



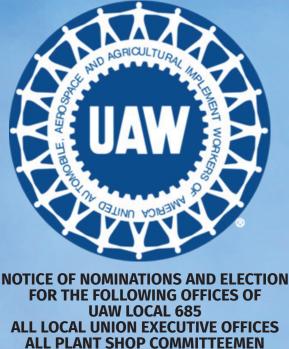


UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA

— VOLUME 59

KOKOMO, INDIANA - MAY/JUNE 2023

NUMBER 3



ALL CAL UNION EXECUTIVE OFFICES ALL PLANT SHOP COMMITTEEMEN ALL CHIEF STEWARDS ALL SKILLED TRADES OFFICERS SKILLED TRADES DELEGATES ALL CONTINENTAL UNIT OFFICERS ALL STAYWELL UNIT OFFICERS ALL SBM OFFICERS

**NOMINATIONS** will be held at the Regular Membership Meetings on Tuesday, May 16, 2023, at UAW Local 685 Union Hall, 929 E. Hoffer Street, Kokomo, Indiana. The meetings will convene at 8:30 a.m., 1:30 p.m. and 5:00 p.m.

**NOMINATIONS ACCEPTANCE:** Article XI, Sections 2 and 3-B of the By-laws of UAW Local 685 will be enforced. To be nominated you will need your **ID number, Department and Seniority date.** 

**ELECTION** for the above offices will be held Tuesday, May 23, 2023, at the KTP, KEP and ITPI Gates, the Tipton Plant Cafeteria and at the UAW Local 685 Union Hall. Polling places will be open from **5:00 A.M. to 7:00 P.M.** 

**RUN-OFF ELECTION**, if necessary, will be held Tuesday, May 30, 2023, at the KTP, KEP and ITPI Gates, Tipton Plant Cafeteria and at the UAW Local 685 Union Hall. Polling places will be open from **5:00 A.M. to 7:00 P.M.** 

Election of all offices shall require a majority (more than 50%) of the votes cast for the office.

The UAW International Constitution and UAW Local 685 By-laws will govern this election.

Retirees and TPT's in good standing are eligible to vote for Executive Offices (top ten offices), only.

Members who are temporarily laid off or are sick leave are eligible to vote.

To simplify voting have your photo ID or FCA/Stellantis badge with you, <mark>if you don't have your badge or photo ID you will still be able to vote challenge ballot. No one will be turned away.</mark>

ALL members are urged to participate.

Denny Butler Recording Secretary UAW Local 685



## **Editor Note**

#### Andy Keogh

Now that the International United Automotive Workers Union have voted in their newly elected executive board, we need to come together in support and show solidarity so that we can do our best as a membership to get the best contract for the UAW members. Back in the 1900's, union members had very little contract language, but they did stand their ground and fought for the gains that won the betterment of the union workers. We are there now; we need to get on the same page and support one another because all work has value.

I heard the other day that "they can do that." Who is they, and what can they do? Are they the working class and they who fight for better working conditions or health care after retirement, or are they the ones who use this statement and leave it at that? When do we decide that we deserve to earn a living wage and get a retirement after we work our fingers to the bone? The answer is clear, that time is now. Always be prepared to stand for your rights and secure work for the next generation of workers. It's not all about us but more about what we can do for the future of the working class.

We understand that all these changes in our lives are coming fast, but that is a good thing because we are at the forefront of it all. We have the chance to write history and make positive changes in the world in which we live. The work that we do has value and comes with a price. The price is a Higher Standard of Living for everyone. Not just the people who were gifted the businesses from their family members, but everyone who works inside the walls of the factory.

That sounds good, and getting to the finish line is where we need to be, but the road could be bumpy. Standing, sitting, breathing, sleeping, and living Solidarity is what it is going to take for the members to improve inside the borders of United States. We can and will do it.

If the International Contract Negotiations become difficult, we remember that we are in this together, and this is, and will not be the first or last time a worker was standing for a better life for their community. Our generation should not be the one that decides to give up on each other. We are the generation that is going to make history together. Remember to stand tall, be proud, and show strong support for one another for a better life at work and at home.

#### Solidarity Forever!



# LOCAL 685 NEWS

LOCAL 685 NEWS

Editor	John A. Keogh
Co-Editor	Tonita Bailey
EXECUTIVE BOA	ARD,
President	Matthew Jarvis
Vice-President	Christopher Steward
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Financial Secretary	David Chester
Treasurer	
Trustee	Scott Barbary
Trustee	Warren D. Holloman
Trustee	
Sergeant-at-Arms	
Guide	Chris Pavey
Retirees Chairman	

#### **SHOP COMMITTEE**

Shop Chair	
Committeeman	Garry Quirk
Committeeman	Brandon Starkey
Committeeman	Mark Martin
Committeeman	Ted Secrease
KTP Skilled Trades Committeeman	Chet Cowan
ITP Committeeman	Shawn Smith
KEP Committeeman	Scott Hardy
ITP & KEP Skilled Trades Committeeman	Dennis Wright
TTP Committeeman	
TTP Skilled Trades Committeeman	Scott Hanner
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#### **SHOP STEWARDS**

Jerry Durham, Ron Sherry, Dave Johnson, John Miley, Larry Dukes, Steve Brooks, Tony Vaughn, Brandon Weaver, Andrew Butcher, Matt Grau, John Hursh, Chris Murray, Micah Hiles, John Andrysiak, Tim Pascoe, Bruce McEntyre, Chris Goldsberry, Trenton Willis, Tim Merritt, Willis Harvard, Ryan Retz and Shane Lowe.

#### REPRESENTATIVES

Health & Safety Representative 1st Shift at KTP	Travis Snider
3rd Shift at KTP	Gary Wysong
2nd Shift at KTP	Josh Perin
1st Shift at ITP	Rob Seals
2nd Shift at ITP	Daniel Zimmerman
1st Shift at KEP	Mike Mehling
1st Shift at TTP	Doug Miller
2nd Shift at TTP	Nate Gillespie
Skilled Trades Unit Chair	Steve Workman
International Representative UAW Region 2-B	Mark Epley
UAW Chrysler Dept. International Rep	Steve Stah
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#### UAW LOCAL 685 AMALGAMATED UNIT #1 (CONTINENTAL)

(	
Chairperson	Cathy Spencer
Vice Chairperson	Regina Ashby
Recording Secretary	Sammi Cooper
1st Shift Bargaining Representative	
2nd Shift Bargaining Representative	
3rd Shift Bargaining Representative	T.B.D.
UAW LOCAL 685 AMALGAMATED UNIT	#3 (STAYWELL)
Chairperson	
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#### UAW LOCAL 685 AMALGAMATED UNIT #4 (SBM)

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KTP Unit Chair	Ron Smith
1st shift Steward	Aaron Benson
2nd shift Steward	Tondaly Butcher
3rd shift Steward	Ed Merriwether
ITP Unit Chair	Jeremy Adkins
1st Shift Steward	
2nd Shift Steward	Tish Waqqoner
3rd Shift Steward	
KEP Unit Chair	Jamie McKibben
1st Shift Steward	
2nd Shift Steward	

#### UAW LOCAL 685 SBM (TIPTON PLANT)

Unit Chair	Jack E. Rayn
1st Shift Steward	Mike Fisher.
3rd Shift Steward	Kyle Lewis.

The views and opinions expressed in this publication are not necessarily those of the Editor or the Officers of Local 685, but are those of the individual writers. Articles of interest submitted by Local 685 members will be printed as space provides; however, they must bear the name of the writers. All articles are subject to the approval of the Editor, the Local President, and the Officers of Local 685. Advertisements appearing in this publication do not necessarily constitute an endorsement by the Local.

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# **The President's Report**

Brothers and Sisters,

First off, Congratulations to our newly elected International President Shawn Fain. Shawn is from UAW Local 1166 Kokomo Casting Plant. Shawn and I worked together during the 2019 negotiations and I know he holds Kokomo near and dear to his heart. So. when Shawn and his staff go to the bargaining table this fall it will be a good feeling knowing that he is there at the table for us. I look forward to working with Shawn in the future on issues that relate to us here in Kokomo.

The first quarter sales of 2023 were down nine percent for North America compared to 2022. We are seeing a slowdown in the assembly plants which affects the number of transmissions and engines the assembly plants need. So, overtime has been reduced in some areas and down weeks in the 9-speed areas. Hopefully, things will pick up as we are going into negotiations in the coming months.

As I have said at the Union meetings, everyone needs to start putting money back for this fall because of the unknown. It is better to be prepared than to have to struggle to get by. Our Community Service Committee will start taking up collections of nonperishable items, can goods, hygiene products and baby supplies this May to have these items if they are needed this fall. Please bring these items to the Union Hall. If these items are not needed, we will donate them to our local charities.

The new addition to the hall is open. Please stop by and see the new pool hall and Retiree's office area. If you are going to use the facility amenities, you must have a Recreation Card. You can obtain a Recreation Card from the Local 685 Union Hall secretaries Monday through Friday during business hours 7:30 am – 4:00 pm.

Reminder that on May 16th during the Union meetings, we will have nominations for all offices for UAW Local 685. The elections will be held on May 23rd and the runoff election May 30th.

Chris, the Bargaining Committee, and I would like to thank the membership for your support over the last 33 months. We have faced a lot



of challenges and overcome a lot of roadblocks in the past 33 months. We could not have done it without your support and backing. Always remember the word Union starts out with U N I, so we are all the UNION.

In Solidarity!



# **IMPORTANT TELEPHONE NUMBERS**

Absentee Call-in	1-800-810-2271
AudioNet (Hearing Provider Active)	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
Beacon Health (Active Employees questions ental health services)	1-800-346-7651
BC/BS of Michigan	1-800-521-0488

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Benefits Office (KTP)	
Vicki Smock	1-765-454-1141
Marla Fairley	1-765-454-1276
Benefits Office (ITP) Andy Bramel	
Benefits Office (TTP) Lora Boruff	1-765-557-6136
Benefits Office (KEP) Donald Beech Jr	1-765-236-4762
Blue Cross Enhanced Care Program (ECP Retirees	B/C Non-
Medicare)	
Blue Cross Medicare Advantage	
Bone Marrow Website	www.marrow.org
CAREMARK	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 (Retirees)	1-800-999-5431
VSP (Active Employees)	1-800-877-7195
website:	www.davisvision.com
Delta Dental	1-800-292-0626
website (claims information available): <u>www.</u>	consumertoolkit.com

#### Employee Assistance Program

KTP – Sherry Waymire	work phone: 765-454-4992
	cell: 765-271-5491
ITP – 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

Ergonomics Support

Eigonomics 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
Financial Builders Federal Credit Union 1-765-455-0500
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 Cowan1-765-454-1158
Brandon Starkey 1-765-454-1064
Mark Martin1-765-454-1175
Ted Secrease 1-765-454-1496

ITP & KEP Committeemen and Stewards Dennis Wright Dennis Dennis Dennis Wright Dennis D		
Shawn Smith.         1-765-854-4148           Scott Hardy.         1-765-854-4458           John Miley         1-765-854-4458           John Miley         1-765-854-4457           Matt Grau         1-765-854-4457           Matt Grau         1-765-854-4459           Steve Brooks         1-765-854-4450           Andy Butcher         1-765-854-4460           Shane Lowe         1-765-236-4752           Tim Pascoe         1-765-236-4752           Tim Pascoe         1-765-57-6095           Willis Harvard         1-765-557-6095           Chris Muray         1-765-557-6095           Scott Hanner         1-765-557-6096           John Hancock – Long Term Care (LTC)         1-800-482-7700           Medicare of Indiana         1-800-482-7700           Medicare of Indiana         1-800-482-7700           Merrill Lynch (401K)         1-800-483-7283           Specific questions regarding investment options         (Chris Padgett)           (Chris Padgett)         1-800-483-7283           Metrill Lyn		
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Website:1)www.bcbsm.com2)www.bcbs.com/healthtravel/finder.htmlTheramatrix		
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Ombudsman Office		
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Workforce Development Helpline 1-800-437-9136		
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File a claim on line at		
	File a claim on line at	www.in.gov/dwd/

### Monthly Meeting Notices!

#### **Union Membership Meeting**

Tuesday, May 16, 2023 Tuesday, June 20, 2023 8:30 a.m. – 1:30 p.m. – 5:00 p.m. UAW Local 685, 929 E Hoffer St., Kokomo, Indiana

A. Philip Randolph Com- mittee Issac White, Chair	5:00 PM Thursday, May 25, 2023 Thursday, June 22, 2023
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, May 8, 2023 Monday, June 12, 2023
Community Service Kim Story, Chair	4:30 PM Tuesday, May 9, 2023 Tuesday, June 13, 2023
Education Committee Anna Sturgell, Chair	4:30 PM Wednesday, May 3, 2023 Wednesday, June 7, 2023
Executive Board	4:30 PM Wednesday, , May 10, 2023 Wednesday, June 14, 2023
Howard County CAP Tina Durham, Chair	5:00 PM – May 24, 2023 (UAW Local 685) Wednesday, June 28, 2023 (UAW Local 1166)
CAP Committee Mandi Drake, Chair	Held during Howard County CAP mtg. Wednesday, May 24, 2023 (UAW Local 685) Wednesday, June 28, 2023 (UAW Local 1166)
Recreation Committee Kym Dieselberg, Chair	5:00 PM Thursday, May 4, 2023 Thursday, June 1, 2023
Stewards Council	5:00 PM Monday, May 15, 2023 Monday, June 19, 2023
Veterans Committee Jen Greathouse, Chair	2:00 PM Sunday, May 14, 2023 Sunday, June 11, 2023
Women's Committee Tammy Mohr, Chair	5:00 PM Tuesday, May 2, 2023 Tuesday, June 6, 2023
Union Label Committee Anna Cook, Chair	5:00 PM, immediately following the mem- bership meeting Tuesday, May 16, 2023 Tuesday, June 20, 2023



# Retirees Regular Meeting Pot Luck

Wednesday, March 8, 2023 Wednesday, April 12, 2023 UAW Local 685 • 929 E Hoffer St • Kokomo, In-

diana

Please Bring a Covered Dish Bring your spouse or a friend

### **UAW Local 685 Retirees Chapter**

Ron Bendixon		Chairman and Region 2-B Retired
	V	Vorkers 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

# **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	



I am forever indebted to the UAW Local 685 membership for allowing me to attend my first Black Men in Union Conference (BMIU). Savannah State University Historically Black College/ University (HBCU) in Georgia

**Black Men in Union Conference** 

Warren D. Holloman Sr.

was the proud sponsor of the event. This conference was not limited to black students or instructors but was open to all participants. It was an exhilarating event, filled with opportunities to expand one's knowledge about the union movement and the involvement people of color had within that movement. I enrolled in two classes, Building Social Justice Leadership and Grievance Handling. My instructor's educational credentials were impeccable, there were two with Ph. D.s and an undergraduate.

The guest speakers were dynamic and thought-provoking. Judge Greg Mathis nationally syndicated realitybased court show discussed reasons to become active in the union. While Dr. Rik Stevenson from the University of Florida discussed how African Slaves during the Middle Passage made the ultimate sacrifice in holding their labor utilizing revolt and suicide during their voyage to America. The event also had live entertain-



ment provided by Lynn Marie Smith "The Motown Deva" which was union centered with a Motown flavor.

We often talk about Walter Reuther and other notable activists' involvement in the union struggle, and it seems we fail to highlight men and women of color. BMIU used Black History Month to highlight some of the black unionists whose contributions have been equally important and who worked with Walter and others in the union struggle.

One individual I learned about during my studies was Mr. Robert "Buddy" Battle III. He was born June 4, 1917, in Detroit and died on August 4, 1989. Mr. Battle was active within the UAW initially at the Ford Rouge foundry plant during the 1930s. He won a seat on the Foundry Wage and Hour Council in 1946, later becoming a UAW Ford National Negotiating Committee member in 1967, 1970, and 1973, and was the chairman of the UAW CAP in Detroit. Mr. Battle was committed to increasing African American participation in union activities and leadership positions in the UAW.

There are a few workers here in Kokomo that have come from the foundry plant that was shut down in Indianapolis. These co-workers have mentioned on more than one occasion about 25 years of service and their retirement plan from the foundry.

I had never heard about a 25-and-out retirement plan before my arrival here, and now I understand where it came from. Mr. Battle was influential in negotiating this benefit as a member of the Ford Foundry Wage and Hour Council in 1946. This was a hard fight for a benefit on the behalf of the foundry workers at Ford because of the hazardous work and dangerous working environment they were exposed to in their daily work lives. This benefit set the pattern for other UAW-represented workers. A big thank you to those whose shoulders we stand on!



### **UAW Howard County CAP Council**

Tina Durham, Chair

Five reasons to become an Active Member in your CAP Council

Reason one of five

#### Reason #1 – YOU Matter - YOUR Family Matters

You are part of a great organization deep rooted in history that fought for and continues to fight for justice and equality in the workplace for men and women regardless of their race, age, physical traits, or ethnicity.

Being a UAW member of this Local, we have several active standing committees, amongst them is <mark>YOUR CAP (Community Action Program) Committee</mark>, we are the Legislative Branch of the UAW and represent eight surrounding counties.

Your Howard County CAP Council have become more involved in local governments across a few towns and cities where our members live and where their children attend schools. We have taken on this initiative with YOU, our membership, in mind.

Many have asked WHY?

The answer is YOU and your family, our UAW Brothers and Sisters, because YOU matter to us.

The best way for this CAP Council to show you was to work to give you representation amongst local government platforms after leaving your manufacturing facility.

We strive to elect Union Members and candidates that believe in and support our shared Union values to local government offices and GIVE **YOU** a voice in towns and cities where you reside in and your children, grandchildren, nieces, and nephews attend school.

YOU are a UAW Member after you clock out of these manufacturing walls. After you hit the time clock, your membership does not stop at the gates, it is 24/7.

Your CAP Council, recruit, train, and work to elect Union members to local government offices, so when issues arise in your town or city where you reside. In your family's school districts, we the UAW have someone in City Halls and County Buildings and on the school boards.

**YOU** are **UAW** and when we all stand together with our UAW Endorsed Local Leaders, we have a stronger **VOICE**.

YOU and YOUR UAW Family deserve to be heard. Join us on the 4th Wednesday of every month at 5:00 pm for our CAP Council meeting. We are open to meeting at other times also to make this CAP Council more readily available to all our members. Any questions or concerns, please feel free to call Tina Durham, CAP Chair, 765-453-0074

#### Love your UAW Sisters!

# **Thank You Cards**

From the families of:

Victor W. Post, Cherl Ann Hester, James 'Jim' Wendell Evans, David Johnson, Oscar Luvin Castorena, Larry Leon Marlow, Doris Jean Beamer, Wynemah H.Minnich, Philip C. Walker, James R. Butcher, David Kelly, Janet Lee Cox Watson, Denny Joe Mize, and Sherry Halterman.







# Local 685 Civil Rights Committee

#### Aaron St. Clair, Chair

Hello Union Brothers and Sisters,

I pray this year is on track to be great for 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.)

Following the directive to educate, please enjoy the following article.

Would you like to learn more and grow in the Civil and Human Rights movement?

If so, take advantage of the opportunities offered by joining a UAW affiliated constituency group.

A. Philip Randolph Institute (APRI) – A. Philip Randolph and Bayard Rustin founded A. Philip Randolph Institute in 1965, after their group Black-Labor Alliance helped pass the Voting Rights Act, to continue the struggle for social, political and economic justice for all working Americans.

**Coalition of Black Trade Unionists (CBTU)** – CBTU is an independent voice of black workers within the trade union movement, challenging organized labor to be more relevant to the needs and aspirations of black and poor workers. Since its founding conference in 1972, CBTU's stature among black workers has grown. Currently, more than 50 different international and national unions are represented in the CBTU.

**Coalition of Labor Union Women (CLUW)** – The Coalition of Labor Union Women is America's only national organization for union women. Formed in 1974, CLUW is a nonpartisan organization within the union movement whose primary mission is to unify all union women in a viable organization to determine our common problems and concerns and to develop action programs within the framework of our unions.



#### The Labor Council for Latin Ameri-

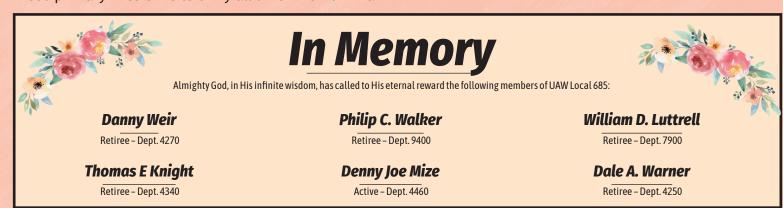
**can Advancement (LCLAA)** – The Labor Council for Latin American Advancement (LCLAA) is a national organization representing the interests of approximately 2 million Latino/a trade unionists throughout the United States and Puerto Rico. In this effort, LCLAA works in coalition with other leading organizations to maximize support for economic and social policies that are essential to advancing the interests of Latinos/as.

Asian Pacific American Labor Alliance (APALA) – Founded in 1992, the Asian Pacific American Labor Alliance (APALA), AFL-CIO, is the first and only national organization of Asian American and Pacific Islander (AAPI) workers, most of whom are union members, and allies advancing worker, immigrant and civil rights. Since its founding, APALA has played a unique role in addressing the workplace issues of the 660,000 AAPI union members and in serving as the bridge between the broader labor movement and the AAPI community.

**Pride at Work** – Pride At Work is a nonprofit organization that represents LGBTQ union members and their allies. They are an officially recognized constituency group of the AFL-CIO that organizes mutual support between the organized labor movement and the LGBTQ community to further social and economic justice. From their national office in Washington, DC, we coordinate and support more than 20 Chapters across the country.

Hopefully, you enjoyed this article and found something enlightening or interesting that serves to impact your thoughts in a positive way. Wishing everyone a safe and enjoyable Springtime.

In Solidarity!



# **Mindfulness and Emotional Health**

Bonna Vore, EAP at KEP

#### **Mindfulness: noun**

- 1. the quality or state of being conscious or aware of something.
- 2. a mental state achieved by focusing one's awareness on the present moment, while calmly acknowledging and accepting one's feelings, thoughts, and bodily sensations, used as a therapeutic technique.

Everyone has mental health. Having a range of emotions and behaviors is part of the human experience. This is normal, healthy, and important to address the range of emotions that we feel. It is just as important to understand our behaviors and what emotions are connected to which behaviors. For some people, their 'normal' range is happier, light-hearted, and excited, while others operate from a place of sadness, anger, and betrayal. Emotions are a very motivating factor for driving behaviors. Have you ever wondered "Why do they act like that?". The answer is simple: that person felt a particular way, and they acted on those feelings.

Feelings are a normal and healthy part of life. Certain feelings are often categorized as "good" or "bad". Try to think of feelings as more of a neutral indicator that we need to pay attention to a situation. Recognize how you feel and why you feel that way. What are the emotions that stand out the most? Are there any underlying feelings? Listen to your feelings and acknowledge them. What are your feelings trying to tell you? Then take a breath to think before you act.

Practicing mindfulness is a process that takes you on a journey through life with a new perspective. When we become actively aware of a situation, this puts us in the prime position to do something about it. This can be used for positive experiences and negative ones. Look at the factors that brought on the emotional reaction. Pay attention to the behaviors that you do that can be controlled by you. Look at the experience objectively and determine what behaviors you need to increase and decrease to achieve the desired outcomes.

If you have more questions or concerns about emotional health, contact your EAP Representative that is inside your plant.

# Hello Springtime!

Dennis Wright, ITP/KEP Skilled Trades Committeeman

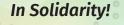
I wanted to take time to inform everyone what has been going on at KEP and ITP. Kokomo Engine Plant has been off to a rough start, and they are continuing to make the adjustments to get the issues smoothed out. Every week I bring the issues up about **Skilled Trades**, **Manpower Shortage, Response Time, PM's, Lack of Parts, Training, Gauge Repair's 3rd party Intra Management, and Jitney/HVAC** being outsourced. So, with all the issues mentioned. Matt, Chris, and I are all fighting for KEP to have their own Skilled Trades Committeeman per the language, and we will stand strong together to get the issues resolved.

Good things are happening at the Indiana Transmission Plant! The Project Crew are getting it done moving and tearing out all the old equipment to make room for the new products, like the 4th generation 8-speed transmission (Gen 4) and the Electric Drive Module (EDM). The toolroom just received a new wire machine and we have a new 3-D printing lab that is up

and running. All this work is expanding and increasing skilled trades work in-house. Our Skilled Trades will be working with the vendors to retool equipment for the Gen 4 to reduce cost, which helps us bring work to Kokomo. They are also putting on a new roof, repairing all the sidewalks from trip hazards. These improvements are the first in a long time and are well received. I truly believe here at ITP we are heading in a great direction. I hope everyone has an enjoyable spring and summer.







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# Local 685 Community Service Committee

#### Kim Story, Chair

I was surprisingly shocked when I was presented with the Douglas A. Fraser Award, the highest award for outstanding Community Service work from our UAW International Union.

Community work is a passion of mine, and I would not be able to achieve it without the help of some of my dedicated committee members that go above and beyond the call of duty

to make our projects successful. I would also like to thank my union brothers and sisters both active and retired for all their support in assisting the committee. With everyone's help All of this has been possible.

So, I would like to personally THANK EVERYONE for any and everything you have done to help by selling t-shirts, working the food trucks, selling tickets, school supplies, sock drives, and the list goes on. I'm very humbled and appreciative of this award not just for me but for us.

Thank you all from the bottom of my heart.

# **Local 685 Education Committee**

#### Anna Sturgell, Chair

'Hello', from the Education Committee! We would like to congratulate newly elected UAW International President Shawn Fain for being the first International President by each member being allowed to vote individually, one member, one vote. We are extremely proud that Shawn comes from the Kokomo Casting plant, and we look forward to his leadership. I would also like to thank President Matt Jarvis and Vice President Chris Steward for allowing our membership to take the education classes offered by Region 2B. Thank you to the mem-

bership for your continued interest and involvement. The more we know the better we are prepared to face the future.

Now I would like to talk about one of my favorite rewards of union membership, **holidays**. According to the Bureau of Labor Statistics Bulletin No.1515 published June 1967 titled Wage Chronology, Chrysler Corporation 1939-66. Did you know that holiday pay was first negotiated in 1939? The UAW got the company to agree to six special holidays on Nov 29,1939. These were New Year's Day, Memorial Day. Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. It was determined that employees who worked would be paid double time and those who did not work would still be paid eight hours of straight time pay. They also gained two half holidays, New Year's Eve, and Christmas Eve. In 1964 two more holidays were negotiated and won. They were Good Friday and the Employee's Birthday. The employee's birthday holiday was lost so New Year's Eve and Christmas Eve could be considered full holidays, in 1965. This gave us a total of 11 paid holidays.

I completely enjoy my paid time off with my family, I like double pay when I cannot have that. This is a reward not granted, but fought for. From negotiations since 1970 holidays we have we gained a least six more holidays since this labor study! Onward and upward for all of us.











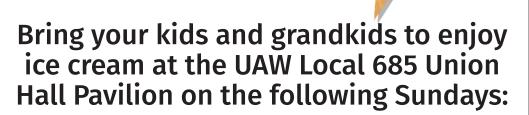
# Local 685 Union Label Committee

### Anna Cook, Chair

It's that time again. Spring is here which means nice weather and family time. Some of you might be thinking about big purchases like a new travel trailer or recreational vehicle. So as union supporters, I want to let you all know about a few options for travel trailer/RV manufacturers that are made in the U.S.A. Remember as union activists we must support American-made companies. We have all seen what happened a couple of years ago when we did not support and build our products in the United States. If you are planning to make that purchase when nice weather hits, check out these American made companies.

- 1. Airstream Travel Trailers
- 2. Newmar Motorhomes
- 3. Grand Design Fifth Wheels
- 4. Oliver Travel Trailers
- 5. Tiffin Motorhomes

The MAN Local 685 Recreation Committee invites you!



Sce Cream

May 14, 2023 – Mother's Day

June 18, 2023 – Father's Day



July 16, 2023

2:00pm-4:00pm



# **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	KTP
Norris O'Bannon	KTP
Belinda Gardner	KTP
Shawana Morland	KTP
Kim Story	KTP
Misty Oliver	TTP
Brad Fowler	TTP
Donita Humphries	KTP
Hector Salazar	KEP





# **Local 685 Recreation Committee**

#### Kym Dieselberg, Chair



Here we go again, and we are ready. Let's get this party started! We kicked off the year with a little surprise by planning the Easter party, something new for us. We have a lot of new ideas now and plan to put them into action next year if we continue to put this event on our permanent docket. We hope you came out

and enjoyed the festivities we had available. It was such a fun time and boy, that easter egg hunt was a FRENZY. It was over as fast as it started. The Easter Bunny was there for photos and giving out candy, we had pizza and drinks for all to enjoy while doing crafts or watching the holiday movies. During all this, the kiddos enjoyed their time in the bouncy houses and running wild. It was a great time, and we all enjoyed it.

The next event will be on April 22nd (Earth Day) for a clean-up project on US35 just north of ITP. It will be two miles of highway sponsored by the UAW Local Unions; 685, 1166, 1302, and 292 volunteering to help. This will be an event we will do at least twice a year, with a sign saying it is ours to take care of for the next few years or longer. I am sure it will be a huge success and we will do our part to carry on the legacy Walter Reuther started back in the late1960s. Here's a fun fact, the union was involved in the first-ever Earth Day in 1970 with Denis Hayes, Earth Day Organizer saying, "Without the UAW, the first Earth Day would have likely flopped!" How about that? Just eight short months later, President Nixon approved the creation of a new organization tasked with monitoring the nation's natural assets. The Environmental Protection Agency. The UAW was a CRITICAL part of getting this movement off the ground. How proud does that make you? Our committee is Extremely proud!

We are doing the Ice Cream Social again this year, so come out and enjoy some ice cream with your kids, visit with people you work with, and even meet new coworkers. It is a great time to chat, enjoy the weather, eat good ice cream, and have a good time with your family.

If you would like to keep up on all the events we have planned and we have a lot this year, please feel free to join our Facebook page "UAW 685 Recreation and Conservation Committee Group." Our committee continues to grow every month. New faces, new ideas, and lots of enthusiasm to get things done. If you're interested, we would love to have you too. Our meetings are on the 1st Thursday of the month at 5 pm at the hall. Come on out and see what we are all about.

Hope to see you all soon and have a great day!

SOLIDARITY!!











































































































# Food Finders Mobile Pantry

Food Give Away Day



Sponsored by:

KRAFT FOODS MC

UAW Local 685

Community Service Committee

Place: UAW Local 685

929 E Hoffer St, Kokomo

Date: June 22, 2023 &

August 18, 2023



\*Distributed on a first come, first serve basis

### THIS IS A DRIVE THROUGH FOOD TRUCK

Possible Items Distributed:

Frozen MeatBeveragesSnacksBaked GoodsVegetablesCereal

The Mobile Pantry is a program available to those who meet the guidelines listed below.

Income Guidelines						
185% of the Federal Poverty Guidelines						
HOUS	EHOLD SIZE	HOUSEHOLD INCOME	HOUSEHOLD SIZE	HOUSEHOLD INCOME		
	(Monthly)	(Annual)	(Monthly)	(Annual)		
1	\$1,800	\$21,590	4 \$3,677	\$44,123		
2	\$2,426	\$29,101	5 \$4,303	\$51,634		
3	\$3,051	\$36,612	6 \$4,929	\$59,145		
For each additional household member add \$626.00 per month						

For more information contact Alex Buckles; abuckles@food-finders.org

50 Olympia Ct., Lafayette, IN 47909 \* (765) 471-0062 \* www.Food-Finders.org







# **Chaplain's Committee**

Will Price, Chair

Hello Union Brothers and Sisters,

Caring in the workplace is too genuinely care about those who work beside you and the people we see every day. Our brothers and sisters are determined to make the products of the highest quality. To do this it takes many hands and over the years many things can happen, one thing for sure is the process will always change. We believe in the process we were shown, taught and when we put our best foot forward we win together!

All your standing committees in the UAW are geared to keep the process of respecting one another in the workplace so that our products will always be the very finest in the world. Families become the focal point we are not satisfied until each family has a roof over their heads and food in their bellies. Caring in the workplace as we approach this Mother's Day and Father's Day holidays, we need to remember the good in life and Love one another. Blessings will be abounded when we do this, for God is love. Love thy neigh-

bor as thyself, caring in the workplace!

The foundation of the UAW Chaplaincy 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 brother or sister members in cases of illness, death, or distress, and in every way acquit her/himself as a loyal and devoted member of the International Union.

In Solidarity!



# UAW Local 685 - Text Sign Up

#### **TEXT THE WORD START**

to

(765) 789-0890

To begin receiving immediate/urgent information, updates, and announcements!

By texting START to this number, you agree to receive informational group text notifications from UAW Local 685. Texts will be sent from (765) 789-0890. Message and Data Rates may apply. You may opt out at any time by texting STOP to this number.

In Solidarity,

Matt Jarvis President UAW Local 685





# Local 685 Women's Committee

#### Tammy Mohr. Chair

The Women's Committee is proud to announce that our union sister Paula Allen-Warren from ITP will be our Breast Cancer Survivor representative for this year. Paula told us of her journey with Breast Cancer at our April meeting and how she has a second chance on life and is going to Kenya at the end of June. Paula will be throwing out the first pitch at our

Jackrabbit Breast Cancer Survivor game on Sun June 4. We will also be selling Jackrabbit T-shirts. All proceeds will be staying here in Howard County to St Vincent Hospital, Community Howard Hospital, and the Advanced Medical Imaging Center.

On Friday Oct 6 we will be having a Fight Against Breast Cancer Concert at our Union Hall. The Time Travelers, a popular local band will be performing. Refreshments and the Local Cater Company food truck will be on sight for purchase of food. Tickets are \$20 per person, or you can Sponsor a Table of eight for \$200 for the Fight Against Breast Cancer.

Also, in April we were able to carry on our tradition of visiting the Clients of Bona Vista. The Easter Bunny was there, and the Women's Committee gave easter goodie bags that they donated with their own money and put them together. The Clients look forward to our visit every year and we love putting a smile on their faces.

If you have any questions about any of our events, please contact one of the members on the Women's Committee or call Tammy Mohr.





To: Past Supporters of Annual UAW 685 Women's Committee Howard County Breast Cancer

We know that the last couple years you have had many struggles and changes to everyone's life and we hope your business has survived this COVID virus without major problems. We send you this letter today due to everything that has happen the past couple years. Unfortunately, breast cancer has not slowed down or a cure has not been found.

The UAW 685 Women's Committee are trying a couple new things this year to raise funds for the fight against Breast Cancer here in Howard County. The goal cannot be achieved without all your help and participation in all the different events we try to sponsor through-out the year for the goal can be achieved by everyone.

As most off you know last month, we kick of our 2023 new design tee-shirt for the Kokomo BobKats. Basketball Breast Cancer Game (April 23") & will be coming out with a new 2023 Kokomo Jack Rabbits Breast Cancer shirt in May/June. BobKat shirts are now available to be ordered. You can scan the bars located below to order & Ja you contact Tammy Mohr @ 765-419-1957 directly. Prices 5-2XL \$25 3XL,4XL,5XL are \$30.

On Friday, October 6<sup>th</sup> we are having a concert staring "The Time Travelers" @ UAW 685 Union Hall. If you're interested in being an event Sponsor (information below) or reserving a table, ticket, please contact Tarmny Mohr ASAP, by phone, email (<u>kokomotammy@gmail.com</u>) or mail this form to address provided. All Proceeds from event will go to help fight the fight against Breast Cancer here in Howard County. There will be a local Food Truck & refreshments available for purchase. Tickets for this event will be limited.

We would like to thank all of you for your past support of the UAW Local 685 Women's Committee fight t breast cancer. We hope that you will continue your support this year against breast cancer.

If your business would be interested in a sponsorship, we are still offering those opportunities as well

\_\_\_\_\_\$2500.00 Sponsorship (16 Event Ticket, Event Sponsor Announcement, S Name in UAW 685 Union Paper, Sponsor Flyer will be available at door for all participants.) ment, Sponsor

\$1000.00 Sponsorship (8 Event Tickets, Event Sponsor Announcement, Sponsor name in UAW 685 Union paper, Sponsor Flyer will be available at door for all participants.

\$500.00 Sponsorship (8 Event Tickets, Event Sponsor Announcement, Sponsor name in UAW 685 Union Paper, Sponsor Flyer will be available at door for all participants.)

\_\_\_\_\_\_\$200.00 Sponsorship (8 Event Tickets, Event Sponsor Announcement, Sponsor Flyer will be available at door for all participants.)

Make Check to UAW 685 Women's Committee or mail to Tammy Mohr 2307 South Wabash Avenue, Kokomo, IN 46902

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







Todd Brittain Dept. 4190 Corp. Date 5-17-93



William Foster Dept. 7700 Corp. Date 2-09-98



Melanie Hodson Dept. 7600 Corp. Date 5-24-93



Dale LeMaster Millwright Corp. Date 6-06-94



Chad Marks Dept. 4275 Corp. Date 6-02-92



Patricia Owsley Dept. 7600 Corp. Date 7-31-95

Matthew Swiezy

(NO PICTURE)

Dept. 7600

Corp. Date 9-19-94

**Donald Andrews** 

(NO PICTURE)

Dept. 7700

Corp. Date 5-02-96

Randy Ramberger Dept. 8190 Corp. Date 5-31-93

Roger Andrick (NO PICTURE) Electrician Corp. Date 6-01-93

Brett Day (NO PICTURE) Dept. 3200 Corp. Date 4-14-93



Roger Robison Dept. 3200 Corp. Date 10-17-94

Jesse Duncan (NO PICTURE) Dept. 6100 Corp. Date 3-29-93

Gary Gibson (NO PICTURE) Gauge Surveillance Corp. Date 10-19-98



William Stafford Pipefitter Corp. Date 6-14-93

> Michael Gilsinger (NO PICTURE) Dept. 4272 Corp. Date 11-17-92

Jon Shallenberger (NO PICTURE) Dept. 5490 Corp. Date 4-22-96



Phillip Starrett Dept. 5490 Corp. Date 4-12-93

Colin Sherrill

(NO PICTURE) Toolmaker Corp. Date 9-25-95

Richard Ward (NO PICTURE) Pipefitter Corp. Date 6-14-93 UAW Local 685 929 East Hoffer Street Kokomo, Indiana 46902-5797

(Remains Welcound a 9



held at UAW Local 685 Union Hall.

### Thursday, May 11, 2023 Thursday, June 15, 2023 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, 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