

SOLIDARITY

WATER CRISIS IN FLINT

UAW Members Step Up

**Also
Inside:**



**Labor's Most
Powerful
Weapon**

Page 4



**Historic
Women
of the UAW**

Page 8



THE MAGAZINE FOR UAW MEMBERS AND THEIR FAMILIES

Don't be distracted by wedge issues

The 2016 election is, like all elections, an important one. Everything we've worked for in the last eight years is at stake and all the progress we've made could be reversed if we don't elect the right candidates. From the presidential election to the city council seat, the decisions elected officials make every day affect the lives of working men and women trying to provide for their families. The next president we elect could very likely pick the next four Supreme Court justices and change the balance of power on the Supreme Court for the next 20 years.

To put this in perspective, imagine if a Democratic president had been able to appoint more justices to the Supreme Court. It is very likely the decision in the Citizens United case would have ruled against allowing big money in politics. Billionaires and corporations were given the authority to steer the political direction of our country and undermine democracy. We've seen the influence of corporate interest in politics and the role its money plays in our democracy. Now, we have people like the Koch Brothers who make unlimited donations to politicians who will support their agenda. This creates a cycle where wealth turns into political power, which then generates more wealth and then even more power.

So far, in this election cycle, almost half the money donated into federal super PACs came from just 107 people or groups that each gave \$1 million or more to influence the outcome of this year's presidential and congressional races. We can't let a few wealthy people decide who the next president is so they can further degrade the union movement and push people further into poverty. It's not just our bargaining rights that

are at stake in the 2016 election. Our jobs, our families and our communities are at stake.

If Republicans had been able to choose more justices then it is possible that the Affordable Care Act would have been overturned. This would have affected millions of people who, for the first time, were able to have access to health care. However, with wealth being translated into political power favoring those at the top, the result is an economy rigged in favor of

While people argue about guns, abortion, immigration and religion, the income inequality problem continues and the middle class shrinks.

those at the top. Many Americans still pay more for prescription drugs and health care in general than the citizens of any other advanced nation. And yet still, conservatives and their special interest groups call the Supreme Court decision upholding the ACA "disappointing" because sadly, these folks think health care is a privilege and not a right.

A Supreme Court ruling in 2013 blocked the Voting Rights Act

enforcement section which gave states the green light to pass new voting restrictions which discriminate against not only minorities, but the poor and young people. How many more voting rights would be taken away with a conservative court in the next 20 years? Can our country afford to have this happen in a democracy being steered by the top 1 percent?

It's important to hear where the candidates have been but it is even more important to hear where they are going. Arguing about who is more socialist or who was doing the most in progressive politics 40 years ago is distracting. Arguing about a label is irrelevant to the issues that real working people are faced with every day.

For decades, hot button social issues have been used to divide voters. These hot button issues, known as wedge issues, create bitter debate and have marred our democracy almost as much as dark money has in recent years. Abortion, gun control and marriage equality are classic wedge issues that cause divisions. Immigration, race and religion, on the other hand, are wedge issues that play on fear. Candidates bring up wedge issues to attack their opponents and discredit them all the while distracting voters from the real issues that affect them, such as wages and the lack of good jobs.

Meanwhile, as some candidates draw attention to controversial wedge issues like Chicken Little who claims the sky is falling, economic inequality broadens and people are working harder to make the billionaires wealthier. The middle class and working

people need real relief from economic pressures they've been burdened with since before the Great Recession.

What matters most to people (wedge issues and fear or economic equality) could determine the outcome of the 2016 election.

Working people are having a hard time getting ahead and the economic inequalities of our time are found across party lines. We have to get over our fears and stop listening to people who want to distract us from the real issues. People are going to disagree about guns and abortion rights and that's what a democracy is about. But on economic issues and worker rights, we have to start focusing on what's important to working people and their families and not guns and who's going to repeal the health care law. People are living in poverty and working two or three jobs just to make ends meet because the wrong politicians were elected. Who we elect matters and we have to vote for people who will give workers a better future and who won't be influenced by billionaires.

It's time to stop listening to candidates and pundits who use wedge issues to stoke our fears and divide us. We have to agree to disagree on those subjects and stop voting against our own interests. While people argue about guns, abortion, immigration and religion, the income inequality problem continues and the middle class shrinks. We have to support candidates who will focus on economic issues that will benefit workers, not the

billionaires. So the questions to ask ourselves in the upcoming election are: Who will support policies that will improve the lives of working people? Who will support a worker's right to form a union? Who will make it easier for workers to collectively bargain with their employer? Who will address the wealth disparity in the country?

It's time to mobilize in 2016 and elect the right people to govern our country and communities.



Dennis P. Williams

FREE!

FREE!

ANNIVERSARY
OF THE

MARINE HARMONY FOUR



Singing His praises: Page 6

inside

- 4 PRO-Member**
A strike is an important tool
- 7 Skill on display**
GM apprentice wins major award
- 8 Women's History Month**
We honor UAW women who have made a difference
- 11 Workers Memorial Day**
Honor the dead, fight for the living
- 12 History at the lanes**
How the UAW helped desegregate bowling
- 14 COVER STORY**
Rolling up our sleeves in Flint

PLUS

- 22 Legislative Update
- 23 The long road to Election Day
- 26 Union Plus
- 27 Union Sportsmen
- 28 Black Lake

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COVER PHOTO BY DENN PIETRO



Strike! Using labor's most powerful weapon effectively

The UAW grew out of a strike. Prior to 1936, our union organized one worksite at a time, but nothing on the scale of the gigantic assembly plants that had been growing into company towns since the age of automation. The Flint Sit-Down Strike of 1936-37 changed all of that. In one 44-day strike, the UAW gained the right to sign up 100,000 General Motors workers.

Strikes are powerful for a simple reason: The only thing the boss wants from workers is labor. Withhold that, and the business grinds to a halt. It's powerful leverage; so powerful in fact, that a credible threat of a strike is often just as potent as a strike itself. The reason is that the boss is in the backroom doing the math on what a strike would cost the business. "A few days before our contract ended, we set a deadline of midnight Sunday to walk if we didn't have an agreement. When we let management know, it changed everything," said Glenn Vinson, president of UAW Local 1805. He and his members work for Folgers Coffee Company in New Orleans. "You could see it in their faces and hear it in their voices. Suddenly, they were on the phone a lot, responding quickly to us. Numbers started moving. It was like night and day."

Sometimes the employer isn't interested in improving the terms of an agreement. That employer knows that the laws protecting strikers have been significantly weakened in the past few decades, and he is also counting on public opinion being on his side.

Striking to win

Member support: This is an obvious one but excitement on Day One can fade after a few weeks on the picket line. That's why locals train members and provide information to them before a potential strike so they know what to expect. Getting ready for a strike once it starts is very difficult, so best advice is



General Motors' workers celebrate the end of the historic Flint Sit-Down Strike in 1937. As a result, 100,000 workers gained the right to union representation.

to prepare ahead of time. Many members also save up money in the months leading into negotiations as a possible cushion in the event they walk. This kind of preparation and the seriousness with which members take a strike also sends a message to the boss: We're prepared. Mentally preparing for a marathon versus a sprint is important.

Be strategic, not emotional: Negotiations can be tense. Companies take positions that are sometimes deeply offensive to members who have sacrificed and given up so much to help the company survive. Rumors run wild as deadlines approach. It's easy in this heightened situation to let emotions take over in the decision-making process. But this is the moment when union leaders and members should be the most clear in their thoughts. Scott McAllister, president of UAW Local 5286 at Freightliner in Gastonia, North Carolina, is a military veteran who thought bargaining would be a pretty straightforward matter. "It's not as simple as demanding what you want and you get it. In every contract, I'm constantly thinking about the active and retired members and their

families. It gets very stressful when all the company wants to do is cut, cut, cut.

“In one bargaining, I honestly wanted to hurt the company by striking because I was getting so angry by how the company was treating us. In fact, I got very frustrated with others on the UAW team when they didn’t support a strike at that time. Looking back, I know the company was pushing all of my buttons and I’m glad cooler heads prevailed.”

Political support: A key factor in the success of the GM Flint Sit-Down Strike was the decision of the newly elected Michigan Gov. Frank Murphy to use the National Guard to bring order to a tense situation rather than eject the strikers. “If I send those soldiers right in on the men,” he said, “there’d be no telling how many would be killed. ... The state authorities will not take sides. They are here only to protect the public peace.” Other strikers from the period were not so lucky. In Detroit, the Mine, Mill and Smelter Workers of the CIO had organized the American Brass plant. Those workers went on a sit-down strike in April 1937. Five weeks later, the Detroit police evicted them which set in motion a violent confrontation between

the workers’ supporters and the police.

Community support: This is vital for two reasons: Community support can sustain strikers and keep them strong. Just ask any Local 833 worker who spent 31 days on the line at Kohler Co. in Sheboygan, Wisconsin, last year. The level of support from the community (and union members around the country) strengthened their lines.

Have a winning strategy: Though strikes are powerful weapons, companies have an arsenal at their disposal, such as laws on permanent replacement workers, local judges who grant injunctions against strikers, deep pockets to use against workers in a public relations campaign, and anti-union spite, just to name a few. Go into the situation with your eyes wide open. “Striking is easy to do. Getting back to work is harder. You can’t predict the outcome because workers don’t control all the levers. But you have to be smart going into it,” said John Zimmick, president of UAW Local 174 in Romulus, Michigan. Zimmick’s local is made up of many units, some having as few as 10 members. Working with the bargaining committees of his units, they negotiate about two to three

contracts a month. “Almost every strike I’ve ever seen has started with an arrogant management who disrespects workers. But I always tell our members that the decision to strike should be made with a clear head. At the end of the day, we are going to bargain for every penny our members deserve, but we have to make sure our jobs are still there after we ratify our agreement.”



Local 833 members who work at Kohler Co., in Wisconsin went on strike for a month last year. The amount of support they received from the community was a critical factor in sustaining them through the strike.

A heavenly voice

102-year-old UAW retiree's a capella gospel career still soaring

Thomas Kelly started singing before movies with sound became popular, before transatlantic commercial flight and before the UAW's founding. He retired the same year the United States celebrated its 200th birthday following 30 years as a janitor at Chrysler's former Eldon Axle plant in Detroit.

Since his retirement 40 years ago, at least two things have been constant in the 102-year-old's life: his love for singing the spiritual praises as part of an a capella gospel quartet and his UAW pension. He's grateful for a long life that has had plenty of blessings, including his UAW membership at Local 961.

Kelly said his steady UAW-negotiated retirement income has allowed him to keep all of his bills paid for the last four decades so he could concentrate on his singing. While he's not as active as he once was, he still performs as a member of a quartet, but mainly in the summer months. He started singing as a member of The Marine Harmony Four, in 1926, four years after his family migrated

from Earlstown, Alabama, to look for work in Detroit's factories. He and his fellow quartet members would sing on street corners until the police told them to call it a night. He's been a member of several different quartets: among them are The Famous Wandering Four, The Gospel Harmonizers and now The Masters of Harmony. He has recorded songs, but those have been lost to the ages, unless some turn up in somebody's basement.

The man who worked 30 years and has enjoyed a UAW-negotiated pension for 40 years, remains thankful for the union.

His wife passed on many years ago, but before then his pension allowed him and his wife to take many vacations in their retirement.

"I've been blessed with a pension. I really appreciate that pension," he said. "I didn't have any problems. I enjoyed working at Eldon Axle.

People should realize it is a job and you should love it. A lot of people, they don't take their jobs seriously. I don't miss the work, but I didn't have any trouble paying my bills."

His answer as to why he became a gospel singer is about as straightforward as he is:

"Well, it is the Lord. I put it like it is. It is the Lord," he said. "Maybe some don't want to hear that."

Kelly then beautifully sang a few lines of his favorite song, "The Top of the Hill."

"I'm almost there. I can see the top of the hill..."

"That is my testimony," he added.

When it was suggested he could have been a soloist, he demurred. But he noted that singing a capella is difficult because there isn't any music in which to hide your mistakes.

"I don't want to say something that will hurt somebody, but it's the truth," he said. "When you sing a capella, you have nothing to hide by. It's all voice."

The singing senior citizen has two sons and a daughter, numerous grandchildren and great grandchildren.

"I think I've got a couple great-grandchildren, too," he added.

He has been nominated for a Michigan Heritage Award, which honors individuals who continue their family and community folk traditions with excellence and authenticity.

How much longer will he go on?

"That will be until the Lord takes me home," Kelly said. "It will still be a capella. I enjoy doing it."



Thomas Kelly, at far left in top photo and second from left in bottom photo, says singing a capella is difficult because there is no music to hide any mistakes behind.

GM metal model maker honored as Michigan apprentice of the year

Rachel Harbin has always liked working with her hands and has a love for automobiles that runs in the family bloodline.

She also has a love affair with learning, earning an associate's degree, a bachelor's degree and is close to earning her master's degree.

With a pedigree like that, it's not hard to understand why the Local 160 metal model maker at the General Motors' Warren (Michigan) Tech Center in December was named the Michigan Apprentice Steering Committee, Inc.'s (MASCI) Apprentice of the Year. The metal model maker journeyman acquires skills in a variety of disciplines, including welding, sheet metal work, machining and computer-assisted design.

"It's kind of an umbrella trade for various work with metal," said Harbin, who earned her journeyman's card in December. It takes 7,328 hours of on-the-job training, plus 700 hours of class to successfully complete the apprenticeship program. But once completed, there is a tremendous sense of satisfaction.

"I love my job. From where I am right now, I think would be very happy here for many years in the future," she said. "I get to see things that are not going to hit the market for four to five years down the line."

Harbin gets to assemble and disassemble various GM prototypes and work with design engineers to ensure what is designed for a vehicle will actually fit and function as it's supposed to.

"It's a lot of fun problem-solving as you go," she said. "You are given a job where you are given an end result. How you get there is up to you. It's got a lot of variety. You are never bored. It would be very frustrating for me to do the same thing every day and not learn new things."

Her willingness and eagerness to learn played a huge part in her winning the award, which comes with a plaque and \$1,000 prize. Lorna Storrs, Local 160's apprentice chairperson, recommended her for the MASCI award.

"She is always prompt, pleasant and ready to do her job," Storrs wrote in her recommendation letter. "I can think of no better way to appreciate the time, energy and willingness to learn that Rachel has demonstrated than to honor her with this award."

UAW Secretary-Treasurer Gary Casteel, who directs the union's Skilled Trades Department, said Harbin's success demonstrates how unions help workers improve their skill set so that they may advance their careers.

"Rachel Harbin sets a wonderful example of what can happen when motivated union members take full



Local 160's Rachel Harbin says one of the best parts of her job at the General Motors' Warren (Michigan) Tech Center is working on prototypes of vehicles that may hit the market years later.

advantage of the opportunities that their union has negotiated through the collective bargaining process," Casteel said. "It's also a great example set by our existing journeymen who help the apprentices learn as they earn."

Harbin is quite handy. Her grandfather was a tool-and-die maker and her father began as a mechanical engineer. Both men became plant managers by retirement. Her mother was the daughter of a machinist and an apprentice tool-and-die maker herself before being laid off and having children. She taught her daughter many skills, including how to not let her small stature be a disadvantage in a male-dominated field that some may perceive as requiring exceptional strength. But Harbin did not have a lot of machining experience. She credited the journeymen she worked with helping her learn the trade and earn the journeyman's card. One in particular, metal model maker Holger Lafrenz, was especially helpful. Apprentices must learn how to do the job correctly and safely the first time so they don't have to unlearn bad habits.

"You are always with a journeyman," Harbin said. "It's important for you to learn to do it the right way the first time. It was a little intimidating coming in but everyone that I've ever worked with — if you demonstrate an interest and if you pay attention to what they are trying to teach you — they are more than willing to help you."

Women's History Month

UAW women make a difference in the past, future of our union

March is Women's History Month. From the sit-down strikes of 1936-37 through the war years of Rosie the Riveter, from the postwar fight for jobs to today's campaigns for pay equity and safe workplaces, women have played a key role in UAW history. Side by side, women and men are building a stronger union every day. We salute UAW women everywhere. Here are just a few of many noteworthy UAW women:

May Reuther

May Wolf was working as a teacher when she met Walter Reuther in Detroit in 1936. While Walter Reuther was trying to organize autoworkers, she was trying to organize teachers. They married soon after they met but right before the wedding Reuther was fired from his job for being a UAW member. It was then that Walter



Reuther dedicated himself to organizing autoworkers full time and rented an office in Detroit that became Local 174. From the very beginning, May Reuther was an integral part of the UAW. It wasn't just that a substantial portion of the rent and other expenses came from her salary as a school teacher in the first several months: It was that she held Local 174 together.

She put in long hours and worked sometimes until after midnight organizing workers because it was a cause she believed in. When school let out the following summer, May went on break and never returned to her teaching job. She was as committed to the labor movement as her husband and shared in his beliefs throughout their lives.

The Flint Women's Emergency Brigade

The Flint Women's Auxiliary collected money for families, visited strike widows to improve their morale, and provided child care for mothers on the picket lines.



When the 1936-37 Flint Sit-Down strike became violent, the Flint Women's Emergency Brigade was formed to protect the sit-down strikers who were their husbands, sons, brothers and fellow co-workers. Wielding mops, brooms, rolling pins or pans, they surrounded the men on the picket line and formed human shields against the police. When tear gas was hurled into the buildings to break the strike, the women smashed the windows so it would escape.

The Flint Women's Emergency Brigade grew from 50 to 350 women before the 44-day strike was over. Their courage helped the UAW win the sit-down strike against General Motors that marked a major turning point in the labor movement giving the UAW legitimacy as a union. The brigade used military titles to show its readiness for combat. They wore colored berets and armbands with "EB" inscribed on them; the Flint Brigade's berets were red, Detroit's green and Lansing's white, and Pontiac's orange.

Millie Jeffrey

Millie Jeffrey was a long time union and political activist who became the



first director of the UAW Women's Bureau in the mid-1940s.

Jeffrey worked as an organizer for the Amalgamated Clothing Workers of America in the 1930s. She went undercover into garment factories and helped organize formal groups that demanded better wages and safer workplaces from owners and management. Her work in the labor movement brought her to Washington during World War II, when she served as a consultant to the War Labor Board. It was there that she met Victor and Walter and Victor Reuther who appointed her to head the newly formed UAW Women's Bureau, the precursor of the UAW Women's Department.

She organized the first women's conference of the UAW to deal with the flood of returning veterans that forced postwar layoffs of women from factory jobs. In the early 1970s, she helped found the National Women's Political Caucus, a group that would go on to help dozens of women achieve political office. In 1975, she chaired a Democratic National Committee task force that rewrote national convention rules to ensure that half the number of delegates in attendance in 1980 would be women.

Caroline Davis

Caroline Davis was president of Local 764 in Indiana, and the second director of the Women's Department from the late 1940s to the early 1970s.

The Women's Department was formally established at the UAW's 15th Constitutional Convention in 1955. The Women's Department addressed the specific problems that women faced in the workplace: equal pay, ending discrimination in hiring, promotion and training of women, as well as equal seniority protection. Through conferences, legislation, education, women's auxiliaries and committees, the UAW Women's Department sought to improve working conditions for women.

As head of the Women's Department, Davis testified before Congress in favor of the Equal Pay Act. In her testimony, she called unequal pay "immoral" and rebutted EPA's critics who claimed that women were more expensive to employ than men. President John F. Kennedy signed the Equal Pay Act into law in 1963,



marking the entrance of the federal government into the field of safeguarding the right of women to hold employment on the same basis as men. She also sought to eliminate the separate male and female seniority lists, which led to either men getting all the highest-paying jobs or women losing their jobs to men who had less seniority.

Dorothy "Dottie" Jones

Dottie Jones began her career in the labor movement in 1966 when she became a member of Local 630 and served as chief steward. She developed training programs for minority and female union members at the University of Michigan's Institute for Labor and Industrial Relations. She went on to become assistant director of the UAW



Women's Department and then assistant director of the UAW Retired and Older Workers' Department. In 1996, President Stephen P. Yokich appointed Jones to serve as an administrative assistant in the President's Office — a first for an African-American woman. She continued to hold this position under President Ron Gettelfinger until she retired in 2003.

Jones served on several boards and commissions, including the Michigan Women's Commission, the National Association of Commissions for Women, and the Michigan Task Force Against Sexual Harassment, whose work resulted in the amendment of Michigan's Elliott-Larson Civil Rights Act to include sexual harassment as illegal behavior. She was named one of 25 Outstanding Black Women in Michigan, in 1985 received the Feminist Achievement Award, and the Walter Reuther Distinguished Service Award. Jones currently serves on the Council 1 Board for Blue Cross/Blue Shield and serves her union as a member of UAW Region 1A's Women's Council and UAW Local 372.

Susanne Meredith

Women's History Month

Being union helps women

Unions fought for many of the benefits workers now have such as the 40-hour work week, overtime pay, and improved health and safety standards, which have improved the lives of all workers. It is only through a strong union and worker voice that these benefits will remain intact.

Worker's wages have been stagnant and the rich have gotten richer. "A recent study showed the wealth gap is widening faster than anyone anticipated and that just 62 people own as much wealth as the poorest half of the entire world population — that's *3.6 billion people*," said UAW Vice President Cindy Estrada, who directs the union's Women's Department. "This rising wealth disparity disproportionately affects women, leaves our children hungry, and keeps our elderly from living in the dignity they deserve."

Union membership improves the lives of women and their families, both economically and by giving them a voice in their workplace. For example, a recent report on women in unions by the Institute for Women's Policy Research (IWPR) shows that unions raise wages and improve benefits for workers at the middle and bottom of the wage scale at a workplace where workers are disproportionately women. In fact, women who are represented by a union earn an average of \$217 more per week than women in nonunion jobs.

While wages are important, the advantages for union women go beyond higher wages. Union membership brings wages into the open and ensures

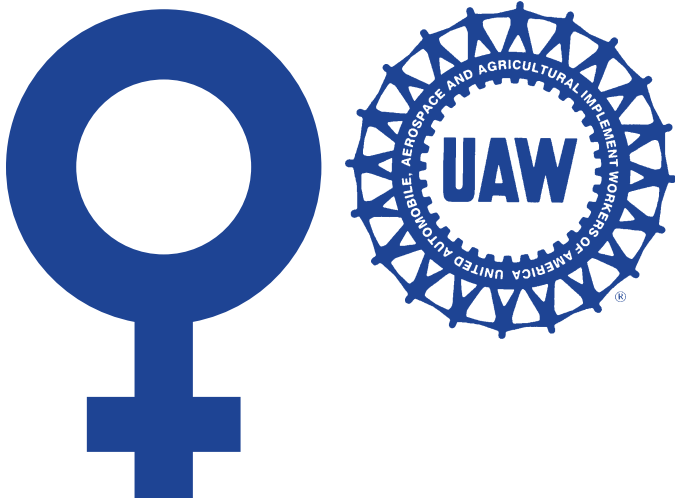
that employers will pay workers based on the job they do. The wage transparency in a unionized workplace helps close the gender wage gap and prevents gender bias. Unions also typically provide women better access to benefits such as pensions and health care. According to the IWPR report, 3 in 4 unionized women have some type of pension plan compared with 4 in 10 nonunion women, and are also more likely to get health benefits, paid sick days, and maternity or family leave. Additionally, through the collective bargaining process, unions are more likely to provide greater security from harassment, discrimination and arbitrary disciplinary actions.

Unions have been a major voice in the advancement of national policies that are important to women, like fighting for equal pay and fair work schedules, for equality in the workplace, women's health concerns, and paid leave so they can take care of family issues, like a sick child. However, there is still plenty of work to be done in order for women to achieve equality in the workforce. While the gender wage gap of union members is lower than for nonunion workers, it does not disappear. There are still factors that contribute to the current wage gap such as discrimination, work defined as "women's work," and "family" work that typically falls to the women who are required to take time off to care for sick family members.

The U.S. is the only developed nation in the world that doesn't have a national policy requiring access to paid sick days and paid maternity leave. Women need affordable and quality child care, paid family and medical leave, and paid sick days. This lack of policy forces many women to choose between their economic security and their health. Policymakers and unions are addressing these challenges and advocating for national policies that will improve the lives of working women. Making it easier, not harder, for workers to form a union is a good start to this advocacy for women.

Women in the labor movement have a proud history of championing women's rights through political action, fighting for racial equality and organizing the unorganized. Unions must strive to continue that history by developing women to be strong union leaders and activists through effective mentoring programs, training on effective ways to mobilize women, and by encouraging more women to step into leadership and elected positions.

Susanne Meredith



Workers Memorial Day

Four UAW members perished in workplace incidents

All workplace fatalities are avoidable. Through the collective bargaining process, we seek to make our workplaces safer and often negotiate stronger protections for our members than is required by federal, state and local laws and guidelines. We do this because all workers should leave their workplace in the same health as when they arrived for work.

These deaths serve as a reminder of the dangers of working alone, that team leaders' duties and lean manufacturing objectives must be coupled with proper regard to safety, that malfunctioning or poorly designed machine guarding and presence-sensing devices must be reported to management and be promptly addressed. We must also do more to ensure that new safe working procedures are in place when maintenance tasks create new hazards.

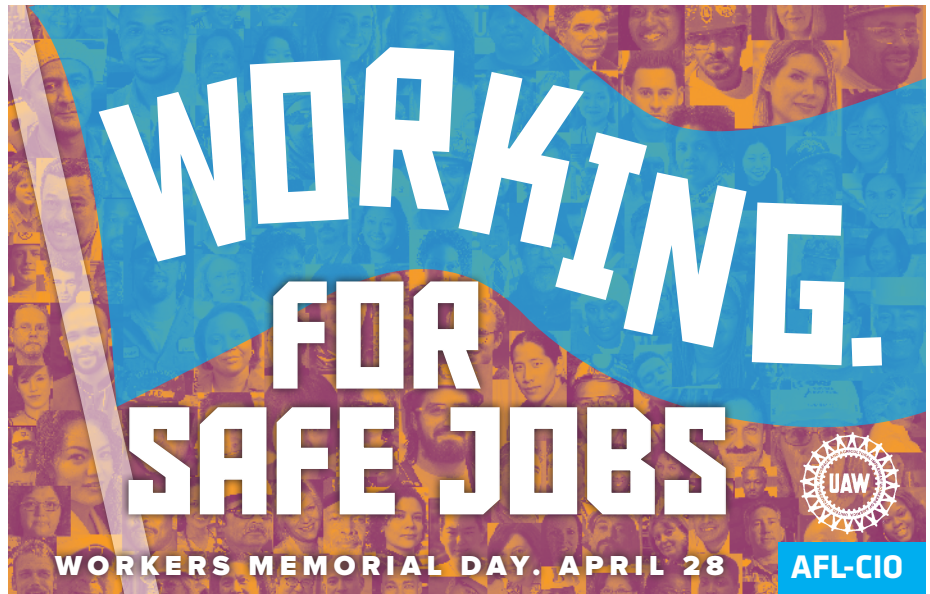
As we approach Workers Memorial Day on April 28, we know we have much more work ahead of us. Four UAW members died in workplace incidents since Workers Memorial Day 2015. We mourn the loss of these members and send our condolences to their loved ones and coworkers.

UAW fatalities in the workplace April 28, 2014 – Feb. 29, 2016 May 5, 2015

May 5, 2015

Donald Megge, 53, millwright, Jefferson North Fiat Chrysler Assembly, Local 7, Detroit.

Brother Megge was cleaning a filter press used to remove solids from waste water when he was crushed between filter plates. Root causes included disconnected presence-sensing devices, faulty circuits and working alone.



May 6, 2015

Lee Duncan, 41, team leader, Jefferson North Fiat Chrysler Assembly, Local 7, Detroit.

Brother Duncan was re-installing rear fascia on vehicles in a remote location. He was pushed by the vehicle conveyor and struck a metal locker head first. The medical examiner has stated that the force of the blow led to severe brain trauma. He died immediately.

Jan. 22, 2016

Katherine White, 51, team leader, Carlex Glass America, Local 737, Nashville, Tennessee.

Sister White was cleaning the ink applicator used to date stamp windshields. A shuttle that picks up auto glass and moves it to a robot pick point activated, trapping her head between a shuttle rail and the conveyor. The crush point was not guarded. There was no lockout procedure in use. She was pronounced dead at the scene.

Feb. 2, 2016

Terry Bodenbender, electrician, General Motors Foundry, Local 211, Defiance, Ohio.

During the afternoon of Tuesday, Feb. 2, 2016, the UAW-GM Center for Human Resources health and safety leadership were notified that a serious injury incident had occurred. Information obtained indicated that sometime at approximately 12:15 p.m. an accident had occurred while two employees were troubleshooting a 15-ton crane. Employee Terry Bodenbender had sustained a fatal injury due to a fall from heights. He sustained severe blunt-force trauma injuries to his upper torso and skull. He succumbed to his injuries Feb. 2, 2016 at the accident scene.

A strike for justice

The UAW was a key player in knocking down racial barriers in bowling

Bowling has a way of creating solidarity outside the workplace like no other activity. Amid the repeated thumps of balls hitting the alleys and crashing into pins, we gather at our local alleys to compete and socialize with our union brothers and sisters. By the mid-1940s, it was America's most popular participation sport and remains popular among our members today.

As popular as it became, it was not always a sport that allowed everyone to bowl together.

Walter Reuther recognized that only white UAW members could enjoy the sport because the American

Bowling Congress (ABC), bowling's sanctioning body, limited participation in its events to whites at the nation's 75,000 alleys. Reuther could not accept that while our union was working hard to desegregate the workplace, that work was being undermined because of discrimination in society. A year after becoming UAW president in 1946, he put the UAW at the forefront of the national movement

to desegregate bowling alleys across the nation.

"Walter Reuther believed that fighting discrimination in the workplace had to be extended to other parts of our daily lives," UAW President Dennis Williams said. "Not everyone was supportive of this at the time, but he recognized it was the right thing to do as union activists and human beings."

It's with that history that some of the top bowlers from locals from across the nation will gather in suburban Detroit to compete in the International UAW Finals Bowling Championship on May 7. This tournament was first held in 1948 as a response to the ABC's discriminatory policy and the fact that the Detroit Bowling Proprietors' Association banned African-

Americans from city bowling alleys.

The UAW's strong participation in desegregating bowling alleys is an important piece of our union's history, said Alyce Graves Kirk, a Local 6000 retiree who bowls in two leagues. While there may be some people who believe that unions should stick to issues within their workplaces, Kirk is thankful that her union took a stand for equal rights for all.

"It's one of the main things I think a union should fight for," Kirk said. The former eligibility specialist for the Michigan Department of Human Services added that

younger members of the union can learn a great deal from this moment in our union's history — and get involved to ensure rights are preserved.

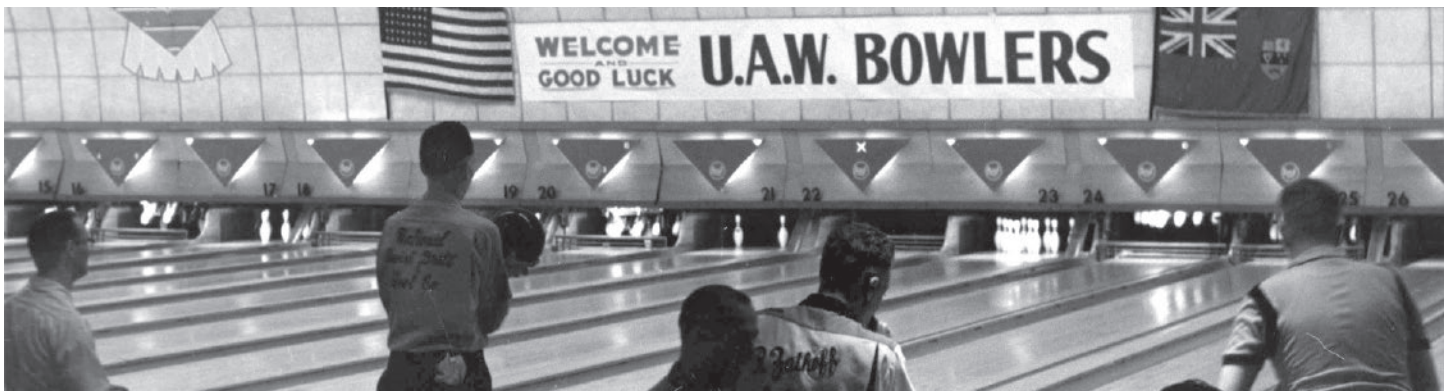
In 1946, Father Charles Carow, a member of the ABC's executive board and of the executive committee of the Catholic Youth Organization in New York, petitioned the ABC board to rescind its discriminatory policy to no avail. But his efforts



The UAW's strong participation in desegregating bowling alleys is an important piece of our union's history.

caught Reuther's attention. Reuther soon instructed William H. Oliver, co-director of the UAW Fair Practices Department, to form a national committee to pressure ABC to desegregate. Reuther also gave Olga Madar, the director of the UAW Recreation Department who would later become the union's first female vice president, the task of eliminating racial bias in organized UAW bowling. The Recreation Department took the campaign to UAW locals across the country to get reluctant white bowlers to break with the ABC and the Women's International Bowling Congress (WIBC).

It wasn't easy work. John D'Agostino and Jess Corona, two Recreation Department staffers, were given the assignment of taking the campaign to bowling alleys



where UAW members bowled. D'Agostino told *Solidarity* magazine in 1995 that he recalled a particularly rough confrontation at a Detroit local.

"It was a very heated meeting. The members were very angry that we might take bowling away from them," said D'Agostino, who needed an escort by a local officer to ensure his safety when he left the meeting.

"We are not trying to deprive our membership of the right to bowl," he wrote one union local in Ohio. "But we would like them to bowl unsanctioned. How else are we going to break the un-American, un-democratic ABC organization?"

The UAW formed the National Committee for Fair Play in Bowling (NCFPB) and recognized it needed a strong personality with persuasive political skills to lead the committee and draw other prestigious Americans to the fight. Oliver and another union member, Joseph V. Tuma, went to Minneapolis to convince its young mayor, Hubert H. Humphrey, to chair the committee. Humphrey, a progressive who would later become a U.S. senator and vice president, was a strong labor supporter who formed his own aversion to racial discrimination while attending graduate school in the Deep South. Humphrey's participation helped draw notables such as World Heavyweight Boxing Champion Joe Louis, Women's Open Golf Champion Betty Hicks, NAACP President Walter White and others to the committee.

Soon, the UAW and other organizations decided to hold separate All-American Bowling Tournaments in major cities to compete with the ABC. The first was held in Detroit at the Eastern Market Rec Center and was the hardest to organize because many bowling proprietors, pressured by the Bowling Proprietors Association of Greater Detroit, refused to let the union use their lanes. Our union established the UAW International Bowling Championships and held the first one in January 1948 at Herbert Fenton's Dexter Recreation Center. Pressure began to build on the ABC as more tournaments were held and other prominent individuals and organizations joined the cause.

In March 1948, the ABC had an opportunity to rescind its racist policy, but declined. Humphrey and the UAW were undeterred.

"Despite this decision, many of the organizations and people who have worked with us are now more determined than ever to guide our program to a successful conclusion, and they feel that, in so doing, victory will be ours," Oliver wrote to Humphrey, who wrote back:

"I am particularly encouraged when I read about the successful tournaments we are holding," Humphrey said in his letter. "It is very important to destroy by concrete action the myths and stereotypes and rationalizations which are used to defend discrimination."

In December 1948, the UAW, along with numerous other organizations, took legal action against the ABC, based on a New Jersey law outlawing discrimination. It delayed legal action until March of the following year, when the ABC again refused to lift the "whites only" clause. With Humphrey recently elected to the Senate, it was the UAW's Oliver who guided the effort to win the campaign. After a full year of legal wrangling in many states, the state of Illinois found that the ABC had violated its anti-discrimination law, fined it \$2,500 and threatened to void its Illinois chapter. In August 1950, the ABC finally relented and its competitions were now open to all. The WIBC soon followed.

Desegregation in bowling came along slowly outside the UAW. Local 6000's Kirk remembers when she started bowling in the late 1970s, there were still bowling proprietors in non-UAW affiliated leagues that practiced discrimination. She's proud of her union's role in desegregating the sport.

"I think if it wasn't for people in the UAW who put some of those ideas out there and got people to accept them, nothing would have changed," Kirk said.

Editor's note: Some of the historical background in this piece can be attributed to "More than Sports: How Hubert H. Humphrey and the United Auto Workers Union helped to achieve the Desegregation of Bowling in America 1946-1950," a 2005 research paper by Malina Iida, then a law student at the University of Hawaii, and John C. Walter, professor emeritus at the University of Washington.



We Stand By Flint

UAW members spring into action to help neglected city

When you turn on the tap at home, you don't think about whether the water is safe. You trust it's OK because trained government experts make sure it's safe for drinking, cooking and bathing.

That trust has been broken in a big way for residents of Flint, Michigan, almost half of whom live below the federal poverty line. Daily life is already hard for the majority African-American residents. Now, their lives have been devastated with health and financial damages, thanks to a city water system poisoned with high levels of lead, which can cause irreversible brain and neurological damage, among other lifelong health problems especially for young children.

Lead poisoning does not discriminate. What has happened in this city affects everyone who lives there and expects that their city services are delivering clean water to bathe in, cook with and drink.

Early on, residents complained that something wasn't right after officials switched Flint's water from the Detroit, Michigan, system to the one in Flint. Despite widespread complaints about the water's bad taste, smell and discoloration, there was no immediate, effective action taken by the entity charged with running Flint government: the governor's office.

However, UAW members didn't think twice about what to do. In 2014, throughout Region 1D and beyond, the UAW at all levels sprang into action with massive deliveries of bottled water to the city's emergency water distribution centers. They've been collecting and delivering bottled water ever since and looking for more ways to help.

"When we started to hear about the water problems in September 2014, we began working on getting



DENN PIETRO

Our members from Region 1D and elsewhere went to work early in the crisis to help make sure Flint residents had drinkable water.

bottled water to residents," said UAW Region 1D Director Gerald Kariem. Flint is important to the UAW, particularly Region 1D, where it is located. It's where the UAW has the distinguished history as home of the 1936-37 Flint Sit-Down Strike where the UAW first gained hard-won recognition from General Motors. Many UAW members and retirees live or grew up there, work at GM, or have family members living in the city. The city is home to seven UAW locals. "It's a shame we had to do this. This is Flint, Michigan, not a Third World country. We are in Michigan, the land of lakes with good, fresh water," said Kariem. "The response of UAW members, from officers to the rank-and-file, makes you proud to be a UAW member. I'm not surprised our members rose to the occasion."

The city's poisoned water system has attracted statewide, national and even international media attention. Much of the focus has been on Michigan Gov. Rick Snyder, whose administration is in charge of the city under a controversial emergency management system that removes local control and

voting rights from Flint residents and locally elected officials are mandated with getting the city's budget in shape. That means ensuring the city's basic services meet the needs of residents often takes a back seat. The bottom line drives decisions under an EM system, not how residents might be hurt by its cost-saving measures. Flint was no exception. In fact, this "business approach" to governing, with a focus on the bottom line, is what propelled Governor Snyder to office, twice.

When the Snyder-appointed EM OK'd switching the city's water from the high-quality Detroit system, which relies on the fresh water of the Great Lakes, to using the polluted Flint River, it was also decided not to pay extra for a water treatment that prevents lead corrosion in Flint's old pipes. Lead leaching from old pipes is a commonly known problem, and it's preventable during the treatment process. That step wasn't taken by those running the city of Flint, while residents, especially children, paid the high price with their health in ways so sweeping they haven't been adequately measured yet, and may never be because of the magnitude of the damage.

The Centers for Disease Control and Prevention says no level of lead exposure for children is safe. They recommend medical attention for anyone with blood levels above 5 mcg/dL (micrograms of lead per

deciliter). Blood and water system testing for lead has been ongoing for many of the city's roughly 100,000 residents. One Flint resident was reported to have more than five times the 5 mcg/dL lead level in his blood. The federal lead limit for safe drinking water is 15 ppb (parts per billion). The EPA conducted water tests that showed a reading as high as 4,000 ppb of lead for water service at the property tested.

Flint residents have reported severe rashes, gastrointestinal issues and other health concerns since the water problem started. Adults with lead poisoning are at high risk for high blood pressure, fatigue, joint pain, decline in mental functioning, muscle pain and, for pregnant women, possible miscarriage. Lead damage to children also appears in a variety of ways in addition to severe rashes, such as irritability, weight loss, fatigue, hearing loss, abdominal pain and other intestinal problems. Children with high levels of lead also face problems years from now, including neurological damage, developmental delays and learning difficulties. Lead even affects pets, causing rashes and other problems, like fatigue and erratic behavior.

Congressional hearings and a federal investigation are underway to get to the bottom of the water poisoning scandal. In the meantime, Flint residents need access to clean water and new water pipes



UAW members from Region 1D line up at the food bank to collect bottled water for distribution to community centers.

ROBIN STANTON / UAW LOCAL 598



UAW MEMBERS STEP UP

that won't leach lead. New pipes for every house affected don't appear to be coming any time soon. What has been coming, however, is continued action from UAW members to volunteer to help in any way they can, including getting bottled water and financial contributions from UAW members to the beleaguered residents of Flint, which is the county seat for Genesee County. In all, about 415,000 people live in the greater Flint area.

"UAW members know that our union has always been about community and giving a helping hand to those who need it," said UAW President Dennis Williams. "The quick response of UAW members from all over to the Flint water crisis shows that solidarity is something our members take seriously, both as part of being a union member and as members of the communities where they live and work. Flint residents needed emergency help. UAW members stepped up without question, collecting bottled

The quick and continued response of our members shows that our members take solidarity seriously.



DENN PIETRO

Helping in the community is a natural fit for our union

UAW members throughout the country give back to their communities in many ways. In addition to helping Flint residents during the water crisis, UAW members have stepped up throughout the years whenever their communities have been in need. Two examples of many actions members have taken to help others include a recent day of service on the Martin Luther King Jr. holiday Jan. 18 in metro Detroit. UAW Region 1A Director Rory Gamble and members from the region, in conjunction with radio talk show host Mildred Gaddis, hit the streets to help the homeless where they are with specially designed sleeping bags able to handle temperatures as low as 17 degrees below zero, not unheard of during Michigan's bitterly cold winters. The distribution was launched at St. Leo's Soup Kitchen in Detroit, followed by UAW members venturing into the cold to deliver 300 sleeping bags to the homeless. If you'd like to donate funds to help purchase sleeping bags, mail a

check or money order, payable to EMG Foundation, to Radio One, 3250 Franklin, Detroit, Michigan, 48207, or call (313) 259-2000.

Another way UAW members give back to their communities happens every year at the UAW's Family Education Center at Black Lake. Herb Taylor, senior chaplain of UAW Local 31, Region 5 chaplaincy coordinator and chair of the International's Chaplaincy Program, says at the chaplaincy's annual conference at Black Lake in June, the roughly 160 chaplains reach out to financially struggling area residents by engaging in a special day with about 100 high school students from nearby Inland Lakes High School. They invite the school's marching band and choir members to share a meal and fellowship with them at Black Lake, followed by a concert in the assembly hall put on by the students for the chaplains. The students even perform Solidarity Forever in tribute to the UAW. "We wanted to go into the community and give something

water, distributing it in their own vehicles, collecting financial donations for Flint residents, going door-to-door to help. Whatever the need is, UAW members are there,” said Williams.

Kariem said Region 1D immediately “adopted” the city’s three community centers — Brennan Community Center, Hasselbring Community Center and Berston Field House — and coordinated regular water collection and distribution to the centers. The centers weren’t on the city’s water distribution list and, for some seniors, were the only source of bottled water they could easily access. Early in the crisis, Region 1D’s Community Health Coordinator Scott Kincaid also played an integral role in assisting Flint residents. He’s a member of the Greater Flint Health Coalition, formed by the UAW and community groups, and was a Flint City Council member for 30 years. He’s been advocating on several fronts, including legal, on behalf of Flint residents hurt

by the poisoned water. “The response of UAW members has been great,” said Kincaid. “With all the volunteers, we’ve delivered over a half million dollars in water distribution so far, and we’ve heard from UAW members across the country with water and financial contributions. It’s been an outstanding collective effort from UAW members in response to this crisis,” he said.

Deborah Holmes, executive director of the Brennan Center which serves roughly 125 senior citizens in Flint, said the UAW’s water donations have been invaluable to her vulnerable, elderly clients. “When UAW members deliver water to us, they allow us to give more water to seniors than they are passing out at area fire departments and distribution centers, and they don’t have to stand in line,” said Holmes. “Region 1D even brought us some water filters. One of our seniors who is 81 years old didn’t have a filter at home, but



DENN PIETRO

The UAW’s water donation and distribution program has been invaluable to Flint residents, especially the elderly.

back,” said Taylor. The chaplains have even raised \$2,500 for new uniforms for the band members. “The kids are mostly low income and they really look forward to participating each year. In fact, band and choir membership has grown at the school because the kids hear about our program and want to come to Black Lake,” said Taylor. “It’s important that we at least have a meal with the kids because you’d be surprised how many of them go home at night and don’t have a meal to eat.” The chaplains maintain contact with the school throughout the year. “Words can’t explain the joy we see on the kids’ faces. We are in the community as the UAW, and to be able to support students at our own educational center is overwhelming. It feels good.”



The UAW Chaplaincy Program treats the school band and choir at Inland Lakes High School to a meal and fellowship at Black Lake every year. The students put on a concert for the chaplains.

UAW MEMBERS STEP UP

she wouldn't ask for a filter. Because of the UAW donation, I was able to get a filter to her house. She was silently using the toxic Flint water all this time. Sometimes the UAW's help makes us so happy, I want to break down in tears," said Holmes.

Many UAW members from throughout Michigan and the country have been helping collect water and financial contributions, and distribute water and filters to Flint residents.

Director Kariem said UAW member's commitment to helping communities in need hit home with him on a recent snowy Sunday. "I was just getting out of church and I got an email that water pickup was starting. It was snowing, and when I got to Region 1D's offices I saw all the UAW members coming with their trucks, and I cried. I thought of a friend of mine

showing me the rashes on his arms. He lives in Flint and he talks about bathing and all the challenges he faces installing filters, how the water is damaging him still," said Kariem. "I vacillate between being grateful and being angry. This is not what democracy is supposed to look like. This current governor's administration and the EM were very hasty to turn to Flint water without using anti-corrosion protections. They were more concerned about their political will, and it overrode the people's will to do the right thing for people. Democracy failed Flint when the EM came in, and it failed them again when an EM minimized the ethics of not putting proper safeguards in place. Careless, reckless," said Kariem.

Region 1D Assistant Director Steve Dawes said the region is focused on helping Flint get through the



DENN PIETRO

Democracy may have failed Flint, but UAW members in the city that helped give birth to our union did not.



DENN PIETRO

UAW Local 659 President Reggie Smith is proud to be a 'Flintstone.' His mother and other family members still live there and are affected by the water crisis.



DEBI KIRCHNER / UAW LOCAL 598

crisis, but it's more difficult because this crisis is unique. Unlike natural disasters that leave publicly visible signs of destruction, a lead poisoned water system is invisible when you look around the city. It's underground in the water, and in people's bodies.

UAW member Reggie Smith grew up in Flint, and his mother and other family members still live there. He's president of UAW Local 659 in Flint, with about 2,800 active members and 12,000 retirees from seven units, including the GM Flint Metal Center, GM Flint Engine South, GM CCA (GM Customer Care and Aftersales) in Swartz Creek, ACC Truck Fleet (Automotive Component Carrier), Android Industries, Logistics Service Industries, and Flint Tool & Die Plant 38. The water crisis has hit home with his members and with him personally. "I'm a Flintstone," said Smith about his deep roots in the city. "I worry about my mom who is 80 years old. She still has to shower in that water. She has to bring in gallons of water just to cook and brush her teeth. And on top of that, she still has to pay her water bill. My family

is going through this," he said.

He and his Local 659 members have been helping the city from the start of the crisis. Smith said he reminded his members to be ready to do whatever is needed, whenever it's needed because that's the UAW way, helping communities. "We let certain groups use our hall for water meetings, and every Tuesday our local and Local 599 partner at the food bank and deliver water to the three senior centers," said Smith. "Members use their personal trucks and get that water to them until they have what they need. On Fridays, Locals 598 and 651 do the same thing. We are ready to volunteer at a moment's notice," he said. He urged members to also do direct action by participating in rallies and demonstrations. "We rallied at the state capitol during Snyder's state of the state address in the cold. I told members to be prepared to do this at any time," said Smith. He says the water crisis happened "because it was a minority town that's poor. They thought they could overlook it and not listen to the working people here. If it was anywhere else they would have double checked before making decisions. They say they'll reimburse residents for all the money spent on bottled water, but you can't undo the health damage to residents, especially children. All over saving a couple dollars," said Smith. Still, he knows Flint residents will eventually recover because it's a tough city that's been through a lot. "This is a resilient city that has suffered through plant closings, chronic high unemployment, crime rates unheard of, you name it. And I've had my personal tragedies just like Flint residents have, but I still love my city, and I don't see a better place for me to live."

Dan Reyes is president of UAW Local 599, representing about 500 active members and 9,000 retirees at GM's Flint Engine North plant. Reyes was born in Flint. They sprang to action when the crisis began and haven't stopped. "Our local did gate collection and approved \$1,000 from the general fund to the food bank. Then, twice a week members distribute water to the food bank, the three community centers and other sites," he said. The local already serves 360 families a month at the local



DEBI KIRCHNER / UAW LOCAL 598

Dan Reyes, president of Local 599, says Flint residents appreciate the help they are getting.

WATER CRISIS IN FLINT UAW MEMBERS STEP UP



DENN PIETRO

UAW Local 651 President Alex Leafi delivers water to the Brennan Community Center in Flint.

food bank. “We were already in the service mindset,” said Reyes. “People sometimes don’t realize that the UAW has a heart, that we’ve always had a heart. When we deliver help some say, ‘Thank you. God bless you, UAW.’”

President Alex Leafi’s Local 651 includes members from many Flint area work sites, including General Motors, GM Davison Road Processing Center in Burton,

Aramak, GM Global Facilities Warehouse in Grand Blanc, and over 6,000 retirees from AC Spark Plug/Delphi Flint East. “Last fall we delivered water to five Flint schools that had the highest lead contamination levels,” said the Flint native.

“We’ve had a lot members from all shifts work with the region to deliver water to the food bank, community centers, Montessori school downtown, the Flint YWCA and some churches. We’re still delivering water, many of us in our own trucks. This has brought out more of the good in our members and has carried over into the worksites. You can tell. People are more focused on each other,” he said. “There’s just too much hurt going on in the world and not enough fixing. I hope people are fed up and start voting for progressive candidates. Just take care of each other,” said Leafi.

Lorie Velasquez is shop chairwoman of Local 659 at Android Industries, also in Flint. The Flint native said Local 659 is always good about helping the community. “We’ve helped the United Way of Genesee County, Toys for Tots, the food bank, all of it. It’s what we’re here for, to help people.” Her fellow union member at Local 659, millwright and alternate committee member for skilled trades at Flint Metal Center, Jeremy Thibault, said Local 659 has delivered a lot of water from the food bank to the community centers in their own trucks, and some have gone door to door with water filters. “Stepping up as a UAW local is what it means to be part of Flint.” Thibault has a message for Flint residents: “We stand behind you, we see what you’re going through, and we’re all in this together.”

UAW locals also have provided water help by partnering with the United Way. Teresa McGinnis is with Local 1811, which represents workers in education and health care in the Flint area. She serves as the UAW’s Community Service Liaison for the United Way of Genesee County. “My first thought when we heard about the water crisis was, ‘How can we fix it?’ My background is in early childhood education, so I knew what we were doing to the kids with lead poisoning. I was born and raised in Flint, I work in Flint, and I have family members who live in Flint. I’m worried,” said McGinnis. “We started by delivering trucks of water for distribution even before it made national



Lorie Velasquez, shop chair at Local 659, says her local has a continuous commitment to helping in the community.

DEBI KIRCHNER / UAW LOCAL 598



Local 659's Jeremy Thibault's message to Flint: 'We stand behind you.'

near Saginaw, north of Flint, state of Michigan employees from Local 6000 in Lansing, members of the Plumbers and Pipe Fitters union, the Teamsters and many other labor organizations.

Local 699 President Rick Burzynski says helping community members in need is a natural fit for the UAW. "Anytime we can help the community, we do it," he said. Some Local 699 members live in Flint, and local members have been delivering water throughout the crisis, in their own vehicles every Friday, to the food bank and community centers. "Everybody wants to help," said Burzynski.



DENN PIETRO

Local 699 President Rick Burzynski says helping the people of Flint is a team effort.

Teresa McGinnis of Local 1811 serves as the UAW's liaison with the United Way of Genesee County and is working with a dozen UAW local presidents to coordinate water deliveries.



DEBI KIRCHNER / UAW LOCAL 598

news. I've continued working with a dozen local presidents arranging water distribution or funds that are coming into Genesee County for the water fund program. I rely on a lot of people to coordinate water deliver quickly to the community centers, the food bank and the fire department," she said. "UAW members are doing everything in our power to help Flint. Helping people in our communities is what we do," McGinnis said.

Active members and retirees from other locals have also stepped up to provide large-scale bottled water delivery, financial contributions and other assistance to Flint residents, including Local 598 members from GM's Flint Truck Plant, Aramark and Hamtramck Energy, Local 699 members at supplier Nexteer Automotive



DENN PIETRO

UAW Region 1D Director Gerald Kariem, left, Local 659 Recording Secretary Tim Duplanty, and Region 1D Assistant Director Steve Dawes at the Brennan Community Center get set to distribute water donated by UAW members.

The Flint Water Crisis:

An epic failure for the people of Flint and America

"It is morally imperative that the public have faith in their government at this time and that starts with full and total transparency on an issue that was brought on by poor decisions by government officials who put cost savings ahead of the health of Flint residents which could plague the children of Flint for a generation." — President Dennis Williams (February 2016)

Throughout the nation and the world, there has been outrage by the government decision behind the health emergency in Flint, Michigan. It is a tragedy that hits home, as many of the victims are UAW brothers and sisters, both active members and retirees. That no one should have lead-contaminated toxic water coming from the water faucets in their homes and schools goes without saying. Yet thousands have been poisoned and several deaths are suspected due to extended exposure to these harmful chemicals. The full impact may not be known for decades.

Michigan officials who appointed an emergency manager to make decisions over the democratically elected Flint leadership cannot run from the fact that they made a decision to switch the water source in Flint all in the name of saving money at the cost of Flint residents. In fact when the decision was made to switch the water in Flint from the Detroit River to the Flint River, it would have only required a mere \$100 a day to add an anti-corrosive agent to the water to make it safe for the Flint residents to consume.

Meanwhile, many UAW members have volunteered hundreds of hours and truck loads of bottled water, and the UAW in partnership with GM, Ford and FCA have pledged

millions of dollars in future aid.

But for all the volunteer effort only government can fix the scope of this problem and make the drinking water safe.

Sadly, the Michigan governor and legislature have failed the residents of Flint as the world watches. Accountability and transparency have been lacking. Public information has been withheld by Gov. Rick Snyder's decision to release only his own emails, not his staff's, regarding the issue. When the House Oversight and Government Reform Committee held a hearing on this crisis in early February, it did not require the governor to go to Washington and testify. A week later, another hearing was held by the House Democratic Steering and Policy Committee and it invited Governor Snyder to testify. The governor did not go. Once again the people of Flint were left without detailed answers. Yet amidst all the secrecy and finger pointing Michigan has the ability to act now as the Snyder Administration is sitting on a \$1 billion "Rainy Day Fund" that could be used to alleviate the pain and suffering of the residents of Flint. As of this writing, this has not been done.

Fortunately, a number of Michigan officials in Washington have been aggressively seeking solutions and advocating for much-needed emergency funding for the people of Flint. Rep. Dan Kildee has been leading the efforts in Washington to get the federal aid needed for Flint. The entire Democratic Michigan delegation in the House and several Republicans, including Rep. Candice Miller, have been supportive and have advocated

for aid. Among other things, they have called for money that would be used for lead abatement, replacing lead service pipes and other infrastructure in Michigan, and establishing a health fund for the victims of this preventable health crisis. We will not know the extent of the damage for several years and no single proposal will solve all the problems caused by this crisis. Our elected leaders will need to make a long-term commitment to people that have been poisoned. Unfortunately, at the time of this writing, votes have not occurred and several right-wing members of Congress have complained about the cost.

The families and children of Flint have suffered enough. There have been numerous man-made disasters that have happened in the last century. In just about every disaster, Congress has taken swift action. After all, we are one country. For example, Congress took action when the Exxon Valdez supertanker hit a reef in Prince William Sound, dumping 10.8 million gallons of crude oil into the ocean in 1989.

Flint has a large African-American community, and a significant number of the residents are barely getting by. This is America, and it is time that we stop treating those that are disenfranchised as if they do not exist. It is time for actions that will bring relief and healing to the city of Flint, the state of Michigan, and the nation.

Source: UAW Legislative Department

The long road to Election Day

Play your part in the political process

In 2016, UAW members from across the country will take part in highly visible elections. From voting, to canvassing, to phone banking, to talking about issues with friends, family and coworkers — you have a big part to play in helping to define the direction of our country moving forward. So how does it all work?

In the presidential election, the two major parties host a series of statewide primaries and caucuses to help decide who that state's delegates should support at a party convention. This year, the Democrats will host their convention in Philadelphia while the Republicans will host theirs in Cleveland.

If a state holds primaries, then voters turn out for a secret ballot election to vote for their preferred nominee. After the votes are tallied, delegates are assigned to the candidates based on predetermined rules.

In the Democratic primaries, delegates are allocated to candidates based on the proportion of the vote total they won. However, in Republican primaries, some states are proportional and some are winner-take-all. A winner-take-all state means that whoever wins the most votes, even if it isn't a majority of the votes, can win all of a state's delegates. Proportional states divide votes according to the vote through individual state-based rules.

Caucuses work a little bit differently. In a caucus, voters come together to publicly declare their support for a candidate. Because it is not a secret ballot election, caucus-goers frequently try to persuade each other to switch candidates on the spot, a practice that is often prohibited within a certain radius of the polling place as "electioneering" in primary states.

Each state's caucus has unique rules, but, in most cases, caucus-goers are electing delegates to state or county conventions. County conventions elect delegates to the state convention, and delegates to the state convention ultimately make decisions about how to apportion that state's delegates among the different candidates.

Ultimately, the nominee of each major party is selected by delegates at the party's convention. A Republican candidate needs 1,237 delegates to win the party's nomination. Democratic candidates

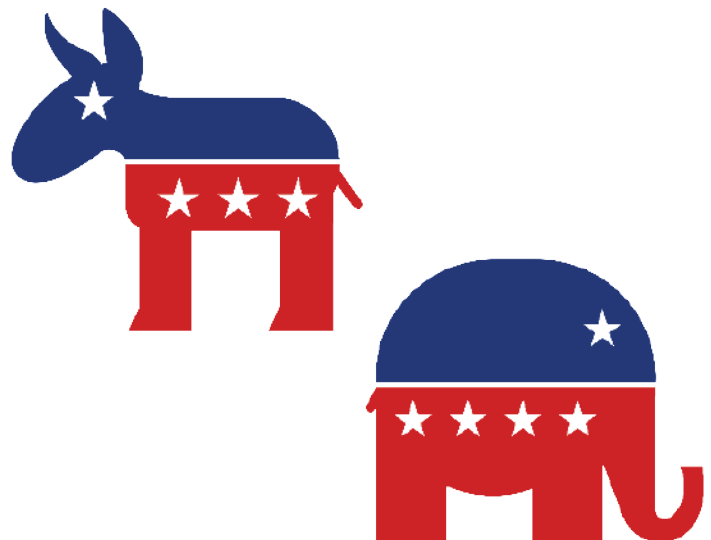
need 2,383 delegates. Some of the delegates on the Democratic side may be "superdelegates," who are party leaders such as governors and members of Congress who make up about 15 percent of the party's 4,763 total convention delegates.

After the parties select their nominees, voters across the country get the chance to go cast their ballots on Nov. 8. Candidates will vie to win the popular vote in states, which then send electors to the Electoral College based on the size of their congressional delegation. The Electoral College actually elects the president and vice president of the United States. Candidates need 270 votes in the Electoral College to win.

But, 2016 is not just about electing a new president. In fact, all members of the U.S. House of Representatives and one third of the U.S. Senate are also chosen this year. Many important state and local races will be happening as well.

It's important to keep all of these races in mind, not just the presidential election. Often, the decisions that have the greatest impact on working families are those made by state and local officials.

If you're ready to register to vote, get involved, or see who UAW members like you are supporting, then visit uawendorsements.org and search for your state. For more information on how you can get involved in the process, contact your region.



The trouble with the TPP

Understanding complex terms can help us make our case

The political season is fully underway. Along with the high-profile — and high-stakes — presidential contest, Americans will be electing new congressional representation. As UAW members we want to know where they stand on issues of importance to us. We want the current Congress to understand we are keeping an eye on the lame duck session after the election, as well.

The Trans-Pacific Partnership (TPP) is one of our biggest issues. Some of the terms that come up in discussions about trade are complex. What follows is an attempt to break through some of the legislative-speak to make trade issues more understandable and help in our efforts to educate our fellow members, the general public and lawmakers:

Trans-Pacific Partnership (TPP)

A multilateral trade agreement negotiated between the United States and 11 other countries in a deal representing more than 40 percent of global trade. It has over two dozen chapters and could impact nearly every facet of our lives. In addition to the United States, nations involved in TPP negotiations include Japan, Australia, Brunei Darussalam, Chile, Malaysia, New Zealand, Peru, Singapore, Canada, Mexico and Vietnam. Many of the countries in the TPP block U.S. imports and have terrible human rights records. The UAW opposes the TPP because it could lead to more offshoring of jobs, lower wages and greater economic inequality.

Currency Manipulation

Currency manipulation, also known as foreign exchange market intervention, occurs when a government buys or sells foreign currency to lower the value of its own currency in order to make their products cheaper. Many countries in the TPP have a history of engaging in currency manipulation. This unfair practice has had a seriously adverse impact on the U.S. economy and job market. Studies estimate that currency manipulation by our current trading partners alone has inflated trade deficits by up to \$500 billion annually and cost America up to five million jobs. Imported vehicles are routinely several

thousand dollars cheaper because of undervalued currencies. Ending this exchange rate manipulation would help bring many of those good jobs back to the United States. Unfortunately, enforceable measures against currency manipulation are absent from the TPP.

Fast Track (also known as TPA)

Fast Track grants the president power to negotiate trade agreements with foreign nations. Fast Track also prevents Congress from amending trade agreements and nullifies the use of the filibuster in the Senate. In 2015 Congress passed legislation granting President Obama and his successor Fast Track authority. It will expire in 2021. The last time Fast Track was granted was in 2002 and expired in 2007. Under Fast Track, if the president transmits a trade agreement to Congress, then the majority leaders of the House and Senate or their designees must introduce the implementing bill submitted by the president on the first day that their chamber is in session. The House and Senate have 60 legislative days to vote on the bill. Senators and Representatives may not amend the president's bill, either in committee or on the Senate or House floor. The UAW opposes Fast Track because it is an undemocratic process that has led to the passage of trade agreements that have put the interests of



U.S. Rep. Marcy Kaptur, whose district includes the Toledo, Ohio, area, speaks with UAW members about trade at a demonstration last year.



UAW members were out in force last year to try to stop the Trans-Pacific Partnership from receiving Fast Track approval. We will continue to fight the job-killing TPP this year.

international corporations ahead of the interests of working Americans.

Free Trade Agreement (FTA)

FTAs refer to sweeping trade agreements that eliminate tariffs and other impediments to trade between countries. The U.S. has signed 20 FTAs since the 1980s.

Tariffs

A tariff is a tax or duty to be paid on a particular class of imports or exports on most products the United States charges lower tariffs than our trading partners. Tariffs can be used to level the playing field with countries that maintain closed markets and block U.S. products through Non-Tariff Barriers.

Non-Tariff Barriers (NTB)

A term used in trade debate to describe policies and practices that are designed to unfairly stop imports. Countries around the world sell cars and other goods in the US without unfair trade barriers. The same cannot be said for many countries in the TPP. For example, currency manipulation is a NTB that can make products imported to the United States artificially inexpensive and U.S. exports artificially expensive. Some countries use complex regulations that make it virtually impossible for U.S. companies to compete. For instance, in the automobile industry, Japan has used numerous technical regulations as a means to protect local markets through the creation of difficult and costly regulatory and certification requirements. Value Added Taxes (VATs) also provide unfair advantages to other countries. The U.S. is one of the few nations that does not charge a VAT on incoming goods. Meanwhile, our manufacturers still face double

digit VATs in several TPP countries. Worse, most countries also rebate VAT taxes on their exported goods.

Protection unions

In Mexico, free and independent labor unions are virtually non-existent. Instead, “protection unions” negotiate one-sided contracts with employers. They are established by the employers to make it appear there is union representation, while the protection unions actually serve the employers’ interests. Mexican workers are often threatened for exercising their most basic rights as these protection unions dominate. These so-called unions routinely violate the right to freedom of association. Collective bargaining agreements with these protection unions are usually conducted without

the knowledge and consent of workers, often even before the enterprises open. They usually provide only the minimum benefits already required by Mexican law. Currently, most Mexican autoworkers make less than \$4 an hour despite booming profits and record growth. The TPP will not end this injustice.

Investor State Dispute Settlement (ISDS)

One lesser-known aspect of the TPP is the Investor-State Dispute Settlement (ISDS) system. ISDS allows foreign investors to legally challenge host state regulations outside that country’s courts. In other words, foreigners would be allowed to challenge state and federal regulations without the case being heard in U.S. courts. Rather, an arbitration panel would be selected to hear the dispute, limiting the legal recourse Americans citizens have available. U.S corporations would have the same special rights abroad. ISDS in other FTAs has been used to challenge public health and safety laws.

The Auto Rules of Origin (ROO)

The Auto Rules of Origin (ROO) track where the content of vehicles and parts are made. If a vehicle or part meets the threshold it is shipped without tariffs being applied. At present, at least 62.5 percent of a passenger car or light truck’s net cost must originate in North America to be considered tariff-free under NAFTA. The TPP knocks this figure down to 45 percent of a passenger car or light truck that must be built in the country that is importing it into the U.S. This could lead to outsourcing jobs and building a great deal of their autos in China and other countries that are not in the TPP. The TPP ROO standard could decimate decent-paying auto and auto parts jobs in the United States.

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UAW V-CAP: Investing in our future

The UAW cannot use union dues to directly support federal candidates and, in an ever-increasing number of states, any candidate for public office. Our only means of monetary support for many labor-friendly candidates is voluntary political contributions from UAW members to UAW V-CAP (our union's political action fund).

Members can contribute to V-CAP in multiple ways. Many of our contracts have "check off" which

allows for direct contribution to V-CAP through payroll deduction. Members and retirees can also give to V-CAP directly with a check. Either way, a modest contribution of \$10 a month comes to about 33 cents a day and allows our union to support candidates who support our values. Send to:

UAW National CAP Department
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Detroit, MI 48214

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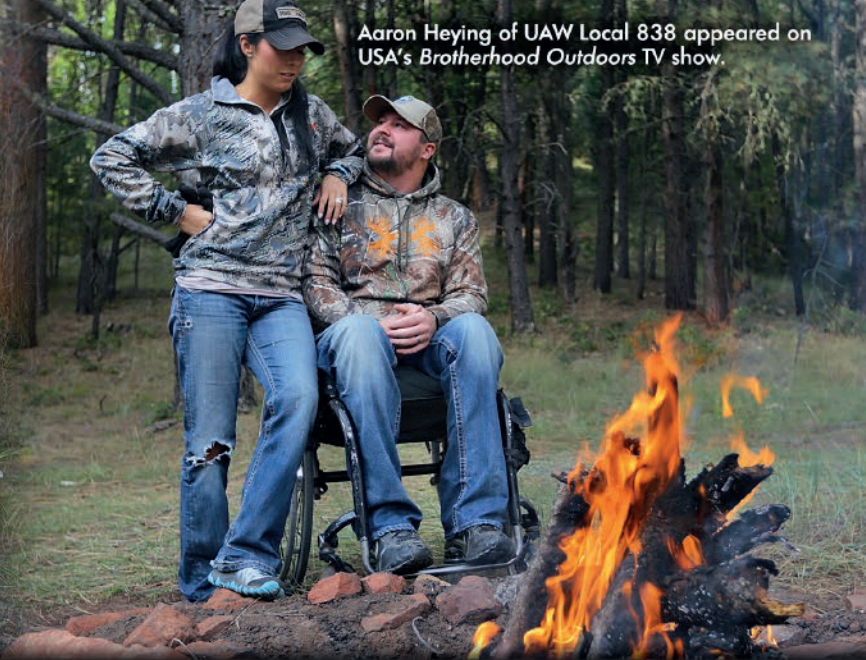
UAW Local 145 members installed trailhead kiosks at Starved Rock State Park as part of the USA's conservation program.



Mark Goetz of UAW Local 1853 won the USA's Photo of the Week contest.



Aaron Heying of UAW Local 838 appeared on USA's Brotherhood Outdoors TV show.



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The temperature is rising and so are the opportunities for great times at Black Lake! Whether it's hitting the links at the Black Lake Golf Club, getting back in touch with nature at the campground, or hosting a private event such as a wedding or family reunion at YOUR beautiful facilities, springtime is a great time to head north.

Of course, as a UAW member you'll save money. There are discounted rates for golf on weekdays and weekends for all active and retired members. Our Play & Stay Specials give you the opportunity not only for great golf, but to experience the other parts of YOUR facilities, such as great accommodations and food, on-site recreation, and convenient access to other area attractions. The spring (April 8 to May 12) rates for active and retired members are just \$87 — or \$95 with breakfast at the Black Lake Golf Club — for one round of golf plus the room, based on double occupancy. Please call (989) 733-7270 to inquire and book your package.

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For more information, go to uawblacklake.com/contact-us or call (989) 733-8521. We look forward to serving you at YOUR center this spring!

