



LABOR DAY

THE FIRST MONDAY IN SEPTEMBER IS A CREATION OF THE LABOR MOVEMENT AND IS DEDICATED TO THE SOCIAL AND ECONOMIC ACHIEVEMENTS OF AMERICAN WORKERS. IT CONSTITUTES A YEARLY NATIONAL TRIBUTE TO THE CONTRIBUTIONS WORKERS HAVE MADE TO THE STRENGTH, PROSPERITY, AND WELL-BEING OF OUR COUNTRY.

Editor note

Andy Keogh

Our lives can change so fast and drastically with just the blink of an eye, and they did just that. We now wear masks as a way of life. The masks are to keep people from breathing all over the fresh clean air and contaminating the space of many people in a common space. Vapor in CO2 expelled from your hot breath is slowed down by these masks. This is important because some people don't know if they are sick or not. These face coverings are protecting us, the people we are around, and at the same time making our lives appear like it's a scary movie. Maybe not a movie that would be one of those fancy productions or even one you would choose to watch. It is our reality now however, and we can make a difference to make the best of everyday not seem like a scary movie. Easier said than done I know, we need to count on each other and help each other when we can. Stand with your sister and brother in their time of need or get involved in one of our Local 685 standing committees, help others when you have time.

This is our union and we are all a part of the membership, so do it some justice and keep learning and increasing your knowledge on the labor movement (past, present and future). Maybe, if we all try hard and get involved, we can keep good jobs here in our community and even create more, God willing. We need to pay attention to all the madness around us and make sure we don't get caught "sleeping on the job", we can't become complacent! Many brothers and sisters fought and some even died fighting for our right to organize. Whatever you can do, whatever time you can spare, support your union! Are things perfect, no, but I'd hate see what our jobs would be like without our union. Remember, unions help those that belong and those that do not have a union by setting standards.

Big Corporate America doesn't want to pay more than \$15 hour for labor, and many pay less. The people of America deserve more than that. If your work hard, you should be paid enough money to pay the bills and feed your family. The annual salaries of many at \$31,000 a year before taxes is not going to make the house, phone, insurance, car, childcare, electric, water payment and you all know that list goes on and on.

Amazon owner, Jeff Bezos, is said to be world's richest man making \$2,489 per second, or more than twice what the median US worker makes in one week, according to Business Insider's calculations. The typical Amazon Warehouse Worker makes \$15 per hour; they should have a union, McDonalds still making billions, but the average worker around \$15K a year. Walmart has the Walton's who are in the top 20 richest people in America, their workers need a union. Unfortunately, these big corporations are not just going to give you a living wage or insurance. Our Sisters and brothers should not have to jump from job to job and barely make it from day to day. If you work hard and do a good job, you should get paid!

I hope everyone will enjoy the upcoming union negotiated holiday - Labor Day! While 78% of working people have Labor Day off, that number is 85% for union members. If you have to work on Labor Day, 66% of union members get overtime pay, compared to 38% of nonunion workers, (AFL-CIO 2017). We work to spend time with our families, pursue our dreams and come together to build strong communities. For too many Americans, that investment doesn't pay off. Keep up the good work, stay safe, and I hope you can make it to the next union meeting. Solidarity Forever!

NOTICE

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

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LOCAL 685 NEWS

LOCAL 685 NEWS

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Recording Secretary..... Rachel Kidwell
1st Shift Bargaining Representative..... Lisa Appollanio
2nd Shift Bargaining Representative..... TBD
3rd Shift Bargaining Representative..... Regina Ashby

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Chairperson..... TBD

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

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B Crew Steward..... Matt Phenix
C Crew Steward..... Tondlay Butcher
F Crew Steward..... Donny Shack
ITP1 Unit Chair..... Stephanie Moore
1st shift Steward..... Jeremy Adkins
2nd shift Steward..... Mary Rush
3rd shift Steward..... John Frinkle
ITP2 Unit Chair..... Jamie McKibben
1st Shift Steward..... Twanna Fitts

UAW LOCAL 685 MACLELLAN (TIPTON PLANT)

Unit Chair..... Jack E. Rayn
A Shift Steward..... Tracy Marshall
B Shift Steward..... Rae Johnson

The President's Report

Rick Ward



Finally, we have our workforce back despite the COVID-19. Our sales are down as you probably know, but for the UAW Local 685 membership its business as usual. The eight speed and nine speed departments are working some overtime as well as the EVT. I recently read the other day where China's car sales are accelerating which bodes well for the sisters and brothers at Tipton. China sales were up 9 percent compared to July 2019, but to that point we have expected all along that our sales would go down even before the pandemic turned our lives upside down. All of the car companies that have businesses in China are betting that the opening of showrooms and malls as the pandemic eases in China will lead to a sustained increase in demand. Hopefully, we can follow this here in the USA.

Volkswagen and General Motors sales were up 40 percent and 60 percent over last year in China. FCA sales as of today continue to decline, but are still doing better than the last quarter. Overall, the Jeep brand sales are down 21 percent over the last year, Ram brand down 21 percent, Chrysler 32 percent, Dodge 42 percent, and our fleet sales 40 percent. One of our fleet companies dropped two complete orders. This is

concerning for the company because we need to do as much business as we can.

Our brothers and sisters at Haynes International are experiencing a lot of layoffs. The airline industry is one of the larger customers for the steelworkers and as of now, no planes are being built. I know that this has a direct effect on our sisters and brothers as workers of the aerospace unions. If they need HELP, I know that our membership will help in anyway and make sure we take care of those in need.

The COVID-19 has a 64 percent potential chance of causing a global recession, which in turn could create a 41 percent workforce reduction in total productivity. This pandemic has affected every facet of our economy from restaurants to hotels, amusement parks and schools, professional sports, home construction, and large home appliances. I recently read where there is an inequitable distribution of pandemic relief funds and that the COVID is still the biggest issue in our plants. You're elected officials and Safety Representatives are working diligently with the company to try and ensure everyone's safety. The issue is that the company and the CDC implement changes at the drop of the hat, making it almost

impossible to keep up with how often they change their minds. We are asking all the time about when the masks are going to go away, there is no answer.

I want you the membership to realize how important you are to this community, not just for the economy, but to our brothers and sisters in other unions. We have had several locals contact us on numerous occasions when they are in need of our help. The answer is always **YES!** Our strength and power is much bigger than just a large membership. We are a membership that believes in diversity, living wages, and solidarity for all workers. No one person can guide this great union, it takes all of our leadership and especially you the membership. The more **YOU** challenge us the stronger we grow. Once again, I thank you for allowing me to be your president.

SOLIDARITY!
SOLIDARITY!
SOLIDARITY!

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, 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**

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) Terri Mutran.....	1-765-557-6136
Bone Marrow Website	www.marrow.org
CAREMARK (formerly Pharmicare).....	1-866-329-4448
Website.....	www.caremark.com
Chrysler Financial.....	1-800-556-8172
Chrysler Owner Relations Hotline	1-800-992-1997
Chrysler Parts Discount Program	1-855-476-6727
Davis Vision.....	1-800-999-5431
(Hot Line).....	1-800-537-2339
website:	www.davisvision.com
Delta Dental.....	1-800-292-0626
website (claims information available):	www.consumertoolkit.com

Employee Assistance Program	
KTP – Sherry Waymire	work phone: 765-454-4992
cell:	765-271-5491
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, 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
ITP & ITPII Committeemen and Stewards	
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
Tipton Transmission Plant	
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 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) 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, Ted Secrease	1-765-454-1265
TAP Representative ITP, Katina Beavers	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:.....	www.local685.org
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
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/

UAW Local 685 Civil Rights Committee

Aaron St. Clair, Chair



Hello Brothers and Sisters, my name is Aaron St. Clair, I am the interim Civil Rights Committee chairperson for UAW Local 685. I pray that you, your families, and loved ones are well despite the challenging year we have experienced to this point. As we protect and provide for our loved ones, please take the time to share some love and support for others who you may not fully know. This support can be as simple as offering a smile and an encouraging word because you never know what that person may be going through, it may brighten their day and encourage them to pay it forward.

Dana Wilson, who is the former Civil Rights chairperson has chosen to pass the torch and graciously agreed to stay involved in the capacity of co-chairperson for the Committee. Her experience and knowledge will help ensure continuity in service to the members and the local communities that UAW Local 685 serve and support. My “Sincerest Thanks” to Dana. Along with the other seasoned members of the Committee, we are committed to serve our union in the most respectful and dutiful capacity, rightfully deserved by you.

There are two important provisions in our 2018 UAW International Constitution that detail the objectives and responsibilities of the Civil and Human Rights Department. Your Union Steward is your first contact point for assistance with these matters.

ARTICLE 2

Objects

Section 2. To unite in one organization, regardless of religion, race, creed, color, sex, political affiliation or nationality, age, disability, marital status or sexual orientation, **gender identity or gender expression**, all employees under the jurisdiction of this International Union.

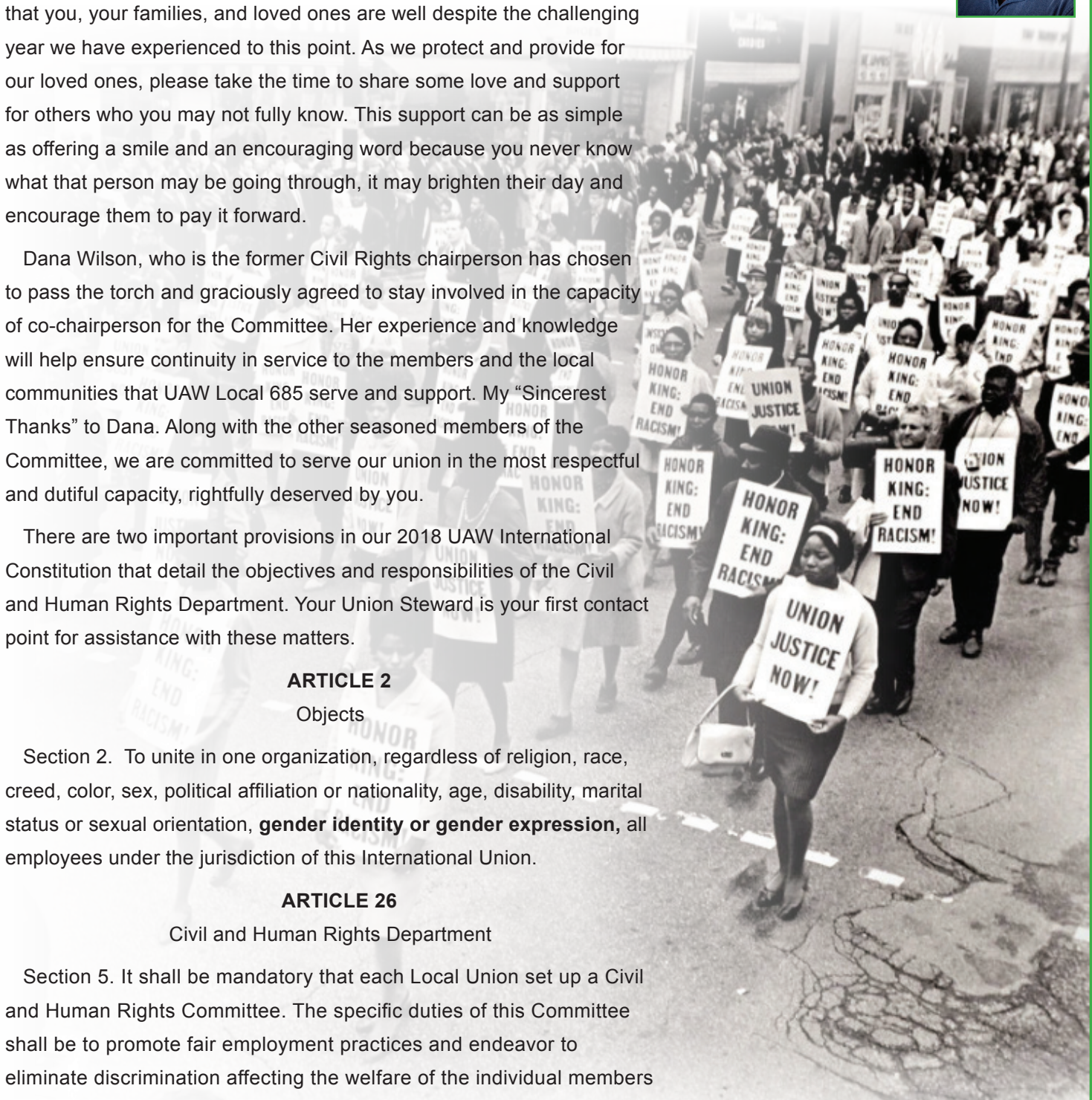
ARTICLE 26

Civil and Human Rights Department

Section 5. It shall be mandatory that each Local Union set up a Civil and Human Rights Committee. The specific duties of this Committee shall be to promote fair employment practices and endeavor to eliminate discrimination affecting the welfare of the individual members of the Local Union, the International Union, the labor movement, and the nation.

In Solidarity!

Ernest Withers's photograph of a march in Memphis in 1968 after the assassination of Martin Luther King Jr.
 Credit...Dr. Ernest C. Withers, Sr./Withers Family Trust





UAW Local 685 Women's Committee

Helen Williams, Chair

Due to The COVID-19 virus this year the UAW Local 685 Women's Committee will not be having their usual fundraiser walk. Instead, we will be doing various other fundraisers from now until the end of November. This year the Women's Committee has decided to give their profits from the fundraising to the St. Joseph, St. Vincent Cancer Center here in Kokomo, Indiana. We will be selling Breast Cancer T-shirts and also Marie's Car Wash gift certificates for \$20.00. For each gift card sold, \$10.00 will be donated to the fight against Breast Cancer. We will also be doing a Texas Roadhouse night and hopefully along with several other restaurants here in Kokomo.

On the weekend of October 23rd, we will be having a Virtual Silent Auction which we would love for you to participate or if you would like to donate to something for the auction. We will be posting on Facebook and throughout the plants all these events as they are coming up. We would like to thank all of you for your past support of the UAW Local 685 Women's Committee with the fight against Breast Cancer and we hope that you will continue your support this year so that together we can give hope to those of us fighting the disease.



www.mariescarwash.com

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:

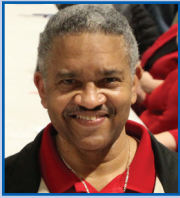
	Plant		Plant
Aaron St. Clair, Chair.....	ITP II	Shawana Morland.....	KTP
Dana Wilson,	Retired	Kim Story.....	KTP
Charline Alexander	KTP	Kerry Ellison	ITPI
Norris O'Bannon.....	KTP	Rosellen (Rodie) Love.....	ITPI
Belinda Gardner	KTP	Misty Oliver.....	TTP

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 Patrick	Retired	ALL	Lori Dame	Dept. 4270	ALL
Roland Tyler	Retired	ALL	Jeremy Hook	Dept. 7700	A
Kerry Ellison	Dept. 6900	A	Bill Waggoner	Retired	ALL
Henry Carter	Dept. 4190	A			
				Ronald Riebe	TTP
				Omar Daniels	Dept. 5690
				Larry LaVictoire	Dept. 5690
					1
					3
					2



Chaplin's Committee

William Price, Chair

There is always time for the good word! Would someone say kind words about his brother or sister this day, something to bring comfort to a broken heart? This time it's on us! We need to clear out our heads and know that there is someone in need of your help and you have been given the privilege to rescue someone. Everyone remembers how it felt to send cases of bottled water to Flint, Michigan and help the flood victims and those wild fires burning everything to dust.

We always have time for a good word we know a name that is bigger and offers far more absolute deliverance than this COVID-19 virus and that Name is Jesus Christ. We need to keep navigating around this new normal by the power of the presence of the power in a relationship with the Savior, not religion but a relationship. Know this for yourself, with Jesus Christ you are never alone and making time for a good word with the Lord is an ever-present help in a time of trouble. Let us be who we say we are, Brothers and Sisters CARING IN THE WORK PLACE.

ARTICLE 41 - Duties of Local Union Members

Section 1. It shall be the duty of each member to conscientiously seek to understand and exemplify by practice the intent and purpose of her/ his obligation as a member of this International Union.

Section 2. It shall be the duty of each member to render aid and assistance to brother or sister members in cases of illness, death or distress, and in every way acquit her/himself as a loyal and devoted member of the International Union.

Section 3. It shall be the duty of each member to participate in all local, state, provincial and federal elections through registration and balloting.



UAW Local 685 Community Service Committee

Kimberly Story, Chair

Hello Union Brothers and Sisters, 2020 has been a rough year for everyone. Community Service Committee has had to cancel all of our annual functions such as the Diabetes Walk, School Supply giveaway, our two Food Finders Trucks Fundraisers and our Indoor Garage Sale, due to COVID-19. Hopefully, in 2021 we will be able to start it with a bang and we will once again be able to help the Community in the manner in which we are accustomed to and giving back to them Thank you in advance for your sponsorship and support with all of our future endeavors.

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

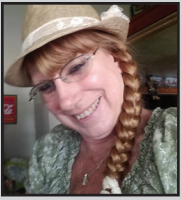
UAW Local 685 - 929 E. Hoffer St
Kokomo, IN 46902

Phone 765-459-3133

DEP Exam Disability Evaluation Physical Exam

Vicki Smock, Robin Boone and Terri Mutran
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.



Local 685 Education Committee

Anna Sturgell, Chair

Democratic Senator Robert F. Wagner from New York created the Wagner Act in 1935. He had written the act before that out of sympathy for the American worker who he felt were

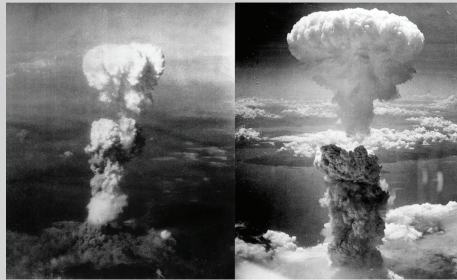


President Franklin Roosevelt signs the Wagner Act on July 5, 1935. With Rep. Theodore A. Peyser (D-NY, left) and U.S. Secretary of Labor Frances Perkins (right). Photo credit Wikipedia

being exploited by their employers, but could not get support for it until Democratic President Theodore Roosevelt used it as part of his "New Deal" promise to Americans. President Roosevelt recognized that the labor strikes were going to hamper America's recovery from the Great Depression. Labor strikes tended to do expensive damage to businesses and cost the lives of able-bodied workers. Roosevelt recognized the importance of able-bodied workers to pull us out of the depression so he ratified the Wagner Act, which also became known as the National Labor Relations Act. The Wagner Act gave workers the right to form and join labor organizations without reprisals from employers. It allowed for collective bargaining for wages and benefits from a recognized representative chosen by the workers. It forced employers to bargain in good faith with the labor organization for better work conditions, pay, and benefits of the workers. It prevented unfair

labor practices such as interfering or coercing the employees in their right to representation, discriminating, or unfairly firing employees for organizing. The Act also helped employees who file charges against the employer for not following these rules or refusing to collectively bargain with employees by threatening plant closures or disciplinary action. This new law created the National Labor Relations Board to oversee union and management relations which allowed workers to pull us out of the great depression and create the American middle class.

President Roosevelt died in office on April 12, 1945, after his passing Vice President Harry S. Truman took over as our president of the United States of America. It was a critical time in history as Germany surrendered a month later



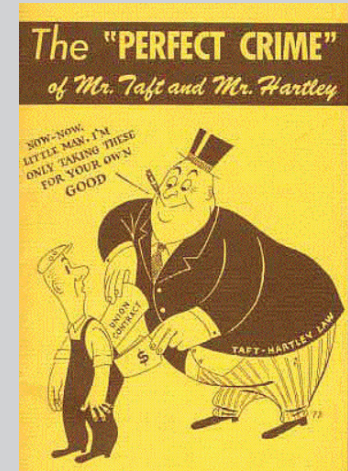
Atomic Bomb in 1945

on May 8, 1945. Unfortunately, Japan refused to surrender, so President Truman decided to drop the atomic bomb on Nagasaki and Hiroshima. This choice remains highly debatable in terms of morality, but it did end the war. President Truman signed the North Atlantic Treaty Organization to help rebuild Europe, but in America, inflation was rising and it was creating problems during peacetime. Truman proposed what would be called the "Fair Deal" program calling for guaranteed employment. A permanent Fair Employment Practice Committee were to end racial discrimination, increase minimum wage, price and rent controls, public housing projects, extended Social Security benefits, and public health insurance. The elections in 1946 gave control of Congress to the Republicans and most of these programs did not pass, while other legislation was

introduced with the most destructive being The Taft Hartley Act of 1947.

In 1947, Republican Senator Robert Taft from Ohio and Republican Senator Fred Hartley from New Jersey felt that the Wagner Act gave the workers an unfair advantage over employers. These men introduced the Taft Hartley Act and it was passed into law over President Truman's Veto. The Taft Hartley Act successfully stripped some of the power of labor organizations, banning closed shops, and limiting collective bargaining protection laws. With this Act employers had the right to hire non-union workers in union shops, restricting strikes, and paving the way for the Right-to-Work laws that 13 states passed within a year of ratification.

These laws have allowed employees (SCABS) to receive the benefits of unionization without supporting the union in any way and effectively giving some of the powers of the labor movement back to the employer. With this COVID 19 pandemic, we all know how much our economy is supported by employers without employees so we can all see how these laws are useful to America and the world.



The Labor Management Relations Act of 1947 – more commonly known as the Taft-Hartley Act – becomes a federal law when Congress overrides President Harry Truman's veto. The law prohibited a variety of strikes, boycotts, and picketing; union shops were restricted and states were allowed to pass "right-to-work" laws that outlawed closed union shops. Picture from today in labor history

Photo Credits: Wikipedia

UAW Local 685 Veterans Committee

Jimmy Shaw, Chair

Thanks again to everyone who participated in or sponsored the 11th Annual Veterans Committee Golf Outing benefiting our friends at Jackson Street Commons. Due to the newsletter deadline, it has kept us from having pictures from the event in this issue but they will be in the next issue. Please enjoy the pictures from our 0.5k Underachiever's Run and the Motorcycle Poker Run. These events were rescheduled and

held early this summer despite the coronavirus shutdown. It is always a pleasure to put on these events. The proceeds from the 0.5k were donated to the Mental Health of North Central Indiana, and the poker run proceeds went to Howard County Veterans Memorial Corporation for the Women's Legacy Monument.

Keep an eye and ear out for the details that will be coming soon on the bulletin boards, Local685.org, and

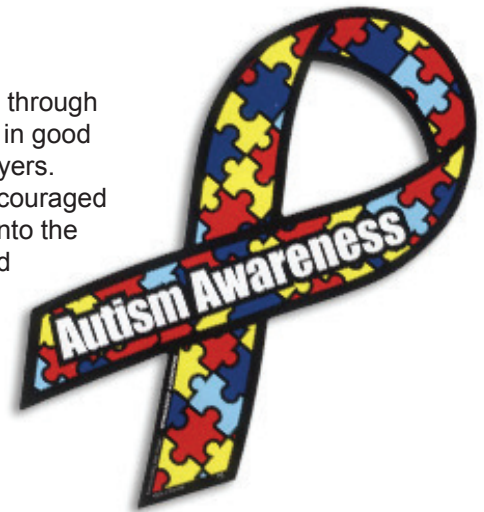
our Facebook page for the first-ever ALL AGES Pinewood Derby. We are excited to bring in this new event which will have us working along with the local Boy Scouts of America. All the money raised will be locally donated to the Domestic Violence Shelter. The Veterans Committee continues to not only serve our local veterans, but the community as well.



Autism Awareness

UAW Local 685 Recreation Committee

UAW Local 685 Recreation Committee is raising money for **Autism Awareness** through a charity softball tournament. Teams will be made up of UAW Local 685 members in good standing (**at least 3 women on the field**). Teams can have a **maximum** of 15 players. There is a \$400.00 signup fee to pay for team jerseys and umpires. Teams are encouraged to obtain sponsors. All fees, rosters, shirt sizes, and team names must be turned into the Recreation Committee **no later than September 11th at 4pm**. All teams must send one representative to the information meeting (date and time TBA closer to tournament day). The meeting will consist of picking up team jerseys, rules, and asking questions. Players must play on teams from their home plants. That way the trophy can reside at the winning team's plant until the following year when the new champions claim it. It is also the chance for healthy competition and bragging rights between the plants. There will be a homerun derby on the teams down times and between games for a chance to win 1st, 2nd, and 3rd place prizes and to be named "King" or "Queen" of the diamond. For questions: nobodydoesitlikeyou@hotmail.com or leave a message at **UAW Local 685** (765)459-3133



When: October 10th and 11th

Where: 175 N county Rd. 100 W.

Northwest Park Kokomo In.

The UAW Local 685 Recreation Committee is raising awareness for **Autism Awareness**. In addition to the annual charity softball tournament, we are selling T-shirt for \$25.00 (additional cost for sizes 2XL, 3XL, 4XL, etc.). If you would like one, please get your pre-order in as soon as possible. You can drop orders off at the hall (Attention: Anna Cook) or get with any of the Recreation Committee Member.

<u>Name</u>	<u>phone #</u>	<u>Plant</u>	<u>Size</u>
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Get Involved in CAP This Presidential Election Year

Political Involvement Can Change the Country for the Better

From UAW International President Roy Gamble



It's no secret to anyone that we are in a presidential election year and all eyes increasingly are cast on Washington. The UAW has a storied history in pushing fundamental but life-altering changes through meaningful action in local government, in Congress and at the White House. That is why I encourage all UAW members to participate in their local Community Action Program (CAP) activities, learn about issues and candidates, meet the candidates, and most of all — **VOTE!**

Here are a few things to clarify our process and some key health care issues we are facing:

The UAW Endorsement Process

As the presidential election is upon us, I wanted to take the time to remind us all of the power of Solidarity and our Constitutional obligations during national elections. The UAW has a bottom-up approach on presidential endorsements.

Each region determines a process in which local CAP committees can participate and come together at the regional level. From there, the regional directors and officers of the International Executive Board meet to endorse based on the regional CAP input.

In most years, as you know, the UAW is one of the last unions to endorse. That is primarily because of our bottom-up approach through CAP.

The UAW Constitution is clear that ultimately the endorsement of the UAW will come from this process. We are a large, diverse national union and this process allows for all our voices to be heard before there is a UAW endorsement for president.

Universal Health Care

Much has been made about the position of the UAW on health care issues. Let me be clear, the UAW position is that we will always bargain for the best health care coverage we can achieve through a ratified contract. But we also have long supported universal health care because it will reduce costs. Simply put, without universal health care, the high cost of health care impacts us all at the bargaining table.

Finally, the real issue regarding health care is that there are those who seek to dismantle the current system of coverage for millions of Americans that will further drive up costs. That's why in this election year, we must protect the Affordable Care Act (ACA). Since its inception in 2010, the ACA, commonly referred to as Obamacare, has provided quality health care for millions of Americans. As of 2018, more than 20 million Americans have gained health care coverage as a result of Obamacare. With the ACA in place, we have seen the largest decline in the uninsured rate in

decades — the lowest level on record. This is an accomplishment that we can all be very proud of. But I am sorry to say that our opponents in Congress are determined to tear down the protections of the ACA. We need to protect what we have and preserve both the right to negotiate strong health care coverage and create a system of universal health care — it is not an either/or situation.

Lower Prescription Drug Costs

For years, the UAW has been deeply concerned about the skyrocketing cost of prescription drugs for its members and the people of our communities. Ill health threatens an individual's ability to earn a living, often catastrophically sending a once productive wage earner into bankruptcy or worse, with a single illness. Through collective bargaining, we have long struggled to provide insurance mechanisms to protect our members against uncertain futures.

Americans pay on average nearly four times more for prescription drugs than other countries — in some cases, 67 times more for the same drug. According to statistics, 1 in 4 Americans report difficulty affording their prescription drugs. With working families paying higher copays, premiums and deductibles, people often ration their medication or skip life-saving drugs all together because they cannot afford the cost of their medicine.

That is why the UAW strongly supports H.R. 3, which is essential to drive down the cost of prescription drugs and has signed on to a national campaign called "Lower Drug Prices, Now!" This bill, and others like it, are absolutely needed to help make it affordable for people to get the medicine they need to heal and stay healthy. No one should have to skip taking life-saving medicines because the costs are out of reach.

Participate in Your Local CAP

One of many great things about our union is your ability to participate directly in CAP. And it is never more crucial than a presidential election year with the U.S. Senate hanging in the balance. The fact is on issues such as the right to organize, the right to bargain, health care, education and who pays the burden on taxes, this is the year that will chart a very long course. It impacts our lives, our union, and, yes, our employers. **That's why your participation in CAP, and most importantly, your effort to turn out and vote is crucial to all of your brothers and sisters.** Thank you! You work hard, you raise your families and you find time to make this country a better place for all of us!

(Reprint from UAW International Solidarity Magazine Fall 2020)

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.

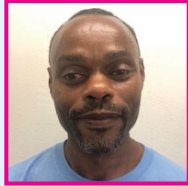
There is a website that may contain information of interest to you. Check out www.chryslerretirees.com.

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.



Peggy Bruist
Dept. 5690
Corp. Date 3-29-93



Byron Bundrent
Dept. 4190
Corp. Date 5-08-95



Greg Conwell
Millwright
Corp. Date 10-25-93



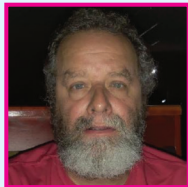
Johnny Dixon Jr.
Dept. 4190
Corp. Date 3-16-84



Andrew Durm
Cutter Grind
Corp. Date 6-22-92



Steven Fox
Millwright
Corp. Date 6-28-83



Terry George
Dept. 5490
Corp. Date 5-09-96



Timothy Grondin
Cutter Grind
Corp. Date 4-30-84



Dino Halupa
Steam Engineer
Corp. Date 11-25-92



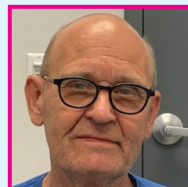
Thomas Humphries
Millwright
Corp. Date 9-02-97



Donovan Jacks II
Electrician
Corp. Date 9-21-85



James Johnson
Dept. 6000
Corp. Date 9-06-95



Porter Kinnaman
Electrician
Corp. Date 6-14-93



James Miller Jr
Dept. 4190
Corp. Date 1-11-84



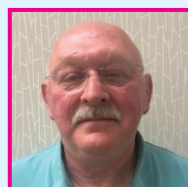
Jackie Monroe Jr
Dept. 5490
Corp. Date 6-02-92



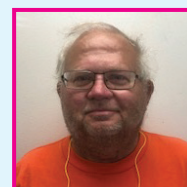
Randall Pitts
Dept. 5490
Corp. Date 5-06-96



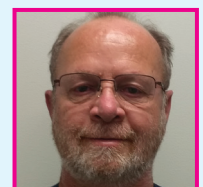
Charles Robertson
Cutter Grind
Corp. Date 9-04-90



Billy Siler Jr
Dept. 4190
Corp. Date 2-14-94



Charley Smelser
Electrician
Corp. Date 10-03-98



Russell Stair
Electrician
Corp. Date 7-27-87



Jill Tellefson
Dept. 3100
Corp. Date 6-25-88



David Washington
Dept. 5495
Corp. Date 8-08-88



Gary Caine
Dept. 4170
Corp. Date 11-18-92



Ronald Carmack
Gauge Surveillance
Corp. Date 6-02-92



James Edwards
Electrician
Corp. Date 6-15-92



Sereta Fisher
Dept. 8700
Corp. Date 2-09-98



Michael Metcalf
Dept. 7100
Corp. Date 10-17-94



Steven Michael
Dept. 8700
Corp. Date 1-10-94



Dwayne Murray
Dept. 7100
Corp. Date 9-06-95



Richard Parks
Electrician
Corp. Date 5-10-93



Kyle Ramsey
Dept. 9100
Corp. Date 8-15-88



James Robinson
Gauge Surveillance
Corp. Date 4-20-98



Wanda Smith-Gilliam
Dept. 1485
Corp. Date 5-16-94



Robert Stafford
Cutter Grind
Corp. Date 10-24-83



Tuition Assistance/Scholarship for Dependent Children

We would like to provide an update for those participating in our Nationally negotiated Tuition Assistance and Scholarship for Dependent Children programs. Approved scholarship funds for the 2019 academic school year will be paid by payroll deposit in the **August 21st pay statement**.

Per IRS guidelines, the required tax deductions will be made at the time the reimbursement is paid. There will be an additional payout in the **September 18th pay statement** for approved scholarship reimbursements that were not included in this cycle.

If your scholarship has been denied or reduced, you have the right to an appeal in writing.

Employee Assistance Program (EAP)

**When Speaking With a Friend in Possible Need,
You may use the following:**

“The Sometimes Speech”

“Sometimes job problems like these are the result of things going on outside the workplace. It may not be true in your case, and it’s really none of my business. However, because it is true sometimes, the Union and the Company have the Employee Assistance Program. It’s free and it’s confidential. It’s helped a lot of people with problems.”

Confidential Referral Services:

- Communication Problems
- Grief and Loss
- Domestic Violence
- Stress and Depression
- Step Family Problems
- Coping with Change
- Chronic and Severe Illness
- Addictions
- and many, many others.

For more information on these services or referral, contact your EAP representative.

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

-NOTICE- 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, September 17, 2020 – Thursday, October 15, 2020

8:45 A.M. – 2:00 P.M. – 4:30 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.

WE ARE SAD TO REPORT THAT THE RETIREES REGULAR POT LUCK MEETINGS HAVE BEEN CANCELLED THROUGH THE REMAINDER OF 2020.

STAY SAFE AND WE HOPE TO SEE YOU IN 2021

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

OUR WEBSITE NOW HAS A NEW LOOK.

CHECK IT OUT AT

<http://Local685retirees.org>

IN MEMORY

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

Michelle Johnson
Retired – Dept. 8700

Robert Carr
Retired – Dept. 8230

Ronald D. Miller
Retired – Dept. 3200

Ranechia R. Ward
Active – Caravan

Jewell Majors, Jr.
Active – Dept. 7100

Phyllis Bea Annette Ford
Retired – Dept. 5500

Alan R. Parigen
Retired – Dept. 3402

Bobby G. Smith
Retired – Dept. 8500

Allen Henry
Retired – Dept. 4760

David Long
Retired – Dept. 4310

Monthly Meeting Notices!

Union Membership Meeting
Saturday, September 19, 2020
Saturday, October 17, 2020
10:00 AM

UAW Local 685
929 E Hoffer St.
Kokomo, Indiana

A. Philip Randolph Committee
5:00 PM

Isaac White, Chair
Thursday, September 17, 2020
Thursday, October 15, 2020

AFV, Unit 1
As announced by chair
Joe Butcher, Chair

By-Laws Committee
Immediately following the membership meeting
Tony Nelson, Chair
Saturday, September 19, 2020
Saturday, October 17, 2020

Chaplains Committee
TBD
Will Price, Jr., Chair

Community Service
4:00 PM
Kim Story, Chair
Tuesday, September 8, 2020
Tuesday, October 13, 2020

Education Committee
Immediately following the membership meeting
Anna Sturgell, Chair
Saturday, September 19, 2020
Saturday, October 17, 2020

Executive Board
5:00 PM

Wednesday, September 16, 2020
Wednesday, October 14, 2020

Howard County CAP
All meetings are cancelled through 2020

Tina Durham, Chair

CAP Committee
TBD

Mandi Drake, Chair

Recreation Committee
Immediately following the membership meeting

Anna Cook, Chair
Saturday, September 19, 2020
Saturday, October 17, 2020

Stewards Council
9:00 AM
Saturday, September 19, 2020
Saturday, October 17, 2020

Veterans Committee
9:00 AM

Jimmy Shaw, Chair
Saturday, September 19, 2020
Saturday, October 17, 2020

Women's Committee
5:00 PM

Helen Williams, Chair
Tuesday, September 1, 2020
Tuesday, October 6, 2020

Union Label Committee
TBD

Rich Boruff, Chair

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:

Agnes Maxine Clark, Ima Ruth Dobbs, Robert Carr, John Hawkins,
Lona Jean Alexander, Robert Ferguson, Gaye Ellen Schroeter, Judy Smith,
Ruby "Granny" Lee, Mitsuko Tamura Hankinson, Nancy Jane Hetzel,
William Thompson and Vincent Young.



REASONS TO THANK A UNION

1. Weekends
2. All Breaks at Work (Lunch)
3. Paid Vacations
4. FMLA
5. Sick Leave
6. Social Security
7. Minimum Wage
8. Civil Rights Act/Title VII (Prohibits Discrimination)
9. 8-Hour Work Day
10. Overtime Pay
11. Child Labor Laws
12. Occupational Safety & Health Act (OSHA)
13. 40-Hour Work Week
14. Workers Compensation (Worker's Comp)
15. Unemployment Insurance
16. Pensions
17. Workplace Safety Standards and Regulations
18. Employer Health Care Insurance
19. Collective Bargaining Rights For Employees
20. Wrongful Termination Laws
21. Age Discrimination in Employment Act of 1967
22. Whistleblower Protection Laws
23. Employee Polygraph Protect Act
24. Veteran's Employment and Training Services (VETS)
25. Compensation Increases and Evaluations (Raises)
26. Sexual Harassment Laws
27. Americans With Disabilities Act (ADA)
28. Holiday Pay
29. Employer Dental, Life, and Vision Insurance
30. Privacy Rights
31. Pregnancy and Parental Leave
32. Military Leave
33. The Right to Strike
34. Public Education for Children
35. Equal Pay Acts of 1963 & 2011
36. Laws Ending Sweatshops in the United States