



AUTOMOBILE • AEROSPACE • AGRICULTURAL IMPLEMENT WORKERS of AMERICA

CASTING CORNER

REPRESENTING WORKERS AT FCA KOKOMO CASTING PLANT

KOKOMO, INDIANA JUNE 2019

SOLIDARITY

Local 1166

- Scott Flatford President
- Scott Arion Vice - President
- Doug Harnish Rec. Secretary
- Ron DeWeese Financial Secretary
- Bryan Williams Publisher
- Hannah Fields Publisher

UAW Local 1166
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Union Hall 459-4119
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FOREVER



UAW Local 1166 Union Views

Local 1166 Officers

Executive Board

Scott Flatford	President
Scott Arion	Vice President
Doug Harnish	Recording Secretary
Ron DeWeese	Financial Secretary
Rich Grant	Chairman of Trustees
Donald Mutchler	Trustee
Josh Applegate	Trustee
Paul Nibert	Sergeant-At-Arms
Craig Reed	Guide
Terry Kingseed	Skilled Trades Committeeman
Brian Cottingham	Production Committeeman
Bill Friskey	Retirees' Chairman
Juawana Smiley	Unit 2 Chairperson

Stewards

Rich Ritter	1st Shift Steward
Jai Roberts	2nd Shift Prod. Steward
Phil Beckner	2nd Shift S.T. Steward
Gregory Howard	3rd Shift S.T. Steward
Jerry McKay	3rd Shift Steward
Kim Graham	Unit 2 1st Shift Steward
Staci Byrd	Unit 2 2nd Shift Steward
Kim Rickey	Unit 2 3rd Shift Steward

Alternates

Gary Osborne	Alt. Prod. Committeeman
Luke Ellis	Alt. S.T. Committeeman
Mike Bultman	1st Shift Alt. Steward
John Ivy	2nd Shift Alt. Steward
Bruce Lintz	2nd Shift S.T. Alt. Steward
Jason Flaty	3rd Shift S.T. Alt. Steward
Paul Nibert	3rd Shift Alt. Steward

International Appointments

Mike Cox	Attendance Counselor
Mary Ann Fitzgerald	Alt. Attendance Counselor
James Boyer	Benefits Rep.
Doug Hendrix	Alt. Benefits Rep
Craig Eden	Employee Assistance Rep.
Mike Lott	Ergonomic Analyst
Ken Waisner	Health & Safety Rep.
Sharie Curry	LTTC Production, TAP Rep.
Matt Harsh	LTTC Skilled Trades
Joe Cook	WCM Specialist
Emily Summers	WCM Specialist
Jeff McCombs	Safety Trainer

Chairpersons of Standing Committees

Joe Cipov	Community Action Program
Terry Lindsay	Chaplain
Vincent Grier	Civil and Human Rights
Wendy Browning	Recreation
Cheryl Pelfrey	Constitution & By-Laws
Duane Wyant	Education
Sandra Hanneken	Election Committee
Bill Friskey	Skill Trades
Marchelle David	Union Label
Phillip Schrauben	Veteran's Committee
Rochelle Swygert	Women's Committee
	Consumer Affairs
Emily Summers	Community Service

WHEN YOU HAVE A CHANGE OF ADDRESS LET US KNOW

Union Hall 459-4119
E-Mail: uaw1166@att.net



**Deadline for the June union views
is June 8th, 2019**

uaweducate1166@att.net



UNION MEETING NOTICE

The next membership meeting will be held
June 8, 2019 at 9 a.m.

The E-Board meets at 8:00 a.m. followed by the
Regular Membership at 9:00 a.m.





ROLL CALL

<u>Executive Board</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Appointed</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>
Scott Flatford	✓	✓	✓	Mike Cox	✓	✗	✓
Scott Arion	✓	VAC	✗	James Boyer	✓	✗	✗
Doug Harnish	✓	✓	✓	Mike Lott	✓	VAC	VAC
Ron DeWeese	MIL	MIL	✓	Ken Waisner	✗	✓	✗
Rich Grant	✓	✓	✓	Sharie Curry	✓	✗	✓
Donald Mutchler	✓	✓	✓	Matt Harsh	✓	✗	✓
Josh Applegate	✓	✗	✓	Doug Hendrix	✓	✓	✓
Paul Nibert	✓	✓	✗	Joe Cook	✓	✗	✓
Craig Reed	✓	✓	✓	Emily Summers	✓	✓	✓
Terry Kingseed	✓	✗	✓	Jeff McCombs	✗	✓	✗
Brian Cottingham	✓	✓	VAC	Vincent Grier	PAA	VAC	✓
Bill Friskey	✓	✓	✓	Wendy Browning			
Juawana Smiley	✓	✓	✓	Marchelle Harris	✗	✗	S/L
Stewards				Duane Wyant			
Rich Ritter	✓	✓	✓	Rochelle Swygert	✗	✓	✓
Jai Roberts	VAC	✗	✓	Cheryl Pelfrey	✓	✗	✓
Phil Beckner	✓	✓	✓	Sandra Hanneken	✓	✗	✓
Greg Howard	✓	✓	✗	Phillip Schrauben	✓	✓	✗
Jerry McKay	✗	✓	✓	Scott Russell	✓	✗	VAC
Alternates			✗	Craig Eden	✓	✓	✓
Gary Osborne	✓	✓	✓	Tyler Sanders	✓	✗	✗
Luke Ellis	✓	✓	✗	Mary Ann Fitzgerald	✓	✓	✗
Mike Bultman	✓	✗	✓	Bill Robertson	✓	✗	✓
John Ivy	✓	✓	✓	Joe Cipov	✓	S/L	S/L
Bruce Lintz	✓	✓	✓				
Jason Flaty	VAC	✓	✓				
Unit 2 Stewards							
Kim Graham	✓	✓	✓				
Stacy Byrd	✓	✓	✗				
Kim Rickey	✓	✗	✗				

The President's Point

Scott Flatford, UAW 1166

We are looking for 5 people who are willing to volunteer their time , to assist with organizing drives. Please see Scott Flatford if you are interested in this opportunity.

WEINGARTEN RIGHTS

“If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working condition, I respectfully request that my union representative or steward be present at the meeting. Without representation, I choose not to answer any questions.”

In 1975 the [United States Supreme Court](#) in the case of [NLRB v. J. Weingarten, Inc. 420 U.S. 251](#) (1975) upheld a [National Labor Relations Board](#) (NLRB) decision that employees have a right to union representation at investigatory interviews. These rights have become known as the **Weingarten Rights**.

During an investigatory interview, the Supreme Court ruled that the following rules apply:

Rule 1: The employee must make a clear request for union representation before or during the interview. The employee cannot be punished for making this request.

Rule 2: After the employee makes the request, the employer must choose from among three options:

- grant the request and delay questioning until the union representative arrives and (prior to the interview continuing) the representative has a chance to consult privately with the employee;
- deny the request and end the interview immediately; or
- give the employee a clear choice between having the interview without representation, or ending the interview.

Rule 3: If the employer denies the request for union representation, and continues to ask questions, it commits an [unfair labor practice](#) and the employee has a right to refuse to answer. The employer may not discipline the employee for such a refusal.

Committeeman's Corner

Brian Cottingham, UAW 1166

As we approach contract negotiations, we all feel the pressure of contract talks. Add in the merger proposals and everyone seems to be very anxious and on edge of the unknown. Some of us have been down this road in the past, and some of us are experiencing a new chapter in our workplace. We all have differences among one another at some point and time. We are all family in this plant and need to stick together. We are entering hard times once again and I know we can get through this point and succeed in our efforts. As we move forward and continue to strive for the best U.A.W. we need to remember it's the members that make the Union strong not a few but all of us.

As we move into contract talks we have had several great proposals for both the International agreement and the local agreement. We are currently completing the demands from the voted on proposals and putting books together to prepare for negotiations. We have met with the bargaining group three times in the last two weeks to go over proposals and put them in demand form. As a member of the international bargaining committee, I can say we have moved forward and will be adopting your proposals submitted that were passed by the sub councils. We will be meeting in Detroit June 12th to approve the final proposals, to present to the company in July. The work that has already been put in for both contract negotiations is daunting and an incredible amount of time and effort. There has been a lot of heated and healthy debates over several issues. However, that's what makes the Union great. We all have a different point of view and everyone has a say in the process. It helps give us the best proposals from all points of view. We have to hear each other and listen to one another in order to come out with the best results and contract possible.

The last thing I would like to share in this article with you is the state of Production grievances. We have worked tirelessly on your grievances and I have 4 open grievances that are currently being worked with the ever changing labor relations department. We have settled numerous grievances already this year. We have 54 total grievances logged for 2019 already in production. A total of ten of those are currently in 3rd step or 4th step and heading to the appeals department. Thirty-four have been resolved for pay or resolution. Which leaves the balance of 1 and 2nd step grievances at 10.

In closing, I would like to thank each member, for being patient with each other and valuing your work family. These are trying times, and we will encounter several peaks and valleys in the upcoming negotiations. Please come together and stay united with each other. We will as always make it through these times. If anyone has any questions on any of the information provided, please feel free to contact me or one of the stewards and we will try to answer any questions you may have.

Thanks for your time, in Solidarity, Brian Cottingham.

Brothers & Sisters of 1166,

I just want to take a moment to remind you all to check your attendance monthly, if not weekly. Mistakes are made every week and the sooner you recognize it, the easier it is to correct it. I am available to all shifts, all you have to do is let me know when you need anything and I will come in early or stay late. With the warm months upon us I encourage you all to not use up all up your PAA and Vacation days, it is extremely important to keep a few in the Bank for emergencies and weather. I cannot stress enough how many times the Weather has played a role in the Winter Months. Saving a few can be the difference in being cleared soon or getting suspended and reset for 12 more months.

I also want to remind everyone that since we just got our PAA and Vacation allotment for the year, to know the Company Policies and Contract language. We have copies of the policy in our office, please come by and grab one. VACATION DAYS CANNOT BE CALLED IN TO THE CALL-IN LINE, they have to be prescheduled and approved by your Supervisors, no exceptions. PAA Days, If you have had any Disciplined time off FOR ATTENDANCE in the previous 12 months on roll, YOU CANNOT CALL-IN PAA DAYS. It will be denied and it will be a counter, you have to schedule them with your Supervisor if you have. Also, one of the requirements for call-in PAA is that you have 1 Year Full Time Seniority, many of you do not, YOU CANNOT CALL-IN PAA's until you do. As always, each call has to be made 30 minutes in advance to your scheduled start time as well as follow the excluded eligible days in the Contract. There are several Days, before and after, that you CANNOT call-in PAAs on. Please familiarize yourself with those, or come see me or any of your Stewards.

I want to make sure everyone is clear on what the Call-in allotment is as well. A lot of Members think we get 40 Hours of PAA Call-in, but that is NOT right. We are allowed 5 Call-ins for up to 8 Hours each. If you call-in for 4 hours PAA then you only have 4 calls left period. It does not matter if you are calling in for 4 hours or 8 hours, you get 5 TOTAL calls for PAA utilization. It is our responsibility to know if we have the hours available as well as how many times we have called in. The call-in line will not tell you you're denied, they report your request and that's it, which does not mean you are eligible. If anyone has questions on the Policy or eligible days, please come see me and I will have/or get your answer regarding attendance matters.

Respectfully,

Mike Cox

UAW 1166 ATTENDANCE COUNSELOR

CHAPLAIN UPDATE

Terry Lindsay, UAW LOCAL 1166

On Behalf of the Officers, Members and Retirees of Local 1166, may we offer our deepest condolences to the families of our brothers and sisters who have recently passed away. May God comfort all of you in your loss.

Member on Bereavement	Relationship to Member	Department
Tim Jamerson	Grandmother	2410
Bryan Gates	Grandmother	1160
Jeff Haisley	Wife's Mother	2360
Jeffrey Hunt	Wife's Father	2460
Jeffery LaDow	Wife's Mother	1200
Kenny Kendall	Wife's Father	2310
Michael Day	Mother	1160
Mark Tolle	Grandmother	2310
Michael Jackson	Mother	1100
Claudia Taylor	Sister	1200
Michael Schinlaub	Wife's Mother	Retiree
Armitrus "Meachie" Cummings	Father	1100
Kara Brown	Grandfather	1100
Tommie Barger	Member	2410
Charles Smith	Member	2190
David Yergin	Wife's Mother	2360

CHAPLAIN UPDATE

Terry Lindsay, UAW LOCAL 1166

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The Secret to Controlling Anger

By Chip Ingram

Most of us already know that we have an intelligence quotient (IQ). And most recently, we've learned the importance of our emotional intelligence (EI), also referred to as emotional quotient (EQ). But did you know that we also have an Anger Quotient, or AQ?

Our AQ is our ability to manage and control our anger. It's affected by our environment plus our perspective, multiplied by our obedience to Ephesians 4:26: "Be angry, yet, do not sin. Do not let the sun go down on your anger, lest you give the devil a foothold, or an opportunity."

Remember, anger in itself isn't bad. As a natural emotion, Jesus actually commands us to be angry. But we always need to keep our anger in check. This is difficult for many of us, as we find that our anger can quickly escalate, potentially hurting or destroying some of our most important relationships.

But here's what I've found: If there's one, simple thing that contributes to the destructive type of anger in my life, it is stress. Under pressure, anger has a way of leaking out. The more stressed out, burned out, overwhelmed, or busy that we become, the more our anger will build, ready to explode at any moment. That's why the number one stress reducer is to eliminate hurry from our lives.

Dallas Willard once said: "Speed and godliness are incompatible. Speed and peace are incompatible. Hurry and loving others are incompatible. Hearing God's voice and hurry are incompatible. Ruthlessly eliminate hurry from your life."

I am a Type A personality and characterized as a driven person. I have also been known to be a workaholic. I'm the kind of guy who used to arrive to a meeting one minute before it starts because technically, I knew I wouldn't be late, and I could still do those five things on my to-do list just before I got there.

At one time in my life, I believed that I had to be everywhere and do everything – and I had to hurry to do it. And the more of it I could do, the more God would be pleased. Then, one day I realized that my hurry was rooted in arrogance. My being overextended was rooted in my grandiosity. Although I was doing some really significant things for God for all the right reasons, I had come to believe that I'd become indispensable.

But God wasn't impressed with my hurried life, my ability to multi-task, or my dwindling to-do list — especially when it caused me to be short tempered with a staff member, neglect time with my wife and kids, or be distant with God. I decided to ruthlessly eliminate hurry from my life.

Here's what it looked like for me. For two years, I purposefully drove in the right-hand lane of the freeway. I also didn't count how many cars went by faster than me. When I was at the grocery store, I decided I would actually pick the longest line instead of the shortest one.

It was painful, at first. But then, something amazing started happening. I started relating to people again. Pretty soon the knots in my stomach went away when I was driving. And I began to slow way down in my head.

Then, I started doing some spontaneous, non-urgent things. I'd get to the airport an hour and a half early, sometimes two hours. And once I was there, I'd have a very good cup of coffee, put my feet up, and spend a little time writing in my journal. I'd thank God for some of the people in my life. Sometimes, I'd make some phone calls just to encourage or connect with people who God spontaneously laid on my heart.

Was I perfect? No. But doing these things helped me to slow down – way down – and helped me control my anger a lot better. What about you? What are some ways you might eliminate the hurry in your life?

UAW Local Chaplains' Committee

BENEFITS REPRESENTATIVE UPDATE

James Boyer, UAW LOCAL 1166



Retirees Benefit updates

Effective 5/1/2019 TRUHEARING will now be administering hearing benefits to Trust members in the following plans:

- Blue Cross Blue Shield Enhanced Care PPO (ECP)
- Blue Cross and Blue Shield Traditional Care Network (TCN)
- Blue Cross and Blue Shield Medicare Advantage PPO
- Aetna Medicare Advantage PPO

Prior to scheduling any appointments with a hearing provider you must call TRUHEARING 844-394-5420 to verify benefits and verify if provider is participating.

Active Employees Only

FCA Family Health and Wellness Center Powered by St. Vincent

The FCA Family Health and Wellness Center Powered by St. Vincent provides a convenient, low- to no-cost option for acute, preventive and wellness focused primary care services for all FCA employees and their families enrolled in the FCA Health Care Plan.

Clinic visits

Annual physical
Sports physical
Pediatric and adult healthcare
Sick visit

Laboratory and Point-of-care testing

Blood work
Urinalysis
Hemoccult blood stool testing
Influenza A and B quick test
Quick strep throat testing
Mono testing
Pregnancy testing
Lung function testing:
spirometry and peak flow
Blood glucose

Vaccinations

Flu
Boostrix/TDap
(tetanus, diphtheria, pertussis)
Shingles
TB testing
MMR
Merveo (meningitis)
Pneumonia
Gardasil 9 (HPV)
Varicella

Wellness and medication management services

Medication management
Clinical pharmacist consultation
Diabetes education
Dietitian/nutrition consultation
Exercise physiologist
Physical therapy
Mental health counseling
Physician consultation
Specialist referrals
Chronic disease management
Healthcare navigation

Preventive exams and Health screenings

Breast cancer
Cervical cancer/PAP smear
Prostate cancer
Blood pressure checks
Skin cancer
Mammograms
Screening eye exams

Procedures

Skin tag removal
(with or without biopsy)
Wart removal
Ear wax removal
Minor laceration repair
(nonwork-related)
Suture/staple removal
Minor wound care
X-rays



Monday - Friday:
6:30 a.m.-7:30 p.m.

Saturday:
6:30 a.m.-3:30 p.m.



Phone: 765-236-8380
Fax: 765-236-8381



1765 E. Lincoln Road
Kokomo, IN 46902



For care outside of operating hours, please contact your primary care provider or visit the nearest immediate care facility. (186 E. Southway Blvd.)

Privacy Policy

Our mission includes ensuring your privacy online and in person at all times. The center is managed and operated by St. Vincent on behalf of FCA. FCA will not have access to any employee personal health information. The Center will protect your personal health information in accordance with the Health Insurance Portability and Accountability Act of 1996 (HIPAA) Privacy, Security and Breach Notification Requirements. Healthcare coordination can help you get healthy and stay healthy in all aspects of your life. If you see a provider outside of the St. Vincent network, we would be glad to share information with your approval.



FAMILY HEALTH & WELLNESS CENTER
POWERED BY St. Vincent

fcawellnesscenter.com



FIAT CHRYSLER AUTOMOBILES

FCA US LLC
UAW Savings Plan

Make your 401(k) Plan beneficiary designations on Merrill Lynch's Benefits OnLine®

Starting May 2, you'll make—or update—your beneficiary designations for your FCA US LLC UAW Savings Plan (the "Plan") on Merrill Lynch's Benefits OnLine®. This information will no longer be updated at Benefit Connect.

Already made your designations?

No action is needed.

Any designations you made through Benefit Connect will be transferred to Benefits OnLine as of May 2, 2019.

How does your marital status affect your beneficiary?

If you're single or widowed—Your estate will be your beneficiary if you don't designate someone to receive your Plan account balance.

If you're married—Legally, your spouse is automatically the beneficiary of your Plan assets. Please review and ensure your spousal information is correct.

If you're married and want to designate someone other than your spouse—You'll need to complete a spousal consent form (available on Benefits OnLine), have your spouse's consent notarized, and return the form to Merrill Lynch.

Any pending beneficiary spousal designation forms generated by Benefit Connect must be submitted to Benefit Connect prior to May 2 or your election will not be valid. Starting May 2, you can access spousal consent forms through Merrill Lynch's Benefits OnLine.

If you're divorced—Check your beneficiary information to make sure it's still correct.

Neither Merrill Lynch nor any of its affiliates or financial advisors provide legal, tax or accounting advice. You should consult your legal and/or tax advisors before making any financial decisions.

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Are Not FDIC Insured	Are Not Bank Guaranteed	May Lose Value
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To make changes

- Visit Benefits OnLine through Dashboard Anywhere or at www.benefits.ml.com
- Select "I want to" on the right side of your Plan account
- Choose "Manage My Beneficiary Designation" from the list

The site will then guide you through the process.

Questions?

Call the Merrill Lynch Retirement and Benefits Contact Center at 800.483.SAVE (7283).

EAP

Employee Assistance Program

The Employee Assistance Program is a program for helping you deal with personal problems that affect your job performance and well-being.

SERVICES ARE CONFIDENTIAL

Referral Services that will help with

* Money Problems

* Communication

* Domestic Violence

* Grief and Loss

* Stress

* Step Family Problems



* Coping with Change

* Addictions

*Chronic and Severe Illness
And many, other programs

**we can
help**

Is a phone call away
Craig Eden Plant office: 454-1066

The EAP can be reached on all three shifts, and weekends,
if you have a problem that is affecting your well-being.

Contact Your Union Stewards or Supervisor
EAP can be seen on your shift or meet you at the hall.

**Retires can still use
many of the programs that we offer.**

The Sometime Speech

Sometimes job problems like these are the result of things going on outside the workplace. It may not be true in your case and it's really none of my business.

However, because it's true sometimes, the Union and the Company have the Employee Assistance Program. It's free and it's Confidential. It's helped a lot of people with problems.

“Tread lightly... you never know what battles others are facing and everyone is facing something”

Community Service Committee Update

Emily Summers, UAW 1166



UAW LOCAL 1166

**SUNDAY, JULY 28 ★ 1:05 PM
VS. KENDSHA KINGFISH**



COMMUNITY SERVICES
COMMITTEE

TICKET OPTIONS

BACKYARD SEATS: \$18
DUGOUT SEATS: \$20
SCOUT SEATS: \$24

PROMO CODE

BACKYARD: UAWLAWN
DUGOUT: UAWDUGOUT
SCOUT: UAWSCOUT

**Enjoy a private buffet 2 hours
prior to first pitch!**



HOW TO ORDER

CALL JESSIE AT: 765-419-2410
SCAN AND EMAIL THIS FORM TO: JESSIEB@KOKOMOJACKRABBITS.COM
MAIL: KOKOMO JACKRABBITS; 400 S. UNION ST, KOKOMO, IN 46901 – ATTN: JESSIE BENNER
ONLINE: KOKOMOJACKRABBITS.COM - 'BUY TICKETS'
****MUST ORDER BY JULY 21**

UAW LOCAL 1166 ★ SUNDAY, JULY 28 VS. KENDSHA KINGFISH

CONTACT INFO

Name _____
Address _____
City _____ State _____ Zip _____
Daytime Phone _____
Email _____

	# OF TICKETS	PRICE PER TICKET	TOTAL DUE
BACKYARD		\$18	
DUGOUT RESERVED		\$20	
SCOUT SEATS		\$24	

TICKET DELIVERY

Email _____
 Will Call under _____

PAYMENT METHOD

Check: Payable to Kokomo Baseball
 VISA MC DISC AMEX
Acct # _____ Exp _____



QUESTIONS? CALL JESSIE AT 765-419-2410 ★ Jessieb@kokomojackrabbits.com



IN AN EFFORT TO CONTINUE THE BLESSING THAT BRIAN WEST WAS TO OUR PLANT AND COMMUNITY UAW LOCAL 1166 AND KCP WILL HAVE A PLANT COLLECTION

FRIDAY, JUNE 7

**WE NEED YOUR HELP!!!!
TO PURCHASE 500 BACKPACKS**

TO DONATE IN HIS HONOR DURING
THE S.U.P.P.L.I.E.S. EVENT
(SUPPORTIVE UNIONS PREPARE PUPILS FOR LEARNING IN ELEMENTARY SCHOOLS)

Over the years, SUPPLIES has provided more than 21,000 children with school items



COMMUNITY SERVICES
COMMITTEE

In a world where you can be anything, Be a Brian West!

Community Service Committee Update

Emily Summers, UAW 1166

How To Be Ready in Case a Strike Happens

Being prepared for the worst can make it easier for everyone to weather what can be a tough period in our lives. Strike preparation is more than assigning picket line captains and making signs. You also need to think ahead on your personal finances and other issues.

To be in the strongest possible position in your personal life to handle a strike requires advance planning... both for family finances during loss of income and for personal relationships, especially within the family, that will be under strain.

Now is the time for UAW family members to familiarize themselves with the help available... whether it turns out that they need help or not.

UAW Local 1166 Community Services Committee has strike counselors who specialize in assisting working families with financial advice and personal needs during a strike. Preparing to strike is an urgent matter...if we're not fully prepared and mobilized, we won't win the good contracts we deserve.

Some family financial preparations are self evident, as in avoiding large new installment loan purchases for a car or major household appliance, or opening new credit card accounts. But the preparation is not so obvious in areas like family relationships, including the impact on marriages and what young children might misunderstand. Parents should explain that it might be necessary to cut back for a while to **achieve the larger goal of better working conditions, wages and benefits, which is an investment in the future.**

UAW Strike and Defense Fund provides its members the best strike benefits in the labor movement.

1. Weekly strike pay is \$250 per week
 - a. \$50 per day, Mon-Fri beginning on the 8th day
2. Medical Coverage
 - a. Medical
 - b. Prescription drugs

Strikers who can obtain health care coverage through other sources, such as a spouse's health plan, should rely on those sources during a strike.



Family Budget

The first step is a realistic budget, one you have prepared in advance and can put into full operation as soon as the strike begins. It's important for everyone to be involved. Young children need to understand exactly what it means that things will be tight for a while and think about what they can do without. Teenagers can take great pride in helping out, perhaps with an after-school or weekend job.

Determine what bills are due and when!! The painful truth is that if you're going to have to make some cuts, you want to make them as soon as possible. The family budget drafted in advance of the strike deadline should evaluate all possible family income, including union strike assistance, and other items like family savings and other assets. Then plan how to reduce household expenses look at monthly bills for items used to but are not really essential, perhaps doing away with high-speed Internet access.

Make a complete list of creditors and then, be very aggressive in contacting them. Call, tell them the situation and explore all your options, such as an extended payment plan. Such an initiative shows good faith and can affect the creditor's attitude later. Most of all don't hide from your creditors by ignoring them....answer their inquiries immediately.

Keep in contact with your Union

Be prepared for a company sponsored misinformation campaign. Management often has plans to spread rumors designed to panic the workforce. The most obvious is to claim all kinds of generous offers by the company....none of which has ever been offered in bargaining. This big lie technique is designed to divide workers by insinuating that the union negotiating committee is either incompetent or is not pursuing the best interests of the members.

Stay in close touch with your steward and local leaders to know the facts and do your best to discourage your brothers and sisters from playing into this corporate strategy. Remember the slogan: "United We Bargain, Divided We Beg."

IMPORTANT

**IF THERE IS ANY QUESTION REGARDING YOUR MEMBER STATUS OR DUES
PAYMENTS, SEE YOUR FINANCIAL SECRETARY IMMEDIATELY**

**CONTACT INFORMATION: UAW LOCAL 1166 2761 N. 50 E. KOKOMO, IN 46901 PHONE:
765-459-4119**



FAQ ON STRIKES AND UAW STRIKE ASSISTANCE

What is a strike?

A strike happens when workers collectively decide to withhold their labor, after authorization from the International. In the UAW, strikes are governed by the UAW Constitution, including Articles 12, 16 and 50.

How much is UAW Strike Assistance and how often is it paid?

Weekly strike pay is \$250 per week (\$50 per day, Mon-Fri, beginning on the 8th day). On January 1, 2020, strike pay will rise to \$275 per week(\$55 per day, Mon-Fri, beginning on the 8th day). Eligibility for weekly benefits on the 8th day of a strike. Strike assistance pay is available after the 15th day of the strike. A bonus check is paid the week prior to the Thanksgiving and Christmas holidays.

What medical benefits are covered?

The UAW Strike and Defense Fund covers certain benefits such as medical and prescription drugs.

Benefits not covered include: dental, vision, hearing and sick and accident.

These benefits are either paid directly by the Fund according to the company's current plan or by having the Strike and Defense Fund make COBRA payments to the company plan.'

Who is eligible for strike benefits?

To be eligible for strike pay and benefits, members must be:

1. In good standing (current on dues and initiation fees, if any) on the day before the strike starts
2. On active payroll at start of strike: members laid off, on workers compensation or receiving sick and accident benefits are not eligible
3. Member must participate in the strike: picket assignments, strike committee, etc.

Eligible members include **temporary employees** as well as anyone who is current in their union security obligations such as fee payers or objectors.

Are probationary employees and new hires entitled to strike assistance?

Probationary and new hires may become eligible for strike benefits if they join the Union and pay an initiation fee and dues prior to the strike taking place. In the event a worker has completed an application for membership and paid dues, he/she would be considered a member in good standing and would be entitled to strike assistance.



Are temporary employees entitled to strike assistance?

All dues paying members, including temporary members, are eligible for strike assistance.

How do I apply for strike benefits?

You must register and make application for strike benefits on the day and time assigned to you by your local union.

If I get another job, can I still receive strike assistance?

Members must continue to participate in the strike to receive strike assistance. If members receive gross pay from outside work that is equal to or greater than \$250 (\$275 starting on January 1, 2020), then the member will not receive weekly benefits but will continue to receive medical and prescription drug assistance.

Can I collect unemployment insurance while on strike?

The law varies by state, but in many states participation in a strike will disqualify a worker from eligibility for unemployment insurance.

My wages are garnished for child support. Will that happen with strike pay?

If the UAW receives a court order, we will garnish the strike assistance.

Can the strike pay be mailed to me?

No, members must pick up their own benefit on the assigned date from their local union with ID.

Are strike benefits taxable?

Yes. After \$600 in a given year, the UAW will issue an IRS Form 1099-MISC.

What happens if I cross a picket line?

All strike benefits cease immediately and appropriate action may be taken under the UAW Constitution.

Do I owe union dues on strike benefits?

No.





Every month on the last Friday of the month the Veteran's Committee holds a veteran's birthday dinner @ Jackson Street Commons for the birthdays that month. The dinners are supplied by donations from the committee members. If you would be interested in donating items towards the dinners each month and/or inquire about what is being served that month please contact one of our committee members.

1st shift– Phillip Schrauben, Bryan Williams, Tricia Woodring, Wendy Stout, Amanda Heath, Warren Sims, Shaun Strasser, Brittany Keeler, Tammy Pierce, Jenni Cassel, Jen McGregor

2nd shift– Greg Williams

3rd shift– John Shock



The Veteran's Committee thanks you all for your support with our in plant Memorial Day dinner. We look to do you all very proud in our future support of veterans in and around our community. Our next meeting is June 5th @ 2pm at the 1166 hall. Everyone is welcome to join us, veterans or not.



“Serving those who served us”



Women's Committee Update

Rochelle Swygert, UAW 1166

Breast Cancer T-shirts Design Contest



The 1166 Women's Committee is asking for new ideas to support the fight on breast cancer. All submissions are due on June 14, 2019. There will be a prize given for the image selected. The contest winner will be announced on June 21, 2019. Thank you to everyone in advance!

In Solidarity!



Submit your entries to any member of the Women's Committee
Rochelle 2nd shift LeToasha 1st shift Tracy 3rd shift
Val 2nd shift Trisha 2nd shift
Carol 2nd shift Leata 2nd shift



Women's committee hanging out and visiting with Mrs. Kaiser's Kindergarten class at Lafayette Park Elementary. They sponsor this class through the 75 in 5 program.



We still have a few seats available for the Cincinnati Reds vs Chicago Cubs game.



Join us on a All-Day Trip to Cincinnati! Cincinnati Reds vs Chicago Cubs

Saturday, June 29, 2019

Leaving Local 685 at 11:30a.m. returning home approximately at 11:30p.m.

Price for the Baseline ticket and bus ride is \$120.00 per person.

Price for the Sports Suite ticket and bus ride is \$165.00 per person. The Sports Suite includes food and refreshments. There will be a Cash Bar.

Alcohol beverages are allowed on the bus. Glass bottles are prohibited.

Payment due by May 24, 2019

Trip is non-refundable unless the game is canceled due to weather.

For more information contact a member of the Women's Committee:

Rochelle Swygert 2nd shift (765) 210-7231

LaTasha Fowler 1st shift 40/50 Row

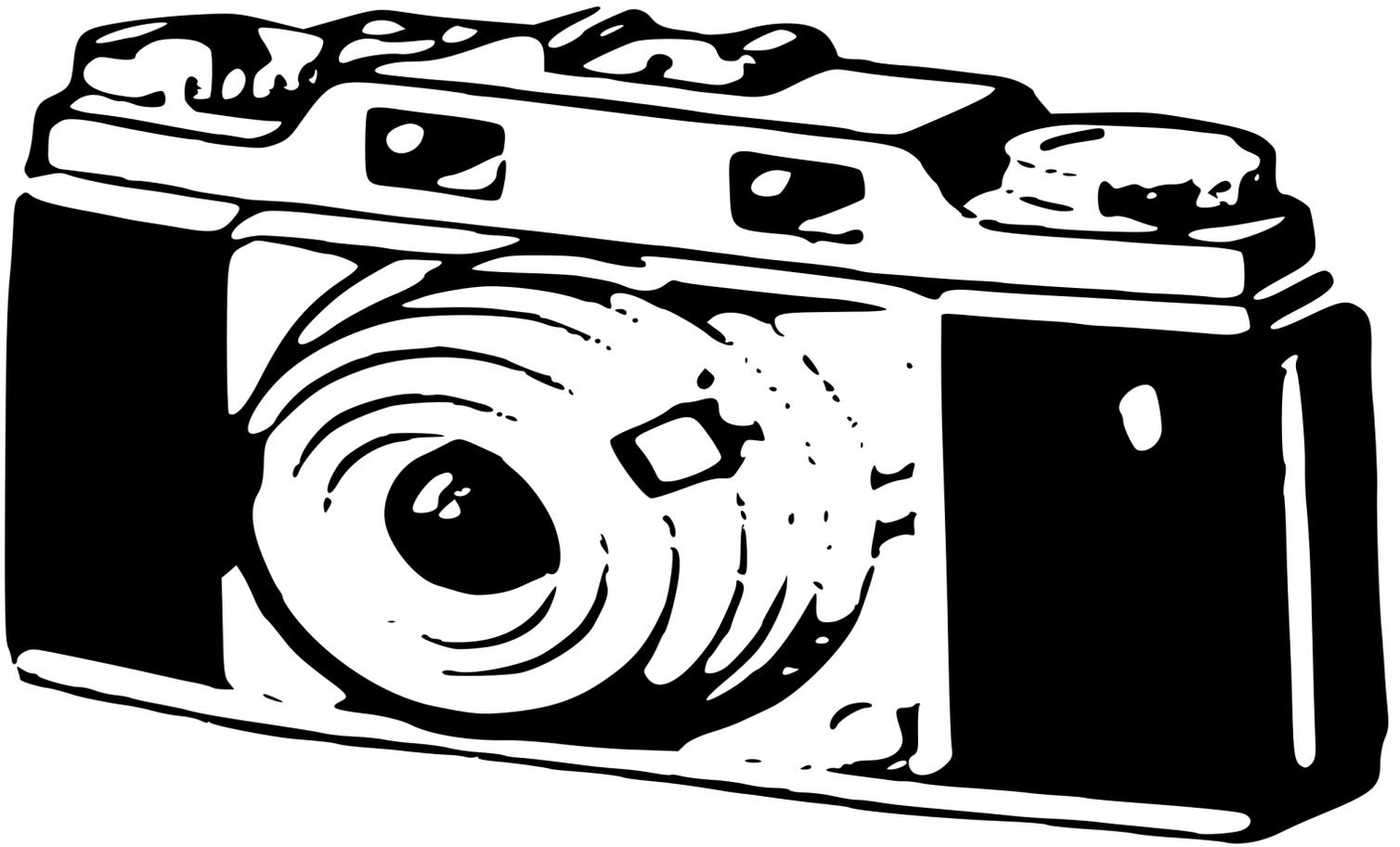
Trish Williamson 2nd shift (765) 513-6651

Valerie Young 2nd shift (765) 480-6897

Carol Tyler 2nd shift (317) 427-8065

Tracy Clem 3rd shift (574) 601-2150

Sponsored by the Women's Committee



Do you enjoy photography?

Are you looking for a way to be involved? Local 1166 is looking for interested individuals that would like to help capture Local 1166 events and community activities that we are involved in. These people would work closely with our social media team. We are looking to form a group of people that would go out and cover events and edit pictures. Interested individuals should contact the Local President

scott.flatford@fcagroup.com

765-454-1920

IMPORTANT TELEPHONE NUMBERS

Local 1166 contact numbers:

Absentee Call In.....	1-800-810-2271
Mike Cox Attendance Counselor.....	765-454-1641
James Boyer Benefit Representative.....	765-454-1761
Email.....	James.boyer@fcagroup.com
Terry Lindsay Local Chaplain cell.....	765-860-6935
EAP Representative.....	765-454-1066
Sharie Curry TAP.....	765-454-1018
Union Office inside plant.....	765-454-1632
Union Office inside plant.....	765-454-1658
UAW Local 1166.....	765-459-4119

Active employees contact numbers:

Benefit Connect fcabenefits.ehr.com 1-888-409-3300
(Life status change such as birth of child, marriage, divorce and death, enroll in optional and dependent life ins., update beneficiaries, questions about HRA account)

Wage Works (HRA Account)..... wageworks.com/myextrereceipts
Wage Works customer service..... 877-924-3967

Blue Cross and Blue Shield bcbsm.com 1-800-521-0488
BCBS 24 HOUR NURSE LINE..... 1-800-775-2583
BCBS – on line doctor..... 844-606-1608

Durable Medical Equipment 1-800-521-0488
(walkers, crutches, oxygen, CPAP, braces, diabetic supplies such as monitors, test strips and lancets)

TheraMatrix (Physical Therapy)..... 1-888-638-8786
Audio Net America Hearing Aids..... 1-800-400-2619
Beacon Health Options (Mental/ Substance Abuse): 800-346-7651

Caremark Pharmacy caremark.com 1-866-329-4448

Davis Vision davisvision.com 1-800-999-5431

Delta Dental consumertoolkit.com 1-800-292-0626

Merrill Lynch 401K 1-800-483-7283
Chris Padget Financial Advisor @ Merrill Lynch..... 1-800-937-0844

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

Met Life (optional life & dependent life)..... 1-800-638-6420

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

FCA Family Health and Wellness Center..... 765-236-8380

Miscellaneous contact numbers:

Payroll Hotline..... 1-877-827-7744

FCA US LLC Owner Relations Hotline.....	1-800-992-1997
FCA US LLC Parts Discounts Program.....	1-855-476-6727
FCA Green Slips.....	1-800-756-2886
KCP Security.....	1-765-454-1559
UAW Legislation Hotline.....	1-800-482-3334
Workers Compensation Office.....	1-800-824-2667
Workers Compensation website: in.gov/workcomp.com	
State Unemployment.....	1-855-244-0456
Unemployment questions in.gov/dwd/webchat.htm	
Monetary Appeal.....	fax#317-233-6888
HR @ KTP.....	765-454-1411

Retiree contact numbers:

Benefit Connect fcabenefits.ehr.com 1-888-409-3300
(Pension questions, direct deposit changes, tax status changes, lost or missing check, marriage, divorce, report death, change address, life ins. questions, and update beneficiaries)

Retiree Health Care Connect..... uawtrust.org 1-866-637-7555
(Health insurance eligibility, update new address, status change such as marriage, divorce, death, etc.)

MetLife (optional life & dependent life)..... 1-800-638-6420

Blue Cross and Blue Shield bcbsm.com..... 1-888-322-5616
Blue Cross and Blue ECP PPO non-medicare..... 1-866-507-2850

BCBS PPO Medicare Advantage (MA) 1-877-832-2829

Aetna Medicare Advantage PPO..... 1-800-663-0885

TruHearing (hearing aids)..... 1-844-394-5420

Express Scripts express-scripts.com 1-866-662-0274
(mail order service for prescriptions)

Davis Vision..... davisvision.com 1-888-234-5164

Delta Dental..... dentalmi.com 1-800-524-0149

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

Medicare COB Update..... 1-800-999-1118

Medicare Replacement Cards..... 1-800-772-1213

Medicare..... 1-800-633-4227

Social Security Administration..... 1-800-772-1213

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

June

2019

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
27	28	29	30	31	1	2 Military Foundation-Cruise In
3	4	5 Veteran's Committee	6 Civil Rights Committee	7	8 Carver- Summer Celebration Union Meeting Woman's Committee	9
10	11	12	13 Civil Rights Committee	14	15 Symphonic Society-Kokomo's Got Talent	16 Father's Day
17	18	19	20 Civil Rights Committee Rec Committee	21	22 Relay Walk at KHS	23
24	25	26	27 Howard County CAP Civil Rights Committee	28 Education Committee	29	30
1	2	3	4	5	6	7

Notes: Military Foundation 765.614.2886 garywloveless41@gmail.com
 Carver Community Center 765.457.9318 Martha Warner mwarner@kokomocarver.org
 Symphonic Society 765.236.0251 Jennifer Rollins kokomosymphony@sbcglobal.net
 CASA 765.454.5575 Katina Silvers Katina.silvers@howardcountynv.gov
 American Cancer Society 317.344.7800 Stephen Hunt Stephen.hunt@cancer.org

Every Thursday @ 3pm conference room C.– Civil Rights Committee meeting
 4th Thursday of month @ 3:30 conference room C– Education Committee meeting
 3rd Thursday of month @ 3:30 conference room C– Rec Committee meeting
 Directly following Membership– Women's Committee meeting
 First Wednesday on month @ 2pm 1166 union hall– Veterans Committee
 4th Wednesday of every month- Howard County UAW CAP Council meeting @ 5pm Inventrek building

Attention Retirees!

**Retiree's Meeting
Monday, June 3rd , 2019 @ 5:30 p.m.**

The monthly meetings provide a source of fellowship and information about benefits, current events, politics and the like.

Join us for bingo, door prizes, and great food!

Contact Retiree Chairman Bill Friskey for
questions @ 574-721-4958

The retirees website is www.chryslerretirees.com

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