

December 2021

www.uawlocal863.org

OFFICIAL PUBLICATION OF THE AMALGAMATED LOCAL 863, UAW



TRANSMITTER



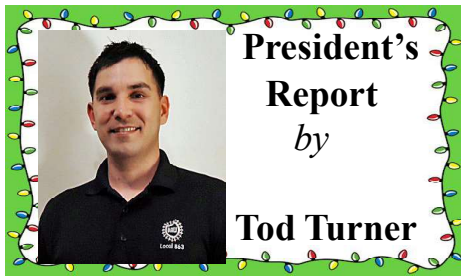
CINCINNATI, OHIO



Happy Holidays
from local 863



Cover created by Chris Brown



Season's Greeting to all our UAW Local 863 Members. 2021 has once again been another year dealing with the pandemic. Over the last year, we had to make changes to the way we run our business here at the Local. In spite of the challenges that have come before us, Local 863 and its Membership has continued to work on projects at the Hall and provide for our communities and those less fortunate.

Our Community Services Committee continues to be as active as ever. The annual Holiday Gate Collection was held on November 18th and collected \$2,700 for local food pantries in the area. The annual Adopt A Child program is currently underway. Cards have been distributed in the Plant and gifts were dropped off at the Local December 6th-10th. Thank you to Community Services Chair Jen Crawford and the Community

Services Committee members who volunteer their time and effort to make sure these wonderful programs can continue.

Unfortunately, our Women's Committee had to cancel Breakfast with Santa once again this year, however, they have still been busy with another traditional program they offer. The Toys for Tots program, which has been part of our holiday traditions for years, went on as scheduled. Toys were collected November 1st- December 3rd at our Local. Thanks to all our members who supported this program. Thank you to Women's Committee Chair Debbie Swope-Johnson for putting this all together again this year.

The Veterans Committee held their annual Flag Raising ceremony at the Local on Wednesday, November 10th in honor of Veterans Day. Thank You to all who could join us that day in honoring our Veterans. Not enough can be said about the sacrifices made by our Veterans so we can enjoy the freedoms we have living in our country. Thanks to Veterans Chair Ken Fecher for coordinating the flag raising ceremonies at both the Sharonville Plant and at our UAW Local 863 Veterans Memorial.



The Recreation Committee has discount tickets still available for purchase. **The Cincinnati Zoo PNC Festival of Lights** tickets are still able to be purchased from our Recreation Committee and at the Local. Tickets are \$12 and tickets are going fast. If you want Festival of Lights tickets, see the bulletin for those members selling tickets or see Bryanna at the Local ASAP. Tickets will be on sale until December 22nd and can be used any day through January 9th, 2022. **Cincinnati Bengals** tickets are also still available. The website to purchase Bengal tickets is <https://fevo.me/uawlocal863>. Once again, if you want Bengal tickets, please log on to the website asap to buy you tickets. If the game is close

to a sellout, tickets may not be available for purchase. Please see the bulletins located on the plant bulletin boards, Facebook, and our Local 863 website for further details. Thank you to Recreation Chair Chad Turner for all his hard work securing these discount tickets for our Membership.

Retiree Meetings have been postponed until further notice. In the meantime, we have been doing monthly Retiree drawings from November 2021 through February 2022 with gift cards donated by our Five Star Dealerships. **I want to extend a special THANK YOU to our participating Five Star Dealerships with their support in these Retiree drawings:** Beechmont Ford, Castrucci Ford-Alexandria, Castrucci Ford-Miford, Cronin Ford, Fuller Ford, Haag Ford, Kings Ford, Lebanon Ford, Lincoln of Cincinnati, Mt. Orab Ford, Northgate Ford, Woody Sander Ford, and Sharefax Credit Union.

It is important that we have your correct phone number and address in our records at the Local so please update those if you have not or call Shirley to confirm she has the correct information. It is our hope to start having Retiree Meetings in March 2022. Please keep an eye out for Retiree Jim Siuda's monthly newsletter, the February Transmitter, and online on our Facebook page, [@uaw863online](https://www.facebook.com/uaw863online), and our local website, www.uawlocal863.com for more information regarding future meetings.

The 2022 Hoffman-Combs Scholarship Application will be mailed out to all Active and Retired Local 863 Members at the end of January. If you have a son, daughter, grandson, or granddaughter that will be a high school graduate in the spring/summer of 2022 they will be eligible to enter for these scholarship opportunities. Thanks to the Retiree Chapter for continuing to make these scholarships possible.


TRANSMITTER


CINCINNATI, OHIO
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Published by UAW Local 863 in the interest of its' Membership to further the aims and programs of UAW Local 863 and to promote the policies and programs of the UAW International Union.

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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If you are in the area by the Local at night, be sure to drive by the Local and check out our outside hall decorated for Christmas. It looks fantastic as people drive by. We started decorating the hall last year and will try to continue to grow on that each holiday season. We also have a new UAW Local 863 engraved rock gracing our Local's entranceway. Stop over and see that also, it is beautiful.



We have lost many of our UAW Local 863 Brothers and Sisters this year. Let us continue to pray for the families of our UAW Brothers and Sisters who have lost loved ones this year and those who are struggling during this holiday period.

I want to Thank all of you for your continued support. With the support and solidarity of our Membership, this Local can get through anything and I am honored to be your President representing the best UAW Membership.

On behalf of the Executive Board, we wish you a Merry Christmas and a Happy New Year. Please continue to stay safe and enjoy this holiday season with your loved ones.

GENERAL MEMBERSHIP

March 6, 2022

1pm



*If necessary, any changes will be communicated to the Membership

Vice President's Report

by **Rodney Parker**

I hope everyone had a happy Thanksgiving and enjoyed your UAW negotiated time off with your precious families. I pray that you all are staying safe and in good health.

I would like to discuss Ford Motor Company announcing an electric truck factory and three battery plants with Korean battery partner SK Innovation for my article this month. This venture will employ nearly 11,000 workers in Tennessee and Kentucky. This will prompt our UAW leaders to organize auto industry factories in the U.S. South.

The United Auto Workers Union represents about 150,000 hourly workers at the U.S. plants for General Motors, Ford Motor Company and Chrysler parent Stellantis NV, is working to represent workers at battery plants. Union leaders said Ford has a "Moral Obligation" to make sure battery plant jobs are good paying Union jobs.

The fate of these is so important because building electric cars and the batteries that power them is largely where the job growth lies in the auto sector. If we fail to organize the Ford-SK plants, we could face the risk of further erosion of membership as consumers buy fewer gasoline powered vehicles.

Our UAW Union has strong allies in Washington as U.S. President Joe Biden has called on U.S. automakers to deepen their relationship with the Union, and House democratic leaders want to give Union-Made U.S. electric vehicles an extra \$4,500 in consumer retail incentives.

UAW President Ray Curry attended a Ford event in Tennessee to celebrate the company's plan to build new electric F-150 assembly and battery plants there, said the Union is "eager to work with Ford to continue to assure the culture of manufacturing high-quality vehicles and components for their customers."

Ford being the largest employer of UAW-represented employees in the United States asked SK Innovation not to take an anti-Union stance when it comes to the joint-venture battery plants to be built in Tennessee and Kentucky. President Biden's administration is backing the Union. White House National Economic Council Director Brian Deese tweeted that "Ford's announcement to invest in good paying Union jobs and wages shows that approach is starting to pay off."

The issue is certain to be the subject of contract talks between the UAW and Detroit's big three automakers before the current four-year agreement expires in late 2023.

In closing, I would like to wish all of you a **Merry Christmas and Happy New Year!!** God Bless you and your families!!

On the Rolls

UAW-Ford

Production	1209
Skilled	371
Total	1580

UAW-CFM

22

UAW-Nurses Unit

6



**Sharonville
Report**
by
**Eric Gadd,
Chairman**

As the Holiday Season is fast approaching, I pray that our membership and their families are staying healthy and ready for Christmas. I hope that each of you were able to enjoy Thanksgiving with your loved ones and have some type of a normal fellowship together. Who would've thought that the pandemic would last nearly 2 years? Hopefully we can get this behind us and start enjoying life as we had prior to COVID. It is always hard during the Holiday Season for anyone that has lost a loved one, it seems that this past year has taken a heavy toll on our active and retired members, please continue to pray for our Local 863 Brothers and Sisters who have suffered from losing a loved one this past year.

The chip shortage has ravaged the auto industry and continues to create downtime for Ford and its factories. Along with the chip issue there have been reoccurring supplier issues that is also causing downtime for our manufacturing and assembly operations. It looks as if the chip shortage could possibly last until mid-next year. The UAW and Ford Motor Company are working collectively to correct the chip issue and making sure that we do not have to rely on outside entities to run our business. But, of course in order for us to correct this it will take some time. As far as our scheduling goes 10R will continue to work two 10-hour shifts and will see an uptick for 10R80's at the beginning of the year. 6R140 will continue to work overtime and match Ohio Assembly Plant through the end of December. 6R80-100 has a schedule of 800/day with downtime to match Livonia. 6F/8F schedule is 429/day with some overtime to end of year and will match
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any down time with Van Dyke.

Congratulations to our 15 members that were recently converted from temporary full time to fulltime seniority members! On Monday November 29, these members were converted to seniority members with 8/31/2021 seniority. On Monday December 6, we will be converting another 16 TFT's to fulltime seniority members also. The Bargaining Committee and I will be meeting with all (31) members to go over the contractual language that now apply to these members.

Please extend a warm UAW Local 863 WELCOME to our newest Brothers and Sisters. In October we welcomed (1) toolmaker and (10) TFT's, November (13) TFT's and December 6, (9) TFT's to our UAW-Ford family.

Also, the Sharonville Transmission Plant will be hiring (35) skilled trades for the increase of the 10-speed program. STP is looking to hire (4) electricians, (5) pipefitters, (6) millwrights, (9) machine repair and (11) toolmakers. If you or anyone that you know is interested, please have them submit their application and resume to:

Internal Candidates (Current Ford employees) send your resume to www.STPHR@ford.com

External Candidates (Non-Ford employees) apply online at www.careers.ford.com

On October 29, UAW Vice President Chuck Browning was successful in forcing the company to correct all existing "Leap Frog" issue for our members nationwide. The "Leap Frog" correction affected nearly 4,000 members nationwide and a total of 91 of our Local 863 members. Temporary employees hired prior to 2018 who converted to full-time in 2018, 2019 or 2020 with three years' service as of January 4, 2021 who's weeks worked were adjusted in accordance with the LOU, "Appendix V, Table 1- 2020

wage transition of temporary employees and Certain "seniority non-skilled hired on or after November 19, 2007", employees hired or rehired in 2018 or later as a temporary employee and converted to full-time during 2018, 2019 or 2020 with less than three years' service as of January 4, 2021 and whose weeks worked were adjusted in accordance with the LOU "Appendix V, Table 1- 2020 wage transition of temporary employees and Certain "seniority non-skilled hired on or after November 19, 2007", and employees hired or rehired on or after 11/18/19 as temporary employees and converted to "In-Progression" during 2020; will have their hourly base wage rate adjusted in accordance with weeks worked (calculated by actual weeks worked pursuant to the 2019 CBA for weeks worked beginning on and after the effective date of the 2019 CBA and by three days worked per week pursuant to the 2015 CBA for weeks worked prior to the effective date of the 2019 CBA) and in alignment with their relative step of the Table 1 wage progression. These members will receive a retroactive base rate adjustment payment, which will not exceed 156 weeks worked or \$23.69/hr., based on their actual hours worked since January 4, 2021. The company has committed payments associated with these wage disparities will be made as soon as practicable, but no later than 90 days from October 29, 2021. If you were a temporary member that was converted to fulltime with seniority in 2018, 2019 and 2020 please get with your committeeman to see if you were affected. **On behalf of the Local 863 Committee, I want to personally THANK Vice President Chuck Browning and his staff** on correcting this issue for not only our Local 863 membership, but for all the UAW-Ford members! This was NOT a gift from Ford Motor Company, but the power of Collective Bargaining and a reflection of strong leadership.

In closing, I want to wish you and your family a very Merry Christmas and enjoy the Holiday Season.



Benefits Report by Darlene Oakes

I want to say thank you to everyone for being so patient with the delayed call back times over the last few months. Due to shutdown weeks and high call volume, it has been difficult to keep up in the Benefits office. We have been experiencing so much loss in our UAW Local 863 Membership – I want to express my condolences to all the family members of those who have lost loved ones this year. The last two-years have really taken a toll on so many it seems that not one family has gone unscathed from the COVID-19 virus. Please take all necessary precautions to protect yourself, whatever your choices are during this time.

Please note I will try to break down my letter by Active News and Retiree News – I am trying not to confuse you *please read carefully.*

Active Members News:

Prescription Drug Changes for BCBS PPO (ACTIVE) members

ONLY: As of January 1, 2022 OPTUM-Rx will be replacing Express Scripts. New BCBS Cards will be mailed out beginning December 6, 2021 with the Prescription Drug information on the back of the card. Please destroy your old cards and read all contents of the packets mailed out. You will need to make sure your pharmacy has the new card information and update your records. If you can get 90-day prescriptions refilled this month it may help you during the transition. I understand this may not be possible with all prescriptions. We have been told that Express Scripts is transferring all prescription information over to OPTUM-Rx. I can only hope there

are no issues, please follow all instructions that are mailed out to you this month. If your address on file is not current you will have problems getting your cards, so I **HIGHLY** recommend you get your current address on file ASAP with the NESC. Changes can be made on the @FORD ONLINE website under Employee Self Service – (right next to where you view your paystubs).

Unicare Disability Insurance

UPDATE: When going out on Medical Leave of Absence you have two options for opening your claim. You can call 1-800-572-1581 (expect long delays) or open online at www.unicare.com/ford. When opening online you can print forms off the site and upload them there as well. It is your choice which option you choose. It is contractually the responsibility of the member to make sure that all forms have been received by Unicare. I know this process can be painful especially for those who are critical or in the hospital if your family needs assistance I am always here to help.

Retired Members News:

Open Enrollment for Medicare 2022:

Its that time of year again – Celebrity Sponsors trying to get you to call and get the best Medicare Advantage Plan – **STOP! STOP! STOP! – DO NOT** call those numbers and **DO NOT** speak to anyone on the phone and give them permission to change your plan. You have Medicare Plan options through the **UAW RETIREE MEDICAL BENEFITS TRUST** and **if you have any questions you should call 1-866-637-7555**

ZOOM MEETINGS or Call in for HIGHLIGHT information for 2022

Benefits: If you missed the calls or Zoom Meetings in December there will be Meetings on:

- Tuesday, January 4th at 10:00 -

- 11:30 a.m. or 2:00 – 3:30 p.m.
 - Wednesday, January 5th at 10:00 – 11:30 a.m. or 2:00 – 3:30 p.m.
- or:** go to www.uawtrust.org and there is a video of a pre-recorded Zoom Meeting from the December meetings, **or:** call 1-844-480-4826

GREAT NEWS FOR RETIREE'S HEALTH CARE: All deductibles, co-insurance, and copay cost will be going **DOWN** for 2022 – finally some good news!!!

All Members remember to stay in network with ALL providers (doctors, hospitals, urgent cares, retail clinics, and especially Physical Therapy) You will pay MORE out of pocket cost if you go out of network. **When in doubt call the customer service number on the back of your medical card.**

Merry Christmas and Happy New Year!!

Get the Latest UAW News and Information on the Internet 24/7.

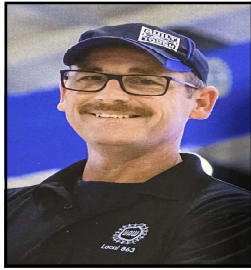
UAW International
www.UAW.org

UAW Local 863
www.uawlocal863.com

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

OR
www.AXZ.FORD.com

If you have mailing address or name changes, please notify Local 863 at (513) 563-1252.



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

2021 was supposed to be the year of renewal, a fresh start from the misery year of COVID and uncertainty. Instead, the year has been anything but “more” certain. What 2021 has been, it is the year of Workers and their ability to better their opportunities in the workplace.

When the pandemic hit and the world shutdown, people realized what mattered most to them. More time with family and their quality of life put their work priorities in perspective. As the global economies started to reopen, workers were not ready to give up their home-life to ***living at work and visiting home.***

Employers in the service sector and trucking industry have been especially hit hard finding and keeping workers. Employees in both sectors have been undervalued not only by the companies they work for but by the general population as well. Until 2021, low pay, non-existent benefits and poor working conditions led to a poor quality of life with the need to work excess hours or multiple jobs just to make ends meet. Employees are finding their voices, by demanding better from their employers, or quitting at a record pace to find better employment. Private sector workers were not alone in their fight for better work/home life balance.

Union members in the United States and Canada made great sacrifices in 2009 to help companies and the United States recover from the Great Recession. While the economy was recovering, Union members continued to make sacrifices in quality of life to keep production lines moving even as companies reward CEO’s and
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shareholders over workers.

As the CEO of John Deere, John May, was compensated \$14.7 million in 2020, John Deere union workers were having their incentive-pay-cut, working long hours and ongoing weeks as essential employees during the pandemic shutdown and John Deere had their most profitable year in history. At the end of their contract, Union members responded, enduring a monthlong strike, holding out to win back compensation, benefits and a better quality of life.

Kellogg workers have been on strike since October 5th for many of the same reasons John Deere workers and private sector workers have. Unlike John Deere which idled plants during the strike, Kellogg has gone out of the way to bring in scab workers, housing them at the Doubletree Hotel in Omaha and paying them a \$75 a day per-diem and \$30 hour wages. Kellogg has also had a very profitable year and has rewarded their CEO, Steve Cabillane \$12 million for 2020. Stephen Rodrick, a journalist for *Rolling Stones* wrote extensive coverage of the Kellogg strike to date on November 30, 2021.

Workers have always endured for the greater good. As Union Members, we have sacrificed to pave the way for better working conditions, pay and benefits for all workers. *Too often we forget our past until our past becomes our current reality.*

As we close on 2021, **we cannot forget the many fights and strikes that advanced workers’ rights:** or the many workers who gave their lives in earnest and solidarity to improve life for their families and their coworkers.

In all things we do, put People First.

May you and your family have a Merry Christmas and hopes for a peaceful 2022!



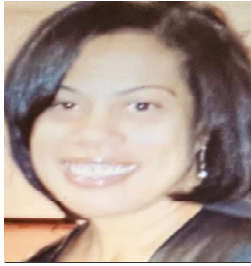
**Women’s
Committee
Report**
by
**Debbie
Swope-Johnson,
Chair**

Season’s Greetings! Hopefully everyone had a nice Thanksgiving and looking forward to a wonderful Christmas with loved ones and a bright New Year.

This holiday season has somewhat been a repeat of last year, in that we did not hold our Breakfast with Santa due to the continuing situation with COVID-19.

The good news is, we have been able to continue positively impacting our community. During the month of November through December 3rd we collected new, unwrapped toys in the lobby at our Local 863 Union Hall for the U.S. Marine Corps Reserve Toys for Tots Program. Their program distributes toys as Christmas gifts to needy children in the community in which the campaign was conducted. Last year 27,337 children were impacted in the Greater Cincinnati area. ***Thank you for your willingness to participate in our Local 863 programs and making a difference in the communities where we work and live.***





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

Are you all ready for 2022? How many of you thought 2021 was going to be a lot better than 2020. Well...2021 was not what I expected at all!

The global chip shortage has had major real-world consequences. It has caused delays in our society in so many ways.

The cause of the global chip crisis is a mixture of several events with the snowball effect of the COVID-19 pandemic being the main reason.

Other causes have been attributed to the China–United States trade war and the 2021 drought in Taiwan.

COVID 19

Lockdowns during the COVID-19 pandemic are the main cause of the global chip shortage. Due to these global lockdowns, chip production facilities were shut down, leading to the depletion of inventories.

WEATHER

In February 2021 a severe winter storm forced the closure of two plants in Austin, Texas owned by Samsung and NXP Semiconductors, setting back supply from these two plants by several months.

DROUGHT

In June of 2021, Taiwan experienced its worst drought in more than half a century, leading to problems among chip manufacturers that use large amounts of ultra-pure water to clean their factories and wafers.

China vs United States Trade War started to make a major difference in September 2020, the US Department

of Commerce imposed restrictions on China's largest chip manufacturer. SMIC (Semiconductor Manufacturing International Corporation), which made it harder for them to sell to companies with American ties. These restrictions forced companies to use other manufacturing plants like Taiwan Semiconductor Manufacturing Company Limited (TSMC) and Samsung. Seems like a great alternative but these companies were already producing at maximum capacity.

There were fires at a few facilities. An Asahi Kasei semiconductor plant caught fire in October 2020. Another Japanese factory owned by Renesas Electronics, which supplies 30 percent of the global market for micro controller units used in cars, caught fire in March 2021; Renesas said it would take at least 100 days for them to get back to normal production.

Many industries have been impacted by the rising prices of raw materials such as copper in 2021.

The Auto Industry average modern car can have between 1,400 and 1,500 chips, some even up to 3,000. Cars account for 15 percent of global chip production, while personal electronics account for around 50 percent. The chip shortage is expected to cost the global automotive industry US \$210 billion in revenue in 2021. Ford parked thousands of unfinished vehicles at the Kentucky Speedway as the company waited for chips to finish assembling those cars. Toyota planned to cut vehicle production worldwide by 40 percent in September 2021, while General Motors announced it would halt production of almost all cars at its North American plants for a week or two that same month.

Graphics cards and Gaming PCs also was affected by the global chip crisis. This made it difficult to acquire a new graphics card. Finding gaming PC components became more difficult and more expensive, and as gaming PCs rely on either AMD or Nvidia. With

popular new models that are very difficult to find, or priced 50 to 300 percent above MSRP.

Video game consoles increased the demand with the release of the ninth generation of video game consoles coinciding with the pandemic, demand increased even further. As supply problems persist, scalpers are reselling the consoles on websites like eBay for 50 to 100 percent more than their retail price. Nintendo made 20 percent fewer Switch consoles. The company originally planned to produce as much as 30 million unit. Due to chip shortage, they will only be able to produce 24 million through their fiscal year which is until March 2022.

On September 20, 2021, the CEO of U.S. automaker General Motors, Mary Barra, said that the chip shortage has forced a supply chain rethink.

On 29 November 2021, Nissan CEO, Makoto Uchida, told the BBC it was too early to say when normal deliveries of microchips, and therefore finished cars, would resume.

What does all this information mean for us at Ford Motor Company? Will I have file for unemployment on several more occasions. One might say that “2022” owes us everything, mainly *a better year!*

A red banner with a white Facebook 'f' logo in a blue square at the top. Below the logo, the word 'FOLLOW' is written in large white capital letters. Underneath that, in smaller white capital letters, is 'US ON FACEBOOK'. A horizontal white line separates this from the handle '@UAW863ONLINE' in large white capital letters. In the bottom right corner, there is a small circular logo with 'UAW' inside.



**Recreation
Committee
Report
by
Chad Turner,
Chair**

As we approach the holidays, please do not forget to take advantage of our discounted tickets:

Festival of Lights and ***Cincinnati Bengals*** tickets.

The **Festival of Lights** dates are November 19 thru January 9th - hours are 10:00am~9:00pm. Tickets are available in the plant and at Local 863 Union Hall. Tickets are \$12.

The **Cincinnati Bengals** have only (3) home games left so try to reserve your tickets early! Use the following link to access your ticket selection: <https://fevo.me/uawlocal863>

Going into next year I will continue to work on getting discounted tickets for our Membership.

Merry Christmas and Happy New Year to everyone!

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 Local 863, 513-563-1252.



**Chaplaincy
Committee
Report
by
Russ
McQueen,
Chair**

Merry Christmas from the Local 863 Chaplains. WOW what a year, as we look over the year and prepare to celebrate Christmas. This is a time of year that we should be joyously celebrating with family and friends. A time of year that most but not all celebrate the birth of Jesus, the Holy one known as the Son of God. You may not believe, and that is your great privilege, but this one Man's birth has caused so much controversy that it should pose the real question in your heart as to whether the possibility of this biblical story is a truthful event. We hope and pray that you and your family will reflect on the gospel account of His birth. Jesus' birth was not only the greatest gift Mary received but He is also the greatest gift we could have ever received.

Luke presents the account of Jesus birth here in Luke 2:8-21.

Luke 2:8-21 (KJV) And there were in the same country shepherds abiding in the field, keeping watch over their flock by night. And, lo, the angel of the Lord came upon them, and the glory of the Lord shone round about them: and they were sore afraid. And the angel said unto them, Fear not: for, behold, I bring you good tidings of great joy, which shall be to all people. For unto you is born this day in the city of David a Saviour, which is Christ the Lord. And this shall be a sign unto you; Ye shall find the babe wrapped in swaddling clothes, lying in a manger. And suddenly there was with the angel a multitude of the heavenly host praising God, and saying, Glory to God in the highest, and on earth peace, good will toward men. And it came to pass, as the angels were gone away from them into

heaven, the shepherds said one to another, let us now go even unto Bethlehem, and see this thing which is come to pass, which the Lord hath made known unto us. And they came with haste, and found Mary, and Joseph, and the babe lying in a manger. And when they had seen it, they made known abroad the saying which was told them concerning this child. And all they that heard it wondered at those things which were told them by the shepherds. But Mary kept all these things, and pondered them in her heart. And the shepherds returned, glorifying and praising God for all the things that they had heard and seen, as it was told unto them. And when eight days were accomplished for the circumcising of the child, his name was called JESUS, which was so named of the angel before he was conceived in the womb.

Have a blessed Christmas and enjoy family while we have them still with us because you don't know when they won't be there. We as the Chaplaincy of Local 863 are here and praying for you and your family.

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.





Community Services Committee
by
Jennifer Crawford,
Chair

Merry Christmas UAW Local 863 Brothers and Sisters,

I would like to introduce myself as the new Chairperson of Local 863 Community Services Committee. I have been involved with the Community Services Committee for several years with the Adopt A Holiday Child program and the Annual Gate Collection and have thoroughly enjoyed being able to help our communities.

As some of you all know, Danny Powers takes on many roles in our Local and in everything, gives his full attention to each role. Danny was also the Community Services Chairperson, and he has decided to pass-the-torch. He will still be helping me, along with the rest of the Community Services Committee during this transition. I would love to personally thank Danny for his ongoing selflessness for all he does with our Local and the Community Services Committee.

The Sharonville Unit has once again made our Annual Gate Collection a success! This 2021 year, we were able to raise \$2700 with your graciousness and generosity!! The money donated is distributed to local area food pantries. Thank you to everyone!!!

With the help of our Local 863 Members and the entire Sharonville Plant, we have been able to bless over 300 children with a wonderful Christmas through the Adopt A Holiday Child program!! All of this could not be done, again, without YOU!!

Thank you all once again for a successful year and many years to come!!




Pictured Left to right, Nick Panzeca, proud father of 2yr. old Frankie and newborn Ruby along with proud Uncle Joe Panzeca (Dept. 995).

Nick and Joe are sons of retiree Nick Panzeca.



UAW Local 863 Quality Rep. Bob Ralston performed at the famous Bluebird Cafe in Nashville, Tennessee on November 14, 2021

 **Festival of Lights**
CINCINNATI ZOO

Voted "Best Zoo Lights" in the USA!
USA Today

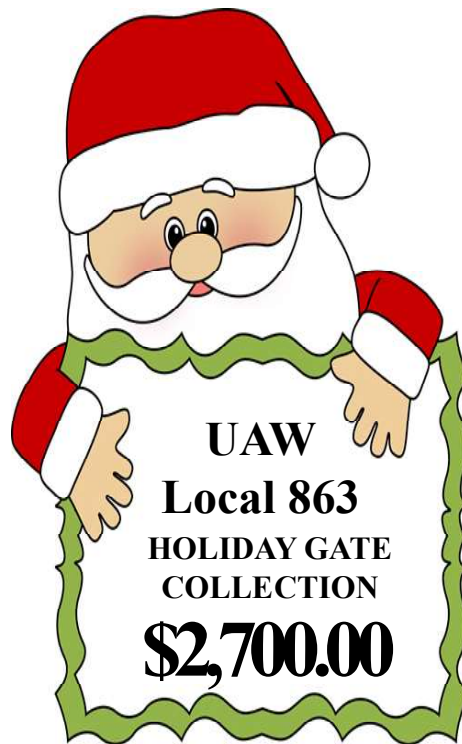
Discount Tickets: \$12 per ticket
(does not include parking)

Tickets are available for purchase at:
UAW Local 863
See Bryanna 8:00am - 4:30pm
or
Chad Turner, Dept 676-2
Diseree Lackey, Dept 991-3
Rodney Parker, Dept 954-3
Kevin Roberts, Dept 580-1
Doug Hudson, Skilled Trades, 2nd
Larry Miller, Skilled Trades, 2nd

Deadline to purchase: Wednesday, December 22, 2021 at 4:30pm

See Bulletin for Additional Details

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





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

The Retiree Chapter did not meet at all this year. We *do not* meet in January or February, so hopefully we will hold a meeting in March of 2022.

Members should continue to keep your information current with UAW Local 863 and Ford Motor Company.

I encourage those who have retired lately or will retire soon to join our Local 863 Retiree Chapter by contacting Shirley at UAW Local 863 Headquarters or at (513) 563-1252.

When you sign-up to become a Dues Paying Member (\$3/month), you will receive a Retiree watch, all notifications from the Local including the *Transmitter*, as well as your retiree-article in the *Transmitter*. You will also be able to attend the Retiree meetings with a free lunch provided by the “Five Star Ford Dealerships” and Sharefax Credit Union.

Spouses are also permitted to join our Retiree Chapter (\$36/year, one-time payment) and are entitled to most of the benefits of our Chapter.

Although our Retiree Chapter has not been meeting, the “Five Star Ford Dealers” and Sharefax Credit Union have been supporting our Members by contributing gift cards for us to give away through monthly drawings.

On behalf of the UAW Local 863 Retiree Chapter Executive Board, I would like to wish every Member and your families, Retired and Active, a *Merry Christmas and Happy New Year!*

**FORD EMPLOYEE
PARTS PURCHASE PROGRAM**

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



Rickey L. Burch,
age 59,
retired 12-1-2021.

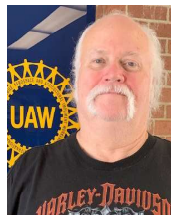
Rickey hired in
on 8/12/1993 and
retired from the

Sharonville Plant as Skilled Trades-
Tool Maker.

Brother Burch comments: I thank the Union for the all the great representation and benefits.

I thank Ford for the job.

My plans include, spending time with my family.



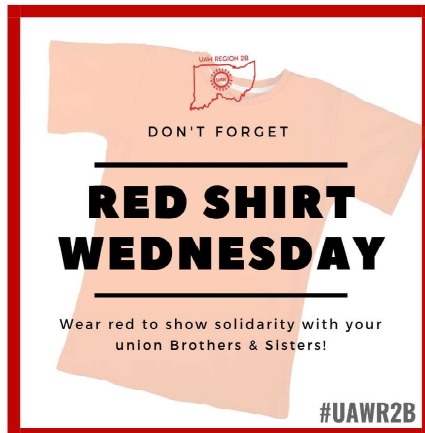
Robert W. Heet,
age 68,
retired 11-1-2018.

Robert hired in
on 6-14-1990 and
retired from the

Sharonville Plant as a Manufacturing
Tech.

Brother Heet remarks: I thank the UAW and Ford for rehiring me.

My plan includes, traveling and enjoying my retirement.



Tony F. Jones,
age 65,
retired 4-1-2020.

Tony hired in
on 4-18-1977 and
retired from the

Sharonville Plant as a Manufacturing
Tech.

Brother Jones remarks: Thanks to the UAW for all the great benefits.

Thanks to Ford for the job.

Retire when you can and enjoy life. My plans include, a fulltime ministry called *DOVE EYES MINISTRIES* – check us out on You Tube. Always let the Lord lead your path.



Gary L. McKenzie,
age 66,
retired 4-1-2021.

Brother McKenzie
hired in 9-11-2000,
and retired from the

Sharonville Plant as Skilled Trades
Pipefitter.

Brother McKenzie remarks: I thank the UAW for all the benefits and the retirement, thank Ford for the job.

My plans include do a little traveling and attend as many car shows as possible.

Attention New Retirees

UAW 863 Retirees should immediately contact Shirley at Local 863 Headquarters at 563-1252 after they retire to schedule an appointment.

After you join the UAW Local 863 Retiree Chapter, you will start receiving important retiree mailings, including Transmitter articles, and will have your retiree picture and comments appear in the Transmitter.

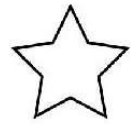
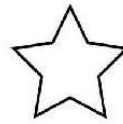
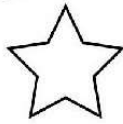
Retirees are eligible to immediately attend the next scheduled Retiree meeting after they retire.



**UAW 863
Hoffman-Combs Scholarship Fund**



UAW 863 Five Star Dealers



FULLER
is
Ford
513-352-5800
fullerisford.com

Mike Castrucci
MILFORD **FORD** 800-851-1937
877-457-5458
mikecastruccimilford.com

Mike Castrucci
ALEXANDRIA
800-850-5968
859-448-9400
mikecastruccialexandria.com

KINGS
Ford
513-683-0220
kingsfordinc.com

BEECHMONT
FORD
513-752-6611
beechmontford.com

MT. ORAB
FORD
877-845-1130
mtorabford.com

LEBANONFORD
513-392-1010
lebanon-ford.com

LINCOLN
OF CINCINNATI
513-239-1532
LincolnofCincinnati.com

CRONIN
Ford
513-367-5300
croninford.com

NORTHGATE
Ford
513-385-1414
northgatefordcincinnati.com

WOODY SANDER
Ford
Official Saleen Dealer
of the Tri-State Area
513-541-5586
woodysandersford.com

HAAG
Ford Country
800-637-9914
haagfordsales.com

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



**JUDD,
John A. "Andy",** age 53,
died 11-21-2021.

Brother Judd
hired in on
6-8-1998 and worked at the
Sharonville Unit at the time of his
death.

Survivors include his wife: Sarah.
Also, survived by his father: retiree
Ron Judd, and his sister: Tracy
McClain (Sharonville Plant).



**KEITH,
Lisa J.,** age 59,
died 10-27-2021.

Sister Keith
hired in on
1-13-1997 and
worked at the Sharonville Unit at the
time of her death.

Survivors include her husband: James,
her father, Sam Parker (Sharonville
retiree) and her cousins: Linda
Johnson (Sharonville Plant) & Gordon
Lambert (Sharonville Plant).



**WHITFIELD,
Robert E.,** age 53,
died 10-31-2021.

Brother Whitfield
hired in on
8-24-1998 and
worked at the Sharonville Unit at the
time of his death.

Survivors include his son: Rasheem.



**TRAHAN,
Larry J.,** age 72,
died 11-30-2021.

Brother Trahan
hired in on
6-19-1978 and retired
from Sharonville 7-1-2008.

Survivors include his wife: Gail.

Editor's Note: Brother Trahan served
the Membership in the following
positions: Batavia: Alternate
Committee (elected 1982).
Sharonville: Skilled Trades Chairman
(elected 1987-1996); Bargaining
Committeeman (elected 2003-2005);
Plant Chairman (elected 1999-2002 &
2005-2008).



**RANDALL,
Glenn A.,** age 64,
died 10-28-2021.

Brother Randall
hired in on
1-21-1997 and retired
from Sharonville 2-1-2020.

Survivors include his wife: Tambra
and his brother: Guy Randall
(Sharonville Plant).



**BERTRAM,
Herbert D.,** age 82,
died 10-8-2021.

Brother Bertram
hired in on
4-6-1959 and retired
from Sharonville 1-1-1997.

Survivors include his daughter:
Joanna. Also, survived by his brother:
Howard (Sharonville retiree).

*Note: Brother Bertram was a U.S.
Army Veteran.*



**HILEMAN,
Floyd L.,** age 80,
died 10-18-2021.

Brother Hileman
hired in on
5-7-1973 and retired
from Sharonville 9-1-2000.

Survivors include his daughter:
Michelle.

*Note: Brother Hileman was a U.S.
Army Veteran.*



**HURD,
Freda M.,** age 79,
died 11-7-2021.

Sister Hurd
hired in on
7-23-1973 and retired
from Batavia 1-1-1997.

Survivors include her children:
Michael, Lesley, Trisha, Danny, Chad
and Erica.



**HUFF,
Billy R.,** age 87,
died 10-21-2021.

Brother Huff
hired in on
10-3-1958 and retired
from Sharonville 7-1-1997.

Survivors include his sons: Greg and
Jeff.

*Note: Brother Huff was a U.S. Army
Veteran.*



**HUMPHREY,
Anna M.,** age 91,
died 10-17-2021.

Sister Humphrey
hired in on
4-10-1973 and retired
from Batavia 7-1-2008.

Survivors include her children: Mary
and Renee (Sharonville retiree).



JONES, Drewey, age 84, died 7-30-2021.

Brother Jones hired in on 8-9-1993 and retired from Sharonville 6-1-1997.

Survivors include his children: Drewey and Sally. Also, survived by his nephews: Jeff (Sharonville Plant), Keith (Sharonville Plant) and Doug Jones (Sharonville Plant).

Note: Brother Jones was a U.S. Air Force Veteran.



LIPPS, Carlisle, age 92, died 3-22-2021.

Brother Lipps hired in on 1-18-1960 and retired from Sharonville 3-1-1986.

Survivors include his wife: Janice.



BAGLEY, Ronald L., age 52, died 7-24-2021.

Brother Bagley hired in on 8-17-1998 and retired from Sharonville 3-1-2021.

Survivors include his wife: Rachel.



STANTON, Lester G., age 92, died 11-26-2021.

Brother Stanton hired in on 10-13-1958 and retired from Sharonville 3-1-1997.

Survivors include his son: Glen.

Note: Brother Stanton was a U.S. Army Korean War Veteran.



MEADORS, Kenneth, age 96, died 11-23-2021.

Brother Meadors hired in on 11-6-1952 and retired from Batavia 3-1-1986.

Survivors include his wife: Velma. Also, survived by his nephews: Clayton Meadors (Batavia retiree), and Tim Meadors (UAW International Rep.).

Note: Brother Meadors was a U.S. Army War Veteran.



STEPHENS, Leslie E., age 82, died 10-29-2021.

Brother Stephens hired in on 8-26-1958 and retired from Sharonville 1-1-2002.

Survivors include his children: Michael and Debbie.



STEWART, Henry C., age 86, died 11-16-2021.

Brother Stewart hired in on 7-6-1953 and retired from Batavia 4-1-1995.

Survivors include his son: Steve.

Note: Brother Stewart was a U.S. Army Veteran.



TRUITT, Donald L., age 80, died 6-6-2021.

Brother Truitt hired in on 10-17-1958 and retired from Batavia 6-1-1998.

Survivors include his wife: Donna.



FISHER, Charles R., age 81, died 8-17-2021.

Brother Fisher hired in on 10-30-1958 and retired from Batavia 2-1-1995.

Survivors include his wife: Jeraldine.

What to do when a UAW Active or Retiree Employee passes?

Process to report a death:

- 1. MetLife** 1-833-552-3673
Most retired and all active have a Basic Life Insurance Policy; also inquire if there were any Optional Life Insurance Policies- (Original Death Certificate Required)
- 2. N.E.S.C.** (National Employee Service Center) 1-800-248-4444
Pension check and TESPHE 401K monies.
- 3. UAW FORD RETIREMENT BOARD** 1-800-829-8833
Surviving Spouse Assistance and Survivor Income Benefit Contact.
- 4. RHCC** (Retiree Health Care Connect) 1-866-637-7555
Health Care for Retirees through the UAW Medical Benefits Trust & Health Care for Surviving Spouses.
- 5. UAW Local 863 Headquarters** 1-513-563-1252
Obituary in the Transmitter and a Bible in Memory of the Employee or Retiree whom passed.

Survivor Benefits processing can take 60-180 days to be completed. Continue to use current insurance cards until process is complete.

If you have any questions call the UAW Benefits Representative- Darlene Oakes 513-782-7626



Honoring Veterans

UAW Local 863 Flag Raising Ceremony



UAW PRESIDENT RAY CURRY PARTICIPATES IN SEMICONDUCTOR CHIP SHORTAGE ROUNDTABLE

Today, UAW President Ray Curry joined a roundtable hosted by Congresswoman Debbie Dingell (MI-12) and U.S. Secretary of Commerce Gina Raimondo at UAW Region 1A in Taylor, MI to discuss the nation-wide semi-conductor shortage and its impact on autoworkers across the state and country. Michigan’s Governor Gretchen Whitmer, the state’s Senators and Democratic members of Congress, as well as representatives from Ford, GM, and Stellantis were also in attendance.

Currently, the United States only produces about 14% of the global semi-conductor stock, and shortages are holding back the production of vehicles as well as work to transition to building more electric vehicles. Participants in the roundtable all encouraged the passage of the U.S. Innovation and Competition Act in both the House and Senate, which includes \$52 billion for domestic semiconductor production.

“This is both a challenge and an opportunity,” said UAW President Ray Curry, “We have an opportunity to work with Congress and the Biden Administration to develop trade and policy solutions that ensure that advanced technology that has been offshored is brought back and new technology stays right here in the United States produced by UAW workers.”

The UAW looks forward to continuing to work with our partners in Congress and the Biden Administration to increase semi-conductor production here in the United States.

Ohio House Passes HB292 Making Way for EV Commission

The Ohio House has approved legislation that would set up and Electric Vehicle Commission in the state of Ohio and advise lawmakers on policies related to EV manufacturers, including tax breaks.

Current tax incentives that apply to components such as batteries specifically designed for EV's run through the end of 2026. With Lordstown Motors as the only EV manufacturer in the state, questions remain on how many components would be covered under the tax breaks in current legislation.

The commission would consist of 10 members, 2 from the State Senate, 2 from the State House, one representative from local government, one representative from organized labor operating in the automotive industry, one representative of the automotive industry, one representative of the Ohio automobile dealers association, one representative of the electric vehicle charging station manufacturing industry and one representative from Clean Fuels Ohio.

UAW Region 2B CAP worked extremely hard with the UAW International Legal department and with state legislators in Indiana and Ohio to ensure labor workers had a seat at the table when proposing EV legislation. Indiana passed the same legislation in 2020. The bipartisan measure is co-sponsored by Rep. Al Cutrona, R-Cansfield and Rep. Lisa Sobecki, D-Toledo. In a press release after the House approved the bill, Sobecki said the legislation would prepare the state for an "electric vehicle future."

Government affairs manager Hallie Neuhaus stated " We hope that pro-EV legislation continues to be supported and passed in the Ohio legislature. Auto manufacturing is a vital part of Ohio's economy, and support for EV's will only become more important in the future."

With passage in the House, the measure now makes its way to the Senate.



UAW STATEMENT ON ELECTION REFERENDUM RESULTS

Under the direction of the Court-appointed Monitor, UAW members voting in the Referendum opted to change to the direct election method of electing all International Executive Board members.

With just under 14% of total active and retiree membership participating in the vote, the UAW will seek to unify behind the new method of elections. It is time to move forward on behalf of the over 1 million members and retirees of the UAW in solidarity.

While the Court will need to provide final approval for the results of the Referendum, the International Executive Board will begin the process of working in unity with members, local unions and the Monitor in drafting the Constitutional changes, and implementing policies under this new method of direct election of officers and regional directors. Ultimately, all modifications to the UAW

Constitution will be adopted by the delegates to the 38th UAW Constitutional Convention to be held July 25-28, 2022.

We are, and always will be, one union. We move forward together In Solidarity.

INTERESTED IN JOINING STANDING COMMITTEE(S)

UAW Local 863 is looking for members to join our standing committees.

These committees include:
Women's, Recreation, CAP, Civil and Human Rights, Chaplains, Community Service, Consumer Affairs, Education, Union Label, Veterans, and Bylaws.

Please see **Shirley** at Local 863 Headquarters to pick up a standing committee application form.

****You must re-apply after each election term to continue serving on your standing committee.****



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.

IF YOU CAN READ THIS



THANK A VETERAN

AMALGAMATED LOCAL 863, UAW

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December

- 16 Executive Board Meeting
- 24 Christmas Eve (UAW Holiday)
- 27-31 Christmas Break (UAW Holiday)

January

- 6 Executive Board Meeting
- 17 Martin Luther King, Jr Day (UAW Holiday)
- 20 Executive Board Meeting

