



TRANSMITTER



CINCINNATI, OHIO



Official Publication of the Amalgamated Local 863 UAW

April 2021

Celebrating *Trailblazing Women in the Workplace!* UAW Local 863



Phyllis Ballard



Phyllis Blust



Raenell Glenn



Jerol Lackey



Dorothy Grizzel



Christine Wade



Glentis Byrne



Presidents Report
by
Tod Turner

UAW Local 863 President

Before I start my article, I would like to again send my sincere condolences to the family of UAW Local 863 Retiree **Mike Warren**. Mike passed away on February 15, 2021. Mike was a dedicated and proud Union member and Union leader who served our membership as a Skilled Trades Chair and as the Bargaining Chair at the Batavia Plant. I would like to acknowledge and thank Mike for his leadership and for all that he did to make Local 863 (both Batavia and Sharonville) a stronger and viable workplace for our members. Mike worked at Ford Motor Company for 33 years and will be missed by many.



Mike Warren



OFFICIAL PUBLICATION OF AMALGAMATED LOCAL 863 UAW

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It is the mission of the Transmitter to be the unbiased vehicle of information, communication, and the voice of all the Membership of UAW Local 863. The Transmitter will always strive to report truthfully and accurately.

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On Tuesday, April 13th, we received word that our UAW Local 863 Chaplaincy Committee Chair **Harold Walters, Jr.** passed away suddenly. Harold was an outstanding Chaplaincy Committee Chair, Union Brother, and friend. On behalf of Local 863, I would like to send my condolences to Harold's family and friends who are coping with his loss.



Harold Walters

This April edition of the *Transmitter* marks the one-year anniversary of when we started covering COVID-19 in our publication. The coronavirus has changed the way we have conducted business as a Local for over a year and changed the way we work at our respected jobs at the Ford Plant. Several of our Local 863 members have been affected by the virus not only in contracting it themselves, but dealing with loved ones who have suffered or passed away due to the virus. As stated in the February edition of the *Transmitter*, the COVID-19 vaccine distribution has continued to pick up across the country. Currently, vaccines are being given in Ohio to those 16 years of age and older. With more people being vaccinated across the country, it looks more likely that we could have the country opening back up sometime in the near future. This will have a positive impact on our Local and our Membership. Let us hope that we keep trending in the right direction towards opening our country back up and things can start getting back to normal.

UAW Local 863 has been given word from the International Union that the sorting company at Sharonville, **Quality Plus Containment (QPC)**, is now recognized as part of UAW Local

863 and we are excited to have them. We will begin the process of working on a Local Contract for our QPC members in the near future. Congratulations for the newly elected QPC Union Chair **John Whatley** and their Committeemen **Shombay Osume** and **Danny Varner**. They will be involved with their Local Contract negotiations along with myself and UAW Regional Reps. Please welcome our QPC Brothers and Sisters to UAW Local 863.



President Turner and QPC Chairman John Whatley

In early April, Local 863 Leadership was informed by the International Union that they would be extending their request to suspend all local union meetings and events until June 30, 2021 due to coronavirus concerns. Local 863 will communicate with you if any adjustments or modifications to this policy are relayed to us from the International Union. As a result of the request from the International Union, the Local 863 Executive Board voted in favor to concur with the request and continue to postpone meetings and large gatherings at the Hall until at least June 30, 2021.

The June General Membership Meeting has been cancelled. Hall Rentals and Retiree Meetings will continue to be postponed indefinitely. Our hope is that we will have a September General Membership Meeting and that we can also have the Retiree Picnic in September. If so, that would be the first time our Retirees will have had their meeting in well over a year. Let us hope that we can get back to normal at our Local by then.

The **Hoffman-Combs Scholarship** deadline has passed and we have sent the essays we received to Thomas More University to be judged. The winners are tentatively to be announced by the 2nd Tuesday in June.

The **March of Dimes** Walk has once again been cancelled. We are looking into having the UAW Local 863 March of Dimes Golf Scramble sometime in the fall of 2021. Look for information about this later this summer.

I would like to inform our Membership about our UAW Brothers and Sisters at Local 647. UAW Local 647 is an Amalgamated Union like us and represents workers at GE Plants in Evendale and Hebron, Buckley Manufacturing, Hard Rock Casino, Sodexo, and SVS Vison. Due to various reasons, Local 647 has recently sold their Local Hall. In talking with their leadership, it was not an easy decision for them to make. Local 863 and Local 647 have had an excellent working relationship with each other over the years, and we here at Local 863 are going to continue to help our Union Brothers and Sisters out as much as we can during their transition.

2021 has been a trying year for everyone. I want to thank our entire Local 863 Membership for all their patience and support during this time. Let us hope that with the seasons of spring and summer approaching that we continue to make a turn for the better. I look forward to returning to regular business at our Local in the near future.



Welcome!

Quality Plus Containment are now part of the UAW Local 863 Family
Congratulation to our newest members.
Support and Solidarity!



Vice President's Report by Rodney Parker

UAW Local 863 Vice President

Happy Easter to all my fellow UAW Local 863 Brothers and Sisters and your families! I hope you all enjoy your much deserved time off.

For my April Vice President's report, I am going to discuss the semiconductor issues. A global semiconductor shortage and a February winter storm have combined to force Ford to build F150 pickup trucks without some computers.

The Company says the pickups will be held at factories for a number of weeks, then shipped to dealers once computers are available and quality checks are complete. The move is the latest ripple from the global semiconductor shortage, which earlier this week forced Honda and Toyota to announce production cuts at some north American factories. General Motors also has been forced to build pickups without some computers and install them later. Ford's move is likely to tighten inventory of F-Series pickups, the top selling vehicles in America.

Inventories already are tight due to high demand and production losses due to last year's coronavirus related factory shutdowns. Ford will also build the Edge SUV without computers and ship them later, it will cancel some shifts Thursday and Friday at the Louisville Assembly plant where the Ford Escape SUV is made. Ford has said the shortage could cut its pretax earnings by \$1 billion to \$2.5 billion, even if it makes up for some of the lost production in the second half of the year.

Industry officials say semiconductor companies diverted production to

consumer electronics during the worst of the COVID-19 slowdown in auto sales last spring. Global automakers were forced to close plants to prevent the spread of the virus. When automakers recovered, there were not enough chips as demand for personal electronics boomed.

During these uncertain times there is one thing that I know for sure. If Ford Motor Company provides Ford Sharonville with parts, we will build our products in an efficient and a quality-based manner. I am very proud walking into our Ford Sharonville plant knowing that we are the Best transmission plant that Ford Motor Company has and our workforce is second to none. I am very Thankful to work with such a Great group of people whom I not only call my friends but my UAW-Ford family.

Reporting the death of Retiree or Spouse

RETIREE - In the event of the death of the designated spouse, retirees with a survivor option should notify the Retirement Board Office immediately. Upon notification, certain relatives will be eligible for the cancellation of the reduction for the survivor's benefit.

SPOUSE -- In the event of the death of the retiree, the spouse should notify the Retirement Board Office immediately. Prompt notification will insure the timely receipt of benefits for eligible survivors.

The address of the Retirement Board Office is Ford-UAW Retirement Board of Administration, P.O. Box 6050, Dearborn, Mich. 48121. The board telephone number is 1-800-829-8833.



Sharonville Report

by
Eric Gadd

UAW Local 863 Plant Chairman

Many of our members ask, “When will we get back to pre-COVID standards?” As of writing this article the news is reporting that more than a quarter of the U.S. population have been fully vaccinated against COVID, yet our national average is greater than 60,000 newly reported positive cases each day. Getting back to living and working prior to COVID is going to take time, and the same will be true for our economy also. Last year America saw the biggest decline in gross domestic product since the Great Depression, all being driven due to the economic effects from the COVID pandemic. We are currently facing the effects within our plant and within Ford Motor Company. After a long year we start to feel more relieved that things are beginning to get back to normal and now we are facing downtime due to part shortages. Just this past week Vice President of Ford, John Savonna announced upcoming down weeks for nearly all of Ford’s assembly plants due to the global semiconductor chip shortage. Due to our customer plants being down the week of April 26, it was recently announced that the Sharonville Plant will be down the same week. How long will we be experiencing the semiconductor chip shortage? In our most recent National Ford Council meetings it was mentioned that it is possible that we may not get caught up until the end of summer.

Schedules and Volumes:

- 10R – 2200/day; TLO week of 4/26; chip shortage impact being identified week by week

- 6R140 – 430/day; TLO week of 4/26

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- 6FM – TLO through week of May 3rd (Van Dyke volume driven) – balance out planned by August

- 6F/8F – TLO through week of May 3rd (chip shortage to Van Dyke VO customers)

- 6R80-100 – 1200/day; TLO week of 4/26

Headcount:

Currently we have a total of 1,595 members on the active rolls; 1,219 production with 130 being TFT and 376 skilled trades. Currently, we have 67 apprentices. Recently we received our allotted apprentice count for 2021 year. We were approved for (7) apprentices with the breakdown of: (2) Toolmaker, (2) Pipefitter, (2) Millwright and (1) Machine Repair. Also, Ford Sharonville will be hiring (5) Toolmakers to fill recent retirements. If you or someone is interested, please keep an eye out for the Company bulletin of intent to hire.

Recently in the news there have been numerous announcements on Electrified Vehicles, “EV’s” and what the future holds for combustible engines. Last week the UAW leadership had a conference call to address the concerns of the disruption of our current processes for manufacturing and our workforce. Currently, the U.S. EV sales are slower than in Europe and China. BEV sales are stronger in EU and China due to policies, driving habits and consumer preferences. Europe’s BEV sales surged in 2020, now selling more EV’s than China at 5.4% market share. In 2014 the market share in the U.S. for BEV’s was at less than .5% and in 2020 right around 2% with Tesla being responsible for most of the EV growth in the U.S.

As of today, model choices are limited due to our infrastructure and cost for manufactures to produce. It cost over \$12,000 more per unit to produce BEV’s than internal combustion

engines, “ICE” with automakers projecting another 5 to 10 years for cost parity. Automakers are expected to spend \$120 billion in EV-related capital expenditures over the next 5 years, with Ford Motor Company announcing to invest \$22 billion for EV’s. Auto analyst are projecting EV’s market share to grow to 8% by 2025 in the U.S. Fords stock prices have jumped + 76% in the past 9 months, driven by future technology announcements. These major investments now will shape auto industries production footprint for the future. Due to the increased per unit costs of EV production, Ford and VW announced in 2019 OEM partnership to offer savings through shared technology and platforms. Currently, Job Security Rep. Darrell Gildea and I have been working diligently with the Company and International UAW regarding the potential impact of the future technology and working to ensure the job security for all our Members at Local 863.

In closing, please continue to pray for the families who have recently lost a loved one. Just in the past few weeks our Local has lost Sister Beatrice Satterwhite, Brothers Harold Walters, John “Deacon” Thomlinson, and Mike Warren. Mike Warren served the Batavia membership in multiple elected capacities starting in 1980. He also served for 9 years as Skilled Trades Chair and for 10 years as Bargaining Chairman.

*“HATE- What is it good for?
Absolutely nothing!!!”*

Mike Warren, Batavia UAW Chairman

**UAW Local 863
Hall Rentals
have been cancelled until
further notice!**

**We will keep you updated in the
Transmitter for 2021 Hall Rentals.
For rates and information, call
513-563-1252, ask for Shirley.
www.uawlocal863.com**



**CAP
Committee
Report
by
Ben Brady,
Chair**

The year is off to a busy political start as we prepare for local and state elections. Many often neglect to vote in the off years between the Presidential and Federal elections. I will share more in the next *Transmitter* on the upcoming elections. Stay tuned into what is happening locally, as local elections often are more important kitchen table issues than those at the federal level, then **Go Vote!**

There is one issue that I would like to share with you that we do need to address as a nation. As we start to crawl out of the Covid recession and the economy starts to rebuild, new housing and construction “starts” are expected to lead the economy over the next 15 years. To meet that demand, our nation is in a greater need of Trades workers- Electricians, Pipefitters, Tool Makers, Millwrights, Machine Repair, Welders, Carpenters, Painters, etc. and the fields of General Construction and General Contractors.

In the 2008-2009 recession, it is estimated that we lost 13% of our Trades workforce. By 2030, nearly 77 million Americans ages 45 to 64 will be nearing retirement or retiring, leaving an additional 32.4% of trades jobs in need to be filled. But the recession wasn’t the biggest factor in the lack of trades workers.

Since the mid 1980’s, the education system, much in part with public and parental support, began to encourage middle and high school students towards white collar professions, believing those professions along with a college degree would provide a much better future for their children and students. What they failed to see is the benefits to their household and

the economic need in society as a whole.

Along with public support and the pressure for states to balance their budgets, too many education systems cut or eliminated trade programs altogether to focus on basic education and athletic programs. This created a large gap in trades jobs between the baby boomer and millennial generations. The average age of an apprentice in the United States today is 27 years old verses the ideal age of 19 for starting apprentices. According to the National Electrical Contractors Association, “7,000 new electricians join the field each year, but 10,000 retire.”

The biggest factor in apathy in the field of trades is lack of public knowledge, especially in education cost and wages. The average cost of a two-year trade’s degree is \$33,000 at a vocational school, whereas a four-year college degree can run between \$80,000-\$160,000 depending on the school and type of degree. And while most students pick up the cost of their college degree, many employers cover the cost of education for trades workers due to the high demand need.

So where do we go from here? We are a nation built on invention and some of our greatest inventors were tradesmen. We should look to the past to see the future and encourage our youth to not only use their minds, but to use their hands for skills that builds their future. Skilled Trades workers are vital to the success of our nation and they cover vast fields of importance. Trades Workers are the builders and foundation of our communities.

Take time to Call your local, State and Federal elected officials and tell them to fund trades programs. Attend your local school board meetings and stress to them the need for middle and high school level trades programs. Encourage politicians, educators and businesses to create and fund trades

worker program partnerships.

Most importantly, encourage our youth to join trades programs. Their future depends on the skills they learn today!

**SHARONVILLE UNIT
QUALITY PLUS CONTAINMENT
(QPC) WORKERS**

ELECTION RESULTS

**Union Chairperson –
John Whatley 6 ELECTED
Chairperson**

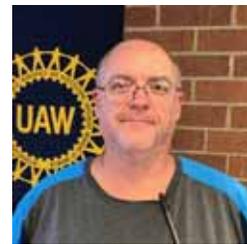
**Union Committeeperson –
Shombay Osume 5 ELECTED
Danny Varner 3 ELECTED**

**1ST Alternate Committeeperson-
Brett Hoff 2 ELECTED**

The Election was held on
Tuesday, February 23, 2021
from 7:00a.m. to 4:30p.m.
at the UAW Local 863 Union Hall

INJURED AT WORK?

Local 863 offers free Workers Comp. Representation for our members.



**Local 863 Workers Comp. Rep.
Mickey Padgett**

Any questions or concerns, feel free to reach out to our Local 863 Workers Comp. Rep. Mickey Padgett and our Workers Comp. Secretary Bryanna at the Local, 513-563-1252.



Benefits Report
by
Darlene Oakes

There is a lot going on with Dependent Verification. At the beginning of the year the Active Members had to complete their Dependent Verification prior to February 6, 2021 or the dependent coverage ended on March 1, 2021. If you did not complete the DV process or the information you provided was not sufficient you need to do so immediately to get your dependents coverage reactivated. They are being very critical to the documents you provide for verification so please follow the request for information to the letter.

Active Member's whom added coverage for dependents between October 23, 2020 and April 1, 2021 you will be receiving Verification Request in the mail within the next few days. You were not part of the first wave but now are **REQUIRED** to provide requested information **deadline by May 16, 2021** if you do not provide dependent verification information requested your dependents coverage will **end on July 1, 2021.** **Call the NESC ask for Dependent Verification Department with questions 1-800-248-4444.**

Documents Required for Active:

- Government Issued Marriage License – Available in the County of Marriage Clerk of Courts
- Front page of the Federal Tax return 1040 if filed jointly (white/black out social security numbers)
- Or Joint Ownership documents (Mortgage loan bills, tax bills, bank accounts, credit cards) showing both names present on document under same mailing address

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- Birth Certificates for all dependent children (biological, stepchild, etc.)
- Proof of DNA test if name is not on birth certificate or court order for child support

Retiree Member's you are under a Dependent Verification time window as well. Many of you received letters for Dependent Verification of your spouse's and other dependents. **IT IS CRITICAL** that you follow the request for submission of evidence of proof of your dependents by **deadline of May 15, 2021.**

If members are unable to provide a recent tax return, a recent copy of any of the following joint financial documents that lists both the member and spouse will be accepted. Financial information can be blacked-out/redacted

- Mortgage Statement
- Bank Statement (bank account verification letter showing active status)
- Active lease agreement
- Homeowners/renters Insurance
- Credit card statement (includes department stores)
- Property tax
- Current year state tax return listing spouse /partner
- Current year mortgage interest/mortgage insurance
- Warranty deed
- Auto loans

The following are some key tips:

1. **IMPORTANT: Blacking out financial information and first 5 digits of security numbers so they cannot be seen are completely acceptable**
2. When responding to the audit by mail or fax please include the fax cover sheet as it has unique tracking number that will allow faster processing, matching of documentation to specific members, and inquiry look up
3. Please remind members that determination letters will be sent once

documentation has been processed. All notifications will be sent by US mail. In most cases documents supplied via electronic upload or fax will be processed to determination within 14 days; Please allow 30 days to receive determination if documents were mailed.

4. Unless there are other questions members have, members wanting to check on the status of documents submitted are encouraged to do so after 30 days have passed since submitting documents to allow for processing.

a. Electronically, there is an option to send a secure email through the portal at <https://digital.alight.com/rhcc> then go to 'Contact Us'.

b. **Or call RHCC 1-866-637-7555** (once member is identified and call secured) pressing 4 will transferr call to Dependent Verification Service Customer Care Center.

Representatives are available Monday through Friday from 8 a.m. to 11 p.m. Eastern time. **To avoid frustration with long wait times due to current high call volume we recommend members to call after 5pm.**

"IMPORTANT"

Also, remember if you have not been to your doctor in a while or you are seeing a new doctor; call the number on the back of your card to verify they are In-Network.

Attention New Retirees

Future UAW 863 Retirees should immediately contact Shirley at Local 863 Headquarters at 563-1252 after they retire to schedule an appointment. This will enable you to join the UAW 863 Retiree Chapter, to receive important retiree mailings, and to appear in the Transmitter.

Retirees are eligible to immediately attend the next scheduled Retiree meeting after they retire.



**Women's
Committee
Report**
by
**Debbie
Swope-Johnson,
Chair**

March was International Women's Month. The UAW Women's Committee and the salary Sharonville Women in Manufacturing/Women of Ford (WiM/WoF) Chapter both contributed to making the month educational and interesting. For the first time, displays were put in the plant cafeteria honoring women who made an impact in American history and our UAW Local 863 history. Rosie the Riveter Day was celebrated by many employees who dressed up as "Rosies" to honor the women who worked in factories to help the war effort during World War II. It was not until 1972 that women were hired again at Ford as hourly employees on the shop floor.

The Women's Committee display honored women who were first or most senior in particular categories. The display was called, **UAW LOCAL 863 FEMALE TRAILBLAZERS.** The first women who came into the plants were hired in 1972 and were honored by having their names on a banner.

The highest seniority woman hired into any Cincinnati plant was **Phyllis Ballard**, who was hired at the Fairfax plant in May 1972. The highest seniority woman to hire into the Sharonville plant was **Dorothy Grizzel**, who started in November 1972. Nurse **Glentis Byrne**, affectionately known as "Sarge," was the first salary nurse to unionize the salary nurses at the Sharonville plant. At that time, Sharonville was one of the first three plants in the Ford system to have salary unionized nurses.

The highest seniority woman still working in the Sharonville plant is

Jerol Lackey, who was hired in 1973, and the highest seniority skilled trades woman still working in the plant is **Christine Wade**, who was hired in 1976. Other trailblazing women of our Local include **Phyllis Blust**, hired in 1977, who was elected as our first female President of Local 863 in 2005, serving two terms, and appointed as an International Trustee in 2011. Our most recent is **Raenell Glenn**, hired in 1993, who was our Local's first female appointed to the National Program Center in 2013, and in 2020 became the Assistant Director of the Public Relations Department at Solidarity House. Let these women serve as an inspiration to you and others who would like to get involved in the UAW. *As you can see, we have many women from our Local who have forged the way over the years, and who have blazed a trail for future generations to come!*



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and Information on the
Internet 24/7.**

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UAW Local 863
www.uawlocal863.com

A-X-Z Plan PIN:
1-800-348-7709

OR

www.AXZ.FORD.com



Veterans Committee Report
by
Ken Fecher, Chair

Greetings from your Local 863 Veterans Committee. As warmer weather approaches, we will be getting together to do our spring/summer cleanup at our Veterans Memorial at Local 863. Watch for a posting for the date and time.

I have been informed by Plant Chairman Eric Gadd that the Alcove Room will be turned into a Veteran Museum. That is awesome news and it is already taking shape. Some demo and drywall work has already taken place. If you have military artifacts that you would like to share or donate please let me know asap.

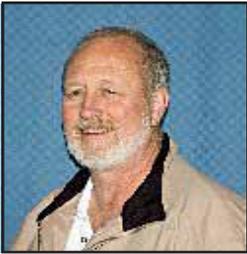
Currently, we are in the process of designing the Sharonville Local 863 Veterans Museum. We will be having a Veterans Committee Meeting as soon as we are allowed to hold one.

We will be having our annual **Memorial Day Flag Raising** on Friday, May 28th at the flag pole in front of the Sharonville plant at 11:11 am and 11:35 am at the Local 863 Veterans Memorial.

Many of you may not know - March 29th was Vietnam Veterans Day. The Veteran Committee would like to send out a heartfelt "thank you" to all of the Vietnam Veterans.

Thank you to all our VETERANS....freedom isn't free...Take care of each other and God bless you all.





**Retirees
Report**
by
**Jim Siuda,
Chair**

Per the International Union, all UAW Retiree meetings are suspended until at least after June 30, 2021.

This means the earliest that we could have a meeting might be August. We will keep you informed.

We are still communicating with our Members via a monthly letter. I would like to thank our **“5 Star Dealers”** for providing gift cards for our members to win via monthly drawings. **Be sure to see all of the “5 Star Dealers” on page 14 of the Transmitter.** These dealers support our Membership and we need to support them by buying Ford/Lincoln vehicles from them.

Over the next few weeks, you may receive a letter from **MET Life** about your life insurance beneficiaries with Ford Motor Company **if you do not have any beneficiaries listed.** The letter will guide you through the steps to upgrade your information and answer any questions you may have. **Be sure to update your information.** If you do have beneficiaries listed – you do not have to do anything.

I would like to thank the Retirees of UAW Local 647 for their generous donation to our Retiree Chapter. This included a state-of-the-art bingo set up. (UAW 647 recently sold their building headquarters in Evendale and relocated to Sharonville). UAW Local 647 donated many more items to our Local.

Hope to see you at our next meeting!

**NEXT
RETIREE MEETING
CANCELLED!**



Wilson, Ronald S.,
age 66,
retired 3-1-2021
from the
Sharonville Plant as a
Manufacturing Tech.

Ronald hired in 9-21-1998.

Brother Wilson remarks: Thank you to Ford and the UAW for 22-great years. Retire when you can and enjoy life with your family.



Back, Richard L.,
age 64,
retired 4-1-2020
from the
Sharonville Plant as a
Manufacturing Tech.

Richard hired in 8-24-2004.

Brother Back remarks: I have worked many jobs over my lifetime, but I am most grateful for my 16-years at Ford. Thank you to Ford and the UAW. Since retiring, I am enjoying time with my family and camping, and traveling with my wife.



King, Bradford S.,
age 63,
retired 4-1-2021
from the
Sharonville Plant as a
Manufacturing Tech.

Brad hired in 7-24-2000.

Brother King remarks: Thank you to the UAW, Ford Motor Company, coworkers and friends for 21-great years. I am looking forward to spending my retirement playing golf, cornhole, fishing, hiking, traveling and spending time with my family, friends and my dogs.



**Education
Committee
Report**
by
**Monique
Stanfield,
Chair**

My name is Monique Stanfield.

I will be resuming the duties of Joyzell George as she embarks on other important commitments. I will do my best to fill the “Big Shoes” left by Sister Joyzell. I am truly honored and excited about this opportunity.

Ford and the Union have a rich history pertaining to our benefits, rights and involvement. With the way technology has advanced and changed the world, we need to be knowledgeable and learn more of the changes being made.

Together we can strive to educate each other on our changing world of work and family. With your support we can make a better plant, company, and Union for our forefathers enjoying retirement. As well as our sons and daughters who will inherit our legacy. It is my pleasure to be your Education Committee Chairman.

I look forward to assisting my Union brothers and sisters. If you have any questions, please feel free to email me at Mstanfi2@ford.com.

Thank You and Stay Tuned!





**UAW 863
Hoffman-Combs Scholarship Fund**



UAW 863 Five Star Dealers



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UAW 863 is proud of all our supporting Ford dealerships.
If your dealership has a noteworthy item, please contact us at 513-563-1252.



**Union Label
Committee
Report**
by
**Larry Miller,
Chair**

**BLACKPRESSUSA.COM –
COMMENTARY:
THE AMERICAN DREAM
BELONGS TO WORKING
AMERICANS**

By Ray Curry,
Secretary-Treasurer, UAW

It is spring time now, which for most people, is the time to clean up winters mess and get ready for the summer. **SPRING CLEANING!!!** I am sure that most of you already have your go-to cleaning supplies that you use regularly. Some of those items, I am sure, are not Union Made.

I have compiled a list below that I urge you all to go out and buy and make the switch and **buy Union Made** products that are made by workers in a Union shop. **Support Union worker by buying Union Made products!**

Union-Made Cleaning Supplies

- Ajax Cleaning Powder
- Arctic Bright Bleach
- Clorox Bleach Tabs
- Clorox
- Fiberguard Carpet Cleaners
- HiLex Bleach
- Lysol
- Minwax
- Mop & Glo
- Mountain Pine
- Palmolive
- Spic N’ Span Clean Wipes
- Tide Soap
- Top Job Household Bleach
- Wisk



**LEGAL
SERVICES**

1-800-482-7700

Eligible participants in the plan will include active and retired UAW-represented employees at FCA, Ford, GM, and their surviving spouses.

I grew up in a world that held the promise of a bright future for those who were willing to work hard. An America that said you can do better than your parents. A promise that meant job security with decent wages, health care, and benefits; a promise that meant training and education and a path to advancement for so many; a promise that made owning a home and raising a family possible; a promise that guaranteed a middle-class life and the ability to retire one day after a job well done. It was the promise that gave rise to the American Dream and one that has shaped American values and vibrancy for generations.

Where is that promise today? Sadly, it is now a broken promise. Consider how our landscape has changed over the last 40 years as corporate friendly politicians have increasingly moved to undermine our working class, as we have continued to put corporate greed ahead of the people whose work makes corporate profits possible.

A harsh reality

Consider how the terrain has toughened. Consider the damage done as we have increasingly waged war on our nation’s unions and the voice for labor they provide. Here are just a few harsh realities: Today, our country ranks at the bottom of industrialized countries relative to employee benefits like healthcare, parental leave, paid vacation and sick days, unemployment and retirement security.

According to the Center for Economic and Policy Research (CEPR), the U.S. is the only advanced country where workers are not guaranteed vacation

time. In contrast, Europeans get at least 20 days of legally mandated vacation days, and some countries require at least 30. We are the only industrialized nation that does not offer universal healthcare for its citizens. This is despite the fact that we spend more on healthcare than other high-income countries relative to the size of our economy. And, according to the Bureau of Labor Statistics (BLS), less than 22 percent of Americans have employer-paid pensions, and only half participate in a retirement savings plan.

Rather than the leader — as we once were — we are more in line with the Czech Republic, Latvia, South Korea and Mexico as the least generous countries for workers. For reference, Denmark, the Netherlands, Finland, Sweden and Switzerland are the top nations for worker benefits.

So, how did we get here?

Union membership has been falling for decades. This lessening of worker representation has resulted in the erosion of solid employee benefits and good wages, a loss of secure, stable jobs, and diminished worker rights. Right-to-Work laws (designed to weaken unions and the ability of workers to bargain) in many states have made it much more difficult for working people to form or join unions. These laws have predictably resulted in lower wages and diminished employer accountability.

Over the past 35 years, the number of U.S. workers who are members of labor unions has been cut in half, according to the Pew Research Center. In 1954, nearly 35 percent of all employed U.S. workers were members of unions. Now that number is about 10.5 percent despite the fact that approval of unions is at a 50-year high.

While the unionization of workers has diminished, wealth inequality has

accelerated. U.S. Federal Reserve data shows that from 1989 to 2020, U.S. net worth became increasingly concentrated in the hands of the wealthiest 1 percent of Americans possessing 40 percent of the nation's wealth. In 2019, the CEO to worker ratio for compensation was 320 to 1 — a staggering gap.

It is time to close that gap again. It is time to strengthen our unions, to reach out to new groups of workers who want to unionize and pave the way for enhancing and encouraging collective bargaining, forming unions, and joining together for solid, secure, workers' rights and benefits.

It does not have to be this way

It is time to commit to our workforce. To once again be that nation that cares about the hard-working women and men in this country and is a world leader in workers' rights and compensation. Moreover, the economic reality is that we NEED unions. A diminished union presence forces people to work two and three jobs just to make ends meet. Many of those jobs are in the service sector, with low wages, no benefits, and little room for advancement. It is the American worker that drives our economy, not wealthy CEOs.

It is time for our state and national leaders and representatives to come together to make a change. It is time to pass the \$15 minimum wage, to sign the PROAct into legislation to protect workers, to keep good paying American jobs at home and to set America back on the right track.

The American Dream needs to again belong to those whose dreams defined it, and whose participation is vital to its achievement. We need to once again be a nation that champions safe working conditions, good benefits and wages, and the ability to have some say in the workplace. We need to make the PRO Act the law of the land.

We must all come together and deliver. We made a promise decades ago, one we should now be making for our children as it was made for our generation. Please let your support for the PRO Act be known. The bill has passed the House and will face tougher opposition in the Senate. Please let your representative know how you feel.

America should not and must not be a nation of broken dreams.

Published on March 30, 2021 By BlackPressUSA



Ray Curry,
Secretary-Treasurer,
UAW

www.uaw.org

UAW LM-2 REFLECTS STABLE MEMBERSHIP AND SOLID FINANCIALS IN THE FACE OF THE PANDEMIC

DETROIT – The UAW reported today solid financials and steady membership numbers in the face of the 2020 pandemic.

Average membership was virtually unchanged despite the pandemic. And net income actually increased in 2020 as did the UAW strike fund.

“In a very challenging year, we were able to be creative in saving on costs including travel and meetings by utilizing technology and took advantage of solid investments that performed exceedingly well,” said UAW Secretary-Treasurer Ray Curry. “The bottom line is that the UAW ended the year balanced with modest growth and the strike fund continued to grow at a healthy pace.

“In addition,” Curry added, “with our new stringent internal and external auditing, members can be assured that these financial results reflect the solid way in which the union has handled such a challenging year.”

Net income in 2020 was up \$1.2 million. There were modest declines in the percentage of revenue that were offset by strong investment earnings through the year.

The Strike and Defense Fund balance increased to \$790 million replenishing the fund from the 2019 General Motors Strike and increase of \$51 million in dues and investment earnings.

There were additional savings throughout the year as staff implemented technology to continue operations during the pandemic. For instance, travel expenses were down by \$3 million and meeting expenses were down by \$1.5 million.

continued on page 15:



Memorial Day Flag Raising Ceremony

Friday May 28, 2021

SHARONVILLE PLANT
FLAGPOLE
11:11am

LOCAL UNION HALL
VETERANS MEMORIAL
11:35AM

**All Veterans please wear an
article from your branch of
service or unit!**



WARREN,
Michael “Mike” J.,
age 70,
died 2-15-2021.

Brother Warren
hired in on

11-1-1976 and retired from
Batavia 2-1-2009.

Survivors include his wife: Linda, his
son: John (Sharonville Plant), and his
son-in-law: Rocky Battista
(Sharonville Plant).

***Special Editors Note:** Brother Warren
served the Batavia Plant membership
in the following elected positions:*

*1999 ~ until Plant closed in 2009 –
Batavia Plant Bargaining Chairman*

*1990~1999 Batavia Plant Skilled
Trades Chairman*



WALTERS, Harold,
Jr.,
age 58,
died 4-13-2021.

Brother Walters
hired in on
6-3-1993 and worked

at the Sharonville Unit at the time of
his death.

Survivors include his wife: Kimberly.
Also survived by his father: Harold
Walters, Sr. (Batavia retiree).

***Special Editors Note:** Brother Walters
served as the Chaplaincy Committee
Chair since 2015.*



SATTERWHITE,
Beatrice,
age 57,
died 3-25-2021.

Sister Satterwhite
hired in on

7-6-1999 and worked at the
Sharonville Unit at the time of her
death.

Survivors include her husband: Ken
(Sharonville Unit).



TOMLINSON, II,
John D. “Deacon”,
age 50,
died 3-17-2021.

Brother Tomlinson
hired in on

1-27-1997 and worked at the
Sharonville Unit at the time of his
death.

Survivors include his sons: J.T.
(Sharonville Plant) and Nick.

*Editors Note: Brother Tomlinson was
a U.S. Airforce Desert Storm
Veteran.”*



BALDWIN,
Joseph W.,
age 73,
died 3-9-2021.

Brother Baldwin
hired in on

11-16-1967 and retired from
Batavia 9-1-2007.

Survivors include his wife: Judy.

*Editors Note: Brother Baldwin was a
U.S. Navy Vietnam Veteran.*

COMBS, Marvin,
age 81, died 3-1-2021.

Brother Combs hired in on
8-29-1958 and retired from
Sharonville 7-1-2004.

Survivors include his wife: Betty.



BOOTH,
Woodrow W.,
age 99,
died 1-26-2021.

Brother Booth
hired in on

10-16-1950 and retired from
Sharonville 10-1-1980.

Survivors include his sister: Betty.

*Editors Note: Brother Booth was a
U.S. Army WWII Veteran.*



COX,
Harold E.,
age 84,
died 2-12-2021.

Brother Cox
hired in on

7-1-1959 and retired from
Sharonville 2-1-2007.

Survivors include his wife: Carolyn,
and his son: Robert (Sharonville
Plant).



DAVIS,
Phyllis A.,
age 78,
died 2-14-2021.

Sister Davis
hired in on

6-2-1990 and retired from
Sharonville 3-1-2004.

Survivors include her husband: Roger
(Sharonville retiree), her daughter:
Rita Griffis (Sharonville Plant), and
her son-in-law: Paul Griffis
(Sharonville Plant).

GULAT, Mark W.,
age 63, died 3-25-2021.

Brother Gulat hired in on
3-28-1977 and retired from
Batavia 5-1-2007.

Survivors include his wife: Tammy.
Survivors also include his sister:
Karen Gulat (Sharonville retiree).



**CUNDIFF,
Carl M.,**
age 80,
died 2-23-2021.

Brother Cundiff
hired in on
12-29-1959 and retired from
Sharonville 9-1-1997.

Survivors include his wife: Sadie.



**HECKMAN,
Glenn C.,**
age 78,
died 3-9-2021.

Brother Heckman
hired in on
9-8-1964 and retired from
Batavia 1-1-2000.

Survivors include his wife: Janet.

*Editors Note: Brother Heckman was a
U.S. Army Veteran*



**McDONALD,
Ian M.,**
age 83,
died 3-11-2020.

Brother McDonald
hired in on
11-8-1976 and retired from
Sharonville 3-1-2000.

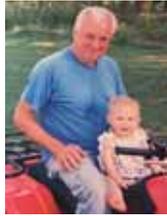
Survivors include his wife: Isabel.
Also, survived by his brother-in-law,
Harry Boyle (Sharonville retiree).



**BOWLING,
Harold D.,**
age 83,
died 3-29-2021.

Brother Bowling
hired in on
9-30-1958 and retired from
Sharonville 11-1-1995.

Survivors include his children: Bryan,
Martin, Kevin, Michael and Royce.



**McGOWAN,
Desmond L.,**
age 79,
died 3-23-2021.

Brother McGowan
hired in on
4-26-1966 and retired from
Batavia 7-1-1996.

Survivors include his wife: Linda.

*Editors Note: Brother McGowan was
a U.S. Army Veteran.*



**MORGAN,
Donald,**
age 80,
died 2-16-2021.

Brother Morgan
hired in on
4-18-1966 and retired from
Batavia 5-1-2003.

Survivors include his wife: Carmen.

*Editors Note: Brother Morgan was a
U.S. Marines Veteran.*



**SAMPLE,
Thomas G.,**
age 77,
died 2-4-2021.

Brother Sample
hired in on 5-16-1977
and retired from Sharonville 1-1-2007.

Survivors include his wife: Carol.

*Editors Note: Brother Sample was a
U.S. Navy Veteran.*



**MAY,
Paul T.,**
age 96,
died 12-15-2020.

Brother May
hired in on
10-19-1964 and retired from
Batavia 5-1-2000.

Survivors include his wife: Phyllis.



**THOMAS,
Angela F.,**
age 60,
died 1-17-2021.

Sister Thomas
hired in on
9-21-1998 and retired from
Sharonville 5-1-2017.

Survivors include her children:
Rosalyn, Christina, Demetris and
Jibril.



**TUDOR,
Allen,**
age 82,
died 3-25-2021.

Brother Tudor
hired in on
9-10-1958 and retired from
Batavia 6-1-2004.

Survivors include his wife: Patricia.



**WILLIAMS,
Alvin "Buddy",**
age 81,
died 2-12-2021.

Brother Williams
hired in on
8-31-1964 and retired from
Batavia 7-1-2005.

Survivors include his wife: Maxine.



**YORK,
Boyd L.,**
age 89,
died 3-16-2021.

Brother York
hired in on
10-13-1958 and retired from
Sharonville 1-1-1991.

Survivors include his wife: Christine.

*Editors Note: Brother York was a U.S.
Navy Korean War Veteran.*

Celebrating Rosie the Riveter!

March 19, 2021

Sharonville Transmission Plant



LM article continued from page 11:

Average membership was virtually unchanged for 2020 at 397,073 compared to 398,829 in 2019.

“The UAW managed a very difficult pandemic year reporting steady membership numbers and weathering pandemic shutdowns,” said UAW President Rory L. Gamble. “The membership reported on the LM-2 is literally a snapshot of the number of members for whom the UAW received dues during the month of December. We believe actual membership is higher when you account for members who were still sidelined during the pandemic in December and the timing of payroll and dues remitted by our local unions around the holiday shutdown.”

Gamble added that there are some one-time expenditures related to legal costs over the DOJ settlement process as well as expenses related to the renovation of Solidarity House involving modern building code upgrades. While insurance is paying for the majority of renovation caused by the fire, costs required to bring the facility up to modern building and handicap accessibility codes are borne by the UAW.



On the Rolls

UAW-Ford

Production 1219
Skilled Trades 376
Total 1595

UAW-CFM

22

UAW-Nurses Unit

6



Meet

Lillian Nicole McClain

Born 4/8/2021. 7 lb. 7 oz. 20 in long.
Granddaughter of Tracy McClain,
niece of Andy Judd, and great
granddaughter of retiree Ron Judd



Meet

Lillian & Laney Rhoten

Twin Great Granddaughters of
Whitey Klein-
Former UAW Local 863 President
and Granddaughters of
Active Members
Lance Klein, Grandpa
Rhonda Linkous- Grandma



FORD EMPLOYEE PARTS PURCHASE PROGRAM

<https://parts.ford.com/en/us/>

The Chaplaincy Committee would like to invite any of our Members or Retirees who are struggling with the loss of someone to reach out to our committee for any assistance or guidance you may need. Please feel free to contact UAW Local 863 Chaplaincy office at (513) 782-7729.

Seen around the Plant!



Vicky Murphy



Betty Jones & the
Easter Bunny

Vicky Murphy Celebrating St Patricks Day! and Betty Jones got a visit from the Easter Bunny for her Birthday!

GENERAL MEMBERSHIP

JUNE MEETING CANCELLED



**If you have mailing
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(513) 563-1252.**

If you have a work or family event you would like covered in the *Transmitter*, email uaw863transmitter@gmail.com

Please make sure to provide names with any pictures to be published.

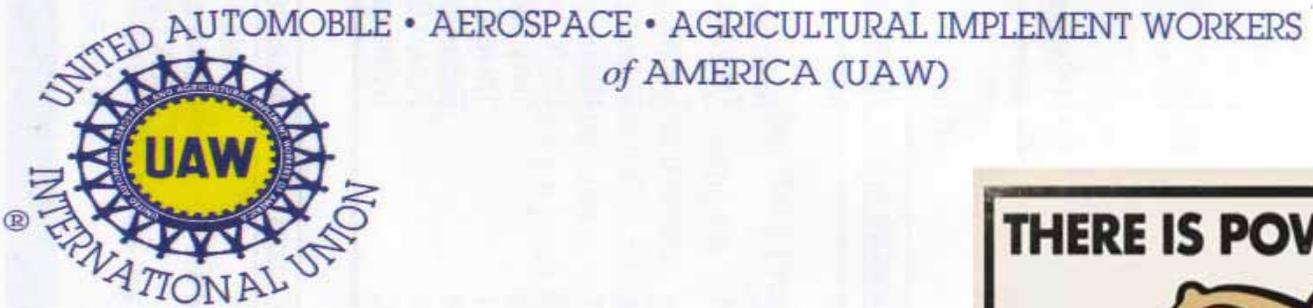
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new address to Local 863.*

Name _____
Address _____
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State _____ Zip _____



MAY

- 6 Executive Board Meeting
- 9 Mothers Day
- 28 Flag Raising
- 31 Memorial Day (UAW Negotiated Holiday)

JUNE

- 3 Executive Board Meeting
- 20 Fathers Day

