

SPRING 2020

SOLIDARITY



The magazine for UAW members and their families

MADE IN U.S.A.

UAW



SOLIDARITY

THE HEART OF OUR NATION
HEROES ON THE FRONT LINES FIGHTING
COVID-19

At the UAW, it's About Community

When UAW members pledge to support each other, they do not mean just fellow UAW members.

Nothing could illustrate this fact more than the thousands of UAW members who have volunteered to work around the clock with companies in every sector to manufacture much-needed medical equipment during this time of crisis. Working with health officials and governmental agencies, the UAW has worked with multiple companies to respond to the COVID-19 crisis by shifting production to face masks for medical use, personal protective equipment (PPE) and respirators. And it is our membership on the front lines, taking the risk and doing the work.

Members Stepping up During a Time of Need

Whether it is UAW heroes at Ford Motor Co., General Motors, John Deere, Caterpillar and many other locations making PPE equipment such as face shields, face masks, respirators and ventilators, our members have stepped up during a time of need. Our members are diligently following stringent Centers for Disease and Prevention (CDC) guidelines, they are going above and beyond to proudly volunteer to serve their communities and their nation.

And that's what the UAW is about. Community. Helping each other. Going the extra mile.

As we all work through this crisis, the UAW leadership continues to work with all our company sectors on safe protocols once the economy reopens.

As the UAW Goes, so Goes this Nation's Economy

The battle against COVID-19 has shown us that for all our economy has evolved, manufacturing – particularly auto manufacturing – still sets the workplace standards for all U.S. employees.

But this virus has also painfully exposed how dependent we've become on supply chains that have moved overseas, from health care to auto parts. It has clearly illustrated the need – when we restart this nation – to bring these essential products and jobs back safely and in full force to the U.S.

It's time for a manufacturing renaissance in America. In fact, it is imperative. But successfully restarting our manufacturing operations will depend on two cornerstones:

- Safe working conditions.
- Demand for services and products.

Restart Safely

During this unprecedented time, U.S. manufacturers and their workers are taking extraordinary actions to shift capabilities and capacity to help produce critical health care supplies.

Our brothers and sisters – unsung heroes – have voluntarily risen to the challenge to produce ventilators, respirators, gowns, face shields and masks in record numbers and at record speed. And all these products were once made in abundance here in the U.S.

It is astounding that the U.S. should lead the world in the number of infections and fatalities from COVID-19. The absence of reliable nationwide testing remains a major barrier to reopening the economy.

As we all know, contractually companies determine when we restart at their worksites. But the UAW does have a say in the health and safety of our membership, their families and communities. As we restart this nation's worksites, we owe those workers a great debt. It is a monumental task to balance our workers' safety with the need to get America back to work. Families and communities depend on our success. But the UAW's focus is and will continue to be doing this with a primary focus on health and safety for our members. That is why we have insisted on as much Covid-19 testing as is possible at present and full Covid-19 testing for our members as tests become more available. We will be vigilant in monitoring health and safety in

our worksites.

After all, as a grateful nation, we must show our workers the respect and dedication they demonstrated during the pandemic – by providing solid, safe working conditions in their plants and bringing back more jobs to make these health care products and other goods right here in the U.S.

It is astounding that the U.S. should lead the world in the number of infections and fatalities from COVID-19. The absence of reliable nationwide testing remains a major barrier to reopening the economy. We must continue to diligently work together to demand increased testing availability and capabilities, and ensure and insist on safe working environments.

Rethink Policies

We must also ensure there is a demand for – and ability to

buy – our services. We won't be building cars if we don't have buyers who have the income or the confidence to purchase them. We must learn the lessons of this crisis to promote American manufacturing. We cannot return to the policies of the past that eliminated jobs, closed factories and left communities in tatters after economic downturns. Now more than ever, a continuation of these failed federal policies could devastate our country, our communities and our families.

Together with elected officials in Washington and state capitals, we must ensure that policies are focused on initiatives that reinforce American jobs and our manufacturing supply chain security.

U.S. employers that have not committed to manufacturing investment here or have moved operations overseas should not be rewarded. Using taxpayer dollars to subsidize products manufactured outside the U.S. is nothing more than bad policy and would send a devastating message to the UAW members who stepped up for our nation in this time of need and who – I want to make this very clear – will be on the front lines of getting America back to work.

As we restart production, we must help drive a manufacturing renaissance that will support jobs and communities across this country.

If this is going to work, we need to do this right. And importantly our worksite safety should be dictated by the science of the contagion curve, not economic factors. If we do this wrong, we risk paying a terrible price in human suffering and loss and will have a prolonged economic hardship.

In the meantime, we'll continue to organize and create the spaces to use our resources to help the medical community get the supplies and protective equipment they need.

Whether it is making this protective equipment, or setting high standards and protocols for restarting operations, the focus on the UAW is protecting each other, and keeping our families, friends, neighbors and communities safe.



Rory L. Gamble
President
International Union, UAW



A Daughter's Remembrance, page 24

inside

- 4 A Win at Nissan**
New Jersey Parts Workers
Win UAW Representation
- 5 UAW Membership Rises**
More than 3,000
New Sisters and Brothers
- 6 Ethics**
Union Names
New Outside Watchdog
- 10 In Memorium**
Burks, Rapson
Fought the Good Fight
- 12 Tennessee Tough**
Cummins Workers Win
Under Extreme Circumstances
- 14 COVER STORY**
Members on the
COVID-19 Front Lines
- 20 Health and Safety**
Workers Memorial Day
a Painful Reminder

PLUS

- 22 Legislative Update
- 26 Black Lake
- 27 Union Sportsmen

COVER ILLUSTRATION BY MATTHEW WILLIAMS

Not Buying Nissan's Promises Parts Workers in New Jersey Vote YES for UAW

Workers at Nissan's Parts Distribution Center in Somerset, New Jersey, knew something had to change, especially when managers handed out T-shirts saluting Nissan's \$2 billion profits while they received a paltry raise of 46 cents in the last 13 years.

"I never wore it," said Kenny Smith, who started at the facility in 1989 and was one of the leaders in the effort to bring the UAW in.

That insult was not the only reason they voted 2-1 on March 12 in favor of UAW representation. Mandatory overtime with late notice, arbitrary scheduling resulting in a loss of shift differential, and other reasons contributed to the vote in favor of representation.

"We did our homework and felt like this would be a much better building with a union," Smith said.

Nissan, as anti-union an employer as there is, pushed back hard, telling workers they do not need representation and that any problems could be worked out with management. They brought in people from corporate and held mandatory anti-union captive audience meetings.

"None of it worked. We listened to it because we had to," Smith said. "We weren't buying it. We worked with them and we saw what we got, which was nothing."

They did not fight their battle alone. UAW Local 2210, which represents workers at the Ford Customer Service Division parts warehouse in Cranbury, New Jersey, played a big role in the organizing drive. Smith said Ford worker Darren Felton, who had worked at the Nissan facility, told him that if he ever wanted the UAW's help, all he had to do was ask. Smith asked and was put in touch with Local 2210 President Pete Murphy.

The local offered all manner of support. In addition to Felton and Murphy, Local 2210 members Iona Scott, Bernard Banham and Al Richardson were among those who helped by getting Nissan workers to understand how a union works and how it can help them.

"They (Nissan workers) were told by management that they didn't deserve the money they are making," Murphy said.

The workers also received help from UAW Region 9, which includes New Jersey.



The next step for Nissan workers in New Jersey is to negotiate a first contract with the company, which works with unions everywhere in the world except the United States.

"We're excited to have Nissan workers join UAW Region 9 and look forward to helping them negotiate a first contract," said Region 9 Director Jeff Binz. "When you are dealing with an anti-union company like Nissan, it takes great courage on the part of workers who want union representation. These workers showed that courage."

Ray Thomas and Tiffany Bailey were two other key Nissan employees on the drive. Thomas said he knows the process of negotiating a contract will not be easy, and as most of the Nissan employees have no experience with unions, they are going to lean hard on Murphy and the other members of Local 2210. Thomas said he was grateful for Murphy's guidance that led them to the organizing victory.

"Pete Murphy and his crew at Local 2210 were instrumental in making this happen for us," Thomas said.

The COVID-19 crisis has cast doubt on when the workers will begin negotiations on a first contract. Thomas stressed workers who supported the organizing drive were out to make the workplace better — and keep Nissan profitable.

"We're just looking for a fair shake," he said. "We're not looking to break the bank."

UAW Local 2210, which represents workers at the Ford Customer Service Division parts warehouse in Cranbury, New Jersey, played a big role in the organizing drive.

They Keep the Plants Clean Caravan Workers Win Substantial Wage Increases

Cleaning auto plants is a tough job, one that is about to become even tougher with the COVID-19 pandemic threat. Caravan FM workers who clean FCA USA auto plants won a four-year contract in February that represents significant economic improvements, including general wage increases of 15% over the life of the agreement.

Full-time workers won a \$4,000 ratification bonus, while part-time workers received \$500. The Monday after Easter is now a paid holiday. Workers also won the opportunity to select up to four classifications for work assignments.

Negotiations were led by Melvin Wright, Local 869, Steve Freeman, Local 412, and Robert Queenie, Local 1248, all based in Warren, Michigan.

The agreement covers 1,094 Caravan FM workers represented by 30 UAW locals at 51 FCA facilities across the nation.

“This set of negotiations presented many challenges and tough decision making,” the negotiators said in a statement. “The solidarity of the membership led to success in winning a very favorable contract that addresses many of the issues members brought to the bargaining committee before this set of negotiations began.”

UAW Vice President Cindy Estrada, the director of the UAW FCA USA Department, said the bargaining committee did an excellent job in negotiating a contract that provides significant economic and non-economic improvements for Caravan workers.

Other improvements include:

- Improved language on lost time for bereavement, holidays on scheduled workdays, jury duty, etc.
- New ability to split or delay

contractual bereavement following date of death up to services or memorial.

- New option to carryover up to 40 hours of vacation time into new eligibility year.
- 40 hours of vacation allotment can be used as E-VAC days in daily or half-day increments.
- New ability to defer holiday pay into vacation balance.
- Employee Assistance Program available as needed.
- Each location to have a health and safety representative.
- Local leadership can now negotiate local agreements as it pertains to their facilities.
- Improved attendance program.

“This contract advances the interests of Caravan workers in many ways, from increased wages to more favorable leave policies,” Estrada said. “This contract is the result of many hours of hard work from the bargaining team and we congratulate them on the positive result.”

Public Defenders in Philly Join the UAW

Nissan was not the only recent organizing win in Region 9. In February, 223 public defenders at the Defender Association of Philadelphia voted to join the UAW.

“We welcome the Defender Association into the UAW,” Binz said. “These attorneys are an essential part of our justice system and we are proud to assist them in bargaining a fair and equitable contract.”

Over 64% of members voted in favor of unionizing. Defender Association of Philadelphia is a non-profit corporation that provides defense on a court-appointed basis for criminal and delinquency cases in which the defendants and respondents are indigent adults and juveniles.

“This was a hard fight won by the dedicated public defenders of Philadelphia. They look forward to bargaining an agreement with the association, and to making positive changes in their workplace which in turn will benefit their clients,” said Lauren Farrell, a UAW organizer.

The new unit joins other UAW-represented public defenders in cities like New York and Los Angeles. The UAW also represents Community Legal Services in Philadelphia, which provides legal aid in civil matters.

UAW Membership Increases More than 3,000 Workers Joined the Union in 2019

UAW membership rose in 2019, the ninth year of increases in the last decade. According to the latest LM-2 report the union filed with the U.S. Department of Labor, the UAW gained 3,065 members for a total membership of 398,829 members. But that figure is likely higher because it doesn't include members who joined but do not yet have a first contract.

Among the new workplaces represented by the UAW are Brooklyn Academy of Music in New York City, McLaren Central Hospital in Mount Pleasant, Michigan, casino workers from five Las Vegas properties, aerospace company Triumph Aerostructures in Stuart, Florida, and auto parts suppliers Euclid Manufacturing in Detroit, Faurecia in Blue Springs, Missouri, and Volvo Parts in Reno, Nevada.

“It's an honor to welcome these workers to the UAW and we invite them to get involved in the activities of their local,” said UAW President Rory Gamble. “We are growing because workers recognize that especially in difficult times having a voice on the job is critical to their economic security and health and safety.”

International Executive Board Appoints Wilma B. Liebman as First Ethics Officer

Ethics Hotline, Ombudsman Established

As part of its continuing efforts to ensure the UAW is operating ethically, the International Executive Board in March appointed Wilma B. Liebman, a distinguished public servant and expert in labor policy, as its first Ethics Officer. Liebman served as the chairwoman of the National Labor Relations Board (NLRB) under President Barack Obama from 2009 to 2011, having previously been appointed to the NLRB by both Presidents Bill Clinton and George W. Bush from 1997 until 2009. In her role as the Ethics Officer, Liebman will oversee the ethics ombudsman's investigations, hold hearings at her discretion, and issue reports and recommendations of her findings and recommended corrective action to the appropriate UAW officials whenever warranted.

Ethics Hotline

The UAW is committed to maintaining an ethical, transparent, and accountable environment. The union has provided an Ethics Hotline for UAW members, employees, and others who have had professional interactions with the union to confidentially report unethical conduct by International UAW officials, staff, or employees, whenever other available channels of communication are impractical or not preferable under the circumstances.

The hotline is open 24 hours-a-day, 7 days-a-week, via a toll-free phone number or web-based reporting service. The UAW is using an experienced outside firm to run the ethics hotline. The UAW will make every effort to maintain the confidentiality of individuals who use the ethics hotline. Any retaliation for good faith reports is strictly prohibited by the UAW and will not be tolerated.

Ethics Ombudsman

The UAW has also appointed Exiger LLC, a highly experienced and reputable compliance and investigations firm, currently to serve in the role of the UAW's Ethics Ombudsman with responsibility to review and investigate allegations of ethical or financial misconduct received through the Ethics Hotline. Exiger was initially launched to lead the monitorship of HSBC, the largest and most comprehensive corporate monitorship ever mandated by the U.S. government. Exiger provides a full spectrum of strategic fact-finding and analytic services to clients worldwide that routinely includes review and implementation of compliance programs. Exiger's professionals have extensive experience working with



Wilma B. Liebman is a former chairwoman of the National Labor Relations Board under President Barack Obama.

PHOTO COURTESY OF WILMA B. LIEBMAN

unions, and addressing issues related to compliance and integrity. Exiger's experts have also implemented and run whistleblower hotlines for unions and other high-profile clientele. Exiger was responsible for setting up and running a hotline as part of the Hurricane Sandy integrity monitorship, which allows anyone with concerns related to this construction project to call in and file a complaint. Most recently, Exiger wrote the policies and procedures for a well-known international nonprofit organization's harassment whistleblower hotline.

To access the Ethics Hotline via the web, visit website: www.lighthouse-services.com/uaw.

To access the Ethics Hotline via the telephone, dial (866) 830-0006.

The UAW has also enacted a new policy that will enhance enforcement against those who have been found guilty of misusing funds and the union's commitment to seek recovery of all misused or misappropriated funds.

The union has also banned all charitable contributions from UAW joint program centers, vendors, or employers to any charities run or controlled by UAW officials. It has also increased accountability measures within the joint programs with automakers. Purchases of promotional items using joint program funds have been permanently banned and all expenditures will be controlled, monitored, and regularly audited by independent public accounting firms. The UAW Accounting Department has also implemented stringent monetary controls to increase oversight over UAW finances.

The UAW has also committed to actively obtaining rank-and-file input into future ethics policy through the creation of an Ethics Advisory Committee, which will include UAW members and individuals from the UAW's Public Review Board. Details of the committee will be announced at a later date.

UAW Donates \$28k to Help Members in Puerto Rico **Earthquakes, Hurricanes and a Pandemic Have Hit the Island Hard**

It's been a difficult stretch for Puerto Rico in the last couple of years. People there have been hit with hurricanes, earthquakes and now a pandemic. But whatever challenge is thrown at our 5,000 members who work at a variety of public and private entities, they know their UAW family is ready to pitch in.

After devastating earthquakes in January – while the island was still in recovery after Hurricane Maria hit in late 2017 and caused \$91.61 billion in damages – UAW Region 9A Director Beverley Brakeman met with 45 UAW members in Ponce, Guanica, Yauco, Mayaguez, and Arecibo in late February and delivered \$28,000 in financial assistance to UAW members whose homes were damaged or destroyed.

The UAW represents 5,000 members who work at the Department of Education, Transportation, Agriculture, ADEA, Hacienda, Lotteria, Familia, Environmental Quality Board, AEELA, Pavia Hospital and Bacardi.

In addition to meeting with members and hearing about their challenges and perils on the island, Brakeman pledged to share their concerns and stories with the IEB and the UAW, who stand ready to help UAW members living and working in Puerto Rico who have been impacted by these natural disasters.

“We stand ready to help our UAW family in Puerto Rico recover from these events and will continue to provide whatever assistance we can,” Brakeman said. “We appreciate the generosity of members who donated to help those in need.”

UAW President Rory Gamble is deeply concerned. “Our members in Puerto Rico need their union. Their economy is in shambles, their infrastructure remains in ill repair after Hurricane Maria and now the recent earthquakes have further increased the vulnerability and instability of the lives of our UAW family. We didn't let them down after Hurricane Maria and we certainly won't let them down now.”

Natural disasters aren't the only problem impacting UAW members in Puerto Rico. Due to the Commonwealth bankruptcy and imposition of the Federal Oversight and Management Board created under PROMESA, members in every local are fighting for fair contracts that reflect their hard work and toiling to ensure workplaces are safe and healthy.

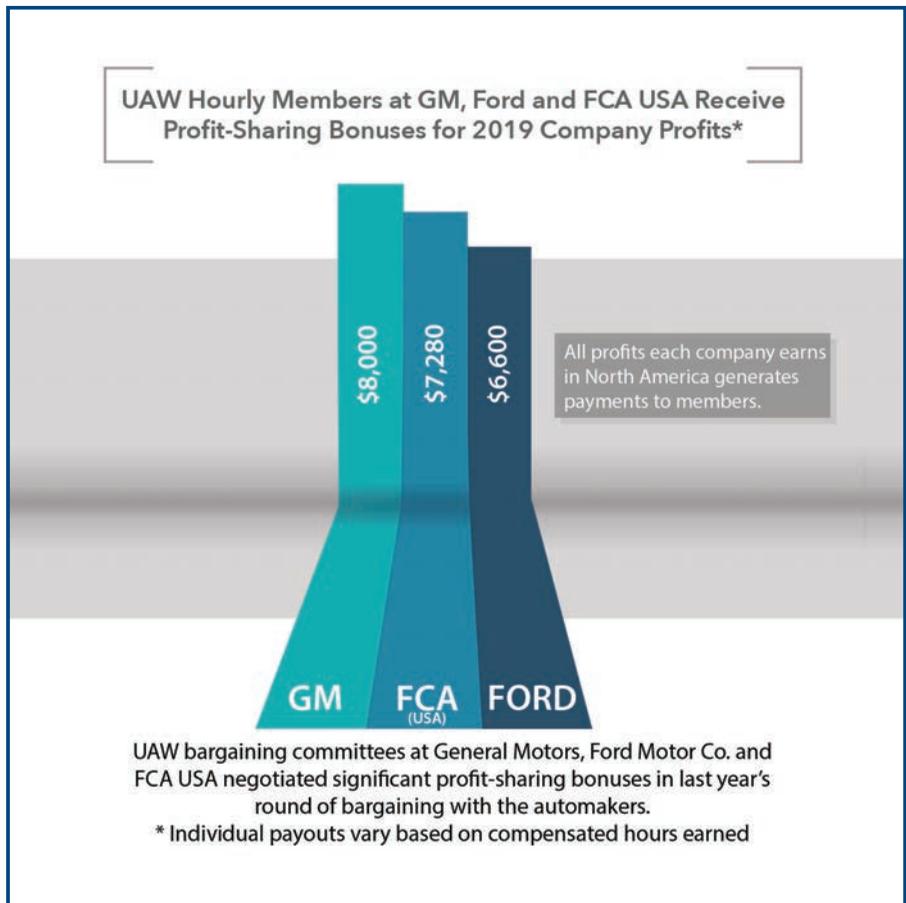
UAW Local 1850 Employees of AEELA is one of the UAW's oldest locals on the island. They

have been fighting an uphill battle with their administration and the powerful and ruthless Pablo Crespo, executive director of the Association of Employees of the Commonwealth (AEELA), who continues to refuse to improve employee wages, benefits and working conditions.

“We call on Crespo to stop grandstanding, quit dodging workers' rights and negotiate a fair contract now,” said Brakeman. “Enough is enough – we are angry, we won't back down and we stand ready to negotiate.”

UAW Local 2373 employees of the Treasury (Hacienda), held a press conference on Feb. 26 to call out Hacienda Secretary Francisco Pares for refusing to share with workers a copy of the building certification ensuring that their building is safe for them and members of the public.

“Hacienda employees deserve to know without exception that their workplace is safe and secure,” said Brakeman. “If Secretary Pares cannot produce the building certification for us to review, the UAW stands ready to do its own inspection to ensure its members' safety.”



Solidarity is Giving and Getting Support

Events Show How We Can All Help Each Other

The Merriam-Webster dictionary definition of solidarity is “unity (as of a group or class) that produces or is based on community of interests, objectives, and standards.” With the UAW, that is always the case, but three recent situations involving UAW members clearly show what the word is in action.

Having allies is important — Teamsters Local 337 in Monroe, Michigan, knows that well. About 120 Teamsters work at Sysco’s Sygma distribution facility in Monroe and went on strike March 4 to win a first contract.

Right by their sides were UAW members, including many from UAW Local 723, an 11-unit amalgamated local that represents workers at Chrysler’s Dundee Engine plant, Gerdau Steel, driveline manufacturer Neapco, plastic injection manufacturer Yah Feng, and others in Monroe County. They didn’t need to be asked to help, said Local 723 President Jeff Morris.

“They all jumped right in,” Morris

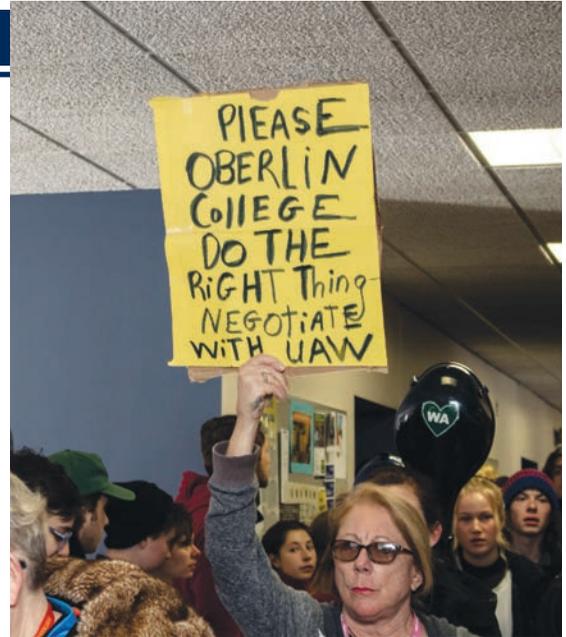
said. “I’m so proud of our members.”

The Teamsters local is based in Detroit, about 30 miles north of Monroe, so the UAW local provided a great deal of logistical support, by providing the use of their building, portable shelters, and access to the local’s food pantry.

“We had our members down there walking the line with them,” Morris said. “Every day we ran some sort of fresh food up there.”

The Teamsters won a four-year contract that included raises, significantly lower health care costs and other improvements. Todd Lince, president of Teamsters Local 337, expressed his local’s appreciation to those who stood in solidarity with his local.

“These workers organized in January 2019, so they are relatively new to the union, yet they stood strong throughout the strike despite the company taking away their health



More than 1,000 people signed a petition to urge Oberlin College’s administration to reverse its decision to lay off its UAW-represented staff and outsource the work.

insurance,” Line said. “I want to thank other unions who helped us during the strike, including the UAW, the firefighters’ union and AFL-CIO.”

That solidarity came from the opposite direction during the General Motors strike in late 2019. Teamsters General President James P. Hoffa joined UAW members on the picket line at the General Motors Lake Orion Assembly Plant in Lake Orion, Michigan, in September. Teamsters also refused to deliver any GM products to distribution points and dealerships during the strike.

“Teamsters and the UAW have a decades-long relationship of having each other’s back,” Hoffa said in announcing his union’s support.

And solidarity is not simply union members supporting other union members. Morris said the Monroe County community was deeply invested in the Teamsters strike. It was union members helping union members, but also neighbors helping neighbors.

“It was great to see the community come together, not just the UAW,” Morris said.

The same communal spirit was demonstrated by students, faculty and community members at Oberlin College, a small liberal arts and



music conservatory school 35 miles southwest of Cleveland. They took up the cause of 108 UAW members faced with losing their livelihoods through the college administration's desire to outsource their work cleaning and preparing food for the 3,000 students at the institution. They denounced the move at a March meeting of the school's board of trustees.

"The overall message that students hoped to impress upon the board of trustees was that this issue of outsourcing isn't and can never be just about the numbers," Elsa Schlensker, chair of the Oberlin Student Labor Action Coalition told the Oberlin student newspaper, The Oberlin Review.

"This is an issue about what our institution values and what we're going to commit to as we approach our 200th anniversary," Schlensker said.

More than 1,000 people signed a petition urging the board to rescind the move.

The COVID-19 situation caused the school to cancel the remainder of classes for the semester. The outsourcing issue remains unresolved. But the workers know they have allies and any moves by the administration will not go unnoticed — or unchallenged.



Students say the outsourcing issue cuts to the heart of what the institution's values are.



PHOTOS COURTESY OF PEARSE ANDERSON

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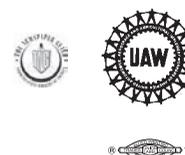
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Ruben Burks a Trailblazer **Soft-spoken Secretary-Treasurer's Fight for Social, Economic Justice Spoke Volumes**



The UAW lost a trailblazer when Ruben Burks passed away. Burks, who succumbed to the COVID-19 virus on April 6, was the first African American secretary-treasurer in the union's history. But that distinction was just one of many for the Flint, Michigan, native.

Beyond his long and storied history of unionism and advocacy for social justice, is the simple fact that he mainly was a soft-

spoken, decent and caring individual who truly touched all those who came into contact with him.

"It is never easy losing a member of the UAW family, and it is especially hard when it is someone like my union brother Ruben Burks, who gave so much to members and the union that he loved," said UAW President Rory L. Gamble. "He was a gentleman, and a fighter for what is right and just. I am forever thankful for his leadership and his friendship."

His fight for economic and social justice started in 1955 when he began working as an assembler at the former General Motors Fisher Body Plant 2 in Flint, where he joined UAW Local 598. He steadily rose through the ranks of the

local, serving in various leadership posts, including shop committeeperson and executive board member. In 1970, then-UAW President Walter Reuther appointed Burks to be an International representative in then-Region 1C. By 1989, he was the director of the region and held that position for three terms.

Burks restructured the Community Action Program (CAP) to emphasize issue education and recruiting and training UAW members to work as volunteers in campaigns in the region.

In 1998, he became the first African American International UAW Secretary-Treasurer, a post he held until 2002, when he retired.

He also used his skills to help the Flint community, including holding a leadership post in Flint Genesee County Economic Development, and becoming the first labor leader to chair the Board of Trustees of the United Way of Genesee and Lapeer counties in 1991. He also was director of the Flint Urban League, director of Goodwill Industries of Flint, an advisory board member of the University of Michigan-Flint, and a leader with the UAW-General Motors Community Health Care Initiative in Flint. Burks was also involved in the Special Olympics, March of Dimes, Red Cross and Easter Seals. He received an honorary degree in Community Development from Mott Community College in recognition and appreciation of his contributions to the Flint community.

In June 2014, Region 1C merged with Region 1D. In December 2017, Local 598 renamed its union hall Ruben Burks Hall to honor his decades of leadership.

"Ruben Burks will always be here in spirit," said UAW Region 1D Director Steve Dawes. "He was a soft-spoken man who was always here when we needed him. He was full of wisdom and never stopped fighting for active and retired UAW members and all working people."

A Woman of Firsts **Liz Jackson Leaves a Powerful Legacy**

Elizabeth "Liz" Jackson was born Jan 18, 1918, long before the UAW's founding in 1935. Yet once she joined the union, it seemed to be a role crafted especially for her.

She was a devoted trade unionist and member of Local 600. She was an African American woman with a voice that captivated audiences and analytical skills that made negotiators pay attention. She was the first African American woman appointed to an International staff position and the first to be appointed an administrative assistant.

She earned a berth in history books as a leader for the labor movement, African Americans and for women. She was also a woman, who up to the last seven years, marched in high heels during Detroit Labor Day parades, leaving spectators in awe and cheering her on.

Detroiter Liz Jackson passed away on March 2, 2020 at age 102.



A Mentor and a Friend

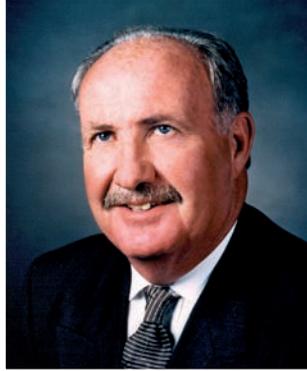
"She inspired a lot of women to go further in leadership at the UAW," said Peaches Anderson, one of Jackson's 'UAW daughters,' a close friend and president of the Local 600 Retiree Chapter. "She was humble and a powerhouse at the same time. She never stopped being committed to the union or Detroit. She never stopped showing her concern about the labor movement or what was happening on all levels of American politics. She definitely kept us all on our toes."

Jackson was hired at the Ford Motor Co.'s River Rouge Aluminum Foundry on March 11, 1943. She joined Local 600 and quickly found others looking to her for leadership. Over the next 20 years, she served in numerous elected local union positions.

By 1957, Jackson joined other leaders in forming the Trade Union Leaders Council (TULC). The TULC became a nationally recognized organization credited with advancing black political development within the UAW, the labor movement and the African American community.

Cal Rapson Embodied Flint The UAW Mourns the Passing of Former Vice President

As a young man, Cal Rapson intended to spend just one summer working for General Motors. Instead, the Michigan State University student and Flint, Michigan, native began a long career in the automobile industry that led him to serve his brothers and sisters as a union activist dedicated to economic and social justice.



Rapson's career as a trade unionist and community leader began in 1965 when he joined UAW Local 659 while working at the General Motors Chevrolet Engine Plant in Flint, Michigan. A journeyman machine repair/machinist, Rapson was outspoken in his passion for workers' rights and unapologetic in his zeal for delivering the best possible results to the UAW membership at the bargaining table.

Rapson died April 14.

"Our brother, Cal Rapson, always described himself as a Flint man, but he was far more than that," said UAW President Rory L. Gamble. "He was an activist, a dedicated leader and a fighter for UAW members and America's working families."

Before his appointment to the International staff, Rapson's union activism led to various elected positions in Local 659, including top negotiator for Sub-Council 9. In 1982 he was elected chair of the national negotiation team that

successfully bargained the 1982 Master Agreement between the UAW and GM.

In 1988 he served as coordinator of Active Training Programs at the UAW-GM Center for Human Resources. In 1989 Rapson was appointed by then-UAW Vice President Stephen P. Yokich as an administrative assistant in the union's GM Department. He played a key role in negotiating the 1990 and 1993 national agreements at GM. He was assistant director of UAW Region 1C from 1995 to 1998, when he was elected regional director.

Rapson was elected a vice president of the International union in June 2002. He was elected to a second term as vice president on June 14, 2006, at the union's 34th Constitutional Convention in Las Vegas and served as director of the UAW GM, Delphi, Skilled Trades and Veterans Departments.

In his first term as vice president, he directed the union's Aerospace, Agricultural Implement and General Dynamics departments, as well as those representing UAW members at Lear, Guide Corp. and American Axle. In that term he also directed the union's national Skilled Trades, Veterans, Chaplaincy, Conservation, Recreation and Consumer Affairs Departments.

"As I look back, I'm proud I had the honor of representing (all of these autoworkers)," Rapson told *The (Flint) Journal* newspaper in 2010, the year he retired from the UAW. "There's nothing I would have rather done."

Rapson's legacy includes the UAW Cal Rapson Endowed Scholarship & Fellowship for eligible students at Michigan State University whose parent or guardian is a UAW member.

"We will always remember Brother Rapson for his many contributions and for never giving up the UAW's fight for all working families and for his lifetime of service to our union," President Gamble said.

Commitment to Union and Community

In August 1966, UAW President Walter P. Reuther appointed Jackson to serve as an International representative assigned to the union's National Ford Department. She was instrumental in negotiating national Ford contracts.

Her community activism included a period as vice president of the Michigan Black Caucus, a member of the Michigan Democratic Party and the Detroit Branch of the NAACP. Also, she served on the Detroit Fire Commission.

She Didn't Let Retirement Stop Her

After retiring in 1983, she remained active mentoring future leaders and engaging in politics on all levels. She was active in UAW Region 1A events and doted on her beloved Local 600 active and retired friends.

In 2012, Jackson attended the Democratic National Convention as part of the Michigan delegation where she cast her vote to nominate President Barack Obama to a second term. Jackson was said to describe that event as a moment in her life that she would always remember.

On March 7, 2013, Rep. Gary Peters, a U.S. Senator,

recognized Jackson in the U.S. House of Representatives for her lifelong achievements and contributions to the labor movement.

"Her dedication to the greater Detroit region and her brothers and sisters in organized labor have undoubtedly been an inspiration for many that have sought to serve their communities," Peters, now a U.S. senator, read in the resolution he presented as a representative from Michigan's 9th Congressional District.

His remarks were a moving tribute to Jackson shortly after her 95th birthday.

"Everyone knew who she was and what she had accomplished," said UAW Region 1A Director Chuck Browning. "Even members who did not know her personally called her 'Mama Liz', because they knew about her accomplishments and saw her come around, still involved and still loving her union sisters and brothers."

"She left us a great gift," President Gamble said. "Elizabeth Liz Jackson will never be forgotten. Her monumental legacy will forever be a part of what makes the UAW great."

—Sandra Davis

Together in Tennessee

Deadly Tornadoes, Pandemic No Match for Local 1407's Solidarity

Anytime a strike is called, there will always be difficult situations to manage. It is why strikes are never called without a great deal of discussion and consideration beforehand.

But no one could foresee the difficulties that Local 1407 in Cookeville, Tennessee, would have to manage to get a contract after a 41-day strike at Cummins Filtration.

They also had to contend with a deadly tornado that killed 18 people in the area on March 3, the night they had planned to strike, and a second severe storm that also produced a tornado on March 29.

Through all of this, there was the COVID-19 pandemic to deal with.

But through every obstacle that could have derailed the membership, they stood strong and united to show the company they were willing to fight for what they believed they deserved in a contract. On April 17, following a unique ratification process that allowed the membership to examine and consider the contract while meeting social distancing guidelines, the membership accepted the agreement.

"They never had to exit their vehicle. It was very odd, but at the same time it was very well thought out and it was very well planned," said Local 1407 President Mark Dyer. "It was quite a day, one I'll never forget."

Back in March, the two sides were well apart on an agreement. Angela Martin, a 24-year seniority production worker at the facility, said members already work 19 days on, then two days off. In its first proposal, the company demanded the members work 12-hour days as well.

"There was no way," Martin said. "That was the worst contract I've even seen them bring to us."

They were all set to walk on March 3. But when the deadly F-4 tornado struck the area and killed 18 people in the area, a decision was made to go back to the bargaining table. Region 8 Director Mitch Smith was in Detroit for a meeting when he found out about the tornado - from UAW President Rory L. Gamble, who had seen it on the news.

"They reached out to us immediately to see if any of our members were in need," Dyer said.



Members of Local 1407 had many obstacles in their path to a new contract, but persevered in the face of a tornado, a pandemic and a company that doubted their resolve.

While no one in the local suffered serious injuries, there was plenty of damage. Darren Walker was one of the members whose home was hit hard, including severe damage to the roof, gutters, siding, two garage doors, the kitchen ceiling and floors.

"It was probably the most severe thing I've been through as a grown man," he said, adding that many UAW locals called to see how they could help.

Still, the company refused to budge. On March 5, it gave its last, best and final offer. Members rejected it on March 7 and on March 8 they walked out. Managers were doing their jobs during the strike.

For Connie Long, a four-year seniority production worker, going on strike in the aftermath of a tornado and during a pandemic was difficult, and something the rest of



Members of the local had to get creative in their efforts to complete the process as the COVID-19 crisis made holding a ratification meeting and vote a challenge.



the community might not have understood. But she remembered her father who went on strike when he worked at the facility to preserve her family's standard of living.

"Nobody wanted to go on strike," Long said. "But we are the community and we are trying to keep our community strong."

The second tornado-producing storm hit on the morning after and strike leaders were confronted with how to keep members informed because they couldn't have large meetings in their hall because of its size. Bargaining committee members Dawn Huddleston and Lisa Lane worked together for a solution to improve communication. Two apps were found that fed members news via text and voice mail, which decreased the time needed to contact each member to a matter of minutes.

With the CDC guidelines in place, measures were taken to protect the membership as they performed their strike duty each week. The number of members on the picket line were limited, strike duty shift hours were reduced, social distancing, gloves, hand sanitizer and other measures were taken to keep everyone safe.

Eventually, the company recognized the commitment of the workers and an agreement was reached that included wage increases and a narrowing of the pay disparity

between tier 1 and tier 2 workers, a key goal of negotiators. But there was the problem of not being able to hold a ratification meeting and vote, as is the norm with most contracts. The local did some outside-of-the-box thinking to figure out a way to best communicate details with the membership, while following CDC guidelines at the same time. The idea



Local leadership had a three-step process for handing out the contract summary, explaining the details of the proposed agreement, and voting on it. It is believed that this is the first time a UAW contract has ever been voted on in such a fashion.

developed for a three-area drive-through process: The ratification packet was handed out at the first stop, members then moved on to a question area where they would hold their arm out their window if they needed a steward, bargaining committee member or officer to come over and explain or expand on a specific part of the contract summary, then finally, a drive-through voting area.

"We couldn't get together as a team," Martin said. "This is the best thing we could come up with and it worked pretty good."

They not only came up with a great process, they also made

history as it's believed that this is the first time a contract ratification was ever accomplished in such a fashion.

"This membership was able to stand together and let the company know they would not just lie down and take whatever the company wanted," said Director Smith. "They sent the message that they were not afraid to stand up for their rights. They rejected what the company threw at them, they used some creativity to keep members informed and they stood in solidarity during a very difficult time."

Dyer said in addition to strong support from Region 8, many UAW locals and other groups came through for Local 1407 in its time of need, including Local 1853 in Spring Hill, Tennessee, Local 2164 in Bowling Green, Kentucky, Local 862 in Louisville, Kentucky, Local 2409, in Cookeville, Tennessee, the Eastern Tennessee UAW Retiree Council, the Eastern Kentucky UAW Retiree Council, and the Tennessee AFL-CIO.

"There were just a lot of people who reached out to us," Dyer said. "We appreciate everything."



Courage Against COVID-19

Members Face Down A Deadly Virus

Everyone has a role to play in the battle against COVID-19. Whether they are an academic researcher looking for a drug to fight the deadly virus, an autoworker making a quick pivot to manufacture ventilators and masks or shields, a maintenance worker disinfecting the plant, or a health care worker making sure the sick can receive treatment, UAW members are courageously doing what they can to battle COVID-19. They are the heart and soul of the union. Here are just a few of the stories of UAW members stepping up to the challenge the world finds itself in today:



Michelle Crumbie
Registered Nurse/
Occupational Health and
Wellness Nurse
Louisville, Kentucky Assembly
Plant
UAW Local 862
Region 8

UAW Local 862 member and registered nurse Michelle Crumbie

has worked in a hospital as an X-ray technician, and as a nurse in the hospital, the local health department and as a veteran's benefits representative.

None of those prepared her for COVID-19. As a nurse in an auto plant, it is a different world than she is used to.

Now, when she is at work at the Ford Louisville Assembly Plant in Louisville, Kentucky, she wears a mask and sometimes a welder's shield over her eyeglasses if she is dealing with an ill worker. If needed, she has a medical gown at her disposal.

"We are dealing with something that can lead to death very quickly and that is scary. Because of the uncertainty of this virus a lot of time is spent talking to workers and giving directions and reassurance of the protections that are in place because they are sacred," she says.

"They are concerned that it is too soon to be back to work and some are concerned because they have underlying health issues that might put them or their families at greater risk," Crumbie says.

"As a medical professional I have worked and seen a lot" she says, "but this is the job I choose and I will continue to perform my job as long as possible."



David Gordon
Associate Researcher
Krogan Lab
University of California, San
Francisco
UAW Local 5810

"I was wrapping up a genetic interaction mapping project on HIV in January when we became aware of the new coronavirus. Since then, we've been working around the clock to find the interactions between SARS-CoV-2 proteins and human proteins. By uncovering the human proteins that enable the spread of the virus, we are able to identify existing FDA-approved drugs which might be repurposed for COVID-19 patients."

“This effort has grown to include over 20 labs and a range of other collaborations, including Mount Sinai in New York and Institut Pasteur in Paris. We are gearing up to do live infection studies and are waiting for safety protocols and PPE. The same things we need to do the work is what the frontline hospital needs - so that is impacting the live virus work.

“I am grateful I can try to make a difference. I like to be able to support others and try to contribute to the greater good. I’m lucky to be in this position with the kind of lab that has the experience and resources we have. The team has been absolutely incredible. The dataset we gathered would not have been analyzed for months or even years – but what we’ve shown is that we can come together and push this stuff out quickly when we all work together.”



Debby Hollis
Production Worker
General Motors Components
Holding
Kokomo, Indiana
Local 292

Debby Hollis doesn’t make a big fuss about things. She just acts. That is exactly what she did when she signed on to make Ventec critical care ventilators capable of supporting patients fighting COVID-19.

“I don’t like to get into a panic about things. I just do what is needed,” says the Local 292 member. “There was no question that I would do this. I feel like it is my obligation as a union member and as an employee.”

Hollis, who usually makes circuit boards for airbags, has worked at the GMCH Kokomo plant for nearly 21 years. Her husband, John, is a Kokomo city employee and deemed an essential worker. They have no children at home.

“It’s just the two of us and since my husband has to work anyway, I figured why not volunteer. I’m proud to step up and do my part. It’s my chance to contribute to something,” says Hollis. “There are a lot of people who don’t have a choice. This is their profession. It’s what they signed up for. I understand that and I want to be part of that team to do what I can.”

Keeping busy helps her focus less on the personal impact of the COVID-19 threat.

“I have an elderly mother and she may be one of the people who needs a ventilator. And my 18-year-old grandson just lost his paternal grandfather to it. So, this does have an impact on my family,” Hollis says. “Not everyone can contribute in the same way. This is what I can do. In times like these, everyone gives whatever they can and that is good enough.”



Travis Fick
Metal Model Worker
Warren (Michigan) Technical
Center
Local 160

The day COVID-19 shutdown the Warren (Michigan) Technical Center is the day Travis Fick jumped wholeheartedly into the fight against the virus.

“It was a Friday. I believe March 20. I had been paying attention, so I

knew there was a shortage of personal protection equipment, so I started a Facebook group to see what we could do,” says the Local 160 member.

Immediately, he posted information about the need to get protection gear to medical professionals. He called businesses like dentist offices that had closed because they were not essential, but might have N95 masks, gloves, medical gowns and caps, or anything that could be used on the front lines.

“At first there were three of us,” Fick says. “My mother, Cindi, and my wife, Jenny, started sewing masks and I was making the calls and delivering supplies,” he says. “In a couple of days, we had a few hundred people in the Facebook group, some sewing, and some helping raise awareness.”

Fick, a metal model worker, used his personal credit cards to buy fabric for the masks and paid for gas to deliver whatever he could procure from businesses throughout the Detroit area. When he reached his financial limit, he set up a site for donations.

Now, there are about 1,300 members in the Facebook group, a website with a map to show how his Michigan COVID-19 Relief project is coming and where donations are going, and 50 sewers producing 500 masks daily for workers on the front lines in Detroit, Port Huron, Grand Rapids and more. The donations allow the campaign to supply the protection gear at no cost to those who receive them.

About 6,050 masks and counting have been donated. The Facebook page posts photos and thanks from medical professionals who have received donations. The website allows visitors to register to help.

“All it takes is a spark to start a fire,” said Fick. “It has been a huge effort. You want to talk about community and solidarity to answer the call in a time of need, that is what we are doing.”

Fick says he stopped counting the hours it takes to keep the project going.

“This virus doesn’t sleep,” Fick

says. "I figure I shouldn't sleep either."

For more information visit the Michigan Covid-19 Relief Facebook group at <https://www.facebook.com/groups/239086287487039/> and the website at mc19relief.com.



Penni Cox
Production Worker
General Motors Components
Holding
Kokomo, Indiana
Local 292

On March 13, Penni Cox was laid off from her job at the General Motors plant in Kokomo, Indiana.

"Business wasn't good, and the company was downsizing. We prayed for more work. We were willing to build anything. We just wanted to work," says Cox. "And now, here we are building ventilators."

Cox, a mother and grandmother, is a third-generation autoworker and member of UAW Local 292 and is proud and excited to contribute to the COVID-19 fight.

Her husband John, and son Kevin, are members of UAW Local 685. Kevin is laid off from FCA and is hoping to start making ventilators as soon as he gets the call. Her son, Cody, is a member of UAW Local 1166. Her daughter, Kellie, is a medical assistant. "So, union and helping others are very much a part of our family. Not only for my friends and work family at GMCH here in Kokomo, but my own personal family as well," says Cox.

"We tell our children and grandchildren to give back and pay it forward," she adds. "Here is our opportunity to show them exactly what that means."

Cox said she never imagined she would be building medical equipment. "But that is what is needed so that is what we have to do," she says. "And what we build will be used to save lives. That is a good feeling."

Is she scared? Yes, she said. But there is a bigger picture.

"We all just want to protect our family and friends," she says. We're not on the front lines like doctors and nurses and medical professionals, but this is our way to support the fight. This is history. One day we can explain to our grandchildren that this was the year they couldn't have a birthday party, but it was the year we helped save lives," she adds.

"In Kokomo, we are a very giving community. As a UAW member, this is just who we are. I am hopeful people may bring us other work for our plant. Because as soon as this is over if we don't get more work, we will lose these jobs," she says. "We really need it and for them to just pray for our country."



Robert Nader
Die Repair
Troy Design & Manufacturing
Company
Plymouth, Michigan
Local 245

Local 245 member Robert Nader gets antsy sitting still. Instead of

going stir-crazy, he signed up for a job that would keep him busy and hopefully save lives. He is making face shields to help fight the spread of the devastating COVID-19 virus.

"It's not just me. It's a lot of different people in here coming together to help," said Nader. "The medical community really needs these masks and other personal protection equipment right now."

Nader, who normally handles die repair, now spends 12 hours a day at Ford subsidiary Troy Design &

"COVID-19 is pretty nasty," said Nader, who has been a UAW member since 1999. "I know not everyone wants to sign up for this. I get that. The best thing everyone can do is just take care of themselves so we can stop the spread of this virus."

Robert Nader
UAW Local 245

Manufacturing Company in Plymouth, Michigan.

He is now helping to produce transparent full-face shields for medical workers and first responders. The shields fully block the face and eyes from accidental contact with liquids and when paired with N95 respirators can be a more effective way to limit potential exposure to coronavirus than N95 respirators alone.

"I think helping out is a good thing and it keeps your mind off what's going on," said Nader, who has friends who have tested positive but survived COVID-19. "It was pretty touch-and-go there for a while, but thankfully, they made it through."



Sandy Welch
Medical Transcriptionist
Janesville, Wisconsin
Local 95

UAW Local 95 member Sandy Welch is a five-year cancer survivor. She has high blood pressure, too.

That means her immune system is not 100%. But, while others in Wisconsin are told to stay home, she heads to work every day as a medical transcriptionist at a medical clinic in Janesville.

“I have a compromised immune system and sometimes I think about that, but I don’t let that take over my thoughts,” she said.

Welch, chair of the amalgamated local’s Unit 9, has been a UAW member for 20 years and has worked at the clinic the entire time. The unit represents about 165 members including nurses, pharmacy

technicians, phlebotomists, health care transcriptionists, assistants and receptionists.

For others on the front lines, Welch is keeping them in mind.

Normally, four transcriptionists and a host of doctors at the clinic see about 500 patients a day. Wisconsin’s COVID-19 order encouraging residents to stay home has reduced traffic at the clinic to about 90 patients a day seeking only essential medical care. Welch is the sole transcriptionist at the clinic now.

continued on page 18

**Audrey Richardson, Hannah Tanabe,
Elizabeth Whiteway, Luz Arevalo,
Joey Michalakes, Brian Flynn
and Monica Halas**
Greater Boston Legal Services
Local 2320

UAW Local 2320 National Organization of Legal Services Workers (NOLSW) represents more than 4,500 members across the country. They are UAW’s only national amalgamated local union. Its members provide free legal services to low income residents needing assistance with housing, domestic violence, safety net services, health care and more.

Members from Greater Boston Legal Services (GBLS) unit jumped into action immediately when COVID 19 started impacting Boston’s low-income communities. Using the power of individual representation, hands-on training and support, systemic advocacy and legislation to support their clients and immigrant worker centers, the Employment Unit at GBLS has never been busier.

Its members Audrey Richardson, Hannah Tanabe, Elizabeth Whiteway, Luz Arevalo, Joey Michalakes, Brian Flynn and Monica Halas are working around the clock to protect Boston’s most vulnerable residents and families.

Their successful efforts have led to raising awareness about the states recently enacted moratorium on evictions and foreclosures, drafting legislation to help immigrant workers receive state stimulus money, developing and implementing assisting hundreds of non-English speaking workers apply for unemployment benefits, and representing clients denied unemployment or not receiving stimulus payments.

According to Region 9A Director Beverley Brakeman, “UAW’s legal services attorneys and staff are experts in their field. They know the law, but as importantly they



Monica Halas, lawyer

know their way around the system. They are quick, resourceful creative and flexible in solving problems. And they don’t discriminate – they help – and they do it in good times and in bad, and they always make a difference.”

Halas, a longtime UAW member and retiree is an expert in unemployment law. Without hesitation she rejoined GBLS staff on a full-time basis to help during this time. With the others they quickly put together town hall “Know Your Rights” meetings to help residents, allies and UAW members faced with sudden unemployment. Their work has been replicated by other legal services programs in other states.

“Any region who needs this type of support should reach out to me or NOLSW President Pamela Smith,” continued Brakeman.

This is an incredible team effort,” said Halas. “We have an amazing and talented group of advocates at GBLS. Everyone is working super hard to help people who might not otherwise receive assistance or be able to navigate systems that would help them.”



**Andrea Brown
and Kevin McQuaide
Food Pantry Volunteers
South East Ohio Food Bank
New Lexington, Ohio
Local 1549**

UAW member Andrea Brown wanted to volunteer at a local food bank, but her regular work schedule at the Amanda Manufacturing plant got in the way.

Now on layoff, she has the time and is on the front lines as a food pantry volunteer during the COVID-19 pandemic.

“I was sitting at home and saw a post on Facebook about the South East Ohio Food Bank,” says Brown, Local 1549’s financial secretary. “It said there was a need for volunteers because the only volunteer was an 87-year-old man.”

Brown started at the food bank in New Lexington, Ohio, on April 3 and works there every Monday, Wednesday and Friday from 8:30 to 11:30 a.m. She drives about 30 minutes to the job and makes sure boxes of food are ready for those who depend on the food pantry.

“I’m not worried about myself,” Brown says. “I know there are people out there who are in need and I want to be there to help them.”

When she told Local 1549 President Kevin McQuaide what she was going to do, he joined her on April 10. Now the two of them work with a handful of others, including 87-year-old retired UAW Local 1686 member Paul Miller, of New Lexington.

I’m very fortunate because of the

union, but there are people who don’t have that safety net,” says McQuaide, president of the 146-member local representing workers at the Logan, Ohio, parts supplier.

“I know that there are risks,” McQuaide says. “But in this case, it is well worth the risk to help others in this time with so much going on and lives on the line.”



**Denise Butsch
Registered Nurse
Ford Louisville Assembly Plant
UAW Local 862
Region 8**

When Ford Motor Company’s Louisville Assembly Plant in Kentucky stopped production in March to prevent the spread of COVID-19, UAW Local 862 member and registered nurse Denise Butsch remained on duty.

As one of the local’s six nurses, she answered calls and talked with members who had questions about the virus and resources, or anxiety surrounding the pandemic.

“It was busy, even if there were only a few people in the plant,” Butsch says. “People were calling and asking questions about symptoms and whether they should reach out to their doctor.”

On May 18, when the plant re-opened and first-shift workers, representing about half of the 3,700 members at the plant returned, Butsch became a direct resource for members concerned about COVID-19.

“The phones are constantly ringing,” she says. “We let members know that the plant had been cleaned and sanitized and that social distancing is in place, but a lot of

people are still concerned,” she says. “Our members are now dealing with the emotional aspects of how this affects the world around them.”

And, while she works with members, Butsch has her own concerns.

“I have an 86-year-old father that I look in on,” Butsch says. “He is very independent, but I go to see him to check on him and I don’t want to take anything to him.”

Even with all the concerns and negatives of COVID-19, “We are all learning to take care of one another and stay safe,” she adds.



**Daniela Juarez
Attorney/Legal Action
of Wisconsin
Local 2320
Region 9A**

The dangers of COVID-19 mean that UAW Local 2320 member Daniela Juarez, who works with the Migrant Farmworker Project in Wisconsin, doesn’t meet with her clients in person. She spends a lot of time talking with them on the phone.

In person or not, her assistance is vital as many of her Spanish-speaking clients are challenged by lack of access to public areas where they depend on technology to help them get information, file forms or apply for unemployment insurance benefits, says Juarez, who assists migrant and seasonal farmworkers throughout Wisconsin.

The Farmworker Project helps migrant and seasonal farmworkers with issues related to wages, unemployment, housing and protections under state and federal migrant protection laws.

Juarez is one of three attorneys on

the team. Korey Lundin staffs a COVID intake line for clients facing eviction and COVID-related housing issues. Carlos Bailey helped draft an amicus brief in the Wisconsin Legislature in support of the state's "Safer at Home" orders.

Many of the clients who need her help are challenged by language, literacy and technology barriers. Some of them use computers in libraries in other public places. "And a lot of those places were closed because of COVID-19," Juarez says.

"This is very difficult for many of my clients because these systems they need to get information, file forms or apply for benefits that require reliable technology," she adds.

"If a client has problems reading a document, they have to send me a

picture of it and if they don't have reliable technology to do that, then they have to read it to me. Sometimes that can be very difficult and very frustrating."

Without Juarez to help, she says, a client might turn to a family member or friend. "And any mistake can have very serious consequences. There is a lot weighing on people getting it right. That is why a program like this means so much to people, especially at a time like this.

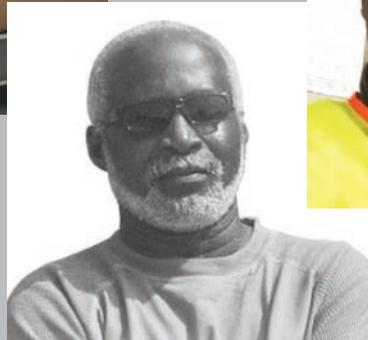
There are thousands of other UAW members across the country doing what they can every day to fight this deadly virus.

"We are grateful to have such selfless members who honor our

union's tradition of helping out in the community, particularly during times of national crisis," said UAW President Rory L. Gamble. "Their courage and tenacity will greatly help the overall effort to beat COVID-19 and get our country back to where we need to be.

"In the meantime, stay safe, stay home as much as possible, and follow the Centers for Disease Control guidelines.

Our union will continue to do everything in its power to make sure our members have safe working conditions so that they can return home from their job in the same condition as when they reported for work."



Ronald Clayton
Astin Gray
Tianyuan "Kimmy" Huang-Walsh
Janitorial/Clean-Up Workers
Leadec Industrial Services
Louisville, Kentucky
Local 862

(From Nicolaus Dean, chair at Leadec Industrial Services unit of Local 862 at Louisville Assembly Plant)

"I would like to recognize and commend everyone who plays an integral part as essential workers across the UAW, with a special emphasis on my brothers and sisters who perform cleanup duties. We have always known our value and worth with the jobs we perform, from the roof tops and tanks to the tunnels below, to keep our plants running smoothly.

"I would like to thank three people at Louisville Assembly Plant who stayed the course voluntarily, from the moment the plant went down to present. They could have taken layoff or said they didn't feel safe and Leadec could have procured temps on a one-for-one basis. They volunteered to stay, cleaning areas of the main plant, taking calls, and sanitizing behind our brothers and sisters in the plant, putting them above their own well-being. We salute Ronald Clayton, Astin Gray and Kimmy Huang-Walsh.

Every person has a part to play, regardless of company or department. They definitely should have received hazard pay! To be thrust into a new role of sanitizing touch points, entryways, etc., and being the frontline defense for an unforeseen, unknown pandemic was definitely something we never expected to happen."

Workers Memorial Day

Painful Year of Loss Reminds Us to Remain Vigilant About Workplace Safety

For UAW members and workers everywhere, there is never a time when workplace safety should take a backseat to any workplace issue. Never has that been more true than it is today, as the world is dealing with the COVID-19 crisis.

During this heartbreaking season of loss, the UAW has continued to stand as a fierce advocate for tough, science-based safeguards and measures. As reports of the coronavirus surfaced, UAW leadership quickly began monitoring reports, implementing precautions and working with employers to educate workers and implement stringent workplace safety measures. Those actions have included:

- Advocating for a task force with leadership of GM, Ford and FCA to implement enhanced protections for manufacturing and warehouse employees at all three companies.
- Working with automakers to agree to new measures to assure adherence to Centers for Disease Control and Prevention (CDC) and World Health Organizations (WHO) recommendations on social distancing and required health and safety standards in the workplace.
- Negotiating across all sectors and companies including the State of Michigan; casino dealers; John Deere, Case Holland, Blue Cross Blue Shield of Michigan and American Axle to implement the strongest measures to protect workers.
- Acknowledging the acute need for equipment for first responders and working with the companies to protect members' health and safety first while allowing for volunteers to work paid shifts to meet those needs in a safe environment.

As discussions progress on when and how to reopen the economy, the UAW continues to review, with great caution and concern, decisions being made about restarting workplaces. The union insists that these decisions should be informed by data and that strict CDC guidelines must be adhered to at all worksites, and that prior to reopening, sufficient data and protections are in place to ensure the safety of our members, their families and the public.

"The entire leadership of the UAW has been working to protect our brothers and sisters across this nation and beyond since this pandemic began. We will continue, as we always do, to work tirelessly to do everything we can for the safety and wellbeing of our UAW family," UAW President Rory L. Gamble said. "On this day, we remember and honor those whose lives were cut short due to

workplace incidents and to those members who have lost their lives to the COVID-19 virus."

COVID

The UAW extends its deepest sympathies to the family, friends and coworkers to our brothers and sisters who died tragically due to COVID-19. This silent enemy rapidly spawned a global pandemic and UAW members were among thousands of victims. "One of the greatest tragedies this year has been the loss of so many UAW brothers and sisters hit by COVID-19," says UAW President Rory L. Gamble. "This has been heartbreaking for all of us.

VICTIMS OF COVID-19

- Alfred Adams, Local 1264 Sterling Stamping, Michigan, FCA US
- Juma Stallworth, Local 1264 Sterling Stamping, Michigan, FCA US
- Michael Powers, Local 140, Warren Truck, Michigan, FCA US
- Michael Hunt, Local 140, Warren Truck, Michigan, FCA US
- Don Hamilton, Local 1284, Chelsea Proving Grounds, Michigan, FCA US
- Monik Rice, Local 1248, MOPAR Centerline, Michigan, FCA US
- Ricardo Smith, Local 1700 Sterling Heights Assembly, Michigan, FCA US
- Marc Garland, Local 869, Warren Stamping, Michigan, FCA US
- Sylvia Hammock, Local 1700 Sterling Heights Assembly, Michigan, FCA US
- Jerry Hayes, Local 1700 Sterling Heights Assembly, Michigan, FCA US
- Catherine Bright Pace, Local 140 Warren Truck, Michigan, FCA US
- Tommy Hammonds, Local 1248, MOPAR Centerline, Michigan, FCA US
- Lorenzo Seldon, Local 140, FCA Warren Truck, Michigan, FCA US
- Jeff Bagby, Local 1302, Kokomo Transmission, Indiana, FCA US
- Ricardo Smith, Local 1700, Sterling Heights Assembly, Michigan, FCA
- Donald Chisholm, Local 212, FCA Transport, Michigan, FCA US
- Renard Stonestreet, Local 182, Livonia Transmission, Michigan, Ford
- Donald Milton, Local 182, Livonia Transmission, Michigan, Ford
- David Ramirez, Local 551, Chicago Assembly, Illinois, Ford

Thomas Johnson, Local 900, Michigan Assembly ISA, Michigan, Ford

Michael Billington, Local 600, Ford World Headquarters (EDC1 Building), Michigan, Ford

Gregory Boyd, Local 600, Dearborn Stamping, Michigan, Ford

LaDonna Jennings, Local 600, Dearborn Diversified and Manufacturing (DDMP), Michigan, Ford

Virgil Sutton, Local 5286, Gastonia Freightliner, North Carolina, Freightliner

Keith Cruz, Local 182, Livonia Transmission, Michigan, Ford

Lujan Partee, Local 900, Michigan Assembly ISA, Michigan, Ford

Emmitt Holland, Local 160, General Motors Tech Center, Michigan, Aramark

Cornelius Burton, Local 600, Wellspring, Michigan

Kevin E. Dortch, Local 600, AK Steel, Michigan

Anthony “Pappy” McKendall, Local 1805, Louisiana, Folger Coffee Company

MOLSON COORS SHOOTING

The UAW extends its deepest sympathy to the family, friends and coworkers to our brothers and sisters who died tragically following a mass shooting at the Molson

Coors Beverage Company in Milwaukee, Wisconsin on Feb. 27, 2020. Among the deceased were three UAW Local 9 members. “This terrible event was a shocking and devastating loss for us all,” said President Gamble.

WORKSITE SHOOTING VICTIMS

Jesus (Jesse) Valle Jr., Local 9, Milwaukee, Wisconsin, Molson Coors Beverage Company

Gennady (Gene) Levshetz, Local 9, Milwaukee, Wisconsin, Molson Coors Beverage Company

Trevor Wetselaar, Local 9, Milwaukee, Wisconsin, Molson Coors Beverage Company

UAW INTERNATIONAL STAFF

The UAW also extends its deepest sympathy to the family, friends and coworkers of our brother Mark Liburdi. Mark served in the President’s office as an Administrative Assistant. He was a member of Local 712 out of Theiss Associated in Bristol, Connecticut. “This hits particularly close,” said President Gamble said. “We are saddened by this loss and the untimely death of our colleague and friend.”

Mark Liburdi, Local 712, UAW President’s Office, Solidarity House, Michigan

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Leaders Must Rise to the Occasion The Federal Government's Response to COVID-19 is Lacking

The world is amid a global pandemic caused by COVID-19 shuttering businesses across the globe, halting travel, and forcing people to stay at home for weeks on end. The question atop the minds of many is, what does the nation need to do to rein in this virus and restart the economy?

To answer this question, one must recognize the gravity of this dual public health and economic crisis, which is of the likes no one has seen before in the U.S. At the time of this writing, the U.S. has roughly 1.54 million cases and 100,000 deaths. By comparison, Italy has reported 33,000 deaths, the third highest in the world. To look at it another way, the U.S. has roughly 30% of reported cases while having less than five percent of the world's population.

This deadly virus has caused severe economic hardship. Millions across the country have lost their jobs through no fault of their own and families are struggling to put food on the table. In fact, more than 36.5 million workers filed for unemployment insurance between March and mid-May. One in five workers have applied for unemployment insurance benefits since March 15. The economy needs to be fixed so people can get back to work. Unfortunately, that will not happen until the spread of the virus is stopped. Little progress has been made in this regard even though the dangers of coronavirus were made known to world leaders at the beginning of the year. Nevertheless, there remains a shortage of reliable and rapid COVID-19 testing, personal protective equipment (PPE), and essential medical supplies like ventilators in the United States. To date, there is no centralized detailed national plan from the federal government to address these shortages. In the absence of a national strategy, states have been forced to compete for these essential supplies.

This reality has contributed to the U.S. leading the world in the number of infected people and fatalities. What is the federal government doing to protect the American people and prevent an economic collapse that potentially rivals the Great Depression? Under our Constitution and system of government, the president is the commander-in-chief and has the primary responsibility of protecting the lives of the American people and the homeland from adversaries. The creation of a federal

government was critical for defending the homeland from the British over 200 years ago and remains essential to successfully stopping this deadly virus. After all, the states would not be expected to fend for themselves if there was a foreign attack and be forced to bid against each other for emergency equipment. Yet, that is exactly what is happening in response to this pandemic. A national plan is needed and only the president can make that happen.

How about Congress, which has the power of the purse? So far, Congress, working with the administration, has passed four significant bipartisan laws to help provide resources desperately needed to fight COVID-19. Congress has spent roughly \$3 trillion to combat the virus and help individuals, families, and businesses stay afloat as their lives have been turned upside down. A fifth emergency package known as the HEROES Act passed the House on May 15. The HEROES Act provides \$3 trillion alone in desperately needed funding. The money would be used to help state, local and territory governments and hospitals on the front lines. Money would be also used to provide unemployment insurance and health care subsidies for people who have lost their jobs, housing assistance, and aid to small businesses. The bill would also strengthen worker safety protections by mandating companies put in place procedures to guard against the spread of the virus, protect voting rights for people unable to go to the polls, and more.

It is unclear if Senate Majority Leader Mitch McConnell will allow a vote on the bill. Up to now, he has been dismissive of the HEROES Act and has instead advocated for pushing forward an ill-advised proposal to deny workers their right to have their day in court against employers who fail to provide adequate measures to protect their workers from contracting the virus.

Regrettably, the dire predictions made at the beginning of crisis materialized. As cases continued to skyrocket, on March 13, President Trump declared the COVID-19 pandemic a national emergency. Unfortunately, the federal government is already were behind the eight ball. In 2005, the federal government created a national strategy for pandemic influenza and President Obama built up on it. But, in 2018, the National Security Council's pandemic unit was dismantled.

In 2005, the federal government created a national strategy for pandemic influenza and President Obama built up on it. But, in 2018, the National Security Council's pandemic unit was dismantled.

In short, the people assigned to tracking and preparing for outbreaks of viruses and diseases were reassigned. Millions carried on with their daily lives without taking precautionary measures. Key time was squandered to prepare for a health crisis of epic proportions and the government's ability to plan was hampered.

At this writing, the federal government has not fully invoked his authority under the Defense Production Act (DPA), a law giving the president powers to compel private companies to manufacture items in short supply such as life-saving PPE. Fully evoking this law would be well-advised to help procure masks, gloves, ventilators and other safety equipment to fight the virus. The federal government did invoke the defense act to a lesser degree compelling GM, GE, 3M and other industries to make critical supplies in short supply. Close to 1,600 UAW members at six GM and Ford plants proudly stepped up to manufacture PPE to protect health care and other front-line workers. More actions like these are needed.

Large scale testing and a proven vaccine will be needed before life truly returns to normal. No one knows how long this will take and everyone needs to take precautionary measures and use common sense to reduce risk of infection. UAW President Rory L. Gamble has consistently stated that the only litmus test in reopening the economy is whether you would send your son or daughter into the workplace. Widespread testing is needed to pass the litmus test.

Although still in the thick of the crisis, there are many lessons learned so far. Workers who were once not seen as essential are vital to keeping our economy going during a pandemic. Workers in manufacturing plants, grocery stores, and the postal service deserve strong health and

safety standards and pay for their work. U.S. laws that are designed to be a lifeline when families lose a job or get sick are out of date.

The Trump administration and Congress should use the lessons learned from the pandemic to improve family leave and sick day policies, health care, and unemployment insurance. The nation needs to quickly apply these lessons to rebuild our economy and stop the spread of COVID-19. It is up to every UAW member to raise their voice and demand their elected leaders rise to the occasion.

UAW Legislative Department



PHOTO COURTESY OF ALEX GOODWIN/UAW LOCAL 898

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
8000 E. Jefferson Ave.
Detroit, MI 48214

'He was Fighting the Fight of the Whole World'

A Daughter's Remembrance of Walter and May Reuther



Walter and May Reuther

By Elisabeth Reuther Dickmeyer

"The death of Walter Reuther is an even more substantial loss for the nation than for the labor movement. ... The void of his death will be greater still in the realms of idealism and social inventiveness."

— May 1970, *The New York Times*.

Fifty years ago May 9, my parents, Walter and May Reuther, died in a plane crash. It is hard to believe half a century has passed since that tragic day. I grew up watching my father and mother fighting tirelessly for economic and social justice. Their commitment to working people was palpable and contagious. As a colleague once reflected, "Walter and May thought better of us than we thought of ourselves, and in thinking so, made us better people."

Of course, life was not easy as the daughter of a controversial labor leader. My first memory is the shotgun blast through our kitchen window that almost killed my father. For the rest of my childhood, we lived with bodyguards and German Shepherd attack dogs. That was a sacrifice my parents were willing to make. They believed they were part of a moral crusade for not just our family, but for all working families and, in many ways, for all humanity.

As president of the United Auto Workers, my father saw the labor movement as an indispensable tool for lifting up working families and solving society's problems. From civil rights and public education to voting rights and environmental stewardship, he believed the labor movement must play a leading role in shaping our communities and crafting public policy. Because only through solidarity, he understood, can human rights and economic justice be realized for all. Otherwise, the powerful and privileged will stack the deck and shape society in their self-interest, at the expense of the rest of us.

He surrounded himself with dedicated and brilliant people — Millie Jeffrey, Nelson "Jack" Edwards, Olga Madar, Doug Fraser, his brothers Roy and Victor, among countless others. Together, they battled in the marketplace of ideas and won unprecedented benefits for UAW members—benefits that rippled across America's economic landscape, lifting millions of working families into the middle class.

My father's vision was broad and forwarding-looking. He

helped fund and organize the first Earth Day on April 22, 1970. According to Denis Hayes, the chief organizer, "Without the UAW, the first Earth Day would have likely flopped!" He marched with Dr. Martin Luther King, Jr. across the South — in Selma, Jackson, and Montgomery. When King was jailed in Birmingham and authored his famous "Letter from Birmingham Jail," my father arranged \$160,000 to bail out King and hundreds of other protesters. He helped organize and finance the March on Washington for Jobs and Freedom in 1963, delivering remarks from the steps of the Lincoln Memorial shortly before King's "I Have a Dream" speech. He also marched with Cesar Chavez and was an early supporter and financial backer of the United Farm Workers. As Coretta Scott King eulogized, "He was fighting the fight of the whole world."

Fifty years ago today, my parents, architect Oscar Stonorov, and three others perished flying into a small airport in northern Michigan. As the plane descended into thick fog and rain, the pilot's altimeter was reading too high, causing the plane to collide into the top of a 50-foot Elm tree, bursting into flames. Upon investigation, the National Transportation Safety Board concluded no fewer than seven abnormalities existed with the pilot's altimeter, raising the possibility of deliberate human wrongdoing. My father previously had a similar near-crash experience due to a faulty pilot's altimeter while landing at Dulles International Airport in Washington, D.C. In light of earlier attempts on my father's life, historian Michael Parenti wrote, "Reuther's death appears as part of a truncation of liberal and radical leadership that included the murders of four other national figures: President John Kennedy, Malcolm X, Martin Luther King, Jr., and Senator Robert Kennedy."

If my mother and father were alive today, I believe they would say the labor movement is at a significant turning point. Amidst the staggering inequality in our country, which the coronavirus pandemic has further exposed, I believe they would say it is time for labor to once again win the fight for the hearts and minds of the American people and rebuild our great American middle class. Let us not forget, as my father said years ago: "There is no power in the world that can stop the forward march of free men and women when they are joined in the solidarity of human brotherhood."

Walter Reuther Timeline

1907

Walter Reuther is born Sept. 1 in Wheeling, West Virginia. He is the son of Valentine Reuther and Anna Stocker, and the second of five children. He learned at an early age the importance of unions, social justice and political action.

1927

Reuther leaves Wheeling to find work in Detroit's booming automobile industry. He lands a job at Ford Motor Co. overseeing a crew of tool and die makers. He eventually becomes a die leader. He gets an up-close view of how auto workers are abused in plants run without worker input.

1932

Reuther is fired from his job at Ford because of campaign work for a Socialist Party presidential candidate.

1933

Shortly after the firing, he and his brother, Victor, travel to the Soviet Union to work and to train Russians at the Gorky auto factory, equipped by Henry Ford.

1935

Reuther returns to Detroit and quickly establishes the rise of the UAW by forming Westside Local 174 and becomes its first president.

1936

Reuther throws himself into union organizing. He hitchhikes to South Bend, Indiana, shares a room with five other delegates and lives on hamburgers to attend his first UAW convention.

1937

On May 26, Reuther and other UAW organizers pass out leaflets at a pedestrian overpass next to the Ford Rouge factory complex in Dearborn, Michigan. What follows becomes known as the infamous "Battle of the Overpass," when members of Ford's private police organization attack them. The UAW wins major victories with the Flint Sit-Down strike in 1937 and other strikes that lead to national recognition of the UAW by the Big 3 automakers.

1938

Gunmen barge into Walter Reuther's apartment attempting to kidnap and murder him.

1939 to 1945

Reuther becomes director of the UAW General Motors Department. He and UAW members play an important role in the Allied victory in World War II thanks to Reuther's creative plan to retool auto factories to produce 500 Allied planes a day, a cornerstone of the Arsenal of Democracy that wins the war.

1942

Reuther is elected the union's first vice president.

Over the next 10 years, the UAW, under his leadership, gains historic benefits for workers through collective bargaining and create the strongest middle class ever seen in America.

1944

When a wildcat strike movement swept GM's shops in 1944-1945, Reuther skillfully handles the crisis, championing the cause of the workers without running afoul of the government or the company.

1946

Reuther becomes fourth UAW president and negotiates gains unheard of during the early years of the automobile industry. Autoworkers won enhanced job security, vacations, benefits, pensions and supplemental unemployment benefits (SUB). SUB continued most of a worker's income during layoff and eased the cyclical nature of auto work. Working in the industry is transformed from a low-wage, part-time job full of insecurity, to an occupation that supplied a living wage and optimism for the future.

1948

On April 20, Reuther is at home when gunfire erupts through his kitchen window. He is hit by a shotgun blast to his right arm.

1952

Reuther is elected president of the Congress of Industrial Organizations.

1963

Reuther works with government leaders and Dr. Martin Luther King Jr. on the passage of civil rights legislation, helps develop the War on Poverty initiative, marches with social justice and civil rights activists across the country, oversees the UAW's financing of the 1963 freedom marches, speaks before millions at the 1963 Washington, D.C., march and works with the Lyndon Johnson administration on getting assistance to troubled cities. Reuther leads the UAW to provide essential financial and logistic support for Cesar Chavez and the United Farm Workers in their struggle to humanize agricultural work.

Late 1960s

Reuther advocates for aligning with international trade unions and began his dream of establishing a retreat center for worker education about workers' rights and social justice.

The UAW begins construction near Black Lake in Northern Michigan.

1970

Reuther plays a critical role in funding and organizing the first Earth Day on April 22.

On May 9, Reuther and his wife die in a plane crash near Pellston, Michigan, while flying to the newly constructed education center. His beloved UAW Walter and May Reuther Family Education Center in northern Michigan still operates to achieve that goal.

1995

Reuther is posthumously awarded the Presidential Medal of Freedom by President Bill Clinton, who remarks at the ceremony, "Walter Reuther was an American visionary so far ahead of his times that although he died a quarter of a century ago, our nation has yet to catch up to his dreams."

Today

Walter Reuther's legacy lives on with all workers who are still without a voice at the table with management, with those who believe in the rights of working families, and with supporters of social and economic justice.



Black Lake

• 2020 Golf Package •



Gaylord Country Club, founded in 1924, is one of Northern Michigan's oldest golf clubs. This semi-private club meanders through the hills and hardwoods just west of Gaylord and features private club conditions, strategic bunkering and arguably the best green complexes found in Northern Michigan.

UAW Black Lake Golf Club, designed by the "Open Doctor" Rees Jones, has always garnered national acclaim for course conditions and playability. Since opening in 2000, the course has placed 34th in Golf Digest's "100 Greatest Courses in America." Golf Week has also selected Black Lake Golf Club as #5 "Best Courses to play in Michigan." Complementing the championship course at Black Lake Golf Club is "The Little Course." This (9 hole) par 3 course is a walking course, featuring holes carved in the Northern Michigan hardwoods.

The Michaywé Pines Golf Course hosted the 1991 and 1996 Michigan Amateur Championships. The Golf Association of Michigan often selects Michaywé Pines to host annual qualifiers and GAM events. The excellent layout and conditions compliment tournament golf. The course features secluded fairways winding through beautiful white birch and pine forests along the AuSable River.

Package includes:

- 18 hole round of golf with cart at Gaylord Country Club
- 18 hole round of golf with cart at the Rees Jones designed Black Lake Golf Club
- 1 walking round (9 hole) on the Little Course at Black Lake Golf Club
- 18 hole round of golf with cart at Michaywé Pines Golf Club
- 2 nights lodging at UAW Black Lake Conference Center in a Standard Room

Rates*	Midweek	Weekend
Shoulder Season (Opening to May 29, September 1 to closing)	\$184 per person	\$204 per person
Summer Season (May 29 to September 1)	\$204 per person	\$234 per person

*Rates are per person based on double occupancy, per stay. Upgraded rooms may be available at a surcharge.

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Our Union Plus program partners have accommodations for members struggling during this public health crisis. Participants in our Union Plus Mortgage, Credit Card, Personal Loan, or Supplemental Insurance programs may be eligible for additional hardship assistance through the Union Plus Mortgage Assistance Program and Union Plus Hardship Help.

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