



# MEMORIAL DAY 2019

LAND OF THE FREE  
BECAUSE OF THE BRAVE

Patriotism is not short, frenzied outbursts of emotion,  
but the tranquil and steady dedication of a lifetime.

Adlai Stevenson II

# Editor Note

Linda Taylor

I sure will miss seeing my UAW brothers and sisters on a daily basis. I have worked at several places in my life including Lennox Corporation, Mettam Safety and as a UAW Local 685 member. By far the UAW is and has been one of my greatest blessings. As union members, we do not always get everything we want, but life as a union member brings many protections and benefits that without a union we simply would not have. It has been my pleasure to be your Local 685 Editor. I will be retiring at the end of May however, I do plan on staying active as a Local 685 Retiree, of course.

Please join me in welcoming, John "Andy" Keogh (pronounced Keo) as the new Local 685 Editor. Andy works at Kokomo Transmission Plant in department 7600. After working with Andy on this issue, I know he will bring some fresh innovative ideas to our ever-evolving union communication strategies. Union communications is everyones job, and I hope you will support Andy in his new endeavor. Effective communications are an integral part of everything that we do. Furthermore, it has given rise to a range of powerful tools for communication and engagement in our union.

People have strong feelings about social media: some swear by it, others avoid it like the plague. However, there is no denying that it is here to stay and an important way that we all communicate with one another. Social media programs and their best practices teach us much about how Facebook, videos, podcast, twitter (and the list goes on) can be tools for strengthening our union. The latest generation of UAW members relies heavily on social media and mobile communications for their news.

However, to keep all members of our diverse membership educated and informed, we must use all communication tools available including our Local 685 Newsletter, union bulletin boards, websites, social media and old fashion worker to worker. I would like to encourage more members to submit articles for your Local 685 Newsletter. To submit an article for the Local 685 Newsletter, please email it to the union hall secretary at [trose@uaw685.comcastbiz.net](mailto:trose@uaw685.comcastbiz.net) or simply drop it off at the union hall. Articles are due on the 5<sup>th</sup> day of the even numbered months.

Critical to the future of the UAW is the success of future contract negotiations conducted under a president and Department of Labor less than sympathetic to the labor movement. A well-informed membership will increase the power of our bargainers in negotiations, align expectations with the circumstances the union and industry face and ensure that members fully understand the provisions of the contracts they will be asked to approve. All of these factors make membership communication at the local level more critical than ever.

There are many ways to become more involved and to support your union. When you make purchases, make the choice to purchase union made products, attend your union meeting, join one of the committees, and vote in the state and federal elections. Some say they don't get involved in politics. They don't vote as it doesn't matter. Political and legislative actions impact our daily lives and our communities; we must stay involved. We need people in office that support, respect, and understand the importance of unions. We need to be involved, set aside our differences, and communicate to strengthen our union. Solidarity Forever, my Union Brothers and Sisters!

**\*\*\*NOTICE\*\*\***

NEWSPAPER ARTICLES MUST BE TURNED IN BY THE 5<sup>TH</sup> OF THE EVEN NUMBERED MONTHS IN ORDER TO BE PRINTED IN THE NEXT MONTH'S NEWSPAPER. ARTICLES WILL NOT BE ACCEPTED AFTER THE DEADLINE.

EDITOR

# LOCAL 685 NEWS

## LOCAL 685 NEWS

Editor ..... Linda Taylor  
Co-Editor ..... Jerry Scott, Jr.

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TTP Committeeman ..... Jeremiah Shipley  
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Jerry Durham, Kelly Ramsey, Mark Wheeler, Scott Weed, Jay Plummer, Danny Dickman, Dave Johnson, John Miley, Larry Dukes, Steve Brooks, Bobby Young, Brandon Weaver, Zack Cummings, Andrew Butcher, John Goad, Rich Boruff, Paul Sultz, John Hursh, Chris Murray, Chris Steward, Jason McClish, Tim Pascoe, Jeff Noe, Bruce McEntyre and Chris Goldsberry.

## REPRESENTATIVES

Attendance Counselors at KTP ..... Gwen Gaillard  
at ITP ..... Tina Durham  
at TTP ..... Crystal Farnham  
Benefits Representatives at KTP ..... Vicky Smock  
at KTP ..... Robin Boone  
at ITP ..... T.B.D.  
at TTP ..... Terri Mutran  
Health & Safety Representative A Crew at KTP ..... Travis Snider  
B Crew at KTP ..... Gary Wysong  
C Crew at KTP ..... TBD  
A Crew at ITPI ..... Rob Seals  
B Crew at ITPI ..... Daniel Zimmerman  
A Crew at ITPII ..... Mike Mehling  
Skilled Trades Unit Chair ..... Warren Holloman  
International Representative UAW Region 2-B ..... Mike Klepper  
UAW Chrysler Dept. International Rep ..... Steve Stahl

## UAW LOCAL 685 AMALGAMATED UNIT #1 (AFV)

Chairperson ..... Joe Butcher  
Vice Chairperson ..... Cathy Spencer  
Recording Secretary ..... Rachel Kidwell  
1<sup>st</sup> Shift Bargaining Representative ..... Lisa Appollanio  
2<sup>nd</sup> Shift Bargaining Representative ..... TBD  
3<sup>rd</sup> Shift Bargaining Representative ..... Regina Ashby

## UAW LOCAL 685 AMALGAMATED UNIT #3 (STAYWELL)

Chairperson ..... TBD

## UAW LOCAL 685 AMALGAMATED UNIT #4 (CARAVAN FACILITIES MANAGEMENT LLC)

KTP Unit Chair ..... Ron Smith  
A Crew Steward ..... Ed Merriweather  
B Crew Steward ..... Mark Tyler  
C Crew Steward ..... Tondlay Butcher  
F Crew Steward ..... Donny Shack  
ITP1 Unit Chair ..... Stephanie Moore  
A Crew Steward ..... Dan Havens  
B Crew Steward ..... Tish Waggoner  
ITP2 Unit Chair ..... Jamie McKibben  
1<sup>st</sup> Shift Steward ..... Twanna Fitts

## UAW LOCAL 685 MACLELLAN (TIPTON PLANT)

Unit Chair ..... Jack E. Rayn  
A Shift Steward ..... Tracy Marshall  
B Shift Steward ..... Mike Fisher

## The President's Report

Rick Ward

The Chrysler Brand led all of the FCA brands and the entire industry in a three-year dependability improvement study with a 30% improvement indicating problems per 100 vehicles are down from 211 to 146. The 2019 Chrysler Pacifica Hybrid took the "Family Car" of the year award and the top safety pick by insurance groups. The Chrysler Pacifica remains the most awarded minivan in the marketplace. The Jeep Brand is set to debut six concept vehicles and the Jeep Gladiators are headed to dealerships now. The 2019 Ram 1500 has earned the Autotrader "Best New Cars for 2019 Award" as the best new full size truck setting the benchmark for durability, technology, luxury and efficiency. Sales do not lie; this Ram is headed to the top.

Your Bargaining Committee attended the UAW-FCA Council meeting in early April primarily to go through the local union proposals for our National Production and Maintenance Agreement. Every proposal was read, discussed and voted on. Our local will be very well represented by longtime Committeeman, Matt Jarvis. Matt has been a leader in our local for many years and will go into negotiations with years of experience and strong leadership skills.

Along with the contract proposals, Vice President, Cindy Estrada's staff gave other presentations about matters at hand. Organizing is a big

issue for the UAW. When we receive information on UAW organizing drives, we will attempt to get members that are interested to these drives. I had conversation with Bill King, top administrative assistant (AA) to Vice President Estrada. They are planning a visit to the Kokomo plants in June. As we get more information, we will let the membership know.

Since June of 2018, there have been 570 cases (mostly grievances) sent to the Appeals Board and of that, 297 are settled. It has been a long time since Chrysler has taken a case to arbitration however, there are dates scheduled in May and June. Arbitration cases are very costly and are binding. As for our Local, we continue to write and serve grievances every week. We continue to give your stewards as much knowledge as we can. From my perspective our stewards are as good as they come. If we as a local want to gain power, we must let our stewards focus on their work. Getting sisters and brothers out of work is not one of their duties 99% of the time.

The company is always going to "cry wolf" about attendance issues. Usually it is "bull", they know what scheduled absences they have every day and they choose not to fill those absences. That is not to say that we do not have attendance issues. Most terminations tie to the attendance procedure. Believe in your leadership if you think you are close to an attendance issue

or any issue **call for your steward- do not go to management- they are not your friend!**



We are writing a rash of "3-6" grievances that cover racial and sexual harassment, sexual orientation, and ethnicity (unwanted touching and offensive jokes or statements). To put it in a nutshell, if you think something you say or do could be seen as offensive; IT IS.

Your bargaining committee is working diligently on the proposals the membership turned in to get you the best Local 685 Agreement they can. What we have today is because of the UAW contracts negotiated for safety in our workplace, benefits, vacation days, personal days, health care, and tuition assistance. If we really want America to be great again to make our lives better, we must make **our UNION STRONGER and that can only happen through SOLIDAIRTY, SOLIDAIRTY, SOLIDAIRTY!**

I thank you, the membership for allowing me to be President!





# IMPORTANT TELEPHONE NUMBERS

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Absentee Call-in .....	1-800-810-2271
Aetna Medicare Advantage .....	1-855-406-4062
AudioNet.....	1-800-400-2619
American/Union made product info .....	<a href="http://www.unionlabel.org">www.unionlabel.org</a>
Attendance Counselor KTP, Gwen Gaillard.....	1-765-454-1040
Attendance Counselor ITP, Tina Durham .....	1-765-854-4182
Attendance Counselor ITPII, TBD .....	1-765-236-4751
Attendance Counselor TTP, Crystal Farnham .....	1-765-210-2905
BC/BS of Michigan .....	1-800-521-0488

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

<b>Benefits Office (KTP)</b>	
Vicki Smock .....	1-765-454-1141
Robin Boone.....	1-765-454-1276
Benefits Office (ITP) T.B.D. ....	1-765-854-4175
Benefits Office (TTP) Terri Mutran.....	1-765-557-6136
Bone Marrow Website .....	<a href="http://www.marrow.org">www.marrow.org</a>
CAREMARK (formerly Pharmicare) .....	1-866-329-4448
Website.....	<a href="http://www.caremark.com">www.caremark.com</a>
Chrysler Financial.....	1-800-556-8172
Chrysler Owner Relations Hotline .....	1-800-992-1997
Chrysler Parts Discount Program.....	1-855-476-6727
Davis Vision.....	1-800-999-5431
(Hot Line).....	1-800-537-2339
website: .....	<a href="http://www.davisvision.com">www.davisvision.com</a>
Delta Dental.....	1-800-292-0626
website (claims information available): .....	<a href="http://www.consumertoolkit.com">www.consumertoolkit.com</a>

### **Employee Assistance Program**

KTP – Sherry Waymire .....	work phone: 765-454-4992
cell: .....	765-271-5491
ITPI & ITPII – Bryon Mills .....	work phone: 765-854-4220
cell: .....	765-210-0168
TTP – Jami Leslie.....	work phone: 765-557-6158
cell: .....	765-416-4358

### **Ergonomics Support**

KTP Representative, Connie Cavazos .....	1-765-454-4997
TTP Representative, Brent Hollingsworth .....	1-765-557-6133
ITPI/ITPII Representative, T.B.D .....	1-765-854-4180
Express Scripts (Retirees) Medicare/Non Medicare.....	1-866-662-0274
Financial Builders Federal Credit Union.....	1-765-455-0500
.....	1-800-858-8874
Greenslips .....	1-800-756-2886
website: <a href="https://www.ea.chrysler.com/employeeadvantage/login.jsp_">https://www.ea.chrysler.com/employeeadvantage/login.jsp_</a>	
The Hartford (Voluntary Extended Disability Benefit - VEDB).....	1-888-525-7575
<b>ITP &amp; ITPII Committeemen and Stewards</b>	
Dennis Wright .....	1-765-854-4149
J. D. Cowser .....	1-765-854-4462
Shawn Smith.....	1-765-854-4148

Matt Jarvis .....	1-765-236-2698
Bruce McEntyre .....	1-765-854-4458
John Miley .....	1-765-854-4457
John Goad.....	1-765-854-4459
Steve Brooks .....	1-765-854-4451
Andy Butcher .....	1-765-854-4460
Jason McClish .....	1-765-854-4113
Chris Steward.....	1-765-236-4752
Tim Pascoe.....	1-765-236-2551
Dan Dickman .....	1-765-236-2749
<b>Tipton Transmission Plant</b>	
Brandon Weaver.....	1-765-557-6095
Scott Hanner.....	1-765-557-6096
John Hancock – Long Term Care (LTC) .....	1-800-555-1158
Legal Services .....	1-800-482-7700
Medicare of Indiana .....	1-800-633-4227
website: <a href="http://www.medicare.gov">www.medicare.gov</a>	
Merrill Lynch (401K) .....	1-800-483-7283
Specific questions regarding investment options (Chris Padgett) .....	1-800-937-0844
.....	1-317-706-6953
Met Life.....	1-800-638-6420
Retiree Servicing (BC/BS of Michigan).....	1-800-521-0488
Retiree's Website .....	<a href="http://chryslerretirees.com/">http://chryslerretirees.com/</a>
<b>Security (for emergencies)</b>	
KTP.....	1-765-454-1222
ITP and ITPII .....	1-765-854-4444
TTP.....	1-765-557-6044
Sedgwick (S&A, EDB, and FMLA).....	1-888-322-4462
Skilled Trades Office (KTP) .....	1-765-454-1457
Social Security Administration .....	1-800-772-1213
Solidarity Community Federal Credit Union .....	1-800-999-5894
.....	1-765-453-4020
Standard Care Network (SCN).....	1-800-810-2583
Website: 1) <a href="http://www.anthem.com">www.anthem.com</a> click on Blue Access (PPO)	
2) <a href="http://www.bcbs.com/healthtravel/finder.html">www.bcbs.com/healthtravel/finder.html</a>	
Tuition Assistance Program (TAP).....	1-586-427-6757
TAP Representative KTP, Ted Secrease .....	1-765-454-1265
TAP Representative ITP, Linda Taylor .....	1-765-854-4363
TAP Representative, TTP, Leon Boggs .....	1-765-557-6165
UAW/Chrysler Kokomo Training Center .....	1-765-854-2240
UAW Local 685.....	1-765-459-3133
(Fax) .....	1-765-454-5464
Website:.....	<a href="http://www.local685.org">www.local685.org</a>
Union Office (KTP) A Crew .....	1-765-454-1049
B Crew.....	1-765-454-1712
C Crew .....	1-765-454-1638
US Med – diabetic supplies (active and retiree) .....	1-800-787-6331
<b>Workers Compensation</b>	
Ombudsman Office.....	1-800-824-2667
website: .....	<a href="http://www.in.gov/workcomp">www.in.gov/workcomp</a>
Workforce Development Helpline .....	1-800-437-9136
File a claim on line at.....	<a href="http://www.in.gov/dwd/">www.in.gov/dwd/</a>



## JOIN UAW LOCAL 685 COMMUNITY SERVICE COMMITTEE WALKING FOR A CURE

8/10/19 at Upland Brewing Company Fountain Square  
1201 Prospect St. Indianapolis, In 46203  
**Welcome to 2019 Indiana Tour de Cure.**  
**Many Roads. One Purpose.**

Join the American Diabetes Association at the 2019 Indiana Tour de Cure: it's more unified, inclusive and powerful than ever before, with ride, run and walk options for the whole family! **All riders, runners, and walkers will be treated to lunch and a fantastic celebration party for all to enjoy. Participants can also earn Tour de Cure apparel!**

Ride. Run. Walk.

Tour de Cure is for people of all cycling abilities, featuring 4 well-marked cycling routes with safety marshals and safety vehicles, and fully stocked rest stops to fuel your journey! The 5K run and walk routes are a great way to get out, have fun, and **celebrate those who are living with diabetes.**

Tour de Cure is more than just a ride, walk or run— it is a celebration of the ADA's mission and a chance to raise critical funds to help fight diabetes. **Every mile covered and every dollar raised brings us that much closer to a cure.**

After registering you will have access to your Participant Center, which is your fundraising hub. You will have a personal page to share your story, mobile apps, email templates and more. **Fundraising has never been easier with the Participant Center and Fundraising Toolkit.**



**Registration Fee Schedule:**  
\$15 April 1- May 31  
\$25 June 1- August 9  
\$35 Day of Tour- August 10

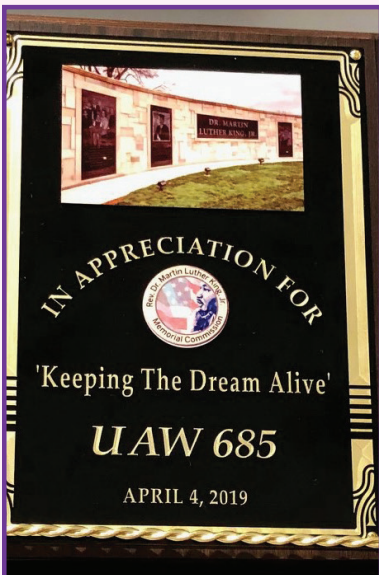


**COMMUNITY SERVICE COMMITTEE - KIM STORY, CHAIR (765)437-3428**

## LOCAL 685 RECEIVES APPRECIATION AWARD

Community Service Chair Kim Story and  
Civil Rights Chair Dana Wilson

On behalf of our Local 685 membership, President Rick Ward accepted the appreciation award for "Keeping the Dream Alive" from the Martin Luther King, Jr Memorial Commission. The event was held on April 4<sup>th</sup> at the Bel Air banquet hall in Kokomo. The award was issued to the Local 685 membership in appreciation for outstanding community involvement and has been placed in the display cabinet in the lobby of our hall. Thank you to our great membership and be sure to check out your award next time you visit the hall.



*Local 685 President Rick Ward accepting the Keeping the Dream Alive award.*



## Local 685 CAP Committee

Crystal Farnham, Chair



Thank you to our Local 685 CAP members for your dedication in promoting the sale of UAW VCAP tickets in the plant last month. The winners of the \$200 gift cards were Kim Blake and Helen Moss. In the upcoming months, we will be following the VCAP ticket drive with a Yellow VCAP checkoff drive, a registration drive as well as another VCAP ticket drive towards the end of the year. Keep a look out for the red VCAP bags in the plant and take the opportunity to support UAW CAP.



We do appreciate everyone who purchases tickets or participated in the drives. Always keep in mind Walter Reuther words, "There's a direct relationship between the ballot box and the bread box, and what the union fights for and wins at the bargaining table can be taken away in the legislative halls!" We hope to see you at our next CAP Committee meeting.



CAP Committee members (L-R) Mandi Drake KTP, Warren Hollerman KTP, Erica Wernger KTP, Rena Riffle ITP1, Megan Bramel TTP, Rochelle Obannon ITP1 and Brookelyn Crumley KTP.

## Local 685 Education Committee

Danielle Flager, Chair



EDUCATION COMMITTEE



Hello everyone, I hope you enjoyed your spring break and had a Happy Easter. I created a Facebook page for the Education Committee in order to keep the membership informed on events and new information. You can go to Facebook, then like and follow the new Education Committee page by searching Education Committee. Look for the blue logo pictured above. You can also find Educational Committee information on our official UAW Local 685 Facebook group.

Over the past few months, the committee and I have been looking into having a movie night at the union hall. We want to have it on a night that all shifts can attend. The first movie will be Citizen Koch. The film focuses on the wealthy Koch brothers. It is a 2013 documentary concerning the political

influence of American plutocrats on the political process following the US Supreme Court decision in Citizens United v. Federal Election Commission which granted corporations the ability to anonymously spend unlimited money to influence public policy and elections.

On the Facebook Education Committee page, there is a poll I would like everyone to take in order to get your opinion on the movie night. All Local 685 members and retirees are welcome, we hope to see you soon!

In Solidarity,

Education Committee Contact Information:  
Danielle Flager Chair 765-252-7364  
Email: [Dflager0620@gmail.com](mailto:Dflager0620@gmail.com)  
Travis Snider Co-Chair 765-427-6572

## 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		Dept.	Shift		Dept.	Shift
Will Price, Chair	Retired	ALL	Mike Woodson	Dept. 4190	A	Bill Waggoner	Retired	ALL
Bill Patrick	Retired	ALL	Lori Dame	Dept. 4270	A	Ronald Riebe	TTP	A
Roland Tyler	Retired	ALL	Jonathan Myers	Dept. 9110	A	Omar Daniels	Dept. 5690	C
Kerry Ellison	Dept. 6900	A	Jeremy Hook	Dept. 7700	A	Larry LaVictoire	Dept. 5690	C
Henry Carter	Dept. 4190	A						



## Howard County CAP Council

### Belonging to Your Howard County CAP Council is Important for Our Future

Tina Durham, Chair

Our most recent International UAW Constitution was adopted at the 37<sup>th</sup> UAW Constitutional Convention on June 2018. Article 23, Section 1 states, "The CAP objective and purpose of UAW Community Action Program Councils are to develop, promote and implement policies and programs designed to improve and enrich the quality of American life. We shall engage in community, civic, welfare, educational, environmental, cultural, citizenship-legislative, consumer protection, community services and other activities to improve the economic and social conditions of UAW members and their families and to promote the general welfare and democratic way of life for all people."

Think about this for a moment. Article 23 encompasses much work which has great effects on many community programs which are dear to our memberships' heart. This also includes meetings with political leaders to discuss how to keep good paying jobs in Indiana. With all this on our plate, we need your help to move forward with new programs that your CAP Council will be implementing in

the near future.

You CAP Council is moving into the future to build upon our predecessors' visions and the upbeat tempo set by our Indiana CAP Chair, Danny Ernstes. We need to keep CAP at the forefront. Due to social media and the way information is quickly relayed, we need your help to stay on top of the dynamic changing endeavors. We must move at the speed of light to keep ahead of community, civic, and legislative issues and we cannot do it without your help!

A few items CAP will be looking into for the near future are the May 7th primaries, Little 500 at the Anderson Speedway, Laborfest Event in downtown Indianapolis, municipal election in November, and a new program titled "Path to Power". Path to Power is a program designed to help us recruit union members to run for office. Through our Path to Power program, the national AFL-CIO along with the UAW will help state federations build and operate the political world to elect and engage our union members in public office. Regardless of your political affiliation, we as members of labor have many more common threads

that we share that involve our safety, wages, healthcare, overtime pay, representation, and our ability to bargain. We have more common threads than not. I believe that all members of this union would represent us in the political world to the best of their ability.

If you want to be part of an awesome movement forward, please feel free to join us on the 4th Wednesday of every month at 700 East Firmin Street (Inventrek Building) on the second floor room 2D at 5 pm. If the room changes, it will be posted ahead of time. We have so much at stake and plenty of work to do. We need you, the membership!

In Solidarity, today for a better tomorrow, from your union sister!



## Skilled Trades -NOTICE-

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

**Thursday, May 16, 2019 – Thursday, June 13, 2019**

**6:30 A.M. – 12:45 P.M. – 5:00 P.M.**

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,

Steve Workman, KTP, 454-1457 - Dennis Wright, ITPI & II at 854-4149 - Scott Hanner, TTP, 557-6096.



The Bargaining Committee invited all of the union stewards to review our Local Contract with the proposals for changes. This hasn't been done in over 15 years. The union officials are the front lines and deal with a lot of the problems that are going on in our plants. We, the stewards had many good discussions while reviewing the Local Contract. I would like to thank the committee for allowing all the union stewards to participate. Our Local Bargaining Committee will be going through all proposals that have been turned in as well.

**Special Bargaining Convention**

As your Local 685 delegate, I had the opportunity to serve at the Special Bargaining Convention in Detroit on proposed resolutions. First, I would like to thank each member for allowing me to be your Local 685 delegate. The Special Convention was held March 11-13, 2019. UAW President Gary Jones first announced that the International has raised the weekly strike fund pay from \$200 to \$250 per week effective March 2019. That number will increase to \$275 per week in January 2020.



Local 685 Delegates (L to R)- Steve Brooks, J.D. Cowser, Steve Workman, David Chester, Rick Ward, Chet Cowen, Chris Steward, Lora Boruff, Jimmy Shaw and Rich Boruff.

**2019 Proposed Resolutions  
Profit Sharing**

There is not enough room in this paper to review every proposal from the convention, however the resolution book can be found at [UAW.org/sbc](http://UAW.org/sbc) under the resource tab. I would like to share a few of my thoughts on some of

**Local 685 Steward News**

the resolutions and discussions.

Walter Ruther once said that the profit sharing is purchasing power. There are many videos of Walter Ruther that you can google and view to increase your knowledge of the UAW history. We need to stand strong as ONE, as they did in the history of our UAW and fight for worthy contracts for the membership as a whole. Over the past few years, S & P 500 companies have reported record profits. On top of these record profits, the newly enacted tax cuts funded by hard working taxpayers add more to the bottom line of these companies' profits. At a certain point, when companies have consistently generated significant profits after paying for normal operating expenses and capital expenditures, they find themselves with what is commonly referred to as "excess cash" and must make decisions on how to use these funds. They can use excess cash to reduce prices for customers, invest back into the U.S. by building new modern facilities, pay down debt or shore up underfunded pensions or retiree medical obligations. Instead, the lion's share of the excess cash is being sent to the companies' shareholders through increased stock dividends and share buybacks.

**Wages and Salary**

Your Local 685 delegates were very supportive of the resolutions on Wages and Salary. This included the intention to eliminate tiered wages, establish wage progressions with a clear and shorter path to full-time pay with benefits. On this next

set of negotiations, they will make every effort to eliminate wage inequalities between workers. When workers are performing the same job with different pay it only causes division within the rank and file. Every delegate at the Special Convention was in favor of eliminating the tier system completely. This should be the number one priority at the bargaining table.

Temporary employees (TPT) were discussed with every local in support of revamping the TPT contract language.

Many locals discussed the abuse of the temporary employees' working hours, pay, no union representation, and ability to migrate to a full-time position. TPTs also need to qualify for the profit sharing plan because they play a vital role in making the company successful. Companies like to utilize TPTs so they can pay lower wages, avoid the cost of unemployment insurance and workers compensation, and other paid benefits. This is another one that should be a priority on the bargaining committee agenda.

**Political Action and VCAP**

They discussed the need to get involved in elections and look at the candidates that are labor friendly whether they are Democratic or Republican. The UAW is politically active because our ability to make progress for workers at the bargaining table is tied to our ability to elect pro-labor candidates to office. Federal, State and Local officials make countless decisions that impact the well-being and the quality of life for working Americans; these decisions can support or undercut the contract provisions we negotiate at the bargaining table. The VCAP checkoff clause is established in the UAW Constitution, article 12, Section 20 which is our only means of monetary support for many labor-endorsed candidates.

**Skilled Trades and Apprenticeships**

The resolution on Skilled Trades and the Apprenticeship programs discussed the need to add more apprenticeships and bonafide training established programs. Steve Workman, Skilled Trades Committeeman and delegate spoke in support of this resolution. Steve also talked about the increased use of automation, robotics, and connected devices, sometimes referred to as the "Industry 4.0" and the need for training to keep up with the ever changing industry on new technology. Steve also talked about the need for more apprentices as many







Skilled Trades Committeeman Steve Workman speaks on the Skilled Trades and Apprenticeship resolution.

of our skilled trade members approach retirement age.

**Benefits for Servicewomen, Servicemen, and Veterans**

The UAW recognizes the sacrifice and service of all the men and women who have served in the armed forces. The bargaining programs reflect the support from the UAW for veterans and active duty personnel by seeking fair treatment in the workplace. The Bargaining Committee will continue to fight for military duty leave, along with contract provisions to require employers to make up the difference between military pay and benefits and the regular pay and benefits when a UAW member is called to active duty. The UAW will urge employers to join us in supporting adequate funding for

veterans' health care programs.

I am not sure how our 2019 contract will prevail, but I along with our Bargaining Committee and you will hold them accountable in ensuring that they are bargaining in our best interest. I will always believe in our great union because we cannot live without it, but the accountability lies within each and every member to whether we ratify the contract or not. No union bargaining committee ever goes to the table asking for a strike. That is and should be our last resort. Every bargaining agreement has its give and takes; we have given too long. I honestly believe this contract will be hard to settle and



Local 685 Committeeman and UAW Bargaining Committee member, Matt Jarvis.

if a strike is needed, I believe it will happen. Every member should be saving funds back in case of a strike.

I believe our National Bargaining



Local 685 President Rick Ward stands with UAW retirees.

team will be strong and persevere in this contract. Our own Local 685 Committeeman at ITP II, Matt Jarvis is a member of the UAW National Bargaining Committee and will be representing us at the national level. Having worked side by side with Matt, I have the utmost confidence and respect for him. We must not show division amongst our membership for the company picks up on that and uses it to their advantage. We all must stand strong and support our UAW National Bargaining Committee pending our contract ratification vote where the memberships' voice will be heard!

In Solidarity, Chris Steward



**2019 Special Bargaining Convention**

Jimmy Shaw, Delegate

I appreciate the opportunity to be one of your elected delegates and involved in both the

Constitutional and Special Bargaining Conventions. UAW delegates came together March 11 through 13 from all sectors and areas of the country to debate and vote on resolutions that will set the goals and patterns of bargaining for the next four years.

I've heard some of my brothers and sisters say and have seen some social media posts suggesting unions are weak or past their day, but unions are needed now more than ever. We are living in a time when not only are corporations, but our own government

is trying to bust unions. They are spending big money, making laws, having meetings to divide us and bust our unions. If only we worked for a corporation that cared more for our safety, the quality of the product and the future of the company rather than trying to get one over on us for the upcoming contract negotiations.

FCA supervisors are being pulled into meetings by Labor Relations preparing them to set the company up for war this contract year. Encouraging them to be petty with employee write ups, making moves to pit you against other brothers, sisters, our Local and our International Union. The International Union is going into this battle with the motto "We Are One".

We need to set aside our differences and stand united with them as they go into negotiations this year with goals such as of getting rid of tiers. This is one of the most damaging things ever put in place to divide and bust unions.

Another proposed resolution this contract year is to address the Temporary Part Time (TPT) workers issues. We need contract language in our contract to protect them, to get them representation, seniority rights and to shorten the amount of time to flip them to full-time. The International UAW also spoke about the need to protect healthcare and our retirees who have been the biggest losers in the company and the government's crusade to bust unions.



### Local 685 Women's Committee

Helen Williams, Chair

#### What is PINK Heals?

Men and women commit up to 21 days away from their families to volunteer to drive the Pink Heals Initiative across America in our pink vehicles. The Pink Heals Tour can last as long as ten months, visiting hundreds of communities, and driving thousands of miles. They bring the program to cities and towns across the country to partner with Public Safety and inspire citizens, businesses and community leaders to start putting people first through home visits and local fundraising. This selfless effort by the individuals who drive these vehicles along with the thousands of people who have joined us for home visits, and signed the trucks and cars, are the inspiration for your city to start this program! This is not just about members of Public Safety, this is about doing what is right for the very people that as fire fighters and public servants, we are supposed to serve. Pink Heals supports local fundraising events and provides home visits upon request to support those in need.

**Exciting News!** Howard County has their own **PINK HEALS** fire truck that will be visiting children and people in Howard County and surrounding counties. The Kokomo Pink Heals Chapter has been started by retired Kokomo Firefighter Ray Fitzgerald. The Local 685 Women's Committee is selling t-shirts for the cause.



**T Shirt are \$20, sizes S-4X.**

**Please have money ready when ordering.**

**Contact Helen Williams 314-713-4971 or Tammy Mohr 765-419-1957**

The Pink Heals fire truck will be at the Jackrabbits Strike Out Breast Cancer Game on Friday, July 26th and at the 5th Annual UAW Local 685 Women's Committee "Making Strides Against Breast Cancer" walk on Sunday, October 20 at the Senior Citizens Center.



Ray Fitzgerald (left) stands with John Johnson of Johnson's Towing and Recovery in front of the new Pink Heals firetruck, which will be used to make visits to area citizens battling cancer.

### Retirees Regular Meeting Pot Luck

**Wednesday, May 8, 2019**

**Wednesday, June 12, 2019**

**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

**CHECK OUT THE  
UAW LOCAL 685 RETIREE WEBSITE**

<http://Local685retirees.org>

#### "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**

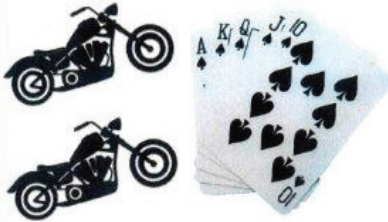
If any of our active members would like to donate canned goods for this project, they can drop them off at the Union Hall on the 2<sup>nd</sup> Wednesday of each month when the retirees hold their meeting or they can be brought to the regular membership meeting on the 3<sup>rd</sup> Tuesday of the month.

FOOD WILL BE PROVIDED AT THE END OF THE RUN!

THERE WILL BE TROPHIES FOR:

- 1) BEST POKER HAND
- 2) BEST BIKE
- 3) BEST RATBIKE
- 4) WORST POKER HAND

**UAW Locals 685 & 1302  
Veteran's Committees Present:**



# POKER RUN

**Date:** June 8, 2019

**Time:**

- Registration starts at 10:00am
- Kickstands up at 11:00am

**Cost:**

- \$20 per rider: includes Poker hand and entry for sandbox
- \$10 per passenger: includes entry for sandbox
- \$10 for additional poker hand
- \$100 for Sponsorship: includes your name/business card on map and mention in all social media about event

**Beginning Location:**

UAW Local 685  
929 E Hoffer St  
Kokomo, IN 46902

Proceeds go to support our local Howard County Veterans



## Local 685 Veterans Committee

Jimmy Shaw, Chair

On May 5<sup>th</sup>, the UAW Local 685 and 1302 Veterans Committee gives you a chance to stay your underachieving self and help veterans in our community by participating in the 2nd Annual Underachiever's 0.5k Run seasonally named Cinco de Slacker. It is \$25 to enter and the proceeds go to Jackson Street Commons.

On June 8<sup>th</sup>, our 1st Annual Motorcycle Poker Run will be a nice ride through the Indiana country side and end at the 5th Annual Sandbox Reunion at the Howard County Vietnam Veterans Grounds. Also, we have a bad (685 newsletter edit) trophy that goes to the best hand! Thank you Local 685, the retirees, Local 1302 and our membership for helping us support veterans locally!

Remember the importance of enrolling with the VA and a reminder that the Veterans Committee monthly meetings are held the 1st Monday of each month. We look forward to seeing you!

The 2<sup>nd</sup> Annual UAW local 685 Veteran's Committee  
**0.5K Underachiever's Run**



# SUNDAY MAY 5th

NAME \_\_\_\_\_

\_\_\_\_ SPONSORSHIPS of over \$100 gets name on back of shirt. Mentions on Social Media.

\_\_\_\_ \$25 to enter gets drink ticket, shirt, pretentious sticker

\_\_\_\_ Shirt Size

10 am registration - 11 am start

Jimmy shaw 765-438-3123 or roadkill3H@yahoo.com

## 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](http://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.



Donald Andrews  
Dept. 6200  
Corp. Date 9-24-94



James Burke  
Electrician  
Corp. Date 8-27-90



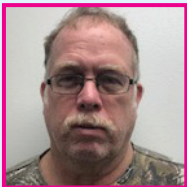
Gregory Carey  
Dept. 8800  
Corp. Date 6-01-88



Robert Chesher  
Dept. 6200  
Corp. Date 2-20-95



Donald Erickson  
Dept. 3260  
Corp. Date 6-25-88



Robert Jacobs  
Toolmaker  
Corp. Date 11-11-86



Anthony Johnson  
Dept. 5690  
Corp. Date 4-05-93



Charles Jones  
Dept. 2200  
Corp. Date 5-23-94



Jeffrey Kistler  
Dept. 9200  
Corp. Date 6-14-88



Timothy Miller  
Dept. 3402  
Corp. Date 6-22-88



Bruce Payne  
Pipefitter  
Corp. Date 6-15-87



Ernest Rippy  
Dept. 2200  
Corp. Date 10-04-93



Gary Spangler  
Dept. 4340  
Corp. Date 3-29-93



James Wheatley  
Electrician  
Corp. Date 3-05-84



Nancy White  
Dept. 7260  
Corp. Date 6-02-92



Tim Willis  
Dept. 8800  
Corp. Date 9-06-95



Dylis Beahrs  
Dept. 7600  
Corp. Date 1-12-99



Timothy Clark  
Dept. 4270  
Corp. Date 6-30-88



Terry Frost  
Pipefitter  
Corp. Date 2-15-99



Randy Gillam  
Machine Repair  
Corp. Date 1-25-93



Tom Halter  
Carpenter  
Corp. Date 5-09-96



Shane Hines  
Dept. 4190  
Corp. Date 11-17-92



Gary Hoffman  
Pipefitter  
Corp. Date 9-06-95



Sara Holder  
Dept. 9100  
Corp. Date 6-03-88



Curtis Jackson  
Pipefitter  
Corp. Date 10-31-94

**RETIRING MEMBERS OF UAW LOCAL 685**



Gregory Jarvis  
Dept. 7100  
Corp. Date 10-11-93



Joseph Kruemmer  
Electrician  
Corp. Date 9-02-80



Mary Leacock  
Dept. 5490  
Corp. Date 8-15-88



Brent Lewis  
Machine Repair  
Corp. Date 5-23-88



Duane Martin  
Dept. 4190  
Corp. Date 6-17-88



Mark Matthews  
Dept. 3200  
Corp. Date 5-17-93



Joyce McDonald  
Dept. 6200  
Corp. Date 4-05-94



Gerald McKee  
Millwright  
Corp. Date 1-13-93



Alfred Peters  
Dept. 4270  
Corp. Date 6-20-94



Melanie Salyers  
Dept. 7100  
Corp. Date 4-05-94



Angela Schwarzkopf  
Dept. 8700  
Corp. Date 8-01-94



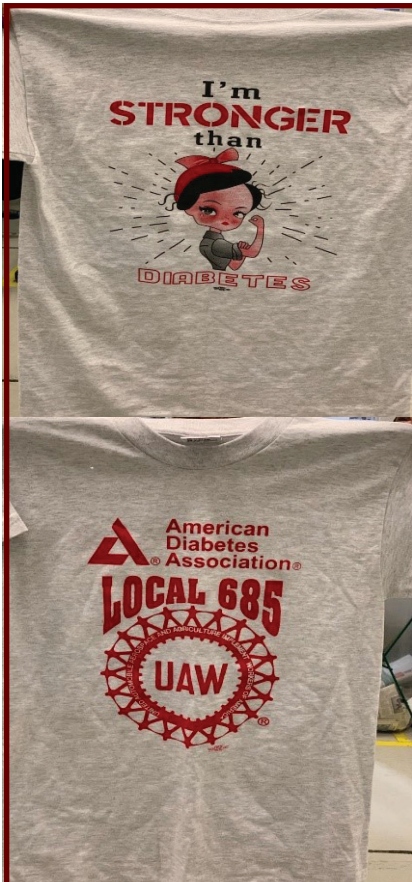
Robert Sewell  
Electrician  
Corp. Date 7-01-96



Craig Slusser  
Toolmaker  
Corp. Date 12-01-86



Darlene Worden  
Dept. 8000  
Corp. Date 6-13-94



**COMMUNITY SERVICE COMMITTEE  
IS HOSTING A FUNDRAISER FOR  
THE AMERICAN DIABETES ASSOCIATION**

**ALL SIZE T-SHIRTS ARE \$20 EACH  
SMALL, MEDIUM, LARGE XL, 2X, 3X, 4X  
PLEASE PAY WHEN YOU PLACE YOUR ORDER  
THANKS**

**GET YOUR T-SHIRT FROM ANY COMMUNITY SERVICE COMMITTEE MEMBER**

**KTP**

**KIM STORY, NORRIS O'BANNON, STACEY WHITE, CHARLINE ALEXANDER,  
DANIELLE FLAGGER, JULIE WILLIAMSON, SCOTTY BARBARY,  
PHIL WILLIAMSON, DONITA HUMPHRIES, JACKIE ONUGHA,  
BELINDA GARDNER, TONITA BAILEY, TONITA PRICE, HEIDI OTIKER**

**ITP-1**

**MIKE ELLISON**

**ITP-2**

**AARON ST. CLAIR, KERRY ELLISON**

**TTP**

**TERRI MUTRAN, CRYSTAL FARNHAM, RETIREE DANA WILSON**

## Tuition Assistance/Industrial Readiness Certificate Program

Leon Boggs, UAW TAP Representative

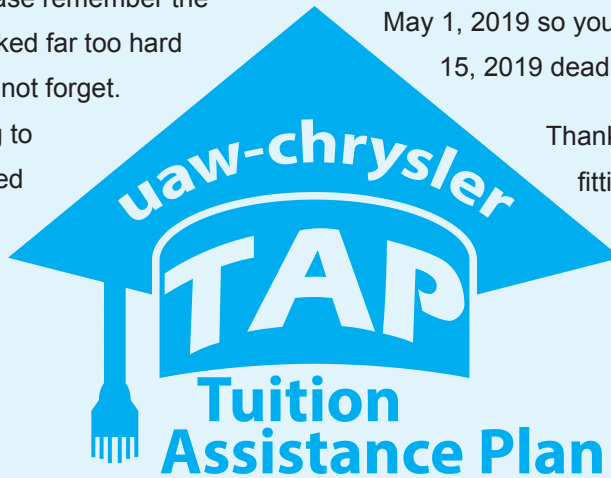
For those of you who are currently involved in the Industrial Readiness Certificate Program, your plant TAP Representatives need you to turn in your **Certificate of Completion** and **Grades** from either Ivy Tech or Penn Foster as soon as you get them. The NTC TAP Department requires these documents before they can process the payment of your voucher and the documents are also necessary to prove successful completion to add your name to the IRCP roster. Please remember the deadline is July 15! You have worked far too hard to let this stand in your way, so do not forget.

If you decided to simply stop going to class after you started, you will need to contact whichever school you attended to work out the payment details. (Some may

owe the school directly for tuition). **DO NOT ASSUME** you are fine if you simply stopped going. If you failed one or more classes, TAP funds will cover the cost. If you have any questions on your status, contact either Ken Parry (765) 252-5499 or Stephen Waddell at (765) 252-5545.

New classes for the IRCP Program started on April 15, 2019 at Ivy Tech and will end by July 15, 2019. Penn Foster (online classes) are also ongoing, but must be started by May 1, 2019 so you can also finish on or before July 15, 2019 deadline.

Thanks to all of you for your hard work fitting these classes into your already busy schedules and we wish you the best in your career at FCA.



## 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.

Dana Wilson, Chair



## E.A.P. Program

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:

Bryon Mills                      office at ITP                      work phone: 765-854-4220                      cell phone: 765-210-0168

### EAP representative for KTP employees:

Sherry Waymire                      office at KTP                      work phone: 765-454-4992                      cell phone: 765-271-5491

### EAP representative for TTP employees:

Jami Leslie                      office at TTP                      work phone: 765-557-6158                      cell phone: 765-416-4358

### IN MEMORY

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

George Plank  
Retired – Dept. 3400

Michael Knox  
Retired – Dept. 4200

Jerry Mitchel  
Retired – Dept. 1480

Darletha “Dolly” Page  
Active – Dept. 4340

Mark Henderson  
Retired – Dept. 7400

Walter Russell Anthony  
Active – Dept. Caravan

Randy Hines  
Active – Dept. Caravan

John M. Kidwell  
Active – Dept. 4270

Dennis Mobley  
Retired – Dept. 3041

Brian Pence  
Active – Dept. 8412

### Monthly Meeting Notices!

#### Union Membership Meeting

Tuesday, May 21, 2019  
Tuesday, June 18, 2019  
6:45 AM 12:00 Noon 5:00 PM  
UAW Local 685  
929 E Hoffer St.  
Kokomo, Indiana

#### Executive Board

5:00 PM  
Wednesday, May 15, 2019  
Wednesday, June 12, 2019

#### Howard County CAP

5:00 PM – *Inventrek Center*  
**Tina Durham, Chair**  
Wednesday, May 22, 2019  
Wednesday, June 26, 2019

#### A. Philip Randolph Committee

5:00 PM.  
Les Ellison, Chair  
Thursday, May 16, 2019  
Thursday, June 20, 2019

#### AFV, Unit 1

As announced by chair  
**Joe Butcher, Chair**

#### By-Laws Committee

Immediately following each union meeting  
**Tony Nelson, Chair**  
Tuesday, May 21, 2019  
Tuesday, June 18, 2019

#### CAP Committee

5:00 PM  
**Crystal Farnham, Chair**  
Monday, May 13, 2019  
Monday, June 10, 2019

#### Chaplains Committee

4:45 PM  
**Will Price, Jr., Chair**  
Monday, May 13, 2019  
Monday, June 10, 2019

#### Community Service

5:00 PM  
**Kim Story, Chair**  
Tuesday, May 14, 2019  
Tuesday, June 11, 2019

#### Education Committee

5:00 PM  
**Danielle Flager**  
Wednesday, May 1, 2019  
Wednesday, June 5, 2019

#### Recreation Committee

5:00 PM  
**Josh Perin, Chair**  
Monday, May 6, 2019  
Monday, June 3, 2019

#### Stewards Council

5:00 PM  
Monday, May 20, 2019  
Monday, June 17, 2019

#### Veterans Committee

5:00 PM  
**Jimmy Shaw, Chair**  
Monday, May 6, 2019  
Monday, June 3, 2019

#### Women’s Committee

5:00 PM  
**Helen Williams, Chair**  
Tuesday, May 7, 2019  
Tuesday, June 4, 2019

#### Union Label Committee

Immediately following each union meeting  
**Rich Boruff, Chair**  
Tuesday, May 21, 2019  
Tuesday, June 18, 2019

**CHECK OUT THE  
UAW LOCAL 685  
WEBSITE**

<http://Local685.org>

**CHECK OUT THE  
UAW LOCAL 685  
FACEBOOK PAGE**



### Thank You Cards From The Families Of:

Barbara McGregor, Albert Cook Cooper, Bruce Althouse, Lawrence J. “Larry” Digue, Francis Xavier Shanabarger, William Whelchel, Dillard Goad, Violla Imogen Sanders, James Junior King, Marry Ellen Gillam, Deanna Munsell, Roberta Wagner, Genevieve Pond, Sheila Fite, Robert Shawhan, Hope East, Raymond Worthman, Verda “Lee” Carson, Jeffery Catt, Donna Mohler, Melvin Hamilton and Mark Henderson.

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



Non-Profit  
US Postage  
Paid  
Permit 190  
Kokomo, IN

KICK OFF Event @ The  
Kokomo Jackrabbits  
game on July 26th



# Strike Out Breast Cancer



Local 685  
Women's Committee



[www.makingstrideswalk.org/UAW685kokomoIN](http://www.makingstrideswalk.org/UAW685kokomoIN)

Walk on Sunday, October 20, 2019 at Foster Park—Senior Citizens Center

1 PM Registration, 2 PM Program, Walk Follows!