



Local 685 Children's Christmas Party

Dec 4, 2022

12 - 4pm

for Local 685 Members
and their Families





Editor Note

Jerry Scott Jr.

There are many sayings about time I have heard over the years. "Time heals all wounds", "time is money", "the most valuable currency a man can spend is time", "better late than never", "time waits for no one", and "lost time is never found again". "Time is the wisest counselor of all" I have heard that for years, and it is true hindsight is 20/20. There are a lot of things I've seen, heard, and learned over the years I have spent with Stellantis. Saying the word Stellantis does not roll off the tongue, but neither do a lot of the things we have been known as over the years. Honestly, I still find myself telling people I work at Chrysler when someone asks. If it seems like this note is sounding a bit final, there is a good reason for that I am retiring. When I was asked to write this, I began to think of things about my time here and I would like to share a few of them with you.

The main thought I have is that I am not special; let me explain. There are many people that retire from this company yearly and I am just one. There are also many who hire on here as well. One of the best things about working here is being a part of something bigger. You come here daily and do your small piece of the work and together as a group we produce transmissions and now engines. Our ability to produce in a safe way the number of units that our cooperation needs and at the quality level we do is something to take great pride in. None of this production could take place without every one of us. We may get lost in the minutia of life on a daily basis, but as a team we do a good job in all the plants.

Stay safe, it is the most important thing you can do at work. Over the years I have seen the work environment improve drastically. The air quality is better now than it has ever been. Do you still smell like the factory when you go home after your shift? Of course you do, but the improvements in that area have been tremendous. Believe it or not, in the not-so-distant past you could reach into a machine while it was running and adjust coolant lines. There were more injuries in the past and part of the way your union has worked for you is the increase in awareness of injuries and how to prevent them. At the end of the day, you are the biggest factor in keeping yourself safe at work. Never let your guard down when it comes to safety. That includes hearing protection.

Come to work. Life can be an uphill battle at times. Things happen in your personal life that affect your work life. I am not talking about your job over your family but making work a priority is important. When you think of collective bargaining as a team effort to get better conditions for us as the workforce coming to work whenever it is possible is important. The union faces problems in the negotiation of contracts because of bad attendance. You can argue the company inflates those numbers to their benefit. I would agree, but we also all see every day that sometimes there is a problem. You really do know the job you do better than anyone. Your good attendance is important.

Be kind to one another. If you see someone that needs help at work help, help them. We are all in this together. Work does not have to be drudgery. Kindness goes a long way to combat many of the things you see that you do not like at work. I have heard it said and have seen in action that the membership of Local 685 is very generous. Our generosity as a local is one of the things we can be proudest of.

Get along with each other. In-fighting with your union brothers and sisters tears us all down. Accept each other for what we are as individuals. Yes, we are a team, but we are all different. Our strength truly comes from our diversity. Tearing one another down gives ammunition to our common detractors.

I would like to take this opportunity to thank all of you I have worked with over the years. It has been my pleasure to work with and learn from you. As a group you have always been there for me and many others.

Solidarity Forever!

NOTICE

NEWSPAPER ARTICLES MUST BE TURNED IN BY THE 5TH OF THE EVEN NUMBERED MONTHS IN ORDER TO BE PRINTED IN THE NEXT MONTH'S NEWSPAPER. ARTICLES WILL NOT BE ACCEPTED AFTER THE DEAD-

LOCAL 685 NEWS

LOCAL 685 NEWS

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Co-Editor Jerry Scott, Jr.

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2nd shift Steward Tondaly Butcher
3rd shift Steward Ed Merriwether
ITP Unit Chair Jeremy Adkins
1st Shift Steward T.B.D.
2nd Shift Steward Tish Waggoner
3rd Shift Steward T.B.D.
KEP Unit Chair Jamie McKibben
1st Shift Steward Twanna Fitts
2nd Shift Steward T.B.D.

The President's Report

Brothers and Sisters,

2022 has almost snuck right by us! This year has been challenging but not nearly as bad as 2020 or 2021. Our plants have been running a steady schedule. Except with the 9-speed and SIEVT, but it still has more running time than all the 2020 and 2021 years combined. Kokomo Engine Plant is finally up and running all three shifts and still way behind schedule from the projected launch goal. This November and December will prove to be challenging months for KEP, with their volume increasing and expectations to produce. I know we can achieve all challenges if the resources and support are given to us to be successful.

The third quarter sales released at the beginning of October reporting the overall sales for North America were down six percent. The second quarter sales were down as well. Something that I thought was eye-

catching was that the RAM P/U sales were down 16 percent, and the Grand Cherokee sales were down nine percent for the year. That is not a good sign since those vehicles have the highest profit margins. Everyone should start saving what they can now because you never know when this market will take a swift downturn. Also,



everything increasingly difficult.

FCA US LLC Sales Summary Q3 2022

Model	Q3 Sales			CYTD Sales		
	Curr Yr	Pr Yr	Change	Curr Yr	Pr Yr	Change
Compass	20,631	23,875	-14 %	66,966	58,029	15 %
Wrangler	47,659	46,044	4 %	147,156	164,710	-11 %
Gladiator	21,511	22,674	-5 %	60,268	71,458	-16 %
Cherokee	11,495	11,592	-1 %	30,852	78,750	-61 %
Grand Cherokee	38,176	81,803	-53 %	172,545	189,727	-9 %
Renegade	6,523	10,663	-39 %	23,776	41,957	-43 %
Wagoneer	13,001	21	New	30,276	21	New
Grand Wagoneer	2,353	12	New	9,454	12	New
JEEP BRAND	161,351	196,687	-18 %	541,297	604,671	-10 %
Ram P/U	118,106	121,704	-3 %	363,089	434,772	-16 %
ProMaster Van	16,742	20,168	-17 %	42,031	49,177	-15 %
ProMaster City	4,448	2,868	55 %	10,201	11,461	-11 %
RAM BRAND	139,296	144,740	-4 %	415,321	495,410	-16 %
200	0	2	-100 %	2	5	-60 %
300	4,175	3,569	17 %	11,757	14,631	-20 %
Pacifica	17,439	11,931	46 %	75,902	59,502	28 %
CHRYSLER BRAND	21,614	15,502	39 %	87,661	74,139	18 %
Dart	3	3	0 %	4	5	-20 %
Charger	24,201	19,395	25 %	62,660	61,498	2 %
Challenger	16,412	13,994	17 %	42,094	44,142	-5 %
Viper	0	0		1	2	-50 %
Journey	31	1,062	-97 %	187	13,827	-99 %
Caravan	5	89	-94 %	26	2,956	-99 %
Durango	19,104	14,516	32 %	39,543	52,931	-25 %
DODGE BRAND	59,756	49,059	22 %	144,517	175,361	-18 %

it is good to start saving now for the 2023 contract that will expire in September 2023. These contract talks will not be easy and if the market is still down, it will make

Over the upcoming holidays please remember to take some of your free time to recharge and relax with family and friends. Remember that if you can help someone less fortunate this holiday season. Any small gesture helps and will give that person hope. Happy Thanksgiving and Merry Christmas!

In Solidarity,

Matt Jarvis



Absentee Call-in	1-800-810-2271
Aetna Medicare Advantage	1-855-406-4062
AudioNet.....	1-800-400-2619
American/Union made product info	www.unionlabel.org
Attendance Counselor KTP, Mike Woodson.....	1-765-454-1040
Attendance Counselor ITP, Tina Durham	1-765-854-4182
Attendance Counselor KEP, Jamie Nelson-Caraveo.....	1-765-513-8489
Attendance Counselor TTP, Crystal Farnham	1-765-210-2905
BC/BS of Michigan	1-800-521-0488

**BENEFIT CONNECT FOR ALL HEALTH CARE, LIFE INSURANCE
AND PENSION CHANGES..... 1-888-409-3300**

Benefits Office (KTP)	
TBD	1-765-454-1276
Benefits Office (ITP) Andy Bramel.....	1-765-854-4175
Benefits Office (TTP) Lora Boruff	1-765-557-6136
Benefits Office (KEP) Donald Beech Jr	1-765-236-4762
Bone Marrow Website	www.marrow.org
CAREMARK (formerly Pharmicare)	1-866-329-4448
Website	www.caremark.com
Chrysler Financial.....	1-800-556-8172
Chrysler Owner Relations Hotline	1-800-992-1997
Chrysler Parts Discount Program	1-855-476-6727
Davis Vision.....	1-800-999-5431
(Hot Line).....	1-800-537-2339
website:	www.davisvision.com
Delta Dental.....	1-800-292-0626
website (claims information available): www.consumertoolkit.com	

Employee Assistance Program	
KTP – Sherry Waymire	work phone: 765-454-4992
.....	cell: 765-271-5491
ITP/KEP – Helen Williams.....	work phone: 765-854-4220
.....	cell: 765-480-4375
TTP – Jami Leslie.....	work phone: 765-557-6158
.....	cell: 765-416-4358
KEP – Bonna Vore	work phone: 765-236-2695
.....	cell: 765-480-7867

Ergonomics Support	
KTP Representative, Connie Cavazos.....	1-765-454-4997
TTP Representative, Brent Hollingsworth	1-765-557-6133
ITP Representative, Jeff Lappin	1-765-854-4217
KEP Representative Mike Guinn.....	T.B.D.
Express Scripts (Retirees) Medicare/Non Medicare.....	1-866-662-0274
Financial Builders Federal Credit Union.....	1-765-455-0500
.....	1-800-858-8874
Greenslips	1-800-756-2886
website: https://www.ea.chrysler.com/employeeadvantage/login.jsp	
The Hartford (Voluntary Extended Disability Benefit - VEDB)	1-888-525-7575
KTP Committeemen and Stewards	

Garry Quirk.....	1-765-454-4931
Chet Cowan.....	1-765-454-1158
Brandon Starkey.....	1-765-454-1064
Mark Martin.....	1-765-454-1175
Ted Secrease.....	1-765-454-1496

ITP & KEP Committeemen and Stewards	
Dennis Wright	1-765-854-4149
J. D. Cowser	1-765-854-4462
Shawn Smith.....	1-765-854-4148
Scott Hardy.....	1-765-437-4717
Bruce McEntyre.....	1-765-854-4458
John Miley	1-765-854-4457
Matt Grau	1-765-854-4459
Steve Brooks	1-765-854-4451
Andy Butcher.....	1-765-854-4460
Ryan Retz.....	1-765-854-4113
Trenton Willis.....	1-317-832-3577

Tipton Transmission Plant	
Jeremiah Shipley.....	1-765-557-6141
Brandon Weaver	1-765-557-6095
Willis Harvard	1-765-557-6095
Chris Murray.....	1-765-557-6095
Scott Hanner	1-765-557-6096
John Hancock – Long Term Care (LTC)	1-800-555-1158
Legal Services	1-800-482-7700
Medicare of Indiana	1-800-633-4227
website: www.medicare.gov	
Merrill Lynch (401K)	1-800-483-7283
Specific questions regarding investment options (Chris Padgett)	1-800-937-0844
.....	1-317-706-6953
Met Life.....	1-800-638-6420
Retiree Servicing (BC/BS of Michigan).....	1-800-521-0488
Retiree's Website	http://chryslerretirees.com/
Security (for emergencies)	
KTP	1-765-454-1222
ITP and KEP.....	1-765-854-4444
TTP	1-765-557-6044
Sedgwick (S&A, EDB. and FMLA).....	1-888-322-4462
Skilled Trades Office (KTP)	1-765-454-1457
Social Security Administration	1-800-772-1213
Solidarity Community Federal Credit Union	1-800-999-5894
.....	1-765-453-4020
Standard Care Network (SCN)	1-800-810-2583
Website: 1) www.anthem.com click on Blue Access (PPO)	
2) www.bcbs.com/healthtravel/finder.html	
Tuition Assistance Program (TAP).....	1-586-427-6757
TAP Representative KTP, Nick Wunderlich	1-765-454-1265
TAP Representative ITP, Katina Beavers	1-765-854-4363
TAP Representative, TTP, Steve Larson	1-765-557-6165
UAW Local 685.....	1-765-459-3133
(Fax)	1-765-454-5464
Website:	www.local685.org
US Med – diabetic supplies (active and retiree)	1-800-787-6331
Workers Compensation	
Ombudsman Office	1-800-824-2667
website:	www.in.gov/workcomp
Workforce Development Helpline	1-800-437-9136
File a claim on line at.....	www.in.gov/dwd/

Monthly Meeting Notices!

Union Membership Meeting

Tuesday, November 15, 2022

December meeting cancelled

8:30 a.m. – 12:00 p.m. – 5:00 p.m.

UAW Local 685, 929 E Hoffer St., Kokomo, Indiana

A. Philip Randolph Com-
mittee 5:00 PM
Isaac White, Chair
November meeting cancelled-holiday
December meeting cancelled

Continental Dining
Cathy Spencer As announced by chair

By-Laws Committee
Tony Nelson, Chair
Following the membership meeting
As required for By-Law changes

Chaplains Committee 4:45 PM
Will Price, Jr., Chair
Monday, November 14, 2022
Monday, December 12, 2022

Community Service 4:30 PM
Kim Story, Chair
Monday, November 14, 2022
Monday, December 12, 2022

Education Committee 4:30 PM
Anna Sturgell, Chair
Wednesday, November 2, 2022
December meeting cancelled

Executive Board 4:30 PM
Wednesday, November 9, 2022
Wednesday, December 14, 2022

Howard County CAP 5:00 PM –
Tina Durham, Chair
November 16, 2022 (UAW Local 685)
December meeting cancelled

CAP Committee
Mandi Drake, Chair
Held during Howard County CAP mtg.
November 16, 2022 (UAW Local 685)
December meeting cancelled

Recreation Committee 4:30 PM
Kym Dieselberg, Chair
Thursday, November 3, 2022
December meeting cancelled

Stewards Council 5:00 PM
Monday, November 14, 2022
December meeting cancelled

Veterans Committee 2:00 PM
Jen Greathouse, Chair
Sunday, November 13, 2022
December meeting cancelled

Women's Committee 5:00 PM
Tammy Mohr, Chair
Tuesday, November 1, 2022
December meeting cancelled

Union Label Committee 5:00 PM, immediately following the
Anna Cook, Chair membership meeting
Tuesday, November 15, 2022
December meeting cancelled

Retirees Regular Meeting Pot Luck

Wednesday, November 9, 2022
6:00 P.M.

UAW Local 685 • 929 E Hoffer St • Kokomo, Indiana

Dinner will be Provided
Bring your spouse or a friend

UAW Local 685 Retirees Chapter

Ron Bendixon Chairman and Region 2-B Retired
..... Workers Executive Board Member
Mike Rankert Vice Chairman
Mark Hornstein Recording Secretary
Dana Wilson Treasurer
Carl Marks Sgt at Arms

“Stock It”

The retirees are asking that each person that attends the meeting donate a non-perishable food item (canned goods). These items will be collected by an area food bank (a different one each month) to help restock the food pantries all year long.

Just one item from each person, just once a month

If any of our active members would like to donate canned goods for this project, they can drop them off at the Union Hall on the 2nd Wednesday of each month when the retirees hold their meeting or they can be brought to the regular membership meeting on the 3rd Tuesday of the month.

CHAPLAINS COMMITTEE

If you need help with any spiritual needs, feel free to call a chaplain through your steward or call the Union Hall (459-3133). All the members of the committee have received a call to be of service to our members. You may request a certain chaplain, or you may simply request that one of the chaplains be available to help in your time of need. They stand ready to help meet our spiritual needs.

Local 685 Chaplains Committee:

	Dept.	Shift
Will Price, Chair	Retired	ALL
Bill Patrick	Retired	ALL
Roland Tyler	Retired	ALL
Kerry Ellison	Retired	ALL
Henry Carter	Retired	ALL
Mike Woodson	Dept. 4190	1
Lori Dame	Retired	ALL
Jeremy Hook	Dept. 7700	1
Bill Waggoner	Retired	ALL
Ronald Riebe	TTP	1
Omar Daniels	Dept. 5690	1
Larry LaVictoire	Dept. 5690	2

Local 685 Education Committee

Anna Sturgell, Chair

Our first Union 101 class was very successful due to committee members Terri Mutran, Anna Cook, and Jamie Nelson-Caraveo, these women are terrific. The participation from our members who took the class made it a wonderful learning experience. We were also privileged to have Region 2B Director Wayne Blanchard start the class. I appreciate his commitment to educating our membership. Region 2B Education Department Representative Amy Richardson provided us with valuable assistance to make the first class a success.



One of the things we discussed in the class was how our union dues are used. I think all of us are interested in this so I would like to briefly go over this. All members should be aware union dues can never be used for political campaign contributions. Federal and State Laws strictly prohibit the use of union dues for political contributions. Union dues are used for union members and about 50 percent of our union dues go to the strike and defense fund, 25 percent goes to International to help provide education and communication programs for members, and 25 percent goes to the local unions. Local unions use this 25 percent to pay our top three elected officials, president, vice president, and financial secretary. These elected members work at the union hall to be available for the membership. Their duties are to maintain the union hall and deal with all the needs of the membership. Committeemen and union stewards are paid by the factory, not from the union dues. They are in the plants to assist us daily. Safety, EAP, Benefits, Ergonomics and TAP Reps are all paid by the company and are all in the plants to assist the membership. Local committee chairs and members of the committees are volunteers and receive no financial compensation besides the paychecks earned for doing the work assigned by the company. Local dues also provide activities such as Indiana Beach outings and community assistant programs which help provide good will in our communities. I might have forgotten to mention some of our union member support individuals, if so, I do apologize to those representatives. Let me know and I'll make sure to give you a shout out. As you can see, we have a very vast assortment of support thanks to our union dues which help provide for contract negotiations.

Where Your Dues Go



- Strike & Defense
- Local Union
- Int'l Union

UAW Dues

Explained!

UAW members contribute monthly dues to support the work of their union. Members employed part-time who work at least 40 hours per calendar month are subject to the minimum monthly dues. From bargaining contracts to enforcing them through the grievance procedure, union dues provide the resources used by locals every day. Article 18 is set by delegates to UAW Constitutional Conventions. The last change to the dues structure occurred at the 37th Constitutional Convention held in June 2018.



Once the Strike and Defense Fund reaches \$850 million, the lower dues structure shall remain in effect unless the Strike and Defense Fund drops to \$600 million at which time the higher dues structure will be in effect until the Strike and Defense Fund once again reaches \$850 million.





Local 685 Women's Committee

Tammy Mohr, Chair

The 2022 Women's Conference was an amazing event. Topics ranged from Women in the Workplace, What is Harassment, How to Navigate Legal Services, and much more. The breakout sessions were intense. They challenged us to think outside of the box about corporations and wage gaps between corporate CEO'S and the average worker. As always, the women and men of the conference made the experience even better. I met some new faces and learned more about the women and men on our committee.



The Women's Committee enjoyed their conference in Defiance, Ohio. A lot of good subjects were covered to help bring back to our local membership.

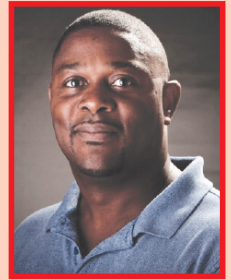


The UAW Local 685 Women's Committee served dinner and dessert to the Negotiating Strike Team for UAW Local 1166.

The Women's Committee at the Little Black Dress, Family Services Event to help prevent domestic violence.

Local 685 Civil Rights Committee

Aaron St. Clair, Chair



Hello Union Brothers and Sisters,

I pray this year has been good to you and your loved ones.

The Local Union Civil and Human Rights Committee is charged with the responsibility of assisting the Local Union Leadership in the implementation of the UAW "No Discrimination" Policy. The role of the committee is to assist, educate, and mobilize Local Union members and leaders in the elimination of all forms of discrimination in the workplace and community.

(Your Union Steward is your first contact point for assistance with these matters.)

Civil Rights Conference 2022

To help ensure the various UAW local Civil and Human Rights Committees are educated and armed with the most current training, The International UAW conducted Civil and Human Rights training at the Walter and May Reuther Family Education Center. The classes and subject matter were well thought out and expertly delivered.

Thank you, UAW Local 685, for sponsoring our committee members to attend the August 2022 training. The attendees shared notes and experience during the 685 Civil and Human Rights Committee meeting. Please enjoy a few of the shared comments and reports from our members.

Donita M. Humphries

Brothers and sisters and all union family, I would like to thank all of you for the opportunity to represent our Local 685 at the 36th annual Civil and Human Rights Conference held at Walter and May Reuther Family Training Center the end of August. This was my very first conference at Black Lake and I was like a sponge just taking it all in. It was amazing from start to finish. UAW Civil and Human Rights Department Director Lakeisha Becton opened the ceremonies and introduced our International President, Ray Curry who then went on to deliver a very motivational speech about upcoming elections and Solidarity being the focus. The rest of the week consisted of classroom learning in various areas including, Unlearning Hate, Sexual Harassment in the Workplace, and Anti-Discrimination Laws in the Workplace just to name a few. It was very educational, and we were given pamphlets to bring back to our local with information regarding these issues as well as others.

There are AFL-CIO constituency groups such as Pride at Work, APRI- A Philip Randolph Institute, APALA – Asian Pacific American Labor Alliance, CLUW- Coalition of Labor Union Women, CBTU- Coalition of Black Trade Unionists, and LCLAA- Labor Council for Latin American Advancement were all represented and information pertaining to these groups can also be obtained through your Local 685 Civil and Human Rights Committee. Finally, we finished up the week with great speakers; Yaniro Merino; National President of LCLAA. Jerame Davis; Executive Director of Pride at Work, and keynote speaker Fred Redmond; Secretary-Treasurer of the AFL-CIO. finished off with a very strong message of "Inclusion and Solidarity Forever"!

Brad Fowler

In my diversity class, I learned about code switching.

Definition: The alternating or changing languages/dialects in a conversation.

Why do people code switch?

To act or talk more like those around them. For African Americans, code switching is a performative expression that has not only helped some of us thrive in mainstream culture, but it has also helped many of us simply survive.



Aug 2022 recipients of Civil Rights Training Certificate of Completion. From L to R, (Hector Salazar, Aaron St. Clair, Donita Humphries, & Brad Fowler)



Civil Rights

I would like to thank UAW Local 685 for sending me to the Mississippi Policy Conference (CBC Institute), where the theme was 'There is no time, there is only now.' The mission is to educate today's voters and train

tomorrow's leaders to inform, inspire and ignite our communities into action on issues that affect them the most.

We were able to hear members of Congress, James Clyburn, Bobby Scott, Bonnie Watson-Coleman, Marcia Fudge, Bennie Thompson, and many more. This was truly an uplifting conference with a lot of information to use in the community.

Our classes were as follows:

- U.S. Administrative Offices Roundtable: Student Loan Debt and Mental Health
- Saving our Democracy one vote at a time
- Legislative Issues Impacting our communities

***In Solidarity,
Dana Wilson
Local 685 Retiree***



53rd Annual Local 685 Retirees Christmas Party

December 14, 2022

UAW Local 685

929 E. Hoffer St. Kokomo, IN

Social hour from 5:00 – 6:00 P.M.

Tickets are required! Ticket price is \$5.00 each.

You may bring your spouse or a friend.

Only 2 tickets per member

NO TICKETS AVAILABLE AT DOOR

**Tickets will be sold
at the Retirees Meeting on
Wednesday, November 9, 2022
at UAW Local 685.**

**Tickets will also be sold at Local 685 on
the following dates:**

Tuesday, November 15, 9:00 AM – 12:00 PM

Tuesday, November 22, 9:00 AM – 12:00 PM

Tuesday, November 29, 9:00 AM – 12:00 PM

Tuesday, December 6, 9:00 AM – 12:00 PM

**No tickets will be sold
before or after these dates.**

**If it is more convenient,
you may obtain tickets by sending
a self-addressed stamped envelope
and your payment to:**

**Retirees Chapter Christmas Party
UAW Local 685
929 E. Hoffer St.
Kokomo, IN 46902**

**Make checks payable to "Local 685 Retiree Tickets".
Orders for tickets must be received by
November 29, 2021.**

**Please bring canned goods to donate
to the Salvation Army.**

**UAW Local 685 Retirees Chapter
Ron Bendixon, Chairman
Mike Rankert, Vice Chairman
Mark Hornstein, Recording Secretary
Dana Wilson, Treasurer**

Local 685 Veterans Committee

Jen Greathouse, Chair



Happy fall to all our members. Your Veteran's Committee has been working hard on the annual golf outing and we will have pictures and details from that event in the next newsletter. In September we had a booth for the Veterans Reunion, located at the Howard County Vietnam Veterans grounds. We raised \$3,200 to be distributed to DAV Chapter 28, Mental Health America of Central Indiana, and Howard County Vietnam Veterans Organization. Thank you everyone who came out and purchased a ticket. Our next event is November 13, 2022, it is the Veterans Memorial Road Trip. This event is open to all members and their families. See the flyer posted in this newsletter. This is a great way to see some amazing memorials and educate your children on veterans.



Six members of the committee were able to go to Walter and May Reuther Family Educational Center in the month of August for the Annual UAW Veterans Conference. We had not been together since before COVID, and it was great to see all our brothers and sisters from across the country. We received education on Veterans issues and benefits. We also heard from some amazing guest speakers on topics such as PTSD, Veteran Suicide and Burn Pits. We celebrated the passage of legislation to now allow the VA to help treat Veterans who have illness due to Burn Pit exposure. This conference was very educational, and we thank the membership for the opportunity to enjoy the education center.



All members are welcome to join our committee, you do not have to be a veteran. We meet the second Sunday of the month at the UAW Local 685 Union Hall at 2:00.



**2022 UAW NATIONAL VETERANS CONFERENCE
REGION 2B**





PHOTO CREDIT JOHN BOLINGER



Howard County CAP

Tina Durham, Chair, Mandi Drake, Vice-Chair

Hello! To our UAW Brothers and Sisters from your UAW Howard County CAP!

WOW, it has been an amazing election season this year. We have six UAW Members that have stepped into the political arena this 2022 election cycle. Mandi and I love supporting our very own UAW Members in and around Howard County, it's a thrill.

Make sure YOU Vote! A Voting Center will open October 29, 2022, here at Local 685 in the Basketball Court Arena.

Here are your UAW-CAP Endorsed Candidates for 2022 Election Season...with gratitude we are happy to list:

- **Norris (Norsy) O'Bannon** – Path to Power Member and UAW CAP Endorsed-Kokomo School Board
- **Warren Holloman Sr.** – Path to Power Member and UAW CAP Endorsed-Kokomo School Board
- **Issac White** – Path to Power Member and UAW CAP Endorsed-Kokomo School Board
- **Gary Rhinebarger** – UAW Endorsed-Howard County Council District 1
- **Lisa Washington** -UAW Endorsed-Howard County Commissioner District 1
- **Donnie Haworth** – UAW Endorsed-Howard County Council District 3
- **Steve Stackhouse** – Path to Power Member and UAW Endorsed-Taylor Township Board
- **Keith Olmstead** – Path to Power Member and UAW Endorsed-Monroe Township Board
- **John Cole** – UAW Endorsed-Cass County District 3
- **Michelle Owens** – UAW Endorsed-Tipton County Cicero Township Board
- **Matthew Tebbe** – UAW Endorsed-Tipton County Sheriff

UAW members let's get our UAW CAP Endorsed Candidates Elected, who better to serve you and the community than one of our own. After we clock out, we are still the UAW and we should have a voice in the schools, city, county and in the State of Indiana. Follow us on Facebook: UAW Howard County CAP. Be part of the change **YOU** want to see in the community, be part of CAP. If you want to be part of the CAP Committee, please reach out to us anytime: Tina Durham 765-453-0074 or Mandi Drake 765-419-0334

This is OUR Time UAW, let's take UAW out into the Community, we are more than Transmission Builders, we are more than factory workers, we are the community, and we should be representing our UAW brothers and sisters outside these factory walls.

Howard County CAP meets every fourth Wednesday of the Month, except in November we meet on the third Wednesday of the month and December will be canceled for the Holidays.

Love and Friends UAW,

In Solidarity for a better brighter tomorrow!



Local 685 Community Service Committee

Kim Story, Chair

Community Service Committee has sponsored three food trucks in July, August and September. Each one has been a blessing to so many people in Howard County. By doing this we are able feed over one thousand families, and countless numbers of individuals such as senior citizens, adults, children, and retired military.

I'd like to thank UAW Local 685 Executive Board, Community Service Committee, Retirees, UAW Local 1166 members, Howard County Trustee's Office, and the people of the committee that volunteered their time to help make this a SUCCESS. Hopefully we'll be back next year bigger and better.

UAW Local 685 Community Service and Women's Committee's attended the Little Black Dress Event on September 23rd, a fundraiser for FSA Family Service Associations (Women's Shelter). It was a very successful event the men dressed like women and danced around to get donations. At the end they crowned one of the men, Ms. Little Black Dress. This award went to the man who that collected the most money. \$40,000 was raised at this event.

In Solidarity!



The officers of the Retirees Chapter of
UAW Local 685 wish everyone a joyful holiday season
and peace in the New Year!

**Ron Bendixon, Mike Rankert, Mark Hornstein,
Dana Wilson and Carl Marks**



Indiana
Boardwalk



ana
ach
K RESORT



The Skilled Trades Unit would like to wish everyone a Happy Thanksgiving, Merry Christmas, and a Happy New Year. Be thankful for your many blessings, be kind to those with less, and always be safe.

**UAW Local 685
Skilled Trades Unit**



Local 685 Steward ITP

Andy Butcher

I would like to start by apologizing for not having my article submitted in time for the September-October newsletter National CAP section. I want to thank everyone for voting and giving me the opportunity to serve our UAW Local 685 as an elected delegate. This was my first time as a delegate and an honor to be your representative for the 38th Constitutional Convention held in Detroit. I was proud to be part of an amazing group that stood our ground to make some very good changes to our new Constitution. Many of these changes made for a heated debates and we were strongly against what the International Executive Board wanted. This delegation stood strong and united.

Shortly after returning I had another great opportunity and I was able to attend the Region 2B Union Involvement Conference. This was the first time these advanced classes have been put on. Some of these classes were on building our Union and what we need to do to continue to strengthen each other through Solidarity. We also had classes on understanding bargaining and strikes which gave us a lot of insight on what to expect next year, especially with the electric vehicle programs.

Preparation, realistic analysis, and member participation mean everything in winning contract gains, whether a strike is involved or not. We win with Solidarity in the ranks. We must get stronger as a group because **WE are the UNION**. Thanks again for supporting me and allowing me the chance to attend these very informative events.

Local 685 Union Label Committee

Anna Cook, Chair



Right now, the Union Label is focusing on encouraging our members to get involved, be active, and stay informed. One of the best ways to do that is to come to your monthly membership meeting. Currently, they are on the third Tuesday of every month. They are held at the UAW 685 hall on Hoffer Street in Kokomo. We have three times set up 8:30am, noon, and 5:00pm. We are asking that you try to make at least one.

Union meetings are a chance for us, the rank and file, to voice concerns, ask questions, and stay up to date on what is happening in our Local. I know sometimes it can be hard to give up our personal time to go sit in a boring meeting. So, Union Label will be doing our part to make the meetings a little more rewarding by giving away free red t-shirts that you can wear on **Red Shirt Wednesday**. Who doesn't love free stuff? All you need to do is attend the meeting.

Steward News

Trenton Willis, KEP 2nd Shift Steward



Sisters and brothers, I hope everyone, and their families are doing well. I wanted to take the time to write about the life of a union steward and what it takes to be one. When I ran for union steward, I wanted the members to know who I was and what I stood for. I explained to everyone when campaigning that if I got elected, I would go straight by the book. Being honest and truthful will go a long way and I never had it in my mind that I would lie to our members just so they would be happy with an answer they wanted to hear. Then when I got elected, I knew that I took on a job with the responsibility to represent the entire plant on my shift and do what I said I was going to do. It is my job to read, dissect, understand, and comprehend our local and national agreements the best way that I can, and along the way educating myself and the members in understanding our constitution and bylaws as well.

Becoming a union steward for the UAW is one of the things I've always wanted to do. To be a union steward, you must have tough skin when things that don't go your way or maybe a union member that doesn't agree with what's contractual in the book. You must hear their opinion about their situations and take the good with the bad. It can be overwhelming at times but if you are representing the members in an honest, truthful, and respectful way, then they will gain your trust and respect for telling the truth and educating them on certain things that they were unaware of. Going straight by the book and making sure that management won't violate our union members contractually is one of the things I spend the most time on. We all must do things the right way and by the book. Management included. The book says these are agreements between FCA US LLC (Stellantis) and the UAW.

As union members, we have the responsibility to advocate and demand respect when we are on the job. We must have each other's back, stick up for each other, and educate each other so we can have a steady strong union. Holding management accountable is one of the main things we must do as a union. It's not just up to the elected or appointed officials, it's up to our membership as well. We are a team. All for one and one for all.

Local 685 Bylaws: page 9, Article IV (4)

POWERS OF ADMINISTRATION

Section 1: The membership is the highest authority of the Local Union and shall be empowered to take and/or direct any action not inconsistent with the Constitution or Bylaws.

If you haven't already, I encourage everyone to get the bylaws book and finish Article IV because reading is fundamental.

Back in September, I had the privilege to go to Black Lake to our Region 2B Union Involvement Conference at the Walter and May Reuther UAW Family Education Center. This regional conference was educational and the goal of this conference was to encourage the education and involvement of all UAW members regardless of their respective roles within our union. Some of the classes that were taught were: It Starts with Me, Collective Bargaining, and Grievance Handling. All these classes were very enlightening, but the It Starts with Me class hit home. They talked about how members will say "The union this and the union that" like they are not a part of the same union that we all are in. When members say, "The union does this and that", they are also talking about themselves. We are all players in the union. There will be things that we don't like or want to hear but if it's contractual and true, then we have no choice but to respect that and keep it moving. We can agree to disagree, but the contract is our bible and that's the law we must go by.

Another thing they talked about was RED SHIRT WEDNESDAY. This is something that all UAW members should participate in. It shows a sign of solidarity without saying one word. When management sees a bunch of red shirts, it lets them know that we are united, we communicate, and we stand strong together. Every Wednesday we should wear a red shirt and educate our members on what RED SHIRT WEDNESDAY means. I would love to see all the local unions in Kokomo continue to keep this trend alive and well.

"There's a direct relationship between the ballot box and the bread box and what the union fights for and wins at the bargaining table can be taken away in the legislative halls." – Walter Reuther

Happy

RETIRING MEMBERS

The officers, committeemen, stewards, and the membership of UAW Local 685 wish you the best of luck and many happy years in retirement.

There is a website that may contain information of

interest to you. Check out www.chryslerretirees.com.

As a retired member of the Local Union, you are automatically a member of our Retirees Chapter. Their regular meetings are held the second Wednesday of



Brian Blunt
Dept. 3260
Corp. Date 12-22-92



David Clem
Dept. 7600
Corp. Date 10-29-77



Alfonso Cobb
Dept. 7100
Corp. Date 7-05-89



Kimberly Cone
Dept. 7700
Corp. Date 12-22-92



Larry Hattabaugh Jr.
Dept. 8100
Corp. Date 5-16-88



Jerry Norris
Cutter Grinder
Corp. Date 12-08-92



Cindy "Lulu" Tomes
Dept. 3200
Corp. Date 6-25-12



Linda Wheat
Dept. 4272
Corp. Date 5-02-88



Beverly Wissehr
Dept. 4190
Corp. Date 1-20-96

In Memory

Almighty God, in His infinite wisdom, has called to His eternal reward the following members of UAW Local 685:

Brian Davison
Active - Dept. 7700

John Redding
Retiree - Dept. 4310

Alven Prough Jr.
Retiree - Dept. 8300

Daniel "Carp" Carpenter
Retiree - Dept. 4200

Ray Oaks
Retiree - Dept. 8300

Raymond Sebree
Retiree - Dept. 4250

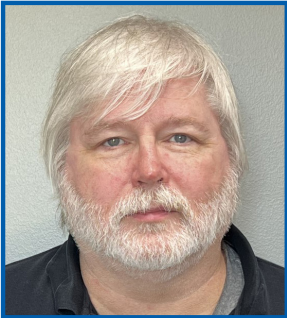
Redney Vanbushkirk
Active - Dept. 3820

Retirement

OF UAW LOCAL 685

each month at the Local Union Hall. The meeting starts at 6:00 P.M. and includes a potluck dinner. We urge you and your spouse to attend. You will enjoy renewing acquaintances with old friends and fellow workers and

forming new friendships. You will benefit from joining with them in support of programs designed to advance the interests of retired members and their families.



James Head
Electrician
Corp. Date 9-28-98



Robert Koebel
Dept. 4190
Corp. Date 1-09-84



Barbara Lewis
Dept. 3260
Corp. Date 3-11-96



Robert Manchester
Dept. 3200
Corp. Date 10-13-92



Tammy Mohr
Dept. 3260
Corp. Date 5-31-93

Ahnert Jr., Leonard
(NO PICTURE)
Gas & Electric Jitney
Corp. Date 1-30-00

Barnes, Joe
(NO PICTURE)
Dept. 7100
Corp. Date 5-24-93

William Clayborn III
(NO PICTURE)
Machine Repair
Corp. Date 2-21-94

Sheila Killian
(NO PICTURE)
Dept. 7100
Corp. Date 5-02-88

Lance Scott
(NO PICTURE)
Toolmaker
Corp. Date 6-04-88

Balsbaugh, Kevin
(NO PICTURE)
Dept. 7700
Corp. Date 11-26-97

Robin Boone
(NO PICTURE)
Dept. 9500
Corp. Date 5-16-94

Jill Howe
(NO PICTURE)
Dept. 4190
Corp. Date 7-03-95

Timothy Laduct
(NO PICTURE)
Dept. 6100
Corp. Date 5-23-94

Beth Weatherspoon
(NO PICTURE)
Dept. 9400
Corp. Date 11-10-92

Thank You Cards

From the families of:

John Loman, Mary Lou Shepard, Jerry C Wilson, Devin Phillip Marsh, Leota McBride Barker, James Nutter, Sue Vawter, Janet Coleman, Larry D Hyden, Mildred Dockemeyer, Linda Lee Wray, Phyllis Metcalf, Ray Oaks, Stephen Wunder, and Philip Rigsee.

UAW Local 685
929 East Hoffer Street
Kokomo, Indiana 46902-5797



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-NOTICE- Skilled Trades

Do you have ideas or complaints?
Then attend your next Skilled Trades meeting! To be
held at UAW Local 685 Union Hall.

Thursday, November 10, 2022
December meeting cancelled
8:30 AM – 1:30 PM – 4:30 PM

Any Skilled Trades Journeyman wishing to apply
for a UAW Journeyman Card and who can either
prove eight years' experience in that trade or is a
graduate apprentice of that trade should contact
their committeeman, Chet Cowan, KTP, 454-1158,
Dennis Wright, ITP & KEP at 854-4149 or Scott Hanner,
TTP, 557-6096.

UAW Local 685

Information and Referral Assistance Program

*We can help you access
many social service programs
through local agencies and
private resources.*

**Contact Kim Story
Community Services**

**UAW Local 685
929 E. Hoffer St
Kokomo, IN 46902**

Phone 765-459-3133