

UAW LOCAL 685 CHILDREN'S CHRISTMAS PARTY

DECEMBER 5, 2021 • 12:00 PM – 4:00 PM



Editor Note

Andy Keogh

The holidays are upon us and most of the membership looks forward to this time of year. Cooking and baking is one activity that comes to mind; it is always so much fun baking cookies and letting the kids decorate them. Then the best part comes when we get to eat them up. The smiles on my kids' faces is as big as the moon in these moments. Football is another fun activity that comes to mind. I look forward to having friends and family over to watch our favorite teams play while cheering and having an awesome time together.

The feeling of unity or togetherness that these moments generate are closely related to the meaning of solidarity in our union. During this holiday season, I also think of our unity as brothers and sisters in solidarity. Sure we are all different and come from different backgrounds but, working together is what we do best in order to protect our jobs and provide for our families. You can pick your friends, but not your family they say however, you did just that when you chose your work team. Solidarity is a feeling or action of unity among individuals with a common interest.

I know that some of our members get upset and claim that they don't trust the union, or they think that it's not good for them, but the hard truth is that the members are the muscle and the strength. A strong membership is an educated membership and the best way to educate yourself is to come to the union meetings. You are always able to ask questions if you don't understand what is going on. If you haven't already you should read your UAW Constitution, the Local 685 By-Laws, and then the Local Contract. Get educated and be involved with your union, unless you prefer someone to do the reading and decision making for you. Don't just sit on the sidelines and complain if you don't understand. Learn the history and your rights that the UAW has fought for you to have.

We are fortunate to have these great union jobs and we need to continue to maintain our solidarity. We can secure a future for our kids and grandkids so those generations have a place to work and support their families, then we have done our job. Solidarity also includes buying what we build to support American jobs.

To wrap this up, I'd like to say Happy Holidays to my union family. I hope we all show each other the kindness and respect our union family deserves this holiday season and promote solidarity all year long in 2022. Hope to see everyone at the Children's Christmas Party!

Solidarity Forever!

NOTICE

NEWSPAPER ARTICLES MUST BE TURNED IN BY THE 15TH OF THE EVEN NUMBERED MONTHS IN ORDER TO BE PRINTED IN THE NEXT MONTH'S NEWSPAPER. ARTICLES WILL NOT BE ACCEPTED AFTER THE DEADLINE.

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LOCAL 685 NEWS

LOCAL 685 NEWS

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

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..... at TTP Andy Bramel
..... at TTP Lora Boruff
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Vice Chairperson..... Cathy Spencer
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1st Shift Bargaining Representative..... TBD
2nd Shift Bargaining Representative..... TBD
3rd Shift Bargaining Representative..... Regina Ashby

UAW LOCAL 685 AMALGAMATED UNIT #3 (STAYWELL)

Chairperson TBD

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

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1st shift Steward Aaron Benson
2nd shift Steward Tondaly Butcher
3rd shift Steward Ed Merriwether
ITP1 Unit Chair..... Leon Williams
1st Shift Steward Jeremy Adkins
2nd Shift Steward Tish Waggoner
3rd Shift Steward T.B.D.
KEP Unit Chair Jamie McKibben
1st Shift Steward T.B.D.

UAW LOCAL 685 MACLELLAN (TIPTON PLANT)

Unit Chair..... Jack E. Rayn
1st Shift Steward Alonzo Carless
2nd Shift Steward Jeramy Walker

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.

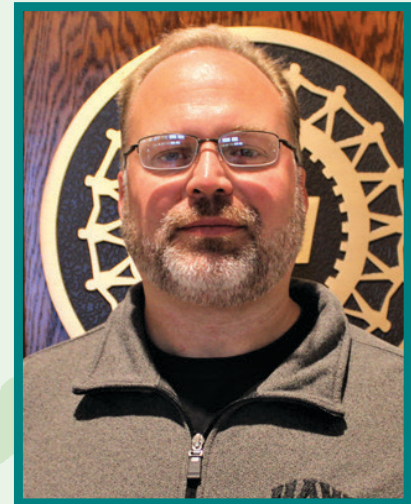
The President's Report

Brothers and Sisters,

On October 7, 2021, Stellantis made a huge announcement for our Kokomo plants. They will be investing \$229 million into KTP and ITP to retool those plants to produce the Gen4 transmission. This transmission will get us into the electrification phase that is coming fast in the automotive sector. This announcement will help us retain 662 jobs that could have been lost due to electrification, but with this announcement we will have these jobs for years to come. In the past 24 months Stellantis has invested over 629 million dollars into our plants. Retooling of ITP2 which is now the Kokomo Engine Plant, and this investment for KTP and ITP. The company continues to invest in Kokomo because of the skilled workforce we have within our Local. Our membership has proven time and time again we can meet any challenge that is thrown at us, and we do it with pride and a quality product. We will prove this again with the Gen4 and the launch of the GMET4 engine in December of this year.

We could not be where we are today without the foundation that retirees have set for us with all their dedication and hard work that they have put in over the past 84 years that these plants have existed in Kokomo. So thank a retiree when you see one for this foundation that they have set for us in Kokomo and UAW Local 685.

As I write this the 8-speed continues to push along with limited downtime due to the chip shortage, but the 9-speed continues to struggle to get back to full volume due to the assembly plants being down that they support. The RFE heavy-duty continues to run one shift at ITP and KEP is set to launch mid-December or early January with the second shift launching mid-March. Our banks for the 8-speed and 9-speed are at an all-time low but that is Stellantis' objective to keep our inventory levels low due to cost. Sales continue to be strong and profits remain to be high because of the profit margins on the vehicles that are selling. Hopefully, we have a strong fourth quarter to close out the year.



I hope everyone takes to the time to enjoy the union-negotiated holidays in November and December. Spend time with your families and relatives because that is time that you can never get back. Happy Holidays!

In Solidarity,

Matt Jarvis





IMPORTANT TELEPHONE NUMBERS

IMPORTANT TELEPHONE NUMBERS

Absentee Call-in	1-800-810-2271
Aetna Medicare Advantage	1-855-406-4062
AudioNet.....	1-800-400-2619
American/Union made product info	www.unionlabel.org
Attendance Counselor KTP, Mike Woodson.....	1-765-454-1040
Attendance Counselor ITP, Tina Durham	1-765-854-4182
Attendance Counselor KEP, 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

Benefits Office (KTP)	
Vicki Smock.....	1-765-454-1141
Robin Boone.....	1-765-454-1276
Benefits Office (ITP) Andy Bramel.....	1-765-854-4175
Benefits Office (TTP) Lora Boruff.....	1-765-557-6136
Bone Marrow Website	www.marrow.org
CAREMARK (formerly Pharmacare).....	1-866-329-4448
Website	www.caremark.com
Chrysler Financial.....	1-800-556-8172
Chrysler Owner Relations Hotline	1-800-992-1997
Chrysler Parts Discount Program.....	1-855-476-6727
Davis Vision.....	1-800-999-5431
(Hot Line).....	1-800-537-2339
website:	www.davisvision.com
Delta Dental.....	1-800-292-0626
website (claims information available):	www.consumertoolkit.com

Employee Assistance Program

KTP – Sherry Waymire	work phone: 765-454-4992
.....	cell: 765-271-5491
ITP/KEP – Helen Williams	work phone: 765-854-4220
.....	cell: 314-713-4971
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
ITP/KEP Representative, Jeff Lappin	1-765-854-4217
Express Scripts (Retirees) Medicare/Non Medicare.....	1-866-662-0274
Financial Builders Federal Credit Union.....	1-765-455-0500
.....	1-800-858-8874
Greenslips	1-800-756-2886
website: https://www.ea.chrysler.com/employeeadvantage/login.jsp	
The Hartford (Voluntary Extended Disability Benefit - VEDB) 1-888-525-7575	
KTP Committeemen and Stewards	
Garry Quirk.....	1-765-454-4931
Chet Cowan.....	1-765-454-1158
Brandon Starkey.....	1-765-454-1064
Mark Martin.....	1-765-454-1175
Ted Secrease.....	1-765-454-1496

ITP & KEP Committeemen and Stewards

Dennis Wright	1-765-854-4149
J. D. Cowser	1-765-854-4462
Shawn Smith.....	1-765-854-4148
Scott Hardy.....	1-765-236-2698
Bruce McEntyre.....	1-765-854-4458
John Miley	1-765-854-4457
Matt Grau	1-765-854-4459
Steve Brooks.....	1-765-854-4451
Andy Butcher.....	1-765-854-4460
Ryan Retz.....	1-765-854-4113
Micah Hiles.....	1-765-236-4752
Tim Pascoe.....	1-765-236-2551
Leo Leger	1-765-236-2749

Tipton Transmission Plant

Jeremiah Shipley.....	1-765-557-6141
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: www.medicare.gov	
Merrill Lynch (401K)	1-800-483-7283
Specific questions regarding investment options (Chris Padgett)	1-800-937-0844
.....	1-317-706-6953

Met Life.....	1-800-638-6420
Retiree Servicing (BC/BS of Michigan).....	1-800-521-0488
Retiree's Website	http://chryslerretirees.com/
Security (for emergencies)	
KTP	1-765-454-1222
ITP and KEP.....	1-765-854-4444
TTP.....	1-765-557-6044

Sedgwick (S&A, EDB, and FMLA).....	1-888-322-4462
Skilled Trades Office (KTP)	1-765-454-1457
Social Security Administration	1-800-772-1213
Solidarity Community Federal Credit Union	1-800-999-5894
.....	1-765-453-4020
Standard Care Network (SCN).....	1-800-810-2583
Website: 1) www.anthem.com click on Blue Access (PPO)	
2) www.bcbs.com/healthtravel/finder.html	

Tuition Assistance Program (TAP).....	1-586-427-6757
TAP Representative KTP, Nick Wunderlich	1-765-454-1265
TAP Representative ITP, Katrina Beavers.....	1-765-854-4363
TAP Representative, TTP, TBD	1-765-557-6165

UAW Local 685.....	1-765-459-3133
(Fax).....	1-765-454-5464
Website:	www.local685.org

US Med – diabetic supplies (active and retiree)	1-800-787-6331
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Workers Compensation

Ombudsman Office	1-800-824-2667
website:	www.in.gov/workcomp
Workforce Development Helpline	1-800-437-9136
File a claim on line at.....	www.in.gov/dwd/



Monthly Meeting Notices!

Union Membership Meeting

Tuesday, November 16, 2021

December meeting cancelled

8:30 a.m. – 12:00 p.m. – 5:00 p.m.

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

A. Philip Randolph Committee Isaac White, Chair	5:00 PM November meeting cancelled-holiday December meeting cancelled
AFV, Unit 1 Joe Butcher, Chair	As announced by chair
By-Laws Committee Tony Nelson, Chair	TBD
Chaplains Committee Will Price, Jr., Chair	4:45 PM Monday, November 8, 2021 Monday, December 13, 2021
Community Service Kim Story, Chair	4:30 PM Tuesday, November 9, 2021 December meeting cancelled
Education Committee Anna Sturgell, Chair	Immediately following the women's committee meeting Tuesday, November 2, 2021 December meeting cancelled
Executive Board	4:30 PM Wednesday, November 10, 2021 Wednesday, December 15, 2021
Howard County CAP Tina Durham, Chair	5:00 PM – Inventrek Center November meeting cancelled December meeting cancelled
CAP Committee Mandi Drake, Chair	Held during Howard County CAP mtg. T.B.D. T.B.D.
Recreation Committee Kym Dieselberg, Chair	4:30 PM Thursday, November 18, 2021 December meeting cancelled
Stewards Council	5:00 PM Monday, November 15, 2021 December meeting cancelled
Veterans Committee Millie Dunnuck, Chair	4:30 PM Monday, November 15, 2021 December meeting cancelled
Women's Committee Tammy Mohr, Chair	5:00 PM Monday, November 2, 2021 December meeting cancelled
Union Label Committee Anna Cook, Chair	5:00 PM, immediately following the membership meeting Tuesday, November 16, 2021 December meeting cancelled

Retirees Regular Meeting

Pot Luck

Wednesday
November 10, 2021

6:00 P.M.
UAW Local 685
929 E Hoffer St
Kokomo, Indiana

Please Bring a Covered Dish
Bring your spouse or a friend

“Stock It”

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

Just one item from each person, just once a month

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

UAW Local 685 Retirees Chapter

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

Local 685 Women's Committee

Tammy Mohr, Chair



Hello Union Brothers and Sisters,

The Women's Committee of UAW Local 685 would like to thank everyone for their support of the **"No One Fights Alone"** Breast Cancer campaign this year. The money that has been raised to date is up to \$15,000 to help with the battle with cancer. We had our annual walk, concert, and additional events. Thank you Larry Rhoton for setting up both bands for a concert. Thank you everyone for buying tee-shirts and coming to our events and everything that we raised money for is the fight against breast cancer. I also would like to Thank all the members of the UAW 685 Women's Committee that took time from their families to assist in the events, pick up auction items, sell tee-shirts, and gate collections. Thank you all employees for supporting our gate collections that raised \$5,138.77. The Sound of Music Store for the second year has donated a guitar to the band to be raffled off that raised \$610. The ZTA Sorority again this year supplied all the "Think Pink" lapel ribbon pins that we pass out at all our events. Solidarity FCU passed out survivor bags, Financial Builders FCU passed out water bottles, Farlow's Orchard donated apples and Advance America donated bananas for the walkers.



We would like to recognize our sponsors listed below that supported our events or donated items for auctions and our Vendors that set up the booths at events.

UAW Local 685 (No One Fights Alone Sponsorship)

Solidarity Federal Credit Union (Survivor Sponsor)

IBEW Local 873 (Pink Sponsorship)

UAW Local 1302 (Pink Sponsorship)

Button Chrysler Dodge Jeep Ram (Pink Sponsorship)

Community First Bank (Silver Sponsorship)

UAW 685 Retirees (Silver Sponsorship)

Encompass Credit Union (Silver Sponsorship)

First Farmers Bank & Trust (Silver Sponsorship)

Eriks Chevrolet (Bronze Sponsorship)

Norris Insurance (Bronze Sponsorship)

Tracy Martino (Bronze Sponsorship)

The following local businesses supported this year's Breast Cancer Walk & Concert by donating their time and or auction items. Please support them and tell them Thanks when you visit their locations.

- | | | | |
|-----------------------------|--|--|--|
| Walls furniture | Posh Beauty Shop | Korner kitchen | McGoo's |
| Lucas Home Furniture | Sam's Club | Mike & Helen Perry | Food - Farm 2 Fork |
| Bob Evans | Solutions Day Spa | David & Shelia Phelps | Food - Crab House & Grill |
| McAlister Deli | J Watson Creations | Solidarity Federal Credit Union Booth | Ice Cream - Rome Team |
| Red Lobster | Chili's | Financial Builders Federal Credit Union Booth | Tattoos - Relentless Tattoos & Piercings (Austin Matbach) |
| Panera Bread | First Farmer Bank and Trust Greentown | Sound Of Music | General - Standards Boutique |
| Outback Steakhouse | Barker's B&K | ZTA Sorority | General - David & Sheila Phelps |
| Grindstone Charleys | Farlow's Orchard | Opening Band - Appeal to Reason | Pink Heals Fire Truck |
| Half Moon | Advance America | Headliner Band - Southern Rock Authority | Howard County (Ray Fitzgerald) |
| Harvey Hinkemeyers | Culver's | Beer Garden - Choo Choo | |
| Malibu Tanning | Harley Davidson | | |
| Palmer's Jewelers | IHOP | | |
| Rally's | | | |

If you are interested in joining the Women's Committee or help with any scheduled upcoming events, please feel free to contact me Tammy Mohr (765) 419-1957 Please join our Facebook page (UAW Local 685 Women's Committee) and everyone is welcome to join the women's committee, men or women in good standing.



This year's Breast Cancer Survivor Guest Speaker for the walk was the wife of our own UAW 685 Brother Mike Perry wife Helen.



PHOTO CREDIT JOHN BOLINGER

Local 685 Community Service Committee

Kim Story, Chair



I would like to thank UAW Local 685 Executive Board for sponsoring tables for Community Service and the Women's Committee to attend the Little Black Dress event which is a fundraiser to help the Domestic Violence Shelter. We raised a total of \$33,727.00.

The Community Service Committee would like to thank the UAW Local 685 membership for the help in adopting four individual teachers at various Howard County Schools and F. D. Reese Christian Academy in purchasing school supplies for their classrooms. When I spoke to each teacher, they were very appreciative to hear that they were selected to receive this support from the Local 685 Community Service Committee. It was an honor and privilege to help some of our local schools. Below are a few thank you notes we received.



Yala Benitez
FDRCA

Hello, my name is Yala Benitez, and I am one of the teachers at F. D. Reese Christian Academy. The Frederick Douglass Reese Christian Academy (named after the late civil rights activist) is currently in its 11th year of service. FDRCA has been an academic beginning for a variety of students and stands for Faith, Discipline, Respect, Christian Character, and Academic Excellence.



Marcella Pettigrew
Sycamore
Elementary

I was born and raised in Kokomo. I graduated from Indiana University of Kokomo. I'm a teacher at Sycamore Elementary. I started teaching in 2000. I've taught 4th and 5th grade as well as a 4/5 split. As a child I attended Sycamore, so teaching there has been a great experience. Not everyone can say that they've had the opportunity to teach alongside some of the same teachers that taught them as a child.

I joined the staff of Central Middle International School 23 years ago. During my time at Central, I have taught all three grade levels. My subject area name has changed over the years Social Studies, Humanities or Individuals and Societies but honestly, I have been blessed to teach a combination of History, Geography,



Pat O'Brien,
Central Middle
International
School

Government, and Economics to hundreds of children in Kokomo. Overall, I have taught for 25 years with two of those years at the American School at San Vito Air Station where my husband and I were stationed during his time in the Air Force. Before joining CMIS I was the Executive Director at Big Brothers/Big Sisters of North Central Indiana. I received my bachelor's degree from Purdue University and my master's degree from Indiana University Kokomo. I have been married to my husband John for 38 years. John is a retired (2020) UAW 685 member. We have two remarkable children Kyle and Kitt, two lovely daughters in law Emily and Sarah, and 2 wonder grandchildren Lucas and Jackson.



Terri White,
Elwood Haynes
Elementary School

My name is Terri White. I am a wife of 21 years to my husband Issac, I have two children, Jamia and Christopher. I have taught for 28 years! I have a BS in Special Education: Mild Disabilities from Indiana State University and a Masters in Curriculum and Instruction from Indiana Wesleyan University. I have taught in Henderson, Ky, and Evansville, IN. I am presently at Elwood Haynes Elementary School. A lot of sad things are happening in our country about public schools, but at the end of the day, I can't see myself doing anything else. I love all the students in my classroom and my building. I learn more from them every day. Knowledge is Power!



Diana Smith,
Bon Air Elementary

Thank you to the Community Service Committee of the UAW 685. My name is Diana Smith, I am married to Alonzo Smith for 20yrs, and we have 5 children and a bonus son. We have 8 grandchildren. I am involved in my local church and my community. I have worked a myriad of jobs before happily becoming an educator. I have worked at several factories as an assembler, machine operator, and supervisor. I have also been a member of Local 685 when I was employed at Chrysler as a TPT employee. I left Chrysler to work in the school system. I wanted to follow a passion that would allow me to leave a positive mark on the lives

of my community. I worked as a paraprofessional at Sycamore School for 3 years before going into teaching. I was encouraged to do this by the teachers I was helping. Supt. Sargent recruited me, and I applied and accepted a job with Kokomo Center Schools. I worked at Head Start for 2 years and I am currently at Bon Air Elementary as a Kindergarten teacher for my 2nd year. I never thought I'd love working with the "littles", but I do. I go into my classroom each day believing that each day is a new day and today will be the day of the AA-HA for one of my students.

Once again thank you to our Local 685 Membership for making this possible.

In Solidarity!



(L to R) Trisha Love, Tonita Bailey, Tish Waggoner, Belinda Gardner, Kim Story, Bonita Hatchett, Nearlean Walker, Charline Alexander and Stacey Sheldon.



These are the MEN who danced from table to table collecting money for the fundraiser. They were hilarious.

UAW Local 685 Information and Referral Assistance Program

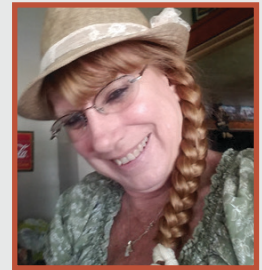
We can help you access many social service programs through local agencies and private resources.

Contact Kim Story – Community Services

UAW Local 685
929 E. Hoffer St • Kokomo, IN 46902
Phone 765-459-3133

Local 685 Education Committee

Anna Surgell, Chair



How we elect International Officers

The highest tribunal shall be the International Convention composed of delegates democratically elected by the membership of local unions.

(Constitution article 7 section 1)

The elective officers of the International Union shall be:

1) International President, 1) International Secretary- Treasurer, 3) International Vice Presidents who shall be elected by the afore mentioned Convention and such International Executive Board Members. Only the delegates from the Local Unions shall nominate and vote for their international board members.

The term of office of all elective officers shall be for the period up to the next convention and the term of office shall begin immediately upon installation.

(Constitution Article 10 section 1, 2 and 3)

Members may obtain a copy of the constitution at the Local 685 Union Hall or by attending an Education Committee meeting. The Education Committee meets the first Tuesday of each month at 5:30 pm.

52ND ANNUAL UAW LOCAL 685 Retirees Christmas Party



DECEMBER 8, 2021

UAW LOCAL 685

929 E. HOFFER ST. KOKOMO, IN

Social hour from 5:00 – 6:00 P.M.

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

You may bring your spouse or a friend. Only 2 tickets per member

NO TICKETS AVAILABLE AT DOOR

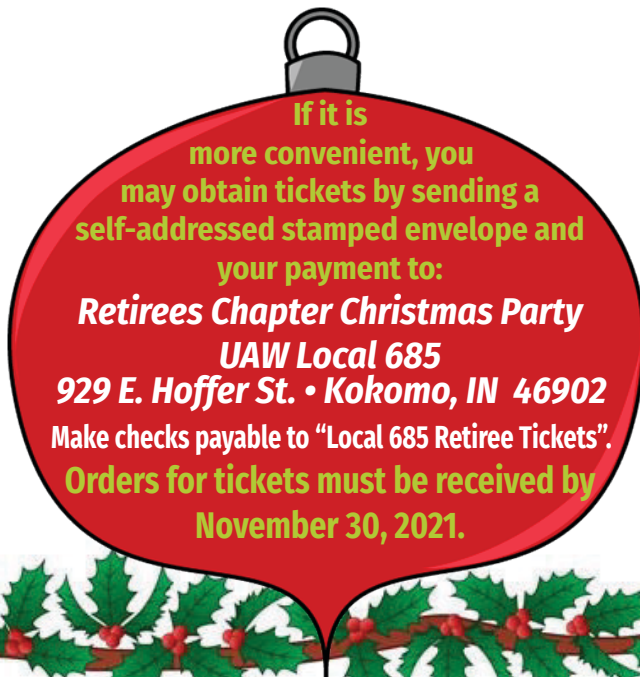
**Tickets will be sold at the Retirees Meeting
on Wednesday, November 10, 2021 at UAW Local 685.**

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

Tuesday, November 16, 9:00 AM – 12:00 PM

Tuesday, November 23, 9:00 AM – 12:00 PM

Tuesday, November 30, 9:00 AM – 12:00 PM



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

**Retirees Chapter Christmas Party
UAW Local 685
929 E. Hoffer St. • Kokomo, IN 46902
Make checks payable to "Local 685 Retiree Tickets".**

**Orders for tickets must be received by
November 30, 2021.**

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

UAW Local 685 Retirees Chapter

Ron Bendixon, Chairman

Mike Rankert, Vice Chairman

Mark Hornstein, Recording Secretary

Dana Wilson, Treasurer

Carl Marks, Sgt-At-Arms

Local 685 Veteran's Committee

Millie Dunnuck, Chair



We had 31 teams and 10 volunteers. The money we raised was \$10,534.89 after expenses. Money will be split between the CAM Shelter and Operation Combat Bikesaver. Special thanks to Angi Newkirk, from UAW Local 2209, for coming down and singing the National Anthem for us.



PHOTO CREDIT JEN GREATHOUSE

1st Place Team

Zach Cummings, Andy Moreno, Greg Samuels, and John Andrysiak



2nd Place Team

Ron Hines, Donny Ogle, Jeff Noe, & Greg Lorenz



Last place team (won golf lesson from Legion):

Kym Dieselberg, Everett Mitchum, Nick Dillman, & Mike Evans



Local Veteran's Committee golf outing continued....





Local 685 Civil Rights Committee

Aaron St. Clair, Chair



Hello Union Brothers and Sisters,

I pray that you, your families, and your loved ones are well and that health and wellness be upon you through 2021 and on.

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 Local Union Civil and Human Rights 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.)

In the next several articles, various information, such as terms, definitions, and policies will be shared, to increase awareness and involvement.

This edition is an extension of the article about workplace harassment, discussed in the prior newsletter. We’ll cover some common, associated definitions.

What is an investigation?

An investigation in an official inquiry for the purpose of determining whether there has been a violation of the civil rights laws or statutes, the UAW “No Discrimination” policy, or joint anti-discrimination policy, and includes a recommendation of appropriate relief where violation has been found. An investigation requires an objective gathering and analysis of the evidence which will ensure that investigator’s findings are in accurate as possible

Investigation is defined as a process use the gather facts through interviews, documents or other physical evidence that support or does not support a complaint or report of an alleged act(s) of or an omission(s) of misconduct pertaining to collective-bargaining agreements, company rules, policies and procedures. The investigation seeks to determine or report the truth and all the facts, both favorable and unfavorable, in order for the investigator to have all the available facts the renter recommendation

The purpose of the investigation is to evaluate the allegations of discrimination or harassment, formulate a response that addresses the facts as they are determined, and follow up to ensure that the necessary action steps are completed.

Role of the Investigator

The investigator is a neutral party provided by the Local Union through its Civil and Human Rights Committee, bargaining committee or representatives. The investigator conducts a thorough investigation of the issues raised in a complaint.

The investigator has an obligation to identify and obtain relevant evidence from all available sources in order to resolve all the issues under investigation.

The investigator is not an advocate for the complainant or the respondent. The investigator is a neutral factfinder.

Definitions

Investigator is a representative of the local union whose duty is to conduct an investigation and a discrimination harassment complaint.

Complainant is a person making an inquiry or complaint regarding harassment related to race, color, religion, creed, sex, national origin, age, disability, veteran status, and/or sexual orientation.

Respondent is an individual as an identified by the complaint as having exhibit harassing behavior.

Your UAW Local 685 Civil Rights Committee hopes you find this overview to be useful and educational. Knowledge is a key to all barriers, let’s all commit to continued growth and solidarity.

In Solidarity!

Local 685 Union Label Committee

Anna Cook, Chair



With the holidays right around the corner, we as consumers should be being vigilant in our purchases. Now is the time to check the label and buy Union made American products. Some great resource to educate yourself on what to buy can be found at unionlabel.org, AFL-CIO.org, madeinamerica.com, and to our region 2b.uaw.org website. Jobs are being shipped out of the country at an alarming rate. If we want our children and grandchildren to have opportunities and good-paying jobs, we must start taking responsibility for what we buy and keep these jobs here. We also need to put pressure on our government officials to make laws that benefit companies willing to invest in the U.S. and keep jobs here. For too long the working class has been complacent. In the last couple of years, it has become glaringly obvious that our products and goods need to be made here. If there is any question about that go to the stores and look around at all the empty shelves.

I know it can seem that the problem is too big for any one person. However, if each of us does our part by being conscious of our purchases, We Can Make a Difference Together!

In Solidarity!



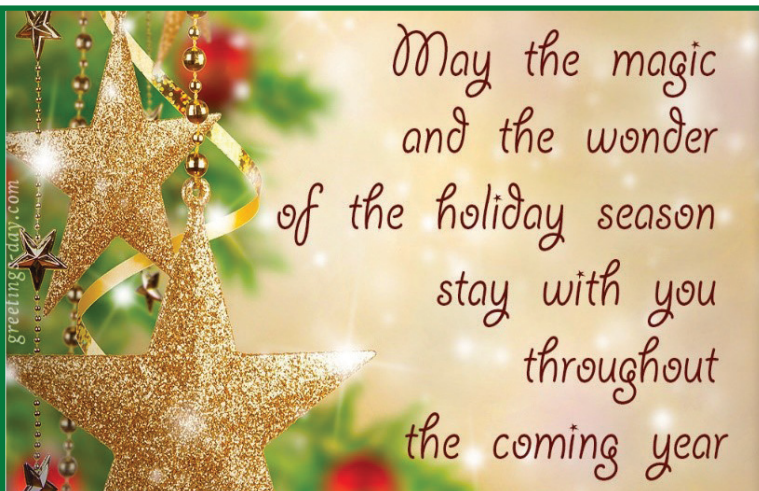
The officers and staff at UAW Local 685 wish you and your families a wonderful and safe holiday season!!



Thank You Cards

From the families of:

Barbara Gibson, Merle Spangle, Roger K. Seal, Shirley Bowe, Matt Flanigan, Kellis Martin, Gerald Wayne Graham, Lawrence Edward 'Larry' Bender, Fannie Gingerich, Todd Cowan, Ronald Hale, Phillip D. Henry and Roscoe Ziner.



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

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

Happy Retirement!

RETIRING MEMBERS OF UAW LOCAL 685

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

There is a website that may contain information of interest to you. Check out www.chryslerretirees.com.

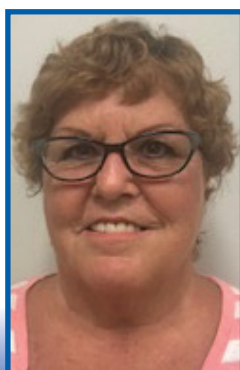
As a retired member of the Local Union, you are automatically a member of our Retirees Chapter. Their regular meetings are held the second Wednesday of each month at the Local Union Hall. The meeting starts at 6:00 P.M. and includes a potluck dinner. We urge you and your spouse to attend. You will enjoy renewing acquaintances with old friends and fellow workers and forming new friendships. You will benefit from joining with them in support of programs designed to advance the interests of retired members and their families.



James Bell
Millwright
Corp. Date 7-29-96



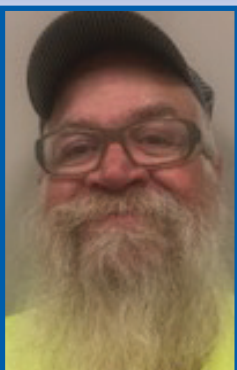
Billy Green Jr.
Dept. 7600
Corp. Date 5-16-94



Deborah Haus
Dept. 6100
Corp. Date 4-05-94



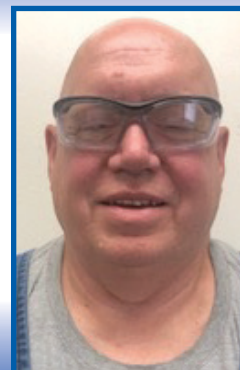
Anthony Johnson
Dept. 4190
Corp. Date 9-06-77



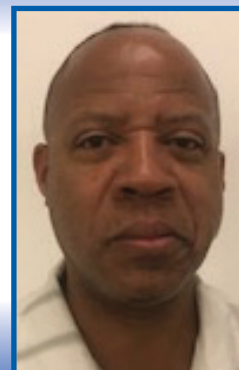
William Johnson
Dept. 7100
Corp. Date 11-18-92



Gary Kelley
Dept. 6100
Corp. Date 8-15-88



Ralph Moore
Layout
Corp. Date 11-17-97



Carey Sharp
Dept. 7600
Corp. Date 4-08-89

<p>Shannon Cessna (NO PICTURE) Dept. 8220 Corp. Date 6-01-99</p>	<p>Kevin Powell (NO PICTURE) Dept. 4921 Corp. Date 6-19-95</p>
<p>John Lee (NO PICTURE) Dept. 7700 Corp. Date 4-01-96</p>	<p>Michael Roberts (NO PICTURE) Dept. 5490 Corp. Date 1-10-84</p>
<p>Lorene McClure (NO PICTURE) Dept. 5495 Corp. Date 5-03-96</p>	<p>Myron Robinson (NO PICTURE) Dept. 8000 Corp. Date 4-25-94</p>
<p>Ranita Meriwether (NO PICTURE) Dept. 7700 Corp. Date 2-09-98</p>	<p>David Rutherford (NO PICTURE) Dept. 8300 Corp. Date 2-27-71</p>
<p>Keith Myers (NO PICTURE) Pipefitter Corp. Date 5-09-94</p>	<p>Mary Taylor (NO PICTURE) Dept. 3200 Corp. Date 6-07-93</p>
<p>Daniel Painter (NO PICTURE) Dept. 5490 Corp. Date 11-18-92</p>	<p>Curtis Washington (NO PICTURE) Dept. 7600 Corp. Date 3-10-89</p>
<p>Mary Poland (NO PICTURE) Dept. 4930 Corp. Date 5-08-96</p>	

Local 685 Conservation and Recreation Committee

Kym Dieselberg, Chair



Wow, these last few months have been a whirlwind for our committee, we went from not doing anything last year to doing SO MUCH!!! The softball tournament "Battle of the Plants" was played on 8/29 and we have a new champion - KTP's Engaging Minds who dethroned last years' champion from TTP. Man, it was it some great competition and they played back from the loser bracket beating them twice to take the title home. We are still selling some shirts for Autism Awareness, so please contact me or any committee person if you would like to have one.

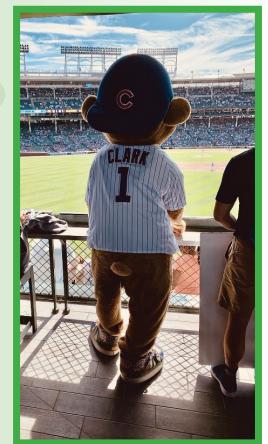
We had our first outing to Wrigley Field to see the Cubs and Cardinals play and it was a huge success. We had 100 people, two coach buses on the LG Porch (Budweiser Deck), unlimited domestic and craft beer, plus all the bagged snacks we could eat. Everyone had an amazing time, and we are looking forward to doing something similar again, if you have any ideas, reach out and let us know. Thanks, Rob Seals for that great idea. The Colts have already been mentioned, so just to give you a heads up if you are interested, make sure you request to be on our UAW 685 Recreation and Conservation Facebook page where you can find all the great things we have planned.

We have just started a short 6 week fall golf league on Sept 27th at Chippendale and it has been going great. Seeing people we don't always get to see anymore being at the different plants has been awesome. Thank you to Brad Whalen who has been running it for us and he is doing a great job. We are planning to do one next spring and for it to be longer so make sure if you like to golf, please get with us in the spring.

We are also planning to have a cornhole tournament on November 7 with Justin Whalen heading it up so look for that information to be out soon too.

Have an amazing holiday and enjoy your negotiated time off with your families.

SOLIDARITY!!



Conservation and Recreation Committee continued...



**The Winners
KTP's Engaging Minds**





PHOTO CREDIT MIKE RANKERT



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
Kerry Ellison	KTP
Rosellen (Rodie) Love	ITPI
Misty Oliver	TTP

Employee Assistance Program (EAP)

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

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

EAP representative for ITP employees:

Helen Williams office at ITP work phone: 765-854-4220
cell phone: 314-713-4971

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



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

In Memory

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

Kellis Martin

Retired - Dept. 9600

Lawrence Edward "Larry" Bender

Retired - Dept. 7500

Larry Mannix

Active - Dept. 3840

Tamara Purciful

Active - Caravan

James F. Lively

Retired - Dept. 4360

Cynthia Jane Weir

Retired - Dept. 7700

Annette Miller

Retired - Dept. 9100

Ronald Hale

Retired - Dept. 4250

Wayne Hooper

Retired - Dept. 7900

Gerald Wayne Graham

Retired - Dept. 4250

Venon Hozey, III

Active - Dept. 4190

Joseph Byers

Retired - Dept. 4270

Raymond Everett Hamilton Jr.

Retired - Dept. 4190

Local 685 Chaplains Committee

William Price, Chair



The good word, be not dismayed God will take care of you. Listen for the good news we are justified by faith and have peace with God through our Lord Jesus Christ.

Romans 5:1

During this Thanksgiving season, we give thanks there is always a need to stop and give your family credit for coming alongside each other by faith. I choose not to harm you but to lift you at the point of your need, and by faith, we offer the peace of GOD that so many brothers and sisters have embraced in Jesus Christ. The foundational principle that founded our union is to Love thy neighbor as thy self.

President Matt Jarvis and our local leaders want the best for you, standing committees, work hard to do the best for you. We all have had hardships, and some have been harder than others, but let us give each other a pass. When by FAITH may we offer each other the forgiveness and peace found in our Lord Jesus Christ. Let us be not dismayed because God will take care of you. God will take care of your part like a lyric for a song that we must sing aloud again.

We truly have so much to be thankful for, and I always find myself saying he is a God of another chance to get things right!!

LET US NOT GIVE UP!

CELEBRATE THE LIFE OF DR. MARTIN LUTHER KING, JR.



“DARKNESS CANNOT DRIVE OUT DARKNESS; ONLY LIGHT CAN DO THAT. HATE CANNOT DRIVE OUT HATE; ONLY LOVE CAN DO THAT.”

MARTIN LUTHER KING, JR.

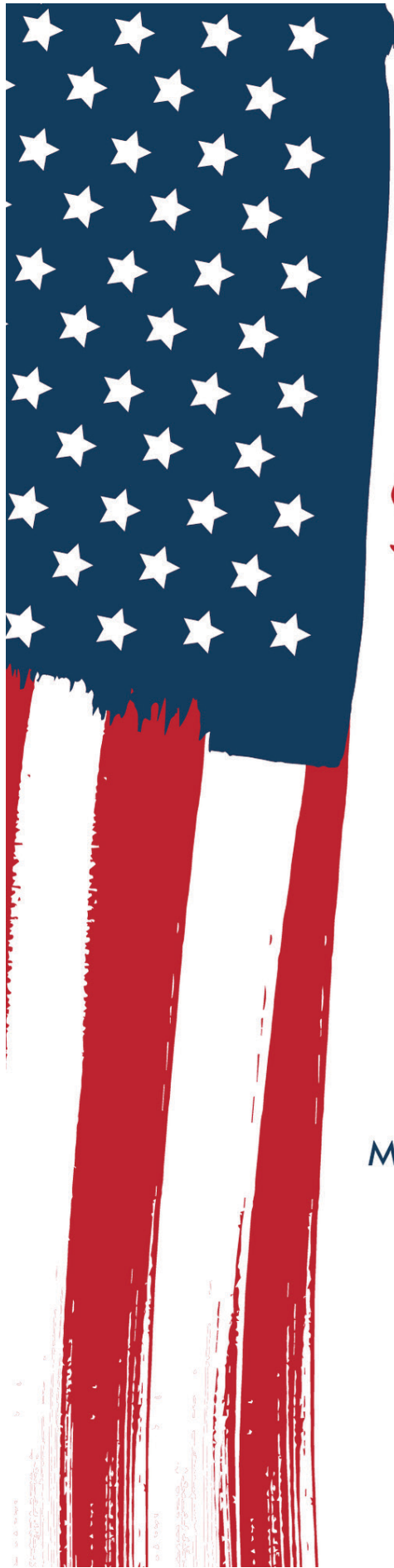
SATURDAY, JANUARY 15, 2021 AT 12:00 PM
 UAW LOCAL 685 – 929 E. HOFFER STREET
 FUN, FOOD, PRIZES AND LIVE MUSIC!
 OPEN TO THE PUBLIC



DEP Exam

Disability Evaluation Physical Exam
 Vicki Smock, Robin Boone, Andy Bramel and
 Lora Boruff
 Benefits Representatives

If you are scheduled for a DEP exam while you are on sick leave, by contract, you **must report** for the exam. You must follow the specific instructions provided to you to avoid an unnecessary delay or denial of benefits. If the DEP exam is more than forty miles one-way from your home, you will be reimbursed for the entire trip by calling Sedgwick at 888-322-4462.



FREE EVENT FOR
VETERANS



HOWARD
COUNTY
Stand Down

NOVEMBER 10, 2021



Registration: 9:30AM

Event Time: 10AM-2PM

UAW 685 HALL HOFFER STREET

Food Provided



Free Event Services

- VA & STATE BENEFITS
- IN STATE VETERANS AFFAIRS
- FOOD & CLOTHING REFERRALS
- MENTAL HEALTH SCREENINGS & REFERRALS
- JOB & FINANCIAL ASSISTANCE
- EDUCATION
- HOUSING



FOR MORE INFORMATION CONTACT
ANGELA CISKI: 765-513-8504
DEBBIE NORRIS: 765-457-4357 EXT317

HAPPY THANKSGIVING



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

UAW Local 685 Skilled Trades Unit

Merry Christmas



-NOTICE- Skilled Trades

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

Thursday, November 18, 2021
December meeting cancelled
8:30 AM – 1:30 PM – 4:30 PM

Any Skilled Trades Journeyman wishing to apply for a UAW Journeyman Card and who can either prove eight years' experience in that trade or is a graduate apprentice of that trade should contact their committeeman, Chet Cowan, KTP, 454-1158, Dennis Wright, ITP1 & KEP at 854-4149 or Scott Hanner, TTP, 557-6096

CHECK OUT THE UAW LOCAL 685 WEBSITE
<http://Local685.org>

When You **STOP** Believing in **SANTA CLAUS** you get underwear for **CHRISTMAS.**

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



Non-Profit
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Kokomo, IN



Volunteers Needed!

The UAW local 685 conservation and recreation committee is in the need of volunteers to help bag candy for the UAW local 685 children's Christmas party on Friday, December 3rd, 2021. If you can volunteer to help bring smiles to the faces of children then please show up at 10:00 AM and please make sure our 685 childrens Christmas party is a huge success. Remember... Santa is making his list and checking it twice and he's going to find out who is naughty or nice.

So which one will you be?

Thank you from the recreation committee

Kym Dieselberg

