



# TRANSMITTER



CINCINNATI, OHIO



Official Publication of the Amalgamated Local 863 UAW

February 2022

CELEBRATE

# BLACK HISTORY MONTH



**President's Report**  
by  
**Tod Turner**

**UAW Local 863 President**

I hope everyone had a happy holiday season and is off to a great start to the new year. 2022 hopes to be a promising year. As we move forward, let us hope the pandemic eases up and we can get back to normalcy.

**Our next General Membership meeting is scheduled for Sunday, March 6<sup>th</sup>, 1pm, at UAW Local 863 headquarters.** Masks are encouraged but not required and we will continue to set seating up in a social distancing fashion. The health and safety of our Membership will always be our number one priority. I hope to see you there.

**The Retiree Meeting scheduled for March is CANCELLED. However, I am happy to announce that we will be starting our Retiree Meetings back up on Tuesday, April 5<sup>th</sup>, 1pm, at Local 863 headquarters.** After discussing this over with Retiree

Chair Jim Siuda, we believe it is time to start having our Retiree Meetings again. Lunch will be provided as usual. We will social distance the seating the best we can and we encourage you to wear a mask unless you are eating or drinking. Masks are encouraged but not required. We will continue to communicate with our retirees via the retiree newsletter, our Local Facebook page @uaw863online, and our UAW website, [www.uawlocal863.com](http://www.uawlocal863.com).

Thank you to our Five Star Dealerships and Sharefax Credit Union as they once again donated gift cards to our retiree drawings in November, December, January and February. **Those dealerships that participated in the drawings those months were, Beechmont Ford, Castrucci Ford Alexandria, Castrucci Ford Milford, Fuller Ford, Haag Ford, Kings Ford, Lincoln of Cincinnati, Mt. Orab Ford, Woody Sander Ford and Sharefax Credit Union.** These monthly raffles kept our retirees engaged during our time away from each other and our Five Star Dealerships and Sharefax were happy to help. We want to encourage our membership to support these dealerships and Sharefax Credit Union for their continued support of Local 863.

The Hoffman-Combs scholarship bulletin and application have been mailed out to all members of Local 863 and can be located on pages 13 and 14 in this edition of the Transmitter. Please read the rules and guidelines on the application. **The deadline for essays to be turned into the Local is Friday, April 8<sup>th</sup>, by 4:30pm.** The essays will then be sent to Thomas More College where the winners will be determined by a panel of professors from the English Department. Winners will be recognized at our June 2022 Retiree Meeting. You can also find the application at Local 863 headquarters,

see Shirley, or in the UAW Committee room located in the Ford Plant.

February is recognized as Black History Month. The celebration of Black History Month was started in 1926 to ensure that the contributions African-Americans made to American history were recognized. The UAW has been committed to the advancement of social justice in and outside of the workplace. As we celebrate Black History Month, let us not forget that for as far as we have come as a society, we still have work to do. Past victories in the civil and human rights movement need to be protected and the UAW has continued to show their support in helping this cause.



Walter Reuther with the Reverend Dr. Martin Luther King.

**The Executive Board has made the decision to open Local 863's hall back up for hall rentals starting in April of this year. From now until April 1<sup>st</sup>, only Members of Local 863 will be able to submit applications for hall rentals.** This gives our members first chance at any dates they have in mind before opening it up for the public to submit applications. After April 1<sup>st</sup>, the application submission process is open to the public. Applications and hall rental information are available at Local 863 Headquarters, see Shirley, and online at [www.uawlocal863.com](http://www.uawlocal863.com), under Hall Rentals.

Thank You all for the support and cooperation you have showed this Local as we have navigated the pandemic. As with every new year comes new hope. Let us hope that 2022 will be a great year for all of us.

**TRANSMITTER**  
CINCINNATI, OHIO  
OFFICIAL PUBLICATION OF AMALGAMATED LOCAL 863 UAW

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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Printed by OPEIU Local 98



**Vice President's Report**  
by  
**Rodney Parker**

**UAW Local 863 Vice President**

Good day to all my fellow UAW Local 863 Brothers and Sisters. I pray that you and your precious families are staying safe and healthy during these troublesome times. With February being Black History month, I would like to discuss some influential African Americans and their contributions to our UAW history and their enormous commitment to the Union's Civil and Human Rights policy.

**Lillian Hatcher**



World War II was the start of Lillian Hatcher's many years fighting for social justice, while doing Defense work at Briggs Manufacturing

in Detroit, she noticed that African American women were passed over for promotions to Riveter positions. Determined to do something about it, she joined UAW Local 742 and the Double Victory Club, an African-American that advocated for equal rights in the War Industries.

She eventually was promoted to a Riveter position. From there, she won election to Local 742's executive board and soon after was appointed an International with the UAW's newly formed Women's Bureau, the first African-American woman to be appointed a UAW International Representative.

Through the next decades, she served on countless Social Justice Boards and Committees, including the U.S. Labor Department's War Production Board and Advisory Council to the Women's Bureau, the United Nation's Education

and Economic Council, and in the UAW's Fair Practices and Anti-Discrimination Department. She also served as a Delegate to the 1961~1962 Michigan Constitutional Convention where she helped establish the Michigan Civil Rights Commission. Hatcher was a active member of the NAACP, the Democratic Party, and numerous other Civil and Women's Rights Groups.

**Marc Stepp**



Marc Stepp also was moved to strive for social justice after what he saw during World War II. He was drafted into the Army right

after beginning work at Chrysler Highland Park Plant. In the Army he saw the authoritarian regimentation of the Military which led to his belief that unions are key to individuals having a strong voice in an organization. When he returned to Chrysler, he began years of devotion to Union ideals and held numerous leadership positions in UAW Local 490.

From 1974 to 1989 he served as Vice President of the UAW Chrysler Department. After negotiating steep concessions in the 1979 contract when Chrysler faced tremendous financial difficulties. Stepp lobbied Congress for \$1.5 billion in loan guarantees for the company, and then oversaw difficult negotiations for another round of concessions from the membership totaling \$462.5 million. Always a firm believer in workers having input on the job, in 1980 he helped develop modern operating agreements at several Chrysler plants to pave the way for better cooperation between management and workers. His desire to serve didn't wane after retirement; he became Executive Director of Urban Affairs and Community relations at the University of Detroit.

**Nelson "Jack" Edwards**



Jack Edwards would eventually be called Walter Reuther's "Point Man for Civil Rights". The road to that designation was filled with

dedication to Civil Rights and the UAW for many years. His achievements for workers are remembered because of the improvements he won at the negotiating table for Foundry working conditions and safety equipment. He helped establish the UAW's Independents, parts and suppliers Council. And later became the Council's director. From 1962 to 1970, he served as an International Executive Board. In 1963, he went to Birmingham, Alabama at the request of Walter Reuther to help with the Civil Rights struggles there.

In 1964, Edward's was elected Vice President of the NAACP, and later co-founded The Coalition of Black Trade Unionist. Locally, he served in the Detroit Mayor Jerome Cavanaugh administration as a member of the city commission on community relations in 1973, he was appointed to the Wayne County Stadium Authority. When he passed away in 1974, Coretta Scott King and Rosa Parks Attended his funeral, and Detroit Mayor Coleman Young was one of the funeral's speakers.

In closing, I hope this has been an educational article for my fellow UAW Local 863 Brothers and Sisters. We must treasure our Great UAW history.

**UAW International**  
**[www.UAW.org](http://www.UAW.org)**

**UAW Local 863**  
**[www.uawlocal863.com](http://www.uawlocal863.com)**



**Sharonville Report**  
by  
**Eric Gadd**

**UAW Local 863 Plant Chairman**

I hope that everyone has had a great winter and beginning of the new year, hopefully winter will be short lived, and spring is right around the corner. 2022 looks to be a great year for our UAW-Ford family with the launch of the 10R100, HF55 and some new BEV work that we recently received. Because of YOU, our Local 863 members Sharonville Transmission is continuing to get new work and has strong volumes for the remainder of the year.

WELCOME New UAW Brothers and Sisters! Please give a warm UAW welcome to our newest members. On Monday January 10, we had (17) new members, Tuesday January 18, (14) and on Monday January 31, (17) new members hired in at STP. Also, on February 21, the company will be hiring (17) skilled trades. On behalf of the Local 863 Committee, I want to welcome each of you to our Local and we look forward to serving each of you through your career at Ford Motor Company.

I, along with the UAW Committee would like to congratulate our (28) members that were recently converted from TFT status to Fulltime with seniority. On January 24 and 31, the committee met with both classes of (14) members to go over their new pay structure and contractual language that now applies.

CONGRATULATIONS to ALL!

Currently we have 1243 production members with 137 as TFT and 362 skilled trades with 66 apprentices for a total of 1605 active members. I would like to congratulate Eddie Allen, Andy Appel and Ronnette Jenkins for completing their apprenticeship program and all are now journeymen in their respective trade. Great job to each of you!

The chip shortage and supply issues are expected to improve, but we are still experiencing unscheduled downtime for us and other Ford plants in North America. As of writing this article we have some of our value streams on TLO due to chip shortages or supplier shortages. Our current demand from manufacturing plans indicates the following planned schedules for Sharonville:

**6R140:** 490/day through June

**6F/8F:** 536/day through July

**6R80/100:** 800/day through July

**10R:** 16-hour days through week Feb 14 and 20-hour days thereafter.

10R100 new program is still scheduled to launch in the fall of this year. This additional 100K units will create the demand for supporting 10R departments to man up full and add midnight shift. Also, the HF55 program continues to move right along with an expected launch date of February 2023 as job 1.

As of Monday February 7, the STP Fitness Center is now open. Please make sure to fill out the annual waiver and follow all posted COVID protocols while working out.

On Wednesday and Thursday, February 9 and 10, some of our Alternate Committee was in a training for grievance handling and UAW 101 at our Local 863 hall. The training was conducted by Region 2B servicing representatives Dave Mason and Brian Cole along with Region 2B Education Rep. Amy Richardson. Regional Director Wayne Blanchard stopped in for opening remarks.

In closing, I want to remind everyone that we will have our next General Membership meeting on Sunday, March 6, at 1:00pm.



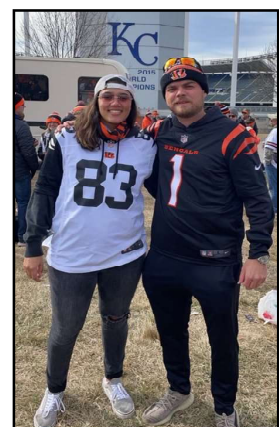
Local 863 member Cindy Rayburn, former Bengals running back legend Ickey Woods and Local 863 member Tricia Diss in Kansas City



**Local 863 Members and UAW Kids Celebrate the Bengals Super Bowl Team**



Wilson Johnson (Center) with Cousins Ashton (Left) and Blake (Right) Connor sporting their best Bengals Quarterback Joe Burrow impression. Wilson is the son of Zach Johnson, Department 993



Local 863 members Carly Ventus and Connor Hite attending the Bengals-Chiefs Playoff game in Kansas City



**Region 2B  
Report**  
by  
**Wayne  
Blanchard**

**UAW Region 2B Director**

February is Black History Month and the history of our country is not complete if we do not include the experiences and contributions of black Americans. When people think about the black experience, they typically default to thoughts of slavery. However, the mission of Black History Month's founders was not to focus on the horrors of enslavement, but to promote the achievements of the black community in the wake of emancipation.

Black history can mean a lot of things to a lot of people. For me, it is about honoring the contributions of those that came before me by living a life that serves others. We cannot successfully lead our families, our communities, our unions...if we are not passionate about service. As a black man, it is in my heart to be a good example for those who may look to me for guidance. Demonstrating to others that hard work, compassion, diligence and follow-through are key, not only to success, but to living rich and meaningful lives.

Black History Month is a time to celebrate the black Americans whose achievements we benefit from today. Also, this month can and should serve to bring a divided country back together by reminding us that we are better when we embrace our diversity.

Communication and transparency are an integral part of leadership. For me, it is important to be in direct contact with local union leaders so that our lines of communication are clear. For the second year in a row, I have started the year by inviting local union Presidents and Chairpersons to join

me in a virtual meeting.

This gathering allows me to give local union leaders important information and updates, but it also provides an opportunity for me to hear what is going on with all of our locals/worksites. It is my plan to continue to create opportunities for direct communication as often as is necessary.

We have been through a lot in this union over the last several years and Region 2B is going to take all of the steps necessary to rebuild our strength and reestablish the trust and respect of the membership. SIGN UP AT [REGION2B.UAW.ORG](http://REGION2B.UAW.ORG)

In solidarity,

Wayne Blanchard  
Director, UAW Region 2B



**Wayne Blanchard receives the Trade Unionist award from the Coalition of Black Trades Unionist Toledo Chapter in 2019**

**Daylight Savings Begins  
March 13**

**Move Clocks  
Forward  
1 Hour**



**Heritage Bank Center**

100 Broadway Street  
Cincinnati, OH 45202

**Discount Tickets**  
(does not include parking)  
Make Checks Payable to  
Heritage Bank Center

**Saturday, March 26, 2022**  
**7:00pm \$19.10 each**  
**Sunday, March 27, 2022**  
**11:00am \$21.50 each**

Tickets are available for purchase

at:

**UAW Local 863 Union Hall**  
**8:00-4:430pm (See Bryanna)**

or

Chad Turner- Dept 676-2  
Kevin Roberts- Dept 580-1  
Doug Hudson- Trades 2nd Shift  
Larry Miller, 111- Trades 2nd Shift  
Diseree Lackey- Dept 991-3  
Rodney Parker- Dept 954-3

**Deadline to Purchase Tickets:**  
**Friday, March 11, 2022 12pm**

**GENERAL MEMBERSHIP**

**March 6, 2022**

**1pm**



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



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

Greetings from the Chaplaincy Committee! It is already 2 months into the year 2022. Valentine's Day has come and gone and even as important as that day is to some, it is more important to note that this month, February, is Black History Month.

I found a quote from Dr. Martin Luther King Jr. that I would like to share with you, and I quote "I have decided to stick with love. Hate is to great a burden to bear." In the middle of Black History month, I want to tell you that Love is not merely a feeling but a way of Life. I believe the great Dr. Martin Luther King Jr. had discovered and lived by this from the things that I have discovered and read.

In the 4 Gospels of the New Testament the word Love is found 51 times within 42 verses. In Matthew 5:43-46 "You have heard that it was said, 'You shall love your neighbor and hate your enemy.' But I say to you, Love your enemies and pray for those who persecute you, so that you may be sons of your Father who is in heaven. For he makes his sun rise on the evil and on the good, and sends rain on the just and on the unjust. For if you love those who love you, what reward do you have? Do not even the tax collectors do the same?" we find a guide to live by. A guide on Love that is very similar to the quote that Dr. Martin Luther King Jr. had stated on love.

John 13:34-35 "A new commandment I give unto you, That ye love one another; as I have loved you, that ye also love one another. By this shall all men know that ye are my disciples, if ye have love one to another." We are given a great command on Love and how to treat others. As we celebrate **Transmitter page 6**

Black History Month and Valentine's Day, let us consider a Love that is not just a touchy feely kind of love but a love that abolishes hate. We need to love one another.

I close with another Quote from Dr. Martin Luther King Jr. "Hate cannot drive out hate only Love can do that." Have a great February and Love one another!

**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**



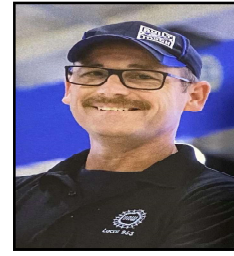
**Looking to Rent a Hall?  
How about a Picnic Area?**

UAW Local 863 has a Hall and a Picnic area for rent.

The Hall and the Picnic area are available (7) days a week for:

- Business Meetings
- Wedding Receptions
- Birthday Celebrations
- Seminars
- Dances
- Reunions

For rates and information call 513-563-1252, ask for Shirley.  
**www.uawlocal863.com**  
(click on Hall Rental)



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



Each year in April, we remember the lives lost from workplace injuries or while working on a jobsite. In 2020, 4,764 workers died in the United States from injuries suffered from workplace injuries. While this number was the lowest recorded rate since 2013, families and coworkers are left with the tragic loss of a loved one or friend. The Bureau of Labor and Statistics estimates 13 people a day will suffer a life threatening injury on the job. Globally, more than 2 million people die a day from workplace injuries.

This year we will remember our fallen Brothers and Sisters on April 28, 2022. We ask that you take a Moment of Silence to remember those we have lost and then be your Brothers and Sisters keeper in the workplace.

Keep each other safe and let us return home to our families the way we came into work.

**Additional 2022 CAP Links:**

**UAW Action Network:**

[https://actionnetwork.org/forms/update-your-info-for-uaw-region-2b?source=direct\\_link&](https://actionnetwork.org/forms/update-your-info-for-uaw-region-2b?source=direct_link&)

**Voter Registration Verification:**

<https://voterlookup.ohiosos.gov/voterlookup.aspx>

Ohio Primary Election Day  
May 3, 2022

National General Election Day  
November 8, 2022



**Civil & Human Rights Committee Report**  
by  
**Ray Pope, Chair**

My name is Ray Pope, Jr. and I started my career in 2012 here at Ford Motor Company. My current position on the floor is team leader in Department 977. I am also an Alternate District Committeeman and Chairperson of our Human and Civil Rights Committee.

In honor of Black History Month, I would like to give a history of when African Americans started working at Ford Motor Company.

When you first look at the history, it looks like African Americans migrated from the southern states to Detroit for a \$5.00 a day job at Ford Motor Company; however, a closer look reveals different motivating factors for both Henry Ford and Black migrants themselves.

Many African American men were hired by Henry Ford, however most worked as janitors, cleaners, or in dirty and dangerous blast furnaces and foundries at the Rouge River complex. A select few men were employed as skilled machinists, factory foremen or in office positions. Ford Motor Company did not discriminate when it came to pay. Everyone regardless of color were paid for the work they did.

By 1920, Ford Motor Company was the largest employer of African American workers in the city of Detroit. This was due to a personal relationship that Henry Ford had with leaders in the African American community, with this community involvement it helped to keep conflicts between all workers to a minimum.

It is important for us all to know our history, and pass that knowledge down from generation to generation.

We would love to see some new faces on our committee, so if you are interested in joining our Civil & Human Rights Committee you can reach me at [rpope37@ford.com](mailto:rpope37@ford.com), or see Shirley at the Local to fill out a standing committee application.

**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.

**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.

**On the Rolls**

**UAW-Ford**

Production	1243
<u>Skilled Trades</u>	<u>362</u>
Total	1605

**UAW-CFM** 22

**UAW- Nurses Unit** 5

**UAW- QPC** 47



**Heritage Bank Center**

100 Broadway Street  
Cincinnati, OH 45202

**Discount Tickets**

**\$21.50 each**

(does not include parking)  
Make Checks Payable to  
**Heritage Bank Center**

**Saturday, April 9, 2022**

**7:00pm**

**Sunday, April 10, 2022**

**11:00am**

**Tickets are available for purchase**

**at:**

**UAW Local 863 Union Hall**  
**8:00-4:430pm (See Bryanna)**

**or**

Chad Turner- Dept 676-2  
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Doug Hudson- Trades 2nd Shift  
Larry Miller, 111- Trades 2nd Shift  
Diseree Lackey- Dept 991-3  
Rodney Parker- Dept 954-3

**Deadline to Purchase Tickets:**  
**Wednesday, March 30, 2022 12pm**

**NEXT  
RETIREE MEETING**

**TUESDAY  
APRIL 5th, 2022**

**1pm SHARP!**





**Benefits  
Report**  
by  
**Darlene  
Oakes**

**Hourly UAW Ford Retirement  
Information**

**1) Where do I start?**

\*If possible, start your process 90 days prior to retirement to give enough time for processing – you can start as early as 180 days prior and as late as 30 days prior (but your pension may not be processed in time and there WILL be a delay in payment)

\*Online at [www.myfordbenefits.com](http://www.myfordbenefits.com) –

Build Savings and Retirement – Retirement Hub – Initiate Pension

\*or call 1-800-248-4444 – order Retirement package to be mailed to your address on file

\*You will need Direct Deposit information readily available to process payment – Bank name, Routing number & Account number

**2) What if I am 65 years of age or older?**

\*Go to [ssa.gov](http://ssa.gov) – you will need Medicare Part A and Part B to be effective the first day of your retirement (this is **VERY IMPORTANT**)

\*There will be a form you (& spouse if over 65) need to submit to Medicare to show you have been covered under your employer’s insurance. This form is available on [ssa.gov](http://ssa.gov) – see your Benefit Representative for assistance.

\*When a retiree or surviving spouse becomes Medicare eligible at age 65, they will receive a Special age benefit of reimbursement in their pension check in the amount of \$76.20. (Both do not receive this benefit at the same time – the member will receive during their lifetime; upon death the surviving spouse would be eligible)

**3) What if I have a Qualified Domestic Relations Order (QDRO) on my pension?**

\*If you have one or more divorce QDRO on your account processing could take 90 days or more – it is suggested to start your process early as possible – suggest 180 days prior.

\*You should have your Divorce Decree readily available to make sure all

information is available for calculation.

**4) How will my Life Insurance work?**

\*MetLife is the carrier – [www.mybenefits.metlife.com](http://www.mybenefits.metlife.com) or 1-833-552-3673

\*Basic Life Insurance – is a UAW/Ford Negotiated Benefit – no cost to you

\*\* Amount is based off your wages at retirement

\*\*Amount will remain at full amount for 18 months after retirement – at 19 months it will begin decreasing by 2% a month until it reaches the

“Ultimate Life Amount” (ULA)

\*\*\*Formula – Life Insurance Amount x 1.5% x Years of Service = ULA

\*Optional Life or Dependent Life Insurance – You must call MetLife to drop or continue OLI or DLI and establish payment method after retirement

**5) Will I keep UAW Legal Services?**

\*Currently due to the 2019 Negotiations this is a benefit for all retiree’s as well as active – 2023 Negotiations will be TBD

\*UAW Legal Services – 1-800-482-7700

**6) What about Federal or State tax deductions?**

\*If you complete Retirement process online, you can set up your tax deductions at that time.

\*If you choose mailing the kit you will have to call the NESC 1-800-248-4444 and set up tax deductions after you receive your first check

**7) What other deductions could come out of my check?**

\*Taxes

\*Insurance from UAW Medical Benefits Trust - \$17 for Single or \$34 for Family

\*Optional or Dependent Life Insurance cost if applicable

\*VCAP if applicable

**8) What do I need to do to remain on the UAW Retiree Chapter of Local 863?**

\*Go to the UAW Local 863 Headquarters fill out the PINK slip for \$3 Union Dues

\*\*You will get your picture taken and show up in the Transmitter to show your Retirement

\*\*You will get a UAW watch

\*\*You will get bi-monthly mailings of the Transmitter to keep you informed of all happenings inside the plant and with your retirement benefits

\*\*You will get retirement mailing letter

**9) What do I need to do to Check out of the Plant?**

\*Get a Check Out Process form and get completed (forms in HR or Union Benefit Representative office)

**10) Will I be paid any remaining**

**Vacation time, Personal time or Profit Sharing?**

\*Yes, if you have any remaining Vacation or Personal time you will be paid out

\*Yes, you will also be paid out any Vacation or Personal time that you may be eligible for at your next eligibility date

\*\*You worked less than 13 weeks after eligibility date – 0 time

\*\*You worked 13 but less than 32 weeks – ½ of your time

\*\*You worked more than 32 weeks – full amount of your time

\*\*Yes, if you worked during the year that we are eligible for Profit Sharing you will be paid out during the payout period

**11) Where is the best place to see UAW Medical Benefits Trust information?**

\*[www.uawtrust.org](http://www.uawtrust.org)

**12) How long will I receive my Supplement along with my Life Income Benefit?**

\*The supplement will stop at 62 and 1 month of age – you will be eligible for Social Security at that age, and it will be your responsibility to sign up for Social Security or to supplement your income in another way

**13) Will I need to get a Medicare Supplemental Insurance Plan once I turn 65 years of age?**

\*Currently the UAW Medical Benefits Trust has two Supplemental options for our Medicare eligible members – keep in mind the UAW Medical Benefits Trust negotiates benefits each year, so you need to stay up to date when the **HIGHLIGHTS** from the Trust are mailed out – do not ignore or throw away these documents. Make sure you read all information mailed to you from the UAW Medical Benefits Trust.

\*If you are persuaded by TV commercials or the Mass mailings from **OUTSIDE** supplemental plans to switch to one of their plans you **WILL NOT KEEP** your Medicare Supplemental plan from the Trust and could risk losing your Prescription coverage, Dental, Vision and Hearing coverage from the Trust. **STOP** and Pause before you think about taking an **OUTSIDE** plan.

**14) Will I keep my FORD Active Medical Benefits after Retirement?**

\***NO**, once you retire you will no longer have Ford Motor Company provided Medical, Dental, Vision or Hearing Benefits. Your benefits will be provided through the UAW Medical Benefits Trust.

**15) When will I receive my new Medical cards from the UAW Medical Benefits**



## Trust?

\*ID cards will be mailed within 30 days from your effective retirement.

\*If you need your ID numbers before your cards arrive, please call the RHCC Retiree Health Care Connect at 1-866-637-7555

\*Prescription drugs will require a new prescription(s). Current Prescriptions will not transfer over to the prescription provider – so we suggest you try to get a 90-day supply prior to retirement to get you through the process.

### 16) What if the UAW Medical Benefits Trust does a Dependent Audit?

\***RESPOND IMMEDIATELY** – the Trust will do a dependent audit roughly 60 days after your effective retirement date – if you fail to respond you could jeopardize your dependent coverage.

### 17) What if my spouse passes away before me and I am paying for the 65% annuity?

\*Contact the NESC immediately and report the death 1-800-248-4444

\*Contact the Retirement Board and report the death 1-800-829-8833

\*Contact the Retiree Health Care Connect 1-866-637-7555 (Call and Cancel all Mail Order Prescriptions with Prescription Provider)

\*By doing this it will cancel the 65% Surviving Spouse Annuity cost and refund you **ONLY** up to 6 months – your pension will increase by defaulting back to a Single Life

### 18) What should I do to before retiring to make sure I have everything I need?

\*Print out any check stubs or W-2s before your last day – you will not have access to these documents after you retire

\*Make sure all your Beneficiaries are up to date and current – keep these current as life events occur

\*\*Tesphe – myfordbenefits.com

\*\*Profit Sharing – myfordbenefits.com

\*\*Life Insurance – mybenefits.metlife.com

\*\*All Bank Accounts – at your bank office

\*Follow all the advice in this document to prepare yourself

\*See a Financial Advisor discuss your finances and make sure you are ready for retirement – your income will be changing significantly

\*This is a personal choice make sure you and your spouse are talking about what your plans are for the future

### 19) What if I am single at retirement and decide to get married after retirement?

\*If you want to make sure your new spouse will get a 65% Surviving Spouse

Annuity you will need to contact the Retirement Board 1-800-829-8833 and report your marriage and provide them with the required documentation **NO LATER** than 18 months after your marriage date

\*\*You must be married 12 months to your spouse for them to be eligible for the Surviving Spouse Annuity

\*\*If you **FAIL** to report the marriage by the 18-month deadline **YOU WILL NOT BE ABLE TO MAKE YOUR SPOUSE** the Surviving Spouse and your pension will end at your death

\*If you want to add them to your UAW Medical Benefits Trust Benefits immediately you need to call the RHCC 1-866-637-7555

### 20) If I get an SRI Incentive Retirement Payment will it be calculated into my earnings for Social Security or Medicare? (This is not typical so only applies if applicable)

\***YES** - If you fail to get a form SSA-131 completed showing your **SPECIAL EARNINGS** it will affect both Social Security and Medicare

\***NO** – if you get the SSA-131 form completed – your UAW Benefit Representative or Labor Relations department can assist you in getting this form completed from HPAY – it will be mailed to your address on file so make sure your address stays current at the NESC. This document does not contain ALL information that is provided in the National Agreement or that is available on the [UAWTRUST.org](http://UAWTRUST.org) website. It is your responsibility to know your benefits. This is used to help answer some of the TOP questions asked during the retirement process. All situations are not the same and the resolutions may be different depending on each person's situation.

Contact your UAW Benefit Representative – Darlene Oakes – 513-782-7626 or [doakes@ford.com](mailto:doakes@ford.com) for private meeting or discussion!

**A-X-Z Plan PIN:**

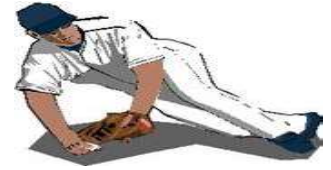
**1-800-348-7709**

**[www.AXZ.FORD.com](http://www.AXZ.FORD.com)**

**FORD EMPLOYEE  
PARTS PURCHASE PROGRAM**

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

## Attention 2022 Softball Players



Interested in getting a UAW softball team into leagues? Please submit the following information to Local 863 by **March 18th**.

- 1) Where you will be playing.
- 2) What night you will be playing.
- 3) A Team Roster with names and last 4 digits of social security numbers of Local 863 members playing on the team.
- 4) All of the above must be on or with a letterhead from where you will be playing.



## INJURED AT WORK?

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



**Local 863 Workers Compensation  
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.



**RIDGELL, Raymond Paul**, age 68, died 12-16-2021.

Brother Ridgell hired in on

11-16-1998 and worked at the Sharonville Plant at the time of his death.

Survivors include his wife: Donna.



**COMBS, Gary E.**, age 66, died 1-11-2022.

Brother Combs hired in on 6-3-1974 and retired from Sharonville 1-1-2005.

Survivors include his wife: Patsy, son Jason Hobbs, daughters Rachel Hall (Sharonville Nurse Unit), Sarah Oakes (Sharonville Plant) and son-in-law: Dylan Oakes (Sharonville Plant).

**Editors Note:** After retiring from the Sharonville Plant, Gary worked at Local 863 Union Hall as a custodian for several years.



**ANDREWS, Daniel, Jr.**, age 85, died 9-27-2021.

Brother Andrews hired in on 10-5-1964 and retired from Sharonville 1-1-2006.

Survivors include his wife: Jemiah.

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



**TARVIN, Yandell G. "Sonny"**, age 80, died 1-15-2022.

Brother Tarvin hired in on

6-24-1959 and retired from Sharonville 10-1-2004.

Survivors include his son: Lance (Sharonville Plant).

**Editor's Note:** Brother Tarvin served in the following positions:

Retiree Chapter Guide – elect 3-7-2017 thur 3-3-2020;  
Retiree Chapter Trustee – elected 3-3-2020 until the time of his death.



**BEGLEY, Michael E.**, age 79, died 12-11-2021.

Brother Begley hired in on 4-18-1966 and retired

from Batavia 11-1-1999.

Survivors include his wife: Pearl.

Note: Brother Begley was a U.S. Navy Veteran.



**CHAPMAN, Charles**, age 71, died 12-6-2021.

Brother Chapman hired in on 4-10-2000 and retired from Sharonville 3-1-2012.

Survivors include his daughters: Sonya George (Sharonville Plant) and Tonya Bradbury (Sharonville Plant).



**MEADORS, Arlie**, age 91, died 2-5-2022.

Brother Meadors hired in on 1-27-1953 and retired from Batavia 6-1-1994.

Survivors include his daughters: Rhonda, Sandra and Cheryl. Also, survivors include his cousins: Clayton Meadors (Batavia retiree) and Tim Meadors (UAW Rep).

Note: Brother Meadors was a U.S. Army National Guard Veteran.



**GADD, Garndel "Dale" B.**, age 78, died 12-24-2021.

Brother Gadd hired in on

5-9-1966 and retired from Batavia 6-1-2000.

Survivors include his wife: Verna, and daughter: Debbie.



**KELLER, Charles R.**, age 72, died 12-13-2021.

Brother Keller hired in on 7-3-1973 and retired from Sharonville 1-1-2004.

Survivors include his wife: Elinor.

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



**LITTLE, Lowell L.**, age 85, died 12-18-2021.

Brother Little hired in on 9-5-1958 and retired from Batavia 4-1-1988.

Survivors include his son: Randy.



**MILLER, Eugene**, age 84, died 1-6-2022.

Brother Miller hired in on 1-2-1968 and retired from Batavia 2-1-1993.

Survivors include his wife: Loretta.



**MILLER, Shelby**, age 87, died 12-5-2021.

Brother Miller hired in on 10-6-1958 and retired from Sharonville 12-1-2003.

Survivors include his wife: Lois.



**MORATH, Lawrence**, age 97, died 12-25-2021.

Brother Morath hired in on 8-14-1958 and retired from Sharonville 3-1-1986.

Survivors include his son: Bill, and grandson: Sean.

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



**MOORE, Everett L.**, age 85, died 12-1-2021.

Brother Moore hired in on 10-14-1958 and retired from Sharonville 5-1-1995.

Survivors include his son: Larry.



**NANTZ, Oscar L.**, age 87, died 1-28-2022.

Brother Nantz hired in on 4-2-1959 and retired from Sharonville 6-1-2000.

Survivors include his wife: Ann, daughter: Debra Barrett (Sharonville retiree), son-in-laws: Carl Barrett (Sharonville retiree) and Joe Aneshansel (Sharonville retiree).



**NICODEMUS, Walter E.**, age 81, died 12-6-2021.

Brother Nicodemus hired in on 8-28-1978 and retired from Batavia 5-1-2007.

Survivors include his daughters: Sally and Jenny.

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



**SEFTON, James L.**, age 84, died 11-30-2021.

Brother Sefton hired in on 8-12-1958 and retired from Sharonville 10-1-1989.

Survivors include his wife: Jackie.



**WELTE, William M. "Mike"**, age 79, died 12-18-2021.

Brother Welte hired in on 3-26-1976 and retired from Batavia 7-1-2007.

Survivors include his wife: Brenda.

**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*

**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 Chair Russ McQueen at (513) 782-7729.**



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

Our Retiree Chapter has not met in two years due to the pandemic. We hope to end that streak this year.

**While we will not have our March meeting, we will be having our Retiree Meetings resume on Tuesday, April 5th, 1pm.**

We welcome new Retirees into the Chapter. If you recently retired, contact Shirley (513) 563-1252 at the Local to setup your appointment to join us. Spouses or Surviving Spouses can also join the Chapter. The cost to join is \$36/year.

In this issue of the Transmitter is the application and instructions for the Retiree Chapter “Hoffman-Combs Scholarship Program” for eligible high school seniors who will be attending college or trade schools. Applications may also be picked up at Local 863 Union Hall. **The deadline to submit the essay & required information is April 8, 2022.** The awards will be \$3000 for 1st place, \$2000 for 2nd place and \$1000 for 3rd place. Thank you to our “Five Star Ford Lincoln Dealers” and Sharefax Credit Union for making these awards possible.

Also thank you to our “Five Star Ford Lincoln Dealers” and Sharefax Credit Union for their continued support of the Retiree Chapter while we have not been meeting by providing our Chapter with gift cards to give to our Members who win the drawings. Please support the dealers that support our entire Membership.

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



**Philip A. Haas,**  
age 61,  
retired 2-1-2022.

Phil hired in  
4-21-1992, and  
retired from the

Sharonville Unit.

**Brother Haas remarks:**

I have been blessed and very fortunate to have worked at Ford for the past 30-years.

I would like to thank Ford and the UAW for our outstanding pay and benefits.

Sharonville is a great place to work, and I have met many wonderful people and I will miss them dearly.

Sue and I hope to travel and spend more time with our girls.



**James E. Jones,**  
age 63,  
retired 8-1-2021.

Jim hired in  
7-26-1999, and  
retired from

Sharonville as Skilled Trades  
Chairman.

**Brother Jones remarks:**

Thanks to the UAW for all the great benefits. Thanks to Ford for the job.

I would like to thank the Skilled Trades membership for electing me for Skilled Trades Chairman and also want to thank the bargaining Committee that I worked with for the last 3-terms.

Fellow workers, always support your Union!

My plans include traveling and spending time with my family. God bless all my Union Brothers and Sisters and their families.

*Editor's Note: Brother Jones served the following elected positions:*

*June 2020 - elected Skilled Trades Chair; 2017~2020 elected Skilled Trades Chair; 2014~2017 elected Skilled Trades Chair.*



A group of Local 863 retirees that meets throughout the year, enjoyed a Luncheon in December at McCormick and Schmidt's downtown



Phone (513) 563-1252

Fax (513) 563-2903 • 10708 Reading Road • Cincinnati, Ohio 45241

**HOFFMAN-COMBS SCHOLARSHIP PROGRAM**

Dear UAW Local 863 Member:

The William E. Hoffman UAW Local 863 Retired Workers Chapter and UAW Local 863 is again sponsoring its annual scholarship program for High School Seniors who are the descendants of Local 863 Members (i.e., sons, stepsons, grandsons, step-grandsons, daughters, stepdaughters, granddaughters, step-granddaughters).

The Hoffman-Combs Scholarship Fund is named in honor of former Local 863 President William E. Hoffman, and former Vice-President and former Retired Workers Chapter Chairman Kenneth Combs.

**There will be three (3) scholarships awarded. The Scholarship Winners will be announced on June 7, 2022.**

*First Prize: \$(To Be Determined) Second Prize: \$(To Be Determined) Third Prize: \$(To Be Determined)*

Each scholarship award will be payable directly to the college, university, trade school, or career center.

Eligible applicants may enroll in the 2022 Hoffman-Combs Scholarship Fund competition by following the steps below:

- 1) Each applicant must complete an application form.
- 2) Each applicant must obtain a letter of acceptance or receipt of enrollment to the college, university, trade school, or career center of their choice.
- 3) Each applicant must submit a complete copy of his/her high school academic records.
- 4) Each applicant must write an essay on the topic: *How has the political, economic, and social climate over the years influenced and shaped the UAW? Explain how the global economy has impacted the Labor movement and working-class people in the United States. What are some of the challenges Labor Unions face moving forward? Give examples of current and proposed legislation and laws that could help Unions grow stronger in the future.*

This essay should be typewritten and a minimum of five (5) double spaced pages and not more than nine (9) pages, excluding the title page, works cited page, and bibliography.

- 5) Essays must include a bibliography from at least five serious scholar sources/replicable sources.
- 6) Essays must speak to the topic.
- 7) Essays will be disqualified for plagiarizing. Document all quotes or ideas/opinions from outside sources following a standard documentation format such as MLA, APA, or CSE, and include Works Cited page at the end of the essay. Cite all sources for quotations and ideas that are not your own, using footnotes or endnotes. This is not the same as a bibliography.

Each essay should display an understanding of Union development and philosophy. It should be cohesive with continuity and style. The essay should be readable and grammar may be a deciding factor when all other factors are equal.

Essays will be evaluated on: (1) Theme Development, (2) Expression, (3) Documentation and (4) Usage.

This letter and application form for this scholarship competition is mailed to all Members, active and retired.

**The deadline for essays to reach President Tod Turner, Local 863 Union Headquarters is 4:30pm on Friday, April 8, 2022.**

**Copies of this information and application form are available in the Plant Union Committee Room and at UAW Local 863 Union Headquarters.**

Fraternally,

Tod Turner, President  
UAW Local 863

TT/sg: opeiu98

Notice: #002 / 2-7-2022

Fraternally,

Jim Siuda, Retiree Chapter Chair  
UAW Local 863

Fraternally,

*Debbie Swope-Johnson*

Debbie Swope-Johnson  
UAW Local 863

**REMOVE NOTICE: 4-11-2022**

**UAW LOCAL 863  
HOFFMAN-COMBS SCHOLARSHIP FUND  
APPLICATION**

Applicant's Name \_\_\_\_\_ Phone (\_\_\_\_) \_\_\_\_\_

Street Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

Date of Birth \_\_\_\_\_

Applicant's last four-digits of Social Security # \_\_\_\_\_

Name of Parent / Grandparent who is a UAW Local 863 Member: \_\_\_\_\_

Parent / Grandparent? \_\_\_\_\_

Plant Location your Parent/Grandparent works at or retired from (circle location):  
Sharonville Unit      Retired-Batavia      Retired-Sharonville

Parent / Grandparent's (last-4 digits) SSN # \_\_\_\_\_, or Global ID # \_\_\_\_\_

Will you be a **spring 2022 High School graduate?** \_\_\_\_\_

Name of High School \_\_\_\_\_

High School Counselor's Name \_\_\_\_\_

Name of College, University, Trade School, or Career Center you plan to attend? \_\_\_\_\_

Address of College, University, Trade School, or Career Center you plan to attend?  
\_\_\_\_\_  
\_\_\_\_\_

Do you have a Letter of Acceptance, or Receipt of Enrollment from the above College, University, Trade School, or Career Center? \_\_\_\_\_

List any Scholastic honors you have attained: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

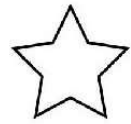
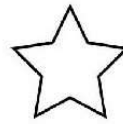
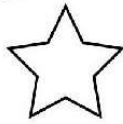
**This application along with: A copy of the college/university/trade school/career center letter of acceptance or receipt of enrollment, a copy of the high school academic records and Labor essay must reach: President Tod Turner at UAW Local 863 Union Headquarters; 10708 Reading Road; Cincinnati, OH 45241 no later than 4:30pm on Friday, APRIL 8, 2022.**



**UAW 863  
Hoffman-Combs Scholarship Fund**



**UAW 863 Five Star Dealers**



**FULLER**  
is  
*Ford*  
513-352-5800  
[fullerisford.com](http://fullerisford.com)

*Mike Castrucci*  
MILFORD **FORD** 800-851-1937  
877-457-5458  
[mikecastruccimilford.com](http://mikecastruccimilford.com)

*Mike Castrucci*  
800-850-5968 **ALEXANDRIA** LINCOLN Mercury  
859-448-9400  
[mikecastruccialexandria.com](http://mikecastruccialexandria.com)

**KINGS**  
*Ford*  
513-683-0220  
[kingsfordinc.com](http://kingsfordinc.com)

**BEECHMONT**  
**FORD**  
513-752-6611  
[beechmontford.com](http://beechmontford.com)

**MT. ORAB**  
**FORD**  
877-845-1130  
[mtorabford.com](http://mtorabford.com)

**LEBANONFORD**  
513-392-1010  
[lebanon-ford.com](http://lebanon-ford.com)

**LINCOLN**  
OF CINCINNATI  
513-239-1532  
[LincolnofCincinnati.com](http://LincolnofCincinnati.com)

**CRONIN**  
*Ford*  
513-367-5300  
[croninford.com](http://croninford.com)

**NORTHGATE**  
*Ford*  
513-385-1414  
[northgatefordcincinnati.com](http://northgatefordcincinnati.com)

**WOODY SANDER**  
*Ford*  
Official Saleen Dealer  
of the Tri-State Area  
513-541-5586  
[woodysandersford.com](http://woodysandersford.com)

**HAAG**  
*Ford Country*  
800-637-9914  
[haagfordsales.com](http://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.

**AMALGAMATED LOCAL 863, UAW**

10708 Reading Road  
Cincinnati, Ohio 45241

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*MOVED? Send this label and your new address to Local 863.*

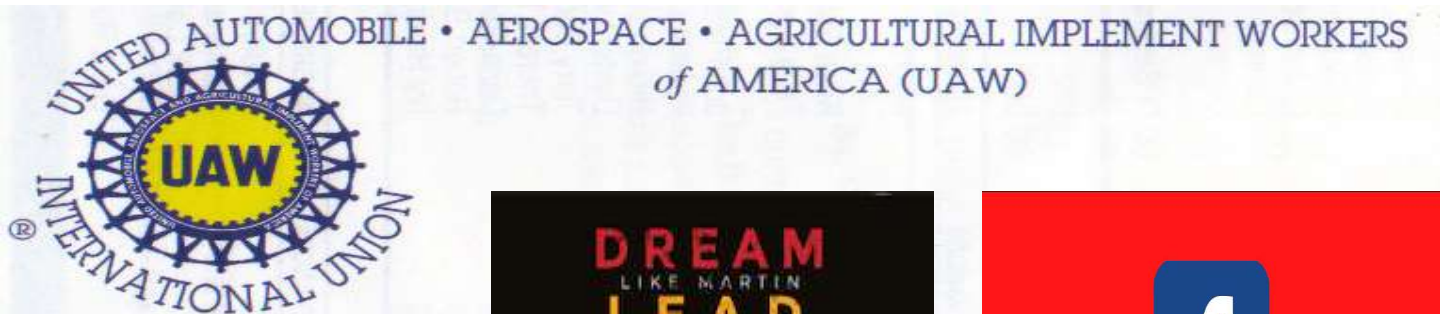
Name

Address

City

State

Zip



**FEBRUARY**

24 Executive Board Meeting

**MARCH**

6 General Membership Meeting, 1pm

10 Executive Board Meeting

13 Daylight Savings Time Begins

17 St. Patrick's Day

18 Softball league and tournament request deadline

24 Executive Board Meeting

**APRIL**

5 Retiree Chapter Meeting, 1pm

7 Executive Board Meeting

8 Hoffman-Combs Scholarship Deadline

15 Good Friday (UAW Negotiated Holiday)

17 Easter Sunday

18 Easter Monday (UAW Negotiated Holiday)

