

Happy Labor Day



Photos were taken at the 38th Constitutional Convention.

“UAW International Executive Board Elections are coming up in October, please make sure that your address is up to date at the Union Hall. Just remember that if you change your address with the company, it does not update at the Union Hall. So, you must update it at both locations.”

Local 685 President Matt Jarvis



Congresswoman Debbie Dingell



Detroit Mayor Mike Duggan



United States Secretary of Labor Marty Walsh



Ron Gettelfinger



UAW International Vice President Cindy Estrada



Michigan Governor Gretchen Whitmer

Editor Note

I do not know about everyone else, but to me 2022 just seems to be flying by. Our Local 685 Membership has continued to do an amazing job as always by building the best quality transmissions and engines money can buy and doing it in a timely manner. Stellantis has been reporting enormous earnings and it could not be possible without all the brothers and sisters here in Kokomo. Keep working hard so we can continue working towards a bright future for the next group of union members to come.

Our Local Leadership has been doing an excellent job of supporting the membership in and out of our factories. They have been creating a comfortable and convenient space at our Local 685 Union Hall and you can tell just by all the fresh faces at the growing membership meetings. More people stand up at the meetings asking questions and getting answers that they normally cannot always get on the floor. This is awesome to me because more people want to be a part of the growing future of our membership and getting an education at the same time. The power is truly in our numbers and the more members we have who we are aware of the current union business the better we know what is going on around us.

Bobcat, Jackrabbit, and Indiana Beach tickets are all made possible by our leadership believing in bringing us all together in solidarity. These are the decisions that members appreciate because we are giving back to our community and our families. Putting it back into our family and putting it back into the membership is the best part of being in a union. Fighting for a living wage and all the other benefits that we all have grown to acknowledge are why being in a union is necessary for maintaining a job in America. Being alone and unorganized is a scary thought in the year 2022, that is why knowing we have a Leadership who fights to keep our jobs and our benefits on top of creating a fun space for our families is the balance we all need to have a fruitful life.

Standing in Solidarity is what we do at Local 685, and that it is everyone involved. Do not give up on each other and keep pushing for a stronger future. Be sure to get out and vote, no excuses. Every UNITED STATES citizen needs to make sure their voice is heard. Voting is how we do that and if you can vote on everything in your country, state, community, house, and team.

I look forward to seeing everyone at the Indiana Beach family event and the Halloween party.

Solidarity Forever!

*****NOTICE*****

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

EDITOR

LOCAL 685 NEWS

LOCAL 685 NEWS

Editor..... John A. Keogh
Co-Editor..... Jerry Scott, Jr.

EXECUTIVE BOARD

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KEP Committeeman Scott Hardy
ITP & KEP Skilled Trades Committeeman Dennis Wright
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TTP Skilled Trades Committeeman Scott Hanner

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REPRESENTATIVES

Attendance Counselors at KTP Mike Woodson
at ITP Tina Durham
at TTP Crystal Farnham
Benefits Representatives at KTP Vicki Smock
at KTP Robin Boone
at ITP Andy Bramel
at TTP Lora Boruff
Health & Safety Representative 1st Shift at KTP Travis Snider
3rd Shift at KTP Gary Wysong
2nd Shift at KTP Josh Perin
1st Shift at ITP Rob Seals
2nd Shift at ITP Daniel Zimmerman
1st Shift at KEP Mike Mehling
2nd Shift at TTP Nate Gillespie
Skilled Trades Unit Chair Steve Workman
International Representative UAW Region 2-B Mark Epley
UAW Chrysler Dept. International Rep Steve Stahl

UAW LOCAL 685 AMALGAMATED UNIT #1 (CONTINENTAL)

Chairperson Cathy Spencer
Vice Chairperson Regina Ashby
Recording Secretary Sammi Cooper
1st Shift Bargaining Representative Rachel Kidwell
2nd Shift Bargaining Representative T.B.D.
3rd Shift Bargaining Representative T.B.D.

UAW LOCAL 685 AMALGAMATED UNIT #3 (STAYWELL)

Chairperson T.B.D.

UAW LOCAL 685 AMALGAMATED UNIT #4 (SBM)

KTP Unit Chair Ron Smith
1st shift Steward Aaron Benson
2nd shift Steward Tondaly Butcher
3rd shift Steward Ed Merriwether
ITP Unit Chair Jeremy Adkins
1st Shift Steward T.B.D.
2nd Shift Steward Tish Waggoner
3rd Shift Steward T.B.D.
KEP Unit Chair Jamie McKibben
1st Shift Steward Twanna Fitts
2nd Shift Steward T.B.D.

UAW LOCAL 685 SBM (TIPTON PLANT)

Unit Chair Jack E. Rayn
1st Shift Steward Mike Fisher.
3rd Shift Steward Kyle Lewis.

The President's Report

Brothers and Sisters,

I hope everyone has had a great summer and was able to take some time off to enjoy it with your family and friends. It is hard to believe 2022 is three quarters of the way over!

In July, Chris, J.D. and I attended the 38th Constitutional Convention in Detroit with the Delegates. It was a convention like none other than I have experienced in my previous conventions. It was a historic convention to set the rules for the UAW membership to elect the International Executive Board (IEB) positions (President, Secretary Treasure, three Vice Presidents and the Regional Directors). There were several other issues of business that were taken care of as well regarding amendments to the Constitution. For example, strike pay at \$400 week will take effect day one of a strike. Also, candidates that are running for the IEB positions cannot accept funds for their campaign outside of the UAW.

With the election for these positions coming up in October

please make sure that your address is up to date at the Union Hall. Just remember that if you change your address with the company, it does not update at the Union Hall. So, you must update it at both locations. The voting will be done by mail in ballot and all ballots must be received by November 28, 2022.

September 5th is Labor Day, please remember all the people who sacrificed their lives and time away from their families to help establish organized labor to set the foundation for us today and for tomorrow. We sometimes take things for granted daily and forget how fortunate we are to have the wages and benefits that our contracts protect us from the companies coming in and taking it all away from us. We see this happen all the time to non-union workforces and the companies do not care. They just want to make the shareholder happy or the owner of the company happy on the backs of the worker that makes them profitable.

I ask everyone to take a step



back and look at where you came from before you were a union worker and compare it to what you have now to what you had then. I know the Union is not perfect, but I am fortunate with what it has provided for myself and my family and hopefully you are too.

September 18th will be our Union Family Picnic at Indiana Beach from 10am - 6pm. I hope everyone enjoys this day with his or her family and co-workers. Thank you to the Local 685 Recreation Committee for organizing this event for the membership.

In Solidarity,

Matt Jarvis



IMPORTANT TELEPHONE NUMBERS

Absentee Call-in	1-800-810-2271
Aetna Medicare Advantage	1-855-406-4062
AudioNet.....	1-800-400-2619
American/Union made product info	www.unionlabel.org
Attendance Counselor KTP, Mike Woodson.....	1-765-454-1040
Attendance Counselor ITP, Tina Durham	1-765-854-4182
Attendance Counselor KEP, TBD	1-765-236-4751
Attendance Counselor TTP, Crystal Farnham	1-765-210-2905
BC/BS of Michigan	1-800-521-0488

BENEFIT CONNECT FOR ALL HEALTH CARE, LIFE INSURANCE AND PENSION CHANGES..... 1-888-409-3300

Benefits Office (KTP)

Vicki Smock	1-765-454-1141
Robin Boone.....	1-765-454-1276

Benefits Office (ITP) Andy Bramel..... 1-765-854-4175

Benefits Office (TTP) Lora Boruff

Bone Marrow Website

CAREMARK (formerly Pharmicare)

Website

Chrysler Financial.....

Chrysler Owner Relations Hotline

Chrysler Parts Discount Program

Davis Vision.....

(Hot Line).....

website:

Delta Dental.....

website (claims information available): www.consumertoolkit.com

Employee Assistance Program

KTP – Sherry Waymire	work phone: 765-454-4992
.....	cell: 765-271-5491
ITP/KEP – Helen Williams	work phone: 765-854-4220
.....	cell: 314-713-4971
TTP – Jami Leslie	work phone: 765-557-6158
.....	cell: 765-416-4358
KEP – Bonna Vore	work phone: T.B.D.
.....	cell: 765-480-7867

Ergonomics Support

KTP Representative, Connie Cavazos.....	1-765-454-4997
TTP Representative, Brent Hollingsworth	1-765-557-6133
ITP Representative, Jeff Lappin	1-765-854-4217
KEP Representative Mike Guinn	T.B.D.

Express Scripts (Retirees) Medicare/Non Medicare..... 1-866-662-0274

Financial Builders Federal Credit Union..... 1-765-455-0500

..... 1-800-858-8874

Greenslips

website: <https://www.ea.chrysler.com/employeeadvantage/login.jsp>

The Hartford (Voluntary Extended Disability Benefit - VEDB) 1-888-525-7575

KTP Committeemen and Stewards

Garry Quirk	1-765-454-4931
Chet Cowan.....	1-765-454-1158
Brandon Starkey.....	1-765-454-1064
Mark Martin.....	1-765-454-1175
Ted Secrease.....	1-765-454-1496

ITP & KEP Committeemen and Stewards

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

Tipton Transmission Plant

Jeremiah Shipley.....	1-765-557-6141
Brandon Weaver	1-765-557-6095
Willis Harvard	1-765-557-6095
Chris Murray.....	1-765-557-6095
Scott Hanner	1-765-557-6096

John Hancock – Long Term Care (LTC)..... 1-800-555-1158

Legal Services..... 1-800-482-7700

Medicare of Indiana..... 1-800-633-4227

website: www.medicare.gov

Merrill Lynch (401K)

Specific questions regarding investment options (Chris Padgett)..... 1-800-937-0844

..... 1-317-706-6953

Met Life..... 1-800-638-6420

Retiree Servicing (BC/BS of Michigan)..... 1-800-521-0488

Retiree's Website

Security (for emergencies)

KTP	1-765-454-1222
ITP and KEP.....	1-765-854-4444
TTP.....	1-765-557-6044

Sedgwick (S&A, EDB. and FMLA)..... 1-888-322-4462

Skilled Trades Office (KTP)..... 1-765-454-1457

Social Security Administration

Solidarity Community Federal Credit Union

..... 1-765-453-4020

Standard Care Network (SCN)..... 1-800-810-2583

Website: 1) www.anthem.com click on Blue Access (PPO)

2) www.bcbs.com/healthtravel/finder.html

Tuition Assistance Program (TAP)..... 1-586-427-6757

TAP Representative KTP, Nick Wunderlich

TAP Representative ITP, Katina Beavers

TAP Representative, TTP, Steve Larson

UAW Local 685..... 1-765-459-3133

(Fax)..... 1-765-454-5464

Website:

US Med – diabetic supplies (active and retiree)

Workers Compensation

Ombudsman Office

website:

Workforce Development Helpline

File a claim on line at.....

Monthly Meeting Notices!

Union Membership Meeting

Tuesday, September 20, 2022

Tuesday, October 18, 2022

8:30 a.m. – 12:00 p.m. – 5:00 p.m.

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

A. Philip Randolph Committee Isaac White, Chair	5:00 PM Thursday, September 22, 2022 Thursday, October 27, 2022
Continental Dining Cathy Spencer	As announced by chair
By-Laws Committee Tony Nelson, Chair	Following the membership meeting As required for By-Law changes
Chaplains Committee Will Price, Jr., Chair	4:45 PM Monday, September 12, 2022 Monday, October 10, 2022
Community Service Kim Story, Chair	4:30 PM Tuesday, September 13, 2022 Tuesday, October 11, 2022
Education Committee Anna Sturgell, Chair	4:30 PM Wednesday, September 7, 2022 Wednesday, October 5, 2022
Executive Board	4:30 PM Wednesday, September 14, 2022 Wednesday, October 12, 2022
Howard County CAP Tina Durham, Chair	5:00 PM – UAW Local 685 Wednesday, September 28, 2022 5:00 PM – UAW Local 1166 Wednesday, October 26, 2022
CAP Committee Mandi Drake, Chair	5:00 PM – UAW Local 685 Wednesday, September 28, 2022 Wednesday, October 26, 2022
Recreation Committee Kym Dieselberg, Chair	4:30 PM Thursday, September 1, 2022 Thursday, October 6, 2022
Stewards Council	5:00 PM Monday, September 19, 2022 Monday, October 17, 2022
Veterans Committee Jen Greathouse, Chair	2:00 PM Sunday, September 11, 2022 Sunday, October 9, 2022
Women's Committee Tammy Mohr, Chair	5:00 PM Tuesday, September 6, 2022 Tuesday, October 4, 2022
Union Label Committee Anna Cook, Chair	5:00 PM, immediately following the membership meeting Tuesday, September 20, 2022 Tuesday, October 18, 2022

Retirees Regular Meeting Pot Luck

Wednesday, September 14, 2022

This is the retiree annual cookout. Please bring desserts only.

Wednesday, October 12, 2022

6:00 P.M.

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

Bring a Covered Dish - Bring a Friend

UAW Local 685 Retirees Chapter

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

“Stock It”

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

Just one item from each person, just once a month

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

CHAPLAINS COMMITTEE

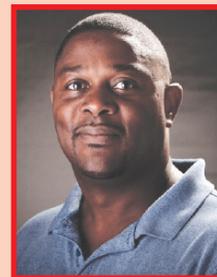
If you need help with any spiritual needs, feel free to call a chaplain through your steward or call the Union Hall (459-3133). All the members of the committee have received a call to be of service to our members. You may request a certain chaplain, or you may simply request that one of the chaplains be available to help in your time of need. They stand ready to help meet our spiritual needs.

Local 685 Chaplains Committee:

	Dept.	Shift
Will Price, Chair	Retired	ALL
Bill Patrick	Retired	ALL
Roland Tyler	Retired	ALL
Kerry Ellison	Retired	ALL
Henry Carter	Retired	ALL
Mike Woodson	Dept. 4190	1
Lori Dame	Retired	ALL
Jeremy Hook	Dept. 7700	1
Bill Waggoner	Retired	ALL
Ronald Riebe	TTP	1
Omar Daniels	Dept. 5690	1
Larry LaVictoire	Dept. 5690	2

Local 685 Civil Rights Committee

Aaron St. Clair, Chair



Hello union brothers and sisters,

I pray this year has been good to you and your loved ones. The Local 685 Civil and Human Rights Committee is charged with the responsibility of assisting the Local Union Leadership in the implementation of the UAW “No Discrimination” Policy. The role of the committee is to assist, educate, and mobilize local union members and leaders in the elimination of all forms of discrimination in the workplace and community.

***(Your Union Steward is your first contact point for assistance with these matters.)
Following the directive to educate, please enjoy the following article, copied from
(History on the NET)***

What is the NAACP?

The National Association for the Advancement of Colored People is the largest, oldest, and most well-known civil rights group. It was founded in February 1909 and now has over half a million members. The principal goal of the NAACP is to ensure social, economic, and political equality of minorities in the U.S. and to eliminate racism.

Establishment

The NAACP was formed back in 1909 after the 1908 race riot that took place in Springfield. The founding members were appalled by the horrible practice of lynching and the overall violent treatment of blacks in the country. Many of them were white liberals, and their first call to meet and discuss racial justice were signed by about 60 people, among which only 7 were African American. The NAACP still exists today and strives to remove all racial discrimination through democratic means.

The NAACP celebrated their 113th National Convention during the month of July this year. There were workshops, discussion forums, and contests for the youth, a mix of government and union leaders and other powerful speakers on hand to engage, entertain and enlighten the attendees.

We were fortunate to have the sponsorship and support of our local union for two of our UAW 685 members to attend and participate in the activities.

Hopefully you enjoyed this article and found something enlightening or interesting that serves to impact your thoughts in a positive way. Wishing everyone a safe and enjoyable summer.



Norris O'Bannon (685) with UAW International President Ray Curry.

UAW LOCAL 685 VETERANS COMMITTEE PRESENTS:

13th Annual Golf Outing Fundraiser

October 9, 2022

American Legion Golf Course
2604 S Lafountain St
Kokomo, IN 46902



Check-in: 8:30am
Opening ceremony: 9:20am
Tee Time: 9:30am

**\$40 for American Legion
Golfing Members**
\$50 Non Members

**Proceeds will support
Veterans within Local 685
and our community.**

- 18 holes
- 50/50 Raffle
- Mulligans for \$5
- Silent Auction
- Prizes for 1st, 2nd, and last place. (prizes TBD)
- Lunch will be served!



Pre-register your team by turning in this form and money by October 1, 2022. Number of carts are limited, so please pre-register ASAP by texting the Veterans Committee chair, Jen Greathouse at 765-507-1256, or give this form to any Veteran Committee member.

Team Captain Name: _____ Phone Number: (____) _____

Player Name: _____ Phone Number: (____) _____

Player Name: _____ Phone Number: (____) _____

Player Name: _____ Phone Number: (____) _____

UAW Local 685 Recreation and Conservation Committee

Kym Dieselberg, Chair



I just love this time of year. Fall has always been my favorite season! Like I said in the last newsletter, the time to relax for the committee is over and we are in full swing for the rest of the year. We had an ice cream social in June, July, and August which was nice to use the new pavilion and we even had some second shift members step up to help serve for their shift. Baby steps, but we will get there one day at a time. We would love to see more of that as we continue to come up with ideas to help you get involved with your union and meet other members.

On September 18th, we are bringing back the Indiana Beach event and it has proved to be a VERY popular idea this year! We were very happy that everyone was excited to go back to the day when we went there years ago, I believe it was 2007. We have had so many members tell us that they remember when they came with their parents, what great stories we have heard, and I believe that we will hear more about the same thing after this year. We are hoping to continue this tradition throughout the years.

We will start our Fall Golf League on September 7th with 18 teams. There are some familiar faces from last year and a few new ones also. It is so much fun to get out on the course with all the people we have worked with throughout the years and make new friends too. Everyone will have a great time and we will announce the winners in the next publication.

The Adopt-A-Highway program is set for October 1st, and we will be cleaning up the bypass near ITP and KEP. It feels good to do the conservation side of our committee because these opportunities don't always come up where we can participate. We are hoping to also do some of the programs here in Kokomo such as the "Keep Kokomo Beautiful" campaign to help our community.

We have the UAW Halloween Party on Oct 16th. There will be so many good costumes. I just LOVE HALLOWEEN! We will have a costume contest and will include some pictures in the next newsletter. Members, please bring your children and grandchildren to share in the fun activities, such as face painting, pumpkin decorating, coloring pages and the bouncy houses. They are always such a HUGE hit.

Last but, not least we included UAW Local 1166 and 1302 for our "Battle of the Plants" softball tournament in October at Northwest Park. A charity called "Buck Up" that deals with mental health issues will be our focus for raising money. It is always a great time for everyone to get together for some healthy competition with our traveling trophy going to the winning plant. I will be sure to add that in our next article.

Phew, that is a lot of stuff to talk about and let me tell you, it is a lot to do too! Please, just come out and get involved as much as you can. Your membership dues are what we use to do all the fun things and we appreciate each one of you. We have even had a request for a Turkey Shoot. We are open to just about anything.

Happy Fall Y'all and SOLIDARITY FOREVER!





Local 685 Women's Committee

Tammy Mohr, Chair

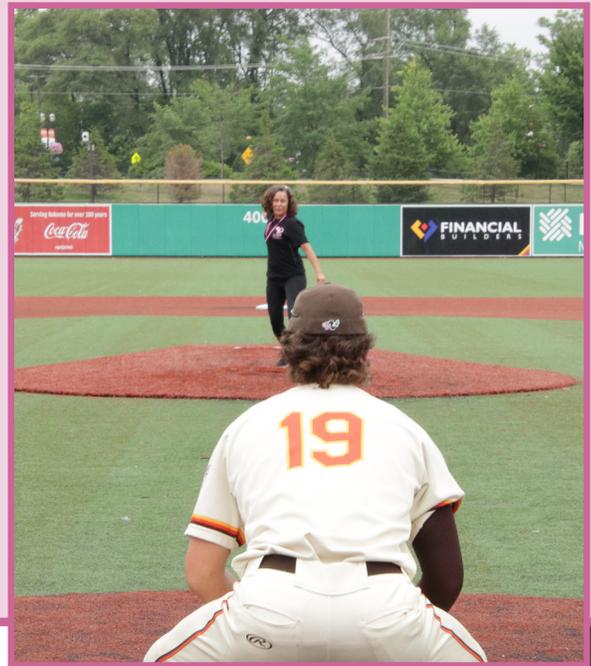
This year, UAW Local 685 sponsored a Kokomo Jack Rabbit's baseball game. Everyone who came to the game got a pink ribbon. We also sold our Duck Cancer t-shirts and our pink rubber ducks with a special message on them from the Women's Committee.

Samantha Rich a machine operator at KTP in department 9400 and was just diagnosed with breast cancer and was honored by throwing out the 1st pitch at the game. Samantha will be our representative for the fight against breast cancer this year. She will be sharing her journey with the fight against breast cancer with us and we will be supporting her along the way.

We are planning two events in October a "Sing for the Cure" at the Elite Banquet Center with a vendor booze sign on auction and cash bar. Treblemakers DJ and Karaoke will supply the entertainment. October 30th we will have a Jeep or Treat and it will benefit the fight against childhood cancer. It will be held in the back field of the UAW Local 685 Union Hall. Jeeps will pay \$20 to park in the field all proceeds will go to the Peyton Manning Hospital for the fight against childhood cancer.

Lastly, there will be a Halloween parade for the children with treats, a duck pond, food vendors and proceeds will benefit the fight against childhood cancer. Chuck Hewitt who works at the engine plant will be doing the disk jockey with his Boggie Nights DJ services.

If you are interested in participating in any of these activities, please contact Tammy Mohr at (765)-419-1957



Red Bird

Trueman Coppock, Dept. 4380

Wow! Upon clicking onto the Hub, I was greeted by a beautiful Red Ram Truck. The owner, Brooke Gillem had won the Stellantis Employee Calendar photo contest. To my understanding this award has been a long time coming to a KTP employee. I was glad to see employees engaging in this type of program with the company. Upon reading her testimony with it, I was impressed with Brooke's determination to fulfill a childhood dream. "Set a goal in life and pursue it." We here at KTP are blessed with good jobs that can help us obtain our goals in life. Thank you to our union and all the years of representing us. Congratulations to Brooke Gillem and may God's blessing continue to enrich her life.



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Local 685

A. Philip Randolph Committee

Isaac White, Chair

Greetings brothers and sisters of the great UAW Local 685. I am overloaded with information from APRI 51st Annual Educational Conference which was in Baltimore, MD. This is not the platform to unpack the information from the conference so, if you are curious, please come and join our APRI Kokomo Chapter Organization, where the information is shared.

APRI "Renewed, Recharged, and Ready for the Fight"

In Indiana this year we have a general midterm election on Tuesday, November 8, 2022, and voting is from 6am to 6pm. So, what this means is voters choose Senators, House of Representatives, and local elected officials. People, I encourage you to have conversations pertaining to voter registration and make sure the people around you are registered voters. If you know voters who need rides to the polls, please let me know.



A. Philip Randolph was born April 15, 1889, in Crescent City, Florida. Randolph was one of the nation's foremost spokesmen for black labor. In 1925, he organized and served as first president of all black International Brotherhood of Sleeping Cars Porters. The 1934 Wagner Act finally created a level playing field enabling the Brotherhood to win a contract in 1937 with the Pullman Company, the first ever between a company and a black union.

"A community is democratic only when the humblest and weakest person can enjoy the highest civil, economic, and social rights that the biggest and most powerful possess." A. Philip Randolph.



Local 685 Community Service Committee

Kim Story, Chair

We had a food truck in June and July and between the two, we helped 495 families consisting of 1,000 individual adults, senior citizens, children, and military members. I am very appreciative of the members of the Local 685 Community Service Committee for showing up and showing out when it's time to take care of business. Thank you for all you do.

Local 685 Community Service Committee presented a check for \$10,294.00 to Brian Rothenberger CEO of the Lupus Foundation of America, Indiana Chapter, he was very ecstatic to receive the donations and the money will be used to help Lupus Awareness statewide.





Civil Rights

Civil rights are everybody's rights. If you need assistance from the Civil Rights Committee of UAW Local 685, contact your union steward.

Local 685

Civil Rights Committee: Plant

Aaron St. Clair, Chair	KEP
Dana Wilson	Retired
Charline Alexander	KTP
Norris O'Bannon	KTP
Belinda Gardner	KTP
Shawana Morland	KTP
Kim Story	KTP
Misty Oliver	TTP
Brad Fowler	TTP
Donita Humphries	KTP
Hector Salazar	KEP

Chaplain's Committee

William Price, Chair



We are called to be a blessing!

The response of our 38th Constitutional Convention we are mindful that all our membership has found it in article 41 of our UAW Constitution. Article 41 Section 2 it shall be the duty of each member to render aid and assistance to brother or sister members in cases of illness, death, or distress and in every way acquit her/himself as a loyal and devoted member of the International Union. You can find your UAW Constitution at uaw.org.

The Local 685 standing committees are working to sustain the working relationships and coalitions that were found on Article 41 and Section 2 repeatedly. Reaching out and up to help the broken-hearted the destitute flood victims both near and far as our elected officials of 685 stand close to ensure we have what we need to get the job done from Covid-19, breast cancer survivors to feeding the hungry in our community. They volunteer to serve just because it's the right thing to do; Agape Love, doing something without looking for anything in return.

Great respect to the two great chaplains who have retired, Henry Carter and Kerry Ellison. I considered it a privilege and high honor to have served as Chaplain with these two great servants of this union. For we are the United Automobile, Aerospace, Agricultural Workers of America and we are Solidarity forever! Happy Labor Day! We are all laborers together and with God all things are possible. Matthew 19:26

UAW Local 685 Information and Referral Assistance Program

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

Contact Kim Story – Community Services

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

DEP Exam

Disability Evaluation Physical Exam

Vicki Smock, Robin Boone,
Andy Bramel and Lora Boruff
Benefits Representatives

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

38th Constitutional Convention



Anna Cook, Delegate



I would first like to thank the membership for sending me as an alternate delegate to the 38th Constitutional Convention to represent UAW Local 685. I learned a lot about how our organization votes and amends our constitution. I was also reminded that the "Big Three" are not all that makes up the

UAW. We had delegates who are nurses, casino workers, teaching assistants, John Deere assemblers, and many more. Sitting in the audience gave me a chance to watch and learn how the UAW conducts business. I can say that Roberts Rules can get a bit confusing. However, the seasoned men and women at the convention were able to navigate the rules quite well.

I am extremely proud of our delegates. I watched them stand together and support each other. Many times, throughout the week they faced fierce opposition, but still held firm to their beliefs. I can tell you that our delegates voted in the membership's best interest and did not let the opinions of others sway them. Now that the nominees for the top offices of the International Executive board and directors for the regions have been named, I challenge each of you to do your research. Learn who these candidates are and what they stand for. We are about to elect these men and women to lead us into our next contract which is bound to be a fight. So, ask questions and learn all you can to educate yourselves. The choices we make in the coming months will affect us for years to come. In solidarity brothers and sisters.

I ask you to please vote!

In Solidarity



Chris Pavey, Delegate



Union Brothers and Sisters, first off I would like to thank every one of you who put their trust in me to represent UAW Local 685 as delegate at the 38th Constitutional Convention. It was my honor to go on our Local's behalf. Attending the convention as a first timer was an experience all in itself.

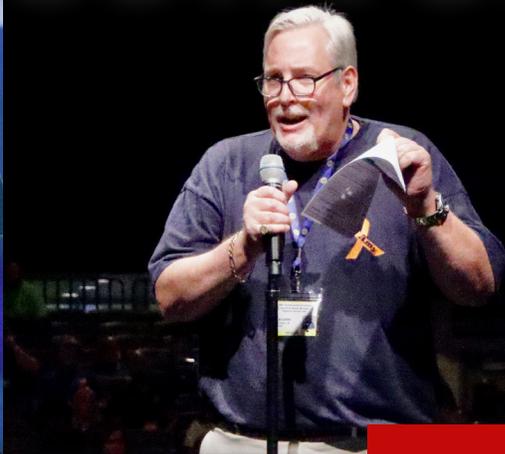
We were able to see good debates on subjects that needed to be talked about. We also got to see a few changes that I believe will be very impactful to the membership if it's ever needed. One of these changes was to our strike pay. I know that might be a touchy subject right now, but I assure you that Local 685 delegates stood for increasing the strike pay to \$500. We might not have won that resolution change, but we did win the debate for getting strike pay starting day one of the strike. That my brothers and sisters is a BIG win in my opinion.

I encourage everyone to get more familiar with our UAW Constitution and our other books such as the Bylaws and Local Contract. I know I'll be studying them more and more in hopes to go back to the next convention and make more gains for our membership. Knowledge is power, and the body of delegates is the power of the convention. I see the body becoming a stronger power in years to come as we have more and more people trying to make their voices heard. I appreciate your trust and support.

In Solidarity



onal Convention



Steve Workman, Delegate

Brothers and Sisters,

I would like to start by saying thank you for the opportunity to serve the membership as a delegate to the 38th Constitutional Convention. I feel the convention was very informative. The pro and con debate was very spirited. For those of you that don't know, this convention's purpose is to review any proposals/changes to the International Constitution submitted by the local unions on articles of rule which set the guidelines for the UAW to operate. Nominate the International Executive Board (IEB) members including President, Vice Presidents (elect three currently), Secretary Treasurer, and nominate and elect two Trustees. The Delegates also nominate the Regional Director candidates. We will all vote by mail-in ballot for the top offices later this year due to the One member One Vote system we all voted for this past year.

Some of the hot topics included strike fund, strike pay and as always pay for the IEB members. The delegation was able to get strike pay starting day one and the amount will be \$400 per week. I would also like to add for anyone that doesn't know, your insurance is also covered by the UAW during a strike. The IEB had requested a raise of three percent and after a long debate this item passed with a majority vote of more than 500 delegates for the raise.

The strike fund is on track to hit the key amount of 850

million by December 2022 which would lower the dues back to our original amount of 2 hours monthly according to the report given. I will gladly answer any questions you may have about the convention if you would like. Members can email me at sworkman91@gmail.com or stop by the shop on first shift.



(L to R Steve Workman, Steve Brooks, Rick Ward, Matt Jarvis, Chris Steward, J.D. Cowsert)

In Solidarity!

Trenton Willis, Delegate



Sisters and Brothers, I recently had the opportunity to attend the 38th Constitutional Convention in Detroit, Michigan. The theme for the convention was "Building Our Tomorrow Today." The UAW Constitution is the highest law of our union. The UAW International Board (IEB) was responsible for carrying out all the programs and policies that were approved by the Constitutional Convention Delegates. Each Local Union Delegate numbers are based on the membership size. UAW Local 685 is one of the bigger locals in the country.

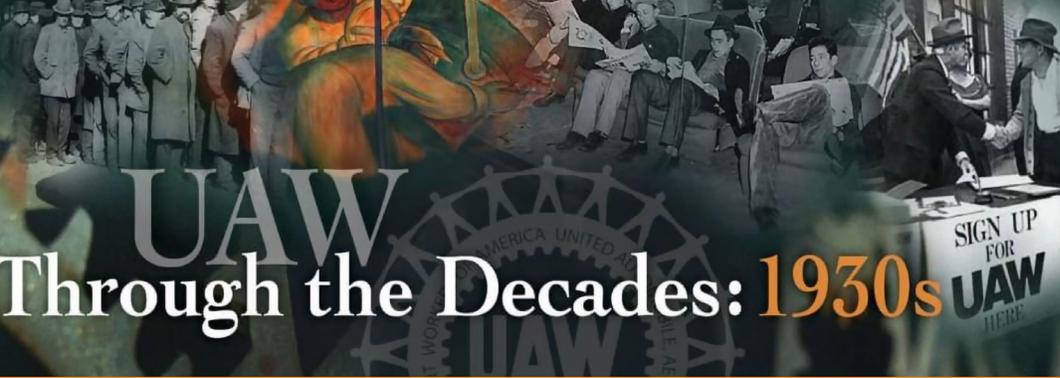
Within the first few days, we had a lot of guess speakers that came and spoke to us. Some of these people were Congresswoman Debbie Dingell, Detroit Mayor Mike Duggan, Michigan Governor Gretchen Whitmer, United States Secretary of Labor Marty Walsh, and former IUAW Presidents Rory Gamble and Ron Gettelfinger, who both also received the President Emeritus status by a vote from the convention delegates. These guess speakers spoke to us about the what the UAW means to them, the growth of our union, and how to stand stronger in solidarity. Our IEB also had the chance to speak. In their speeches, we were informed that Vice President Terry Dittes and Vice President Cindy Estrada are retiring along with three of our union regional directors.

As delegates, we had the opportunity to debate the proposals and resolutions that were submitted by all the locals of the UAW. Debates were on topics like raising the strike pay, beginning strike pay on day one, and giving the IEB members a three percent pay raise. One of the most important things to me at this convention was when all the delegates supported and unanimously approved that the IEB use a resolution that will authorize them to use legal resources to help recoup the \$12.9 million that former UAW officials illegally used in their corruption. This was huge because the membership shouldn't be punished for their actions.

As a conclusion, I want to thank the experienced delegates that were elected because honestly without them, our membership would have been lost with just unexperienced members like myself at this convention. With that being said, I encourage the Local 685 Membership to get a copy of the 2022 UAW Constitution book and a copy of our current Local 685 Bylaws book. Reading and understanding these two books will give members important information that is needed. Understanding how Roberts Rules of Order is followed during meetings and why the convention is conducted the way it is.

The 38th Constitution Convention was bigger and different from what I had expected. I also want to encourage our experienced delegates and current/former elected officials to continue to teach the language both locally and internationally to our membership. It's up to the experienced and unexperienced to teach and learn what our union is about and what we stand for. All it takes is hard work, dedication, prayers, and belief. "Education is the key to unlock the golden door to freedom." – George Washington Carver.

IN SOLIDARITY!



UAW Through the Decades: 1930s

The UAW was formally founded on Aug. 26, 1935, in Detroit, Michigan. But our roots stretch back at least two decades earlier when mass production methods led to a huge growth of industrial jobs in the upper Midwest.

In 1914, Henry Ford launched his conveyor belt-driven assembly line to mass produce automobiles. The process cut the time to build a Model-T from 12.5 hours to 93 minutes thereby driving down costs and making cars affordable to the middle class. Consumer demand led to an explosion of hundreds of assembly and parts factories in the upper Midwest and with it a large migration of workers to fill the factory floors.

The work was brutal as line speed-ups made production dangerous in a time with almost no work safety laws. But because jobs were ample, it was a simple matter to quit one assembly line in the morning and be working at a different one across the street by afternoon. That was true until the Great Depression. From 1929 to 1932, sales of new automobiles fell by 75 percent. By 1933, 13 to 15 million Americans were unemployed and nearly half of the country's banks had failed. Autoworkers now faced the drudgery and sheer pain of the assembly lines with little recourse.

Early on, workers tried to organize, but few laws protected their rights. Company owners refused to recognize unions and many labor disputes ended violently - with workers on the losing end. Even then management controlled

politicians who in turn used police as private armies to break up strikes. Despite this climate, President Franklin Roosevelt signed the Wagner Act in 1935 that mandated that employers recognize and bargain with legitimately organized unions.

By 1936, a number of factors had aligned that would lead to one of the greatest organizing victories of the modern era - the Flint Sit-Down Strike. The economy was picking up and automakers anticipated strong demand and profits. The Wagner Act now protected union organizing. But intimidation still ran rampant. Instead of walking off their jobs and leaving the plants open to be filled with replacements, GM workers simply sat down and stopped working on Dec. 30, 1936. Friends and family sent in food and blankets, and marched the picket lines for the sit-downers. GM tried to enlist the police and National Guard, but the tide had started to turn. Public support for the workers was growing. Michigan Governor Frank Murphy recognized the shift and power of voting workers and refused to deploy state power to fight the workers. President Roosevelt also would not abet management.

After 44 days, GM relented and recognized the United Auto Workers as a bargaining agent. Chrysler and other parts suppliers were also hit by sit-down strikes and soon agreed to abide by the Wagner Act. Ford was the lone holdout and would not recognize the UAW until 1941.

THE EARLY, E OF AUTO O



Even before the first automobile rolled off an assembly line, the earliest roots of auto unions can be found in the carriage and wagon building industry. In 1891, the AFL chartered the International Union of Carriage and Wagon Workers. Interestingly, IUCWW covered all workers in their industry, including production workers, even though the AFL had long advocated that only skilled workers should be organized.

By 1913, industrial America was changing and the Carriage Workers added the word "Automobile" to their name. The AFL demanded that they drop the word, but the union refused. At this point, most of the union's members were skilled: painters, trimmers, sheet metal workers, woodworkers, upholsterers. What unified these members was a strong identity that they considered themselves "autoworkers."

The tensions soon reached a boiling point between the AFL and the IUCWAW. Other craft unions regularly raided the IUCWAW shops. Their core base - Carriage and Wagon manufacturing - was a dying industry. Their membership was down to 3,000 and shrinking.

Sensing its weakness, in April 1918, the AFL kicked the IUCWAW out of the federation. That act was a watershed moment that allowed the union to finally focus on its mission of organizing wall-to-wall in the auto industry. On Sept. 2 of that year, the IUCWAW shed the last of its AFL ties and renamed itself: United Automobile, Aircraft and Vehicle Workers of America. By 1920, membership reached 45,000. But those numbers soon came crashing down as a disastrous strike at Fisher Body in 1921 severely weakened them.

In the 1920s, they became the Auto Workers Union (AWU), and infighting between Communist and Socialist factions dominated this decade. Membership dropped to 800 in 1932. The lasting con-



EARLY ROOTS ORGANIZING



tribution of this period was a serious effort to talk about rising above prejudices against race, nationality, gender and age as necessary prerequisites to forming unions. These were novel ideas at the time, but took root among workers.

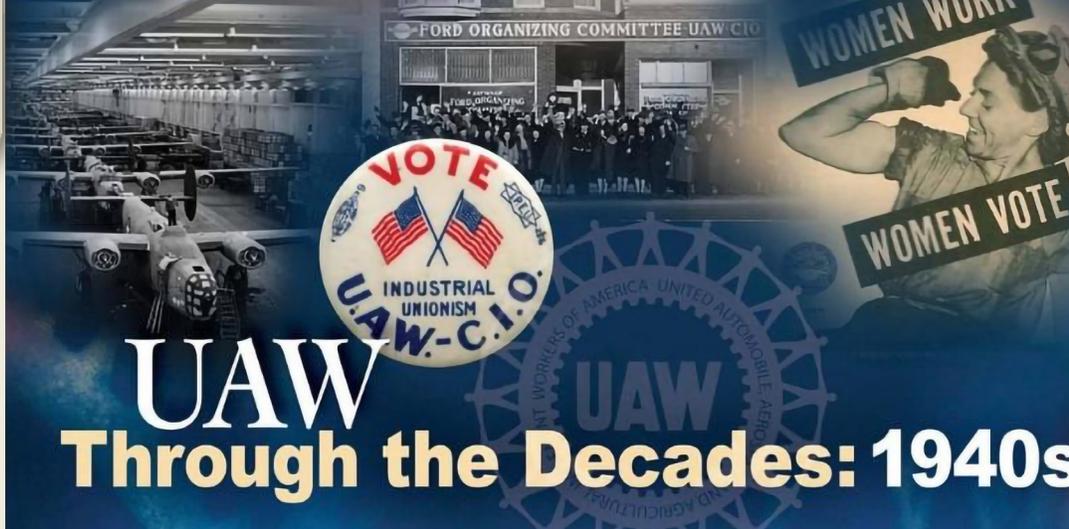
The Depression spurred more organizing which was often violently put down.

Sometimes the strikes were spontaneous and the Auto Workers Union joined later; some were organized by the AWU or other newly formed independent auto unions. The leadership of the AWU always attempted to politicize the strikes as stands for Communism, but most workers saw their strikes just as efforts to improve their working conditions. By the 1930s, the AWU had disbanded and its remaining members joined the many independent splinter groups and unions such as the AIWA (Auto Industrial Workers Association), AAWA (Associated Auto Workers of America), and MESA (Mechanics Educational Society) that had formed in the period.

In the meantime, the AFL had made minor efforts to organize in auto after throwing out the Carriage and Wagon Workers union.

They had chartered small locals, but had refused to create an international union for fear of militancy and strikes. When auto employment began to pick up again by 1933, a new attitude emerged among the unorganized. They saw their jobs as valuable and wanted to secure them with seniority, increased wages, an end to speedups, etc. These unions put pressure on the AFL and demanded an international. **And in 1935, the AFL caved and a national convention was held, founding the International Union, United Automobile Workers of America.**

The AFL severely restricted the early UAW's jurisdiction, but it was too late. After resisting the UAW's demands and protests, the UAW eventually left the AFL with other unions and formed the CIO, thus giving rise to our union of today.



UAW Through the Decades: 1940s

As the 1940s started, the UAW had grown to almost a quarter million members, even as World War II had started to spread across Europe. Ford was the last of the major auto assembly companies to recognize the UAW and only after a now iconic photograph of Walter Reuther, bloodied and bruised at the hands of Ford security, turned public opinion against the company. The Battle of the Overpass, as it came to be known, crumbled Ford's resistance, and by 1943 the UAW was the largest union in the United States.

Much of the 1940s was dominated by World War II and the shifts in production brought about by militarization of factories. In 1940, President Roosevelt called for the United States to become an "arsenal of democracy" whereby we would manufacture airplanes and armor for England. Reuther proposed that the UAW help build 500 planes a day on existing assembly lines because the aircraft industry had been a notoriously anti-union, low-wage industry. But auto execs were reluctant to transform auto factories into defense plants for fear of losing profits on car sales. They attacked Reuther's plan on every front and were appalled that the UAW would dare suggest how corporations run their businesses. Although the opposition to his 500 planes plan succeeded, Reuther's public presence, energy and ideals won him public attention and respect of the White House.

With men heading to battle, women now filled their jobs on the home front. Auto companies tried to pay the women less, but the UAW pushed back hard and demanded equal pay for equal work. Even after the war, the huge influx of

returning of veterans flooding the job market allowed employers to hold wages down as workers competed for jobs. The automakers were also slowing production and raising prices because their government contracts were expiring. Despite the economic challenges at the bargaining table, the UAW developed innovative bargaining strategies during this time where it would negotiate with one of the big automakers to set a bargaining standard for the others. Reuther called this strategy, getting a foot in the door." This post-WW II period was also a time of many strikes, including a 113-day strike at GM in 1945.

All of labor's victories did not go unnoticed. While the UAW grew, so did the business lobby. As a response to the rising union movement, postwar strikes and Cold War hostilities, Congress saw labor unions as becoming too powerful and passed the Taft-Hartley Act in 1947. The law drastically revised the Wagner Act and repealed the Norris-LaGuardia Act. For example, the law prohibited jurisdictional strikes, wildcat strikes, solidarity or political strikes, secondary boycotts, secondary and mass picketing, closed shops and monetary donations by unions to federal political campaigns. It also required union officers to sign non-communist affidavits with the government. Union shops were heavily restricted, and states were allowed to pass right-to-work laws that outlawed closed union shops. Furthermore, the executive branch of the federal government could obtain legal strikebreaking injunctions if an impending or current strike imperiled the national health or safety.

Happy RETIRING MEMBERS

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

interest to you. Check out www.chryslerretirees.com.

As a retired member of the Local Union, you are automatically a member of our Retirees Chapter. Their regular meetings are held the second Wednesday of

There is a website that may contain information of



Richard Chipps
Machine Repair
Corp. Date 3-02-98



Russell Cunningham
Dept. 8700
Corp. Date 4-11-94



Jeffry Denning
Dept. 8100
Corp. Date 1-10-84



David Forrester
Dept. 4190
Corp. Date 9-5-85



Dale Frederick
Dept. 9400
Corp. Date 4-22-96



Jeffrey Linn
Dept. 3200
Corp. Date 5-13-96



Jeffrey Miller
Dept. 7700
Corp. Date 10-17-94



Jacquelyn Onugha
Dept. 7700
Corp. Date 5-17-99



Shannon Pickett
Dept. 4270
Corp. Date 11-10-92



James Renbarger
Jitney Repair
Corp. Date 5-24-93

In Memory

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



Jeff Baugher

Retiree - Dept. 3200

Dennis Hawley

Retiree - Dept. 4190

Robert "Bob" Pierceall

Dept. 9600

Sue Ann Henson

Retiree - Dept. 7261

Kenneth Lepossa

Retiree - Dept. 7400

James "Jim" Pedro

Retiree - Dept. 7900

Charles "Leo" Daily

Retiree - Dept. 4270

Michael L. Brankle

Retiree - Dept. 8300

Charleen Brown

Retiree - Dept. 8000

Russell Bagwell

Retiree - Dept. 3200

Angeline Powell

Active - Dept. 6000

Retirement

OF UAW LOCAL 685

each month at the Local Union Hall. The meeting starts at 6:00 P.M. and includes a potluck dinner. We urge you and your spouse to attend. You will enjoy renewing acquaintances with old friends and fellow workers and

forming new friendships. You will benefit from joining with them in support of programs designed to advance the interests of retired members and their families.



Amy Haus
Dept. 4270
Corp. Date 6-02-92

Chris Heisele
Toolmaker
Corp. Date 1-21-97

Mark Hendershot
Toolmaker
Corp. Date 12-17-92

Torry Hunsberger
Dept. 6100
Corp. Date 2-14-94

John Kramer Jr.
Millwright
Corp. Date 9-20-98



Jeffery Sirmons
Dept. 7900
Corp. Date 11-17-92

Steven Thompson
Machine Repair
Corp. Date 1-6-87

Darlene Alva
Dept. 6000
Corp. Date 5-08-96

Carolann Holder
Dept. 6200
Corp. Date 11-19-97

Charles Stroud
Dept. 7100
Corp. Date 2-09-98

Brent Bumgardner
Dept. 4381
Corp. Date 5-26-92

Christopher Kirby
Dept. 8800
Corp. Date 4-29-96

Stephen Wolfe
Dept. 8380
Corp. Date 5-03-96

Karen Dixon
Dept. 4920
Corp. Date 2-09-98

Travis Lewis
Dept. 4380
Corp. Date 7-06-92

Keith Drury
Dept. 4190
Corp. Date 1-11-84

Larry Shively
Electrician
Corp. Date 7-08-96

Thank You Cards

From the families of:

Audrey Lorraine Hogan, Cecil Moss, Billie Thompson, Sam Laughner, Juanita Pearl Geberin, Mike Ballard, Debra Blakley, Jeffery Baugher, James "Jim" Pedro, Colleen Trueblood, Barbara Bahney, David Heckert, Joseph Edward Smallwood, Vicki Lynn Haworth, Lisa Marie Mannion, Gary Dausman, Sandra Tishner, Rodney R. Goode and Marion C. Crume.

UAW Local 685
929 East Hoffer Street
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-NOTICE-
Skilled Trades

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

Thursday, September 15, 2022
Thursday, October 13, 2022
8:30 AM – 1:30 PM – 4:30 PM

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

UAW Local 685

Information and Referral Assistance Program

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

Contact Kim Story
Community Services

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

Phone 765-459-3133