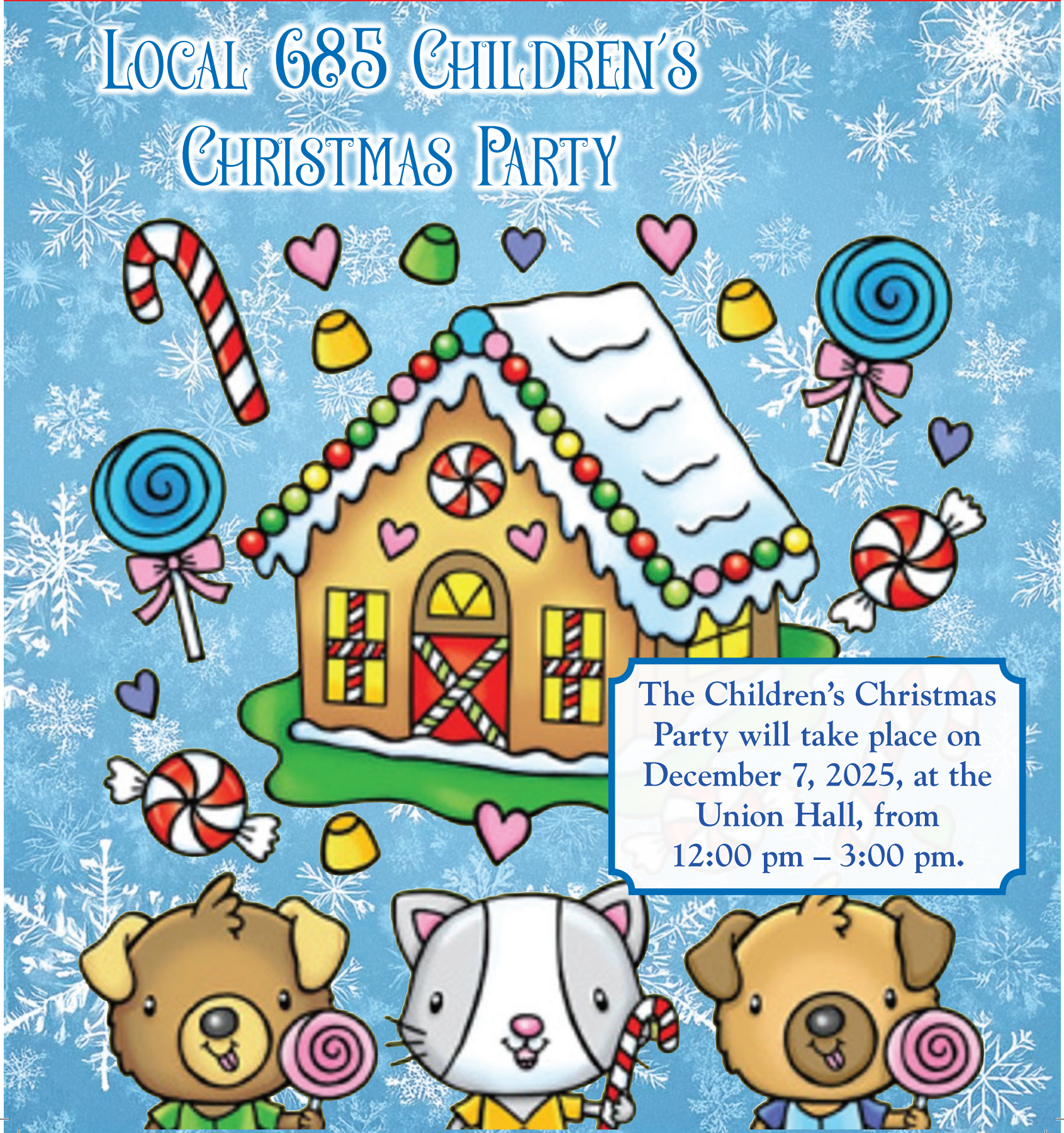


LOCAL 685 CHILDREN'S CHRISTMAS PARTY



The Children's Christmas
Party will take place on
December 7, 2025, at the
Union Hall, from
12:00 pm – 3:00 pm.



Editor Note

Andy Keogh

In every issue of our UAW publication whether it's a newsletter, a bulletin, or a digital update there is a lot of work that happens behind the scenes before a single word reaches your hands. One of the most important parts of that process is editing.

Editing is not just about fixing typos or checking grammar. It's about clarity, accuracy, and respect for the reader and for the message. When we take the time to edit carefully, we ensure that every story, every update, and every voice is presented in the strongest, clearest way possible. That matters, especially in a union like ours, where communication is key to solidarity.

Our members deserve to read content that is thoughtful, well-organized, and easy to understand. Whether we are reporting on contract wins, highlighting member achievements, or sharing news from committees, editing helps us deliver those messages with impact. It is how we make sure the facts are right, the tone is respectful, and the message is aligned with our core values and union members.

Editing also helps us honor the voices of our members. When a member shares their story about a strike, a life changing event, or a personal victory we want to make sure their words are treated with care. Good editing does not change the heart of the message; it strengthens it. It helps the writer shine and ensures the reader connects.

In a world full of noise and misinformation, clear and honest communication is more important than ever. That's why we take editing seriously. It's not about perfection it is all about purpose. It's about making sure our union's voice is strong, united, and heard.

Thank you for reading, for sharing, and for being part of this ongoing conversation. Your stories matter. Your voice matters. And we are committed to making sure every word we publish reflects the strength and unity of the UAW.

Solidarity Forever!

LOCAL 685 NEWS

Editor..... John A. Keogh
Co-Editor..... T.B.D.

EXECUTIVE BOARD

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KEP Skilled Trades Committeeman Aaron St. Clair
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REPRESENTATIVES

Health & Safety Representative 1st Shift at KTP Dan Keirns
2nd Shift at KTP Josh Perin
3rd Shift at KTP T.B.D.
1st Shift at ITP Rob Seals
2nd Shift at ITP T.B.D.
1st Shift at KEP Lloyd Kerns
Skilled Trades Unit Chair..... Paul Soultz
International Representative UAW Region 2-B..... Mark Epley
UAW Chrysler Dept. International Rep John Stanfill

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Chairperson Cathy Spencer
Vice Chairperson..... Regina Ashby
Recording Secretary Sammi Cooper
1st Shift Bargaining Representative..... Rachel Kidwell
2nd Shift Bargaining Representative T.B.D.
3rd Shift Bargaining Representative..... T.B.D.

UAW LOCAL 685 AMALGAMATED UNIT #3 (STAYWELL)

Chairperson T.B.D.

UAW LOCAL 685 AMALGAMATED UNIT #4 (DFM)

KTP Unit Chair Ron Smith
1st shift Steward Aaron Benson
2nd shift Steward..... Tondaly Butcher
3rd shift Steward..... John Alsup Jr.
ITP Unit Chair..... Jeremy Adkins
1st Shift Steward Dan Havens
2nd Shift Steward John Frinkle
3rd Shift Steward Leslie Bashore
KEP Unit Chair..... Jamie McKibben
1st Shift Steward Twanna Fitts
2nd Shift Steward
3rd Shift Steward Christopher Barbour

SPECIAL DEADLINE NOTICE

IN ORDER TO GET THE JANUARY/FEBRUARY ISSUE OF THE 685 NEWS OUT BY THE FIRST OF THE YEAR, WE HAVE TO MOVE THE DEADLINE DATE UP TO NOVEMBER 10th. ARTICLES WILL NOT BE ACCEPTED AFTER THE DEADLINE.

EDITOR



The President's Report

As we approach the Thanksgiving and Christmas holidays, I want to take a moment to speak not just as your UAW President, but as a fellow worker, a parent, a friend, and a member of this great union family. The holiday season is a time to pause, reflect, and reconnect, with our loved ones, with our values, and with the things that matter most. In the hustle of bargaining tables, plant floors, and long shifts, it is easy to lose sight of the simple joys: a shared meal, a child's laughter, a quiet moment with someone you love. These are the moments that ground us. These are the moments that remind us why we fight so hard for fair wages, safe workplaces, and time off to be with our families

Thanksgiving is a time to express gratitude. I am deeply thankful for the strength, resilience, and solidarity of our members at Local 685. Whether we are building vehicles, assembling parts, working in education, or organizing in your community, your dedication is the backbone of this union. You make the UAW what it is. I am grateful for the families who support us, who understand the long hours, the sacrifices, and the pride that comes with being union strong.

Christmas is also a season of giving and reflection. It is a time to look out for one another, to lend a hand to a neighbor, and to remember that solidarity doesn't stop at the workplace door. It lives in how we treat each other, how we support our communities, and how we raise the next generation to believe in fairness, dignity, and justice.

Family time is not a luxury, it's a right. That's why we continue to fight for strong contracts that protect holiday time, paid leave, and work-life balance. Because no one should have to choose between putting food on the table and being there for their child's first Christmas. No one should miss Thanksgiving dinner because they couldn't get time off. These are not just labor issues; they are human issues.

As we gather around our tables this season, let's remember those who are struggling, those who are working through the holidays, and those who are no longer with us. Let's honor them by continuing the work of building a more just and compassionate world.

From my family to yours, I wish you a safe, joyful, and restful holiday season. May your homes be filled with warmth, your hearts with peace, and your spirits with hope. And may we enter the new year united, energized, and ready to keep moving forward together.

Solidarity, Solidarity, Solidarity



IMPORTANT TELEPHONE NUMBERS

Absentee Call-in.....	1-800-810-2271
AudioNet (Hearing Provider Active).....	586-782-6435
American/Union made product info.....	www.unionlabel.org
Attendance Counselor KTP, Brian Hecht.....	1-765-454-1673
Attendance Counselor ITP, Tina Durham.....	1-765-854-4182
Attendance Counselor KEP, Jamie Nelson-Caraveo.....	1-765-236-2242
Blue Cross Mental Health and Substance Abuse (Active).....	800-367-6389
BC/BS of Michigan.....	1-800-521-0488

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

Benefits Office (KTP)	
Vicki Smock.....	1-765-454-1141
Marla Fairley.....	1-765-454-1276
Benefits Office (ITP) Andy Bramel.....	1-765-854-4175
Benefits Office (KEP) Donald Beech Jr.....	1-765-236-4762
Blue Cross Enhanced Care Program (ECP Retirees B/C Non-Medicare).....	866-507-2850
Blue Cross Medicare Advantage.....	888-322-5616
CAREMARK.....	1-866-329-4448
Website.....	www.caremark.com
Chrysler Owner Relations Hotline.....	1-800-992-1997
Chrysler Parts Discount Program.....	1-855-476-6727
Davis Vision (Retirees).....	1-800-999-5431
VSP (Active Employees).....	1-800-877-7195
website:.....	vsp.com
Delta Dental.....	1-800-292-0626
website (claims information available):.....	www.consumertoolkit.com

Employee Assistance Program

KTP – Barrett Riggs..... Work phone: 765-454-4992
Cell: 765-431-4922

ITP– Helen Williams..... Work phone: 765-854-4220
Cell: 765-480-4375

KEP – Bonna Vore..... Work phone: 765-236-2695
Cell: 765-480-7867

Ergonomics Support	
KTP Representative, Aaron Hochstedler.....	1-765-454-1573
ITP Representative, Jeff Lappin.....	1-765-854-4217
KEP Representative, Mike Guinn.....	1-765-438-7342
FCA Family Health and Wellness Center (Active Employees only).....	765-236-8380
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	
KTP Committeemen and Stewards	
Dave Johnson.....	1-765-454-1026
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	
Andrew Keating.....	1-765-854-4149
Andy Butcher.....	1-765-635-1203

Willis Harvard.....	1-765-854-4462
John Goad.....	1-574-702-0881
Jeremiah Shipley.....	1-317-775-2237
Bruce McEntyre.....	1-765-854-4458
Eric Stanley.....	1-765-854-4457
Josette Sanchez.....	1-765-854-4113
Jody Yeagley.....	1-765-854-4450
Chad Walker.....	1-765-854-4451
Trish Roberts.....	1-765-854-4460
Aaron St. Clair.....	1-765-236-4781
Micah Hiles.....	1-765-236-4752
Clarence Gaston.....	1-419-905-6719
Adam Welsh.....	1-765-480-2935
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
Optum RX (Retirees).....	855-409-0219
Retiree Health Care Connect.....	866-637-7555
Retiree Servicing (BC/BS of Michigan).....	1-800-521-0488
Retiree's Website.....	http://fcaretirees.com
Security (for emergencies)	
KTP.....	1-765-454-1222
ITP and KEP.....	1-765-854-4444
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.bcbsm.com	
2) www.bcbs.com/healthtravel/finder.html	
Theramatrix.....	888-638-8786
(Outpatient Physical Therapy phone number to find Provider for Active Employees)	
Tru Hearing (Hearing Aid Provider Retirees).....	844-394-5420
Tuition Assistance Program (TAP).....	1-586-427-6757
TAP Representative KTP, Nick Wunderlich.....	1-765-454-1265
TAP Representative ITP, Katina Thomas.....	1-765-854-4363
TAP Representative, KEP, Rhonda Johnson.....	1-765-236-2280
UAW Local 685.....	1-765-459-3133
(Fax).....	1-765-454-5464
Website:.....	www.local685.org
United Health Care Medicare Advantage.....	844-320-5021
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 18, 2025

December Meeting Cancelled

8:30 a.m., 1:30 p.m. & 5:00 p.m.

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

A. Philip Randolph Committee Isaac White, Chair	4:30 PM November Meeting Cancelled December Meeting Cancelled
AFV, Unit 1 Cathy Spencer, Chair	As announced by chair
By-Laws Committee Tony Nelson, Chair	TBD
Chaplains Committee Will Price, Jr., Chair	4:45 PM Monday, November 10, 2025 December Meeting Cancelled
Community Service Kim Story, Chair	4:30 PM November Meeting Cancelled December Meeting Cancelled
Education Committee Anna Sturgell, Chair	1:00 PM Sunday, November 9, 2025
Executive Board	4:30 PM Wednesday, November 12, 2025 Wednesday, December 10, 2025
Howard County CAP Tina Durham, Chair	5:00 PM @ 1201 W Alto Rd November Meeting Cancelled December Meeting Cancelled
685 CAP Committee Nancy Butcher, Chair	1:00 PM November Meeting Cancelled December Meeting Cancelled
Organizing Committee Ryan Retz, Chair	Sunday, November 9, 2025 @ 4:00 PM Monday, November 10, 2025 @ 5:00 PM December Meeting Cancelled
Recreation Committee Kym Dieselberg, Chair	Following membership meeting Tuesday, November 18, 2025 December Meeting Cancelled
Stewards Council	5:00 PM Monday, November 17, 2025 December Meeting Cancelled
Veterans Committee Jen Greathouse, Chair	2:00 PM Sunday, November 9, 2025 Sunday, December 14, 2025
Women's Committee Tammy Mohr, Chair	5:00 PM Tuesday, November 4, 2025 December Meeting Cancelled
Union Label Committee Anna Cook, Chair	Following membership meeting Tuesday, November 18, 2025 December Meeting Cancelled

Retirees Meeting for November and December**Thanksgiving Dinner****Wednesday, November 12, 2025****Christmas Dinner**
(admission by ticket only)**Wednesday, December 10, 2025**
6:00 P.M.**UAW Local 685****929 E Hoffer St • Kokomo, Indiana***Please Bring a Covered Dish*
*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

“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.

Our website now has a new look. Check it out at:**<http://local685retirees.org>****CHECK OUT THE**
UAW LOCAL 685 WEBSITE**<http://Local685.org>****Check out the UAW Local 685 Facebook Page**



Local 685 Community Service Committee

Kimberly Story, Chair

At our union meeting, September 20th, Community Service Committee partnered with Minority Health Alliance giving our members free assessments of A1c, blood pressure, cholesterol and glucose. Several members took advantage of the free service. I'd like to thank Director Lisa Washington, RN and her co-worker Lisa H. for conducting Health assessments for our members.



September 20th, the doors opened for The Prostate Cancer Awareness Boys to Men Fundraiser Fashion show. The models all looked very nice in their sportswear, casual wear dressy and formal attire. The models ranged in age from 2 to 70 and everyone did their thing. Darrell Hicks and Scotty Barbary are our two prostate cancer survivors. I would like to thank all the boys and men that strutted their stuff very good job, DJ Clinton Walton and Mistress of ceremony Sharon Reed. We were able to raise \$2,600 that we will donate to the two local hospitals. Last but not least, the community service committee members that helped to make this event successful, I appreciate you all for always being there.

Thanks, Kimberly Story



Carl Malone



Charles Story



Darrell Hicks



DJ Clinton Walton



LaMont Grace and Jaydeon Harris



Jeremiah Shipley



Dr. Lance Washington



KaRon Waites



Mistress of Ceremony Sharon Reed



Pastor Jack Woodard



Scott Barbary Jr.



Trenton Willis



Undray Wilson and son Kai



Warren Holloman

Scotty Barbary and
grandson TJ Sanders

Twins Dez and Damani Gaines

PHOTO CREDITS JOHN WILLIAM

Local 685 Employee Assistance Program

Bonna Vore, KEP Representative



This month's topic: Integrity

Noun: the quality of being honest and having strong moral principles; moral uprightness

A person who has integrity will always do what is right, regardless of who is watching or what they have to gain or lose. It is very important to operate from a place of integrity in the workplace. Showing integrity is also associated with being accountable and reliable. Make decisions that are respectful, responsible, trustworthy, and considerate. If you make a mistake, own up to your actions, and do what it takes to fix it. Never throw others under the bus by sabotaging a person or project. Strive to be consistent with all your work and interactions. Make sure you have realistic expectations for yourself and your team. When everyone knows their role and does it right, everyone wins.

DISCLAIMER: The information provided in this article is not intended to diagnose or treat any mental health conditions. For proper diagnosis and treatment, see your EAP Rep or doctor for a referral to a mental health professional.



Local 685 Recreation and Conservation Committee

Tina Emmons, Co-Chair

Hello UAW Family,

The Recreation and Conservation Committee would like to extend a heartfelt thank you to all our brothers, sisters, and their families who came out to support our recent events.

Whether it was soaking up the sun at Kokomo Beach or joining us for our very first movie day, your presence helped make both occasions a huge success. It was truly wonderful to see our union family come together, sharing laughter, building memories, and strengthening the solidarity that makes Local 685 so special.

Our Kokomo Beach events provided the perfect opportunity to relax, unwind, and enjoy an evening together. Families had the chance to connect outside of work, kids splashed and played, and friendships were strengthened in a way that only happens when we gather as a community. Likewise, our very first movie day gave members and their families the chance to enjoy a few hours together, complete with popcorn, smiles, and a reminder that solidarity can be built not only on the shop floor, but also through shared experiences with one another. We are excited to continue the tradition of movie days, and we are currently planning for another family friendly showing in December.

We had hoped to hold our semi-annual Adopt-a-Highway event in September, but the weather had other plans and unfortunately rained us out. However, our committee is already looking forward to rescheduling this important community service project. The date for our next clean-up has been set for April 19, 2026, and we are calling on as many members as possible to join us. It's a simple way to show pride in our community, work side by side with our brothers and sisters, and leave a positive mark on the place we call home.

Looking ahead, we are thrilled to announce an exciting new event: our very first Trunk or Treat, hosted in collaboration with all UAW Local 685 Standing Committees. The event will be held on November 2, 2025, from 1:00 to 6:00, at the Union Hall, and promises to be a spooktacular afternoon of fun for all ages. Families can enjoy trunk or treat, shopping from the many vendors who will have booths set up, and tasting delicious food from the food trucks that will be on site. This event will not only bring joy to our community but will also serve as a fundraiser to continue supporting our members and their families. We can't wait to see the creativity of decorated trunks, the excitement of the kids, and the sense of unity that comes when our committees work together.

Let us not forget that the holidays are quickly approaching. The Children's Christmas Party will take place on December 7, 2025, at the Union Hall. This is always a highlight of the year as families gather to celebrate the season, children enjoy festive activities, and of course, Santa Claus himself.

As a committee, our mission is to provide opportunities for fellowship, fun, and solidarity both within our membership and out in the community. We believe that events like these bring us closer together, not just as co-workers, but as friends, neighbors, and family. Thank you again for your continued support. We look forward to seeing you at our upcoming events, and remember, we encourage anyone who wants to be involved to join our committee. We meet on the 3rd Sunday of the month at 2 pm in the main hall. We would love to see you there!

In Solidarity!

Howard County CAP Council

Tina Durham, Chair



As a proud union member, I have seen firsthand the difference between someone who holds a title and someone who truly leads. It is easy to confuse leadership with being elected, but they are not the same. One is granted by votes; the other is earned through action, trust, and integrity.

Being elected is a formal process. It means someone won a vote, got the most support on paper, and now holds a position, such as a steward, local union president, city council member or even mayor. But leadership? Leadership is something deeper. It's not about the title on your office door or how many people voted for you. It's about how YOU show up every day for your fellow members and neighbors in your community.

I have worked alongside people who were never elected to anything, but they were leaders in every sense of the word. They were the ones who stood up when management pushed too hard or they spoke out at city council meetings. They were the ones who stayed late to help a coworker file a grievance, explain the contract to a new hire, or sat with scared upset neighbors in their community to explain to them that they have power when they come together to make the City listen to their concerns. They did not need a title to lead, they led because they cared, because they listened, and because they acted.

On the flip side, I have also seen people get elected and then disappear. They show up for the photo ops, but not for the hard conversations. They talk a good game during campaign season, but when it's time to fight for better conditions or stand up to unfair treatment, they are nowhere to be found. That is not leadership. That is just holding a seat.

True leadership, whether it's in a union or local government; means putting the members first, even when it's uncomfortable. It means being transparent, being accountable, and being willing to take heat when you make tough calls. It means listening more than you speak and always remembering that your power comes from the **people** you represent, not from the position you hold.

Leadership also means building others up. A real leader doesn't hoard knowledge or try to be the only voice in the room. They mentor, they teach, and they create space for others to grow. They know that the strength of the union doesn't rest on one person's shoulders, it's in the collective power of all of us.

So yes, elections matter. We need to choose our representatives wisely. But we also need to remember that leadership is something we all can practice, whether we are elected or not. Every time we speak up, support a coworker, or defend our rights, we are leading. And when we recognize and support those quiet leaders among us, we make our union stronger and the communities we live in stronger.

In the end, being elected gives you a platform. But being a leader? That gives you purpose.

In Solidarity Today for a Better Tomorrow,

Tina Durham UAW Howard-Tipton County CAP Chair

In Memory

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

Willie Mason

Retired – Dept. 4250

James Howell

Retired – Dept. 9610

Kenneth Steele

Retired – Dept. 8800

Jennings “Ned” Horne

Retired – Dept. 4400

Sandra Mince

Retired – Dept. Continental Dining

Harry J. Richter

Retired – Dept. 4270

James Riley

Retired – Dept. 7500

Marcellous Malone

Retired – Dept. 7100

Carl B. Lawson

Retired – Dept. 4460

George Eaglin

Retired – Dept. 4420

Local 685 Civil Rights Committee

Aaron St. Clair, Chair



November 2025 UAW 685 Newsletter

Hello union siblings, hopefully everyone's Summer has been enjoyable and you're ready for the Fall.

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.)

The civil rights movement and the labor movement are closely linked, sharing the belief, all people deserve dignity and respect, with both movements working to achieve justice and equality for all people.

The committee is focused on increasing awareness and activism in our union and communities to help drive a culture of inclusion and respect. Solidarity is paramount to our futures and fortunes.

Source- <https://www.humanrightscareers.com/human-rights-calendar/>

NOVEMBER

International Day to End Impunity for Crimes against Journalists

Over the last 10 years, more than 700 television and print journalists have been murdered simply for trying to share the news. On November 2, the United Nations remembers these individuals. The event seeks to bring an end to the unpunished crimes against journalists worldwide.

World Science Day for Peace and Development

November 10th, an annual event sponsored by the United Nations Educational, Scientific and Cultural Organization. On this day, UNESCO seeks to promote the furthering of scientific inquiry as a tool for peace, development, and global prosperity.

International Day for Tolerance

November 16th the United Nations has sponsored this day every year since 1995. The purpose of the day is to encourage worldwide tolerance of people of different races, genders, sexual orientations, religions, socioeconomic backgrounds, and levels of ability.

World Toilet Day

held on November 19th of every year. It draws attention to the fact that more than 2 billion people around the world do not have access to toilets and plumbing. The event calls for improvements in sanitation systems in developing nations.

Africa Industrialization Day

Since 1989, the United Nations has been observed by the United Nations every year on November 20th. The purpose of the event is to promote the responsible continued development of African economies, which improves living conditions throughout the continent and betters the economic situations of families while protecting the planet.

International Day for the Elimination of Violence against Women

One out of every three women has been the victim of either physical or sexual violence. On November 25th, the United Nations raises awareness about this global problem, educates the public on what defines violence against women, and calls for an end to gender-based violence. Each year has a different theme.

DECEMBER

International Day for the Abolition of Slavery

While the formal slave trade has been eradicated, millions of people are still victims of forced labor around the world. The United Nations seeks to put an end to this form of slavery, so on December 2nd, Member states and organizations recognize the problem and help educate the public.

International Day of Persons with Disabilities

Observed annually on December 3rd. It promotes the full and equal participation of persons with disabilities in all aspects of life and society. The UN General Assembly established the day in 1992 through resolution A/RES/47/3, which recognized the rights of persons with disabilities and called for greater efforts to promote their inclusion and empowerment.

International Volunteer Day for Economic and Social Development

Individuals can make a huge difference in the lives of others by volunteering their time and using their talents. On December 5th of every year, the United Nations reminds the global community of this fact through the International Volunteer Day for Economic and Social Development.

International Day of Commemoration and Dignity of the Victims of the Crime of Genocide and of the Prevention of this Crime

While genocide has been classified as a war crime since 1948, millions around the world have been killed by genocide. To commemorate victims and call for an end to genocide, The International Day of Commemoration and Dignity of the Victims of the Crime of Genocide and of the Prevention of this Crime is held December 9th of each year. It's held on the anniversary of the convention banning genocide.

International Anti-Corruption Day

Sponsored by the United Nations on December 9th of every year in hopes of eradicating government and corporate corruption that causes serious abuses of human rights. Each year, the UN chooses a different theme relevant to anti-corruption.

Human Rights Day

Celebrated on December 10th, by the UN. It's an opportunity to raise awareness about the importance of human rights, educate the public on the history of human rights, and learn how to protect human rights. Every country in the world is invited to participate in the annual observance and to take steps to ensure that the rights of individuals in all countries are protected.

International Migrants Day

Observed annually on December 18th. It recognizes the contributions and rights of migrants around the world and promotes policies and actions that support their well-being and protection. The UN established the day in 2000 through resolution A/RES/55/93, which recognized the need to protect the rights of migrants and promote international cooperation in addressing migration issues.

International Human Solidarity Day

While every human is unique and many things make us different from one another, humans around the world have many basic things in common. The United Nations seeks to remind us that we are all members of one human family with International Human Solidarity Day, which takes place every December 20th.

Civil Rights

Civil Rights are everybody's rights. If you need assistance from the Civil Rights Committee of UAW 685, contact your union steward.

In Solidarity!

Region 6 Coalition of Black Trades Unionists

The Nearlean Walker Scholarship Celebrates Our Future Scholars

As the fall semester begins, the Coalition of Black Trade Unionists (CBTU) is proud to spotlight four exceptional students who are embarking on the next chapter of their academic journeys. Their dedication, leadership, and passion for excellence serve as an inspiration to us all. In recognition of their achievements, CBTU is honored to award three \$1,000 scholarships to each scholar. Additionally, Malika Malone will receive a \$100 gift card in appreciation of her participation.



Janell Walker

Indiana University Indianapolis
Major: Pre-Radiography (A.S.)

Janell is stepping into the world of healthcare with a 3.7 GPA and a heart full of creativity. A proud member of the Black Women's Club and recipient of the Academic Honors Award, she balances her academic drive with a love for drawing and artistic expression.



Malika Malone

Ball State University
Major: Interior Design

Malika brings both brains and style to her college experience, maintaining a 4.0 GPA while pursuing her passion for fashion and design. Known for styling her friends and family, she is excited to turn her creative talents into a professional career in interior design.



Drake Evans

Ball State University – Honors College
Major: Psychology | Minor: Counseling

Drake graduated summa cum laude and brings a wealth of leadership experience to campus. He is a National Honor Society member, a former marching band performer, and served as a Scouts of America patrol leader for 11 years. His passion for understanding and helping others is sure to shine in his studies.



Al 'Trevion Hillman-Conley

Indiana State University
Majors: Construction Management & amp; Business Administration

With a perfect 4.0 GPA and National Honor Society membership, Trevion is ready to build a bright future—literally. He's also a dedicated football player, taking on roles as a running back, tight end, and special teams' contributor. His discipline on the field and in the classroom sets him apart.



Group pic left to right (Aaron St.Clair, Dana Wilson, Tammy Casteal, Rhonda Johnson, Shelly O'Bannon, Matt Fuller)

Employee Assistance Program (EAP)

The Employee Assistance Program seeks to help those employees whose living and/or work problems cause their job performance to deteriorate. We can help with problems such as absenteeism, tardiness, alcohol/drug abuse, and other personal problems. Situations such as these within the family may be causing personal or employment problems. The responsibility of the Employees Assistance Program is to search out the cause factor(s) at the earliest possible stage through confidential counseling and referral of employees and/or members of their families to provide the very best assistance available.

A high percentage of troubled employees recover with confidential assistance and proper referral.

EAP representative for ITP employees:

Helen Williams
Office at ITP

work phone: 765-854-4220
cell phone: 765-480-4375

EAP representative for KTP employees:

Barrett Riggs
Office at KTP

Work phone: 765-454-4992
Cell phone: 765-431-4922

EAP representative for KEP employees:

Bonna Vore
Office at KEP

work phone: 765-236-2695
cell phone: 765-480-7867

Civil Rights

Civil rights are everybody's rights. If you need assistance from the Civil Rights Committee of UAW Local 685, contact your union steward.

Local 685 Civil Rights Committee:

Plant

Aaron St. Clair, Chair

KEP

Dana Wilson

Retired

Charline Alexander

Retired

Norris O'Bannon

Retired

Belinda Gardner

KTP

Shawana Morland

KTP

Kim Story

KTP

Misty Oliver

KEP

Brad Fowler

ITP

Donita Humphries

KTP

Hector Salazar

KEP

Donald Beech

KEP

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



The officers and staff at UAW Local 685 wish you and your families a wonderful and safe holiday season!



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 and Dana Wilson.

Local 685 Organizing Committee

Ryan Retz, Chair



For those who have not heard yet we have a new standing committee. The Organizing Committee. So far, we have had a great turn out to the meetings, which are held the second Monday at 5pm at Local 685 Union Hall. We plan on adding a second meeting each month on Sundays to accommodate the people who work the off shifts who have shown great interest in this committee or anyone else who is unable to attend the Monday meeting. So be on the lookout for this date.

I am currently working with the Region 2B to help us get “our feet wet” with some important campaigns they have currently going on. I believe this will help our committee get valuable experience for our future endeavors we will be facing here locally organizing other facilities. We will also be working with the education committee to help organize our own members to educate and rejuvenate solidarity and the union spirit we all have within us. Watch out for more information on the union boards in the plants. With this being a newly formed committee information is coming in all the time, and I will get it out to the membership as I receive it.

In Solidarity!



56th ANNUAL RETIREES CHRISTMAS PARTY

December 10, 2025
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.

Tickets will be sold at the Retirees Meeting on Wednesday, November 12, 2025

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

November 18, 20, 10:00 AM – 12:00 PM

December 2, 10:00 AM – 12:00 PM

Any remaining tickets will be sold at the door on December 10th

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

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

Make checks payable to “Local 685 Retiree Tickets”. Orders for tickets must be received by December 2, 2025.

Please bring canned goods to donate to a local food bank.

Local 685 Veterans Committee Golf Outing



Local 685 Chaplain's Committee

William Price, Chair



On being thankful for family and friends, and faith. Roof over our head's food in our bellies, a reasonable portion of health, and strength. Wait, wait and the love of the holidays, and gatherings. Peace! Witness the Love of us and the joy of laughter, instead of the other stuff, the love of family, and friends.

On being thankful God loved us so much that he gave us his son Jesus, who from his birth to his death. And by example to love our neighbor as ourselves, on being thankful, Jesus Christ did not leave us by ourselves, grateful, grace, by the comfort that he sent us from his death to his resurrection sending us his Holy Spirit.

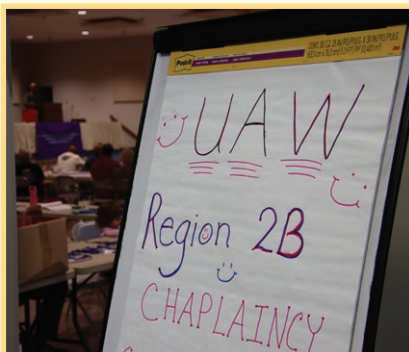
On being thankful we embrace him as our Lord and Savior, as he is forgiveness, peace, and joy, because we believed on the only begotten son of God, his name being Jesus Christ. This benefit happens when we surrender, and ask him to come into our hearts.

On being thankful there is a blueprint that is set before us in the holy Scriptures of the Bible they are Matthew 24, Mark 13 and Luke 21 the words of Jesus Christ concerning the end of our time.

On being thankful for the opportunity to share with this great UAW Local 685 membership please feel free to call on the chaplain, they will be available in service to you, we just finished the 2nd Annual Region 2B Chaplain's conference. It is powerful that there are so many more chaplains that understand the mission to serve, not to be self-served. The question was asked, when is Jesus coming, I can give you scripture Matthew 24 :1 the words of Jesus no man knows the moment, the day or the hour he is coming as a thief in the night. What we must do is be ready. The second scripture Paul is saying what Jesus said that scripture is first Thessalonians 5:3

On being thankful for those who come along side Local 685 President Garry Quirk. In service to our membership, remembering this Thanksgiving season throughout the Christmas break and the New Year's celebration please enjoy your families. The foundation of the UAW Chaplains program was built on Article 41 Section 2 of the UAW Constitution, and it reads like this. It shall be the duty of each member to render aid and assistance to sibling members in cases of illness, death, or distress, and in every way I quit her/himself as a loyal and devoted member of the international Union. Be **Kindhearted** one to another.

On being thankful!!!



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.

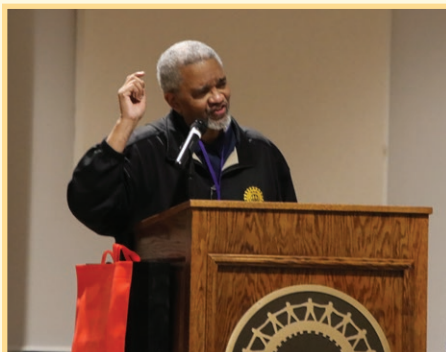
Local 685 Chaplains Committee:

	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	Retired	ALL
Lori Dame	Retired	ALL
Jeremy Hook	Dept. 7700	1
Bill Waggoner	Retired	ALL
Ronald Riebe	Retired	ALL
Omar Daniels	Dept. 5690	1
Rich Galbreath	Dept. 4271	2
Timothy Kemper	Dept. 6100	1
Larry Quirk	Dept. 7700	1
Jason Graves	Dept. 4265	1
Tonia Carroll	Retired	ALL



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 Women's Committee

Tammy Mohr, Chair

The Women's Committee has been very busy since the last newsletter. On August 16, we had our "No One Rides Alone" Kokomo Harley Davidson Ride this year, the theme was Rocking the Road for a Cure. The Time Travelers Band performed, and Hawg Heaven Food Truck was there, and Coca-Cola donated Coke products. We sold our UAW Kokomo Harley Davidson t-shirts. The Pink Heals Firetruck was also in attendance.

On August 17, the Committee took off for their Annual UAW International Women's Conference. We learned a lot and had a great time learning from other Union Sisters.

August 24, we participated in the Annual Cruz-Inn at KTP. We sold our Breast Cancer awareness Jeep t-shirt and sold 3D Breast Cancer ducks that our Union Brother Mike Perry designed in honor of his wife Helen, who is a Breast Cancer Survivor.

On September 11, we participated in the 911 Ceremony at ITP. We made a wreath and passed out 911 ribbons. We also donated two backpacks filled with nonperishable items for Jackson Street Common Veterans Home.

September 21, we were invited to the Breast of Show to benefit the Advanced Medical Imaging Foundation. We decorated a bra for the silent bra auction. "What would Dolly do?"

September 25, we visited our adopted classroom. Lizzy Felker is a first-grade teacher at Elwood Hayne Elementary, "daughter of Union Sister Lora Moran," is our adopted class. We presented the class with a tub of educational items and some goodies.

September 30, we walked in the Angel Walk at Indiana University Kokomo for Domestic Violence and Sexual Assault. We raised over 500 dollars to support the cause by selling Aqua ribbons. This enabled us to have the UAW wheel on the back of the t-shirt. Thanks to everyone who bought ribbons.

On October 3, our annual Breast Cancer Concert theme was "What Would Dolly Do?" The Time Travelers band performed, sponsored by Chariot Automotive Group, our cash bar was served by Cook McDougals, the Survivor's Booth was sponsored by Solidarity Community FCU, and our Dolly wine bar was sponsored by Soupley's Wine and Spirits with our Union Brother Fred Schorm as our wine server. We want to thank all of our sponsors and everyone who donated a silent auction item, and everyone who donated to our survivor goody bags.

October 10, The Women's Committee sponsored two tables at the Little Black Dress event for the women's shelter of the Family Service Association of Howard County. We had a great time and love that our Union Brother, Gary Rhinebarger, "Rhine Hall Entertainment" was one of the Men in Black. We are so proud of you, Gary!

The Women's Committee is so proud of what we have accomplished this year, and we could not have done it without your help.

In celebration, we will be having our Holiday Dinner on Thursday, November 6, at 6pm at Martinos Bar and Grill. Everyone is invited! Please let us know if you would like to attend so we can make your reservation.

In Solidarity!





Happy Retirement

RETIRING MEMBERS OF UAW LOCAL 685

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 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.

Brian Garber
Machine Repair
Corp. Date 3-30-98

David Gord
Electrician
Corp. Date 2-09-96

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 13, 2025

December Meeting Cancelled

8:45 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, Andrew Keating, ITP, at 854-4149 or Aaron St. Clair, KEP, 236-4781.

Thank You Cards

From the families of:

**Melissa James,
Marcellous Malone,
Willie Mason, Mark
Piekarski, Dale
Forgey, Roverta
Whiteman, Pauline R.
Sumpter, and Patrick
Allan Munsell.**