-1-1993.

Survivors include his children: Mabel, Shelia and Hugh Jr.



Earl T. Clark, age 92, died 12-28-2016.

Brother Clark hired in on 11-19-1952 and retired from

Batavia 1-1-1983.

Survivors include his sons: Mark, Steve and Dan.

Note: *Brother Clark was a U.S. Army WWII Veteran.*

James J. Reynolds, age 96, died 1-18-2017.

Brother Reynolds hired in on 8-1-1950 and retired from Sharonville 8-1-1985.

Survivors include his wife: Mary.

Note: *Brother Reynolds was a U.S. Army WWII Veteran.*



Warren A. Beaty, age 84, died 11-29-2016.

Brother Beaty hired in on 10-9-1958 and retired from

Sharonville 3-1-1994.

Survivors include his wife: Connie.



Carl G. Barot, age 87, died 12-2-2016.

Brother Barot hired in on 5-16-1966

and retired from Batavia 5-1-1994.

Survivors include his children: Glenda and Bob.



John Paul Jones, age 77, died 9-21-2016.

Brother Jones hired in on 9-19-1961 and retired from

Sharonville 1-1-2001.

Survivors include his wife: Elizabeth. Also, survived by his brothers: Drewey (Sharonville retiree) and Douglas (Sharonville retiree), his brother-in-law: Eugene Napier (Sharonville retiree), his nephew: Larry Miller (Sharonville retiree).



Rose M. Foster, age 88, died 12-17-2016.

Sister Foster hired in on 6-18-1973 and retired from Sharonville 2-1-1998.

Survivors include her husband: Pearson (Sharonville retiree), and her daughter: Gail Willingham (Sharonville retiree), and her granddaughter: Rhonda Willingham.



Harold "Hap" C. Alsdorf, age 87, died 12-24-2016.

Brother Alsdorf hired in on 10-13-1958 and

retired from Batavia 9-1-2001.

Survivors include his wife: Jean.

Note: *Brother Alsdorf was a U.S. Army Korean War Veteran.*

Charles R. Hofer, age 65, died 12-16-2016.

Brother Hofer hired in on 6-5-1972 and retired from Batavia 7-1-2008.

Survivors include his children: Robert, Shane, Justin, Denise, Megan, Robby and Ashley.



William F. Botkin, age 84, died 11-30-2016.

Brother Botkin hired in on

10-8-1958 and retired from Sharonville 4-1-1994.

Survivors include his children: Darlene and Ronald.

Note: *Brother Botkin was a U.S. Navy Veteran.*



Kenneth L. Bonz, age 79, died 12-30-2016.

Brother Bonz hired in on 8-28-1963

and retired from Batavia 10-1-1993.

Survivors include his brothers: Jerry (Batavia retiree) and Dale, and his sister: Karen.

Note: *Brother Bonz was a U.S. Navy Veteran.*

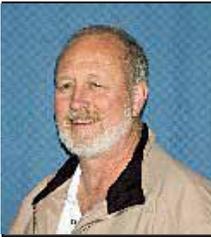
Report death of retiree, spouse quickly

RETIREEES -- In the event of the death of the designated spouse, retirees with a survivor option should notify the Retirement Board Office immediately. Upon notification, certain relatives will be eligible for the cancellation of the reduction for the survivor's benefit.

SPOUSE -- In the event of the death of the retiree, the spouse

should notify the Retirement Board Office immediately. Prompt notification will insure the timely receipt of benefits for eligible survivors.

The address of the Retirement Board Office is Ford-UAW Retirement Board of Administration, P.O. Box 6050, Dearborn, Mich. 48121. The board telephone number is 1-800-829-8833.



**Retiree
Chairman's
Report**
by
Jim Siuda

The next meeting of our Retiree Chapter will be Tuesday, March 7, 2017, 1:00pm sharp! At this meeting we will hold nominations for all of our Retiree Chapter Executive Board offices for the tri-annual elections. Retirees must be present at our March meeting to accept nomination. We need more retirees to get involved with the Chapter at this level. It really only takes about 2 to 3 hours once a month for 9 months out of the year to perform your Chapter duties and help out. Nominations will be held for the following offices: Chair, Vice Chair, Recording Secretary, Financial Secretary, Trustees, Guide, Sergeant-at-Arms. We will have a guest speaker from the Veterans Administration at our March meeting.

In this issue of the Transmitter is the instructions and application for our UAW Local 863 Hoffman-Combs Scholarship competition for high school seniors. The topic is: Analyze the current state of the UAW based on your, and/or your family's personal observations in the context of today's Labor Unions. Are you optimistic or pessimistic about the Union's future effectiveness? Why? Illustrate your discussion with specifics from your experiences and commentary from analysts' views of current events. Remember - the deadline for the scholarship competition entry is Friday, April 7, 2017.

The Retiree Chapter has been approved for Members to have classes at our Local Union Hall regarding how to operate cell phones, tablets, etc. More details as to dates, times and content will be available soon. Thanks to President Tim Meadors and ESSP Representative Jeremy Gordon for their relentless pursuit to get this **Transmitter page 12**

done for us.

Ohio unions dodged a bullet recently in West Chester Township, where two of their Trustees decided they wanted local Right-to-Work laws. Union members from all over Southern Ohio came out in mass (350 members!) to oppose this, and their Trustees backed off until a 6th District Court can settle this issue. I would like to thank our active member Brother Bill Stoeckel who spoke at the township meeting to oppose this issue.

Emboldened by the most recent U.S. elections, Republicans will be pushing this issue everywhere soon. It is one of their planks in the GOP platform to have national right-to-work laws. I ask all retirees and active members to be active and oppose these proposed laws as they pop up.

Thank you to all of the Ford dealerships that supported the Chapter last year. We look forward to working with you again this year and sending you many customers!



**Attention New
Retirees**

Future UAW 863 Retirees should immediately contact Shirley at Local 863 Headquarters at 563-1252 after they retire to schedule an appointment. This will enable you to join the UAW 863 Retiree Chapter, to receive important retiree mailings, and to appear in the Transmitter.

Retirees are eligible to immediately attend the next scheduled Retiree meeting after they retire.



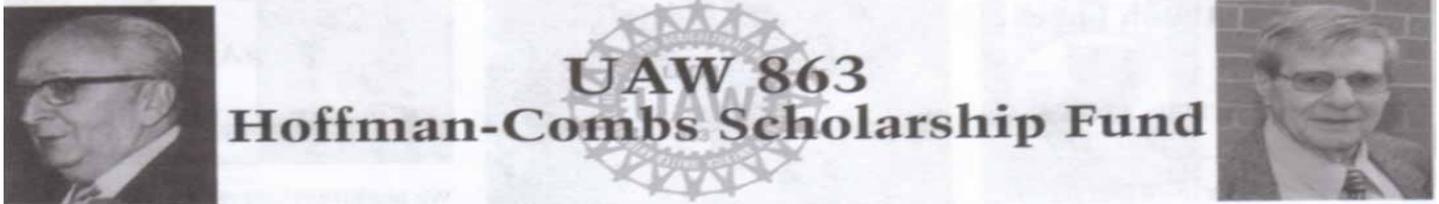
**Benefits
Report**
by
**Garrett
Gilreath**

The UAW Legal Services began taking phone calls as of January 25th 2017 at their call center: (1-800-482-7700). This is a benefit for both active and retired members. The UAW Legal Services Plan will offer an "office work" benefit, which will provide services wills, trusts, POA, deeds, credit reporting, residential leases, name changes, uncontested family matters, contracts for goods or service, and purchase or sale of uncontested issues regarding residential real property. "Office work" will include advice, document preparation, document review, factual and legal search, and correspondence.

Active members who have Blue Cross Blue Shield PPO insurance for medical can now use the Telemedicine if needed. Telemedicine is 24/7 on-line health care that can be accessed through website on computer, or app on cell phone. BCBS has teamed with a company called Amwell to offer these services. This is designed to give member access even when their personal physician is not available. This feature has a \$10.00 co-pay. Please stop by the Benefits Office or call me at 513-782-7626 for more information.



**Next
Retiree Meeting
Tuesday,
March 7th,
1pm Sharp!**



The William E. Hoffman, UAW Local 863 Retired Workers Chapter and UAW Local 863 is again sponsoring its annual scholarship program for High School Seniors who are the descendants of Local 863 Members (i.e., sons, grandsons, stepsons, daughters, stepdaughters, granddaughters, etc.).

The **Hoffman-Combs Scholarship Fund** is named in honor of former Local 863 President William E. Hoffman, and former Vice-President and former Retired Workers Chapter Chairman Kenneth Combs.

There will be three (3) scholarships awarded. The scholarship winners will be announced June 6, 2017.

First Prize: \$ (To Be Determined)

Second Prize: \$ (To Be Determined)

Third Prize: \$ (To Be Determined)

Each scholarship award will be payable directly to the college or university.

Eligible applicants may enroll in the 2017 Hoffman-Combs Scholarship Fund competition by following the steps below:

- 1) Each applicant must complete an application form.
- 2) Each applicant must obtain a letter of acceptance or receipt of enrollment to the college or university of their choice.
- 3) Each applicant must submit a copy of his/her SAT or ACT test results.
- 4) Each applicant must submit a complete copy of his/her high school academic records.
- 5) Each applicant must write an essay on the topic: ***Analyze the current state of the UAW based on your, and/or family's personal observations in the context of today's Labor Unions. Are you optimistic or pessimistic about the Union's future effectiveness? Why? Illustrate your discussion with specifics from your experiences and commentary from analysts' views of current events.***

This essay should be typewritten and a minimum of five (5) double spaced pages — excluding the title page and bibliography. Essays should not be more than nine (9) pages in length.

- 6) Essays must include a bibliography from at least five serious scholar sources/replicable sources.
- 7) Essays must speak to the topic.
- 8) Essays will be disqualified for plagiarizing. Document all quotes or ideas/opinions from outside sources following a standard documentation format such as MLA, APA, or CSE, and include a Works Cited page at the end of the essay. Cite all sources for quotations and ideas that are not your own, using footnotes or endnotes. This is not the same as a bibliography.

Each essay should display an understanding of union development and philosophy. It should be cohesive with continuity and style. The essay should be readable and grammar may be a deciding factor when all other factors are equal.

Essays will be evaluated on: (1) Theme Development, (2) Expression, (3) Documentation and (4) Usage. Information and an application form for this scholarship competition is being mailed to all Members, active and retired.

The **deadline** for essays to reach President Tim Meadors, Local 863 Union Headquarters is

4:30pm on Friday, April 7, 2017.

UAW LOCAL 863

HOFFMAN-COMBS SCHOLARSHIP FUND APPLICATION

Applicant's Name _____ Phone () _____

Street Address _____

City _____ State _____ Zip Code _____

Date of Birth _____

Applicant's Social Security # _____

Name of Parent / Grandparent who is a UAW Local 863 Member: _____

Parent / Grandparent? _____

Plant Location your Parent/Grandparent works at (circle one):

Sharonville Unit Retired-Batavia Retired-Sharonville

Parent / Grandparent's (last-4 digits) SSN # _____ or, Global ID # _____

Will you be a Spring 2017 High School Graduate? _____

Name of High School _____

High School Counselor's Name _____

What University or College do you plan to attend? _____

Address of University or College: _____

Do you have a Letter of Acceptance from the above University/College? _____

List any Scholastic honors you have attained: _____

Have you been or will you be accepted to receive other scholarships or forms of financial aid not contingent upon your repaying the financial loan? _____

This application along with: A copy of the college letter or acceptance, a copy of the SAT/ACT scores, high school academic records and labor essay must reach: President Tim Meadors at UAW Local 863 Union Headquarters; 10708 Reading Road; Cincinnati, OH 45241 no later than 4:30pm on Friday, April 7, 2017.



CAP Committee Report by

Ben Brady, Chairman

As we learned from the 2016 Presidential Election cycle, very little can be predicted with much accuracy when politics are involved. One thing we can count on, is the desire by many elected politicians at all levels of government to seek so-called Right to Work legislation that would weaken our ability as Union Workers to have a voice in the workplace and our bargaining power as one unit in solidarity.

Many of our co-workers along with union workers from around the area gather several times within the last two months to attend the West Chester town meetings where elected officials were proposing to make West Chester a Right to Work community. Because of the turnout on January 24, 2017, by 200+ union workers across the Southwest Ohio Region, West Chester chose to pull the current proposal awaiting a verdict from the Circuit Court on the ability of cities and townships, instead of States or a National ability to pass Right to Work Legislation. Unions have asked at all 15 Circuit Court Judges hear the matter in circuit court. We need to stay aware of both the Circuit Judges ruling and how the ruling will allow townships like West Chester to proceed.

Also I want to make you aware that a National Right to Work bill has been proposed in the House of Representatives. Federal H.R. 785, Steve King (R-IA-4). Should this bill make it all the way to the President's desk, President Trump has said that he would sign the bill into law. This bill overrides any ability of the National Labor Relations Board to enforce the Taft-Hartley Act of 1947 which provides for guidance and enforcement of

Labor Unions in the workforce.

This bill is currently referred to the House Committee on Education and the Workforce. If passed, it would prevent public and private unions from requiring dues to be paid, for Union Representation and require that union dues be required to pay for all union leadership and union activities even when in cooperation with employers.

This is vitally important to all of us for a few reasons. We are not just paying dues for the service of bargaining during a contract or for providing an ability to have a grievance heard, we are giving an individual voice in every aspect of our union leadership, our unions ability to negotiate with the company on our behalf, and in every aspect of our workplace, from staffing, work positions, vacation scheduling, transfers (bumping between shifts) to our Safety which takes us back home to the families we work so hard to provide for. We have less power and no guarantees with the company and in our communities, when we stop paying for the Right to have a Voice in our future. You become "At-Will" to the company with the right for them to hire and fire, "At-Will." Look at it this way, do you think the community you live in would allow you to stop paying taxes and still receive the benefits the other tax payers are providing and still let you have a voice when you're not happy that your roads, schools, police and fire service are not meeting your standards or expectations? How happy would you be paying dues for the benefit of those who decide that they want the same benefits for free while we all still do the same jobs?

We are stronger when we stand in Solidarity together. We need to be calling our community leaders, statehouses, and our Congress and tell them that Right to Work is wrong for building a stronger America. Go to: <https://www.congress.gov/contact-us> to find your Congressional Representen-

tatives and then make a voice call after leaving a written online response to them. The more they hear from us, the more they will understand that if a contract is good for them and for CEO's of companies, then workers should have the same Rights to have a Voice in our Workplace and Communities.

UAW 863 Family's



Sam Taylor (Dept. 579) with a big buck he got while hunting this past fall. Nice Job Sam!

Attention UAW 863 Members



Would you like your child's picture in the Transmitter? How about a story or picture about you?

Contact the following:

Tod Turner Jr- Safety Dept. -2nd

Rodney Parker- Dept. 576- 3rd

Darlene Oakes- Union Office - 1st

You can also submit your information to **Shirley** at the Local.

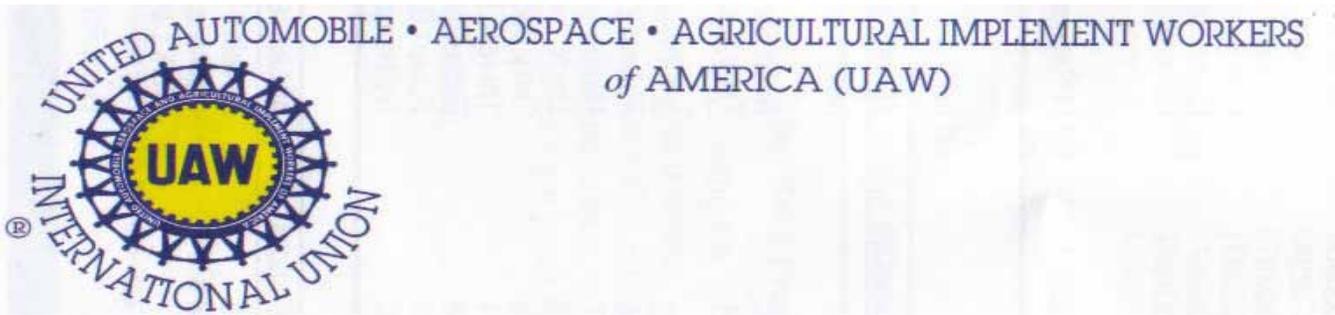
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10708 Reading Road
Cincinnati, Ohio 45241

ADDRESS SERVICE REQUESTED

*MOVED? Send this label and your
new address to Local 863.*

Name _____
Address _____
City _____
State _____ Zip _____



CALENDAR

March

- 2 Executive Board Meeting
- 5 General Membership Meeting 1pm @ UAW Local 863 Union Hall
- 7 Retiree Meeting
- 15 Deadline for Softball league fee applications @ 4:30pm
- 16 Executive Board Meeting

April

- 4 Retiree Meeting
- 6 Executive Board Meeting
- 7 Deadline for Hoffman/Combs Scholarship Essays to be turned in to UAW Local 863 Headquarters
- 14 Good Friday UAW-Ford Negotiated Holiday
- 17 Easter Monday UAW-Ford Negotiated Holiday
- 20 Executive Board Meeting
- 23 March of Dimes Walk at Sawyer Point