

UAW NEWS



Local 1853's Official Union Paper

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2021 UAW Leadership Conference

This year's leadership conference was held in October. Local UAW leaders from all over our Region came together as Region 8 Leadership reported out on various topics pertinent to the state of our Union. Regional Director Mitchell Smith and Assistant Director Tim Smith led the conference. With the reorganization, our Region now covers members from coast to coast and is the largest Region in all the UAW. These two leaders have a big job and are serving our members well.



President Report

One of the main topics stressed this year are how Unions are under attack by some lawmakers. As union members it is our responsibility to do our homework and elect politicians that support labor. Throughout our history, the labor movement has accomplished a lot. Think about: the 8 hour workday, weekends off, overtime pay, child labor laws, OSHA, holiday pay, FMLA, Equal Pay Act ... the lists goes on and on. None of our movement's achievements would have happened without the effort, organization and advocacy of our brothers and sisters. Injustice still exists, and many corporations have some of our lawmakers in their back pockets. When this happens the average working person loses. Single hot button issues often deflect the focus of working American's. We must stay diligent in every race from aldermen to mayor to governor to senator to president. To say it plain and simple, if our elected representatives do not support our issues we must not support them.

The H.R. 842 Protecting the Right to Organize Act of 2021 (or the PRO Act) is essential to the labor movement. I challenge each of you to go online to see how your representative is voting on this bill. If they are not supporting it, please reach out via their website and urge them to do the right thing. Supporting the working American's ability to organize should be basic.

We must help rebuild the middle class and help stop the pay deficit between corporate America and it's working class. This bill will help with the ability to organize, negotiate for better pay, benefits, health and safety protections and job fairness. More to come from our Cap Committee.

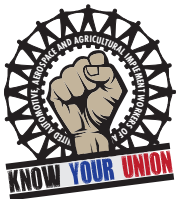
Other news, our Region gained over 17,000 new members from the University of California where a successful organizing effort paid off for these workers. This brings the total for Region 8 to about 100,000 members.

I would like to thank the Community Service Committee for hosting, the Women's and Veterans Committees for their supporting a great Truck or Treat. Everyone had a great time. The winner of the best Trunk went to Amanda Allen and the best costume went to Liz Orvis's son.

Local 1853 Education Committee is starting up online classes again. These are great classes. If you missed the sign up at last month's Union meeting, send an email to 1853education@gmail.com.

Veteran's day is Thursday, November 11, on behalf of the entire E-Board and Shop Committee, I would like to thank each of our veterans for their service. If you know a veteran please show your appreciation. Our Veteran's Committee will have a wreath laying and flag raising ceremony at 11 am at the flag poles in front of the Union Hall.

I would also like to remind our membership about the texting program the Local President's office initiated after I took office. It has been very successful keeping the membership informed. If you have not signed up or know of someone in our Local that hasn't, please encourage them to do so. The sign up is easy, simply text the words 1853 followed by the company you work for to 99795 (example 1853gm, 1853ryder, 1853retiree, etc.).



In Solidarity,

Cathy Busker

UAW Protocol

What is UAW Protocol?

Protocol is not just a courtesy

- It is the way we effectively and efficiently operate our union
- Protocol is knowing & following UAW chain of command
- Protocol is keeping the appropriate people in the loop
- Protocol is directing questions, actions, or callers to the proper areas of responsibility

How is proper protocol determined?

Protocol is determined based on:

- **Who is asking the question?** Local Union officer or representative, local union member, the public, etc.
- **Action** - Is action required, a reference, a notice to make, a decision to render?

- **Situation** - Is there urgency, are details needed?
- **Question** - Contractual, constitutional, bylaws, grievance procedure, policy?
- **Point of interpretation** - Contract, bylaws, constitution

Protocol Flow Chart



Following this basic flow keeps appropriate people in the information loop.

Notice the arrows go both ways so the answer keeps everyone in the loop.

Unless unusual circumstances warrant other actions or deviation

Continued on back



Basic Grievance Questions

If a member asks a general question about the grievance procedure or possibly initiating a grievance:

- If the question is completely generic (process, time limits, etc.), all union representatives should possess this general knowledge and can answer. If you do not know, direct the member to an official that does.
- If a member is contemplating a specific grievance, the member should be directed to representatives that have jurisdiction over that member's department or classification (district or bargaining committee or chairperson)

If a member asks a question about their active grievance:

- The member should be directed to the author of the grievance or to the current grievance handler (bargaining committee, Chair) if the grievance is in process at the local level.
- If the grievance has been appealed to the International Union, the local union grievance chair or the president should check the status of the grievance and report back to the member unless the International Representative authorizes the member or others to make direct contact.

If a member asks a question about another member's active grievance:

- Details of a member's active grievance should not be discussed with any other member absent the grievant's expressed permission to do so unless such discussion is necessary while conducting an investigation. In any event, extreme discretion should always be applied

If a member asks a question about another member's settled grievance:

- First, it should be determined if the questioned settlement has a broader impact beyond the individual grievant (work practices, schedules, job assignment, etc.), establishing precedent.
- If so, some details of the settlement may be discussed openly. Specific settlement provisions unique to the grievant (monetary compensation or other personal adjustments) should not be discussed without expressed permission of the grievant unless such discussion is germane to other investigations. In all cases, extreme discretion should be applied.

If a non-member asks for information about a member's grievance:

- You should not discuss a member's grievance, active or settled, with any non-member, including the member's family, lawyers, the press, or friends, without specific (preferably written) authorization from the grievant. Exceptions to this rule include the use of the settlement as evidence or precedent in proper union activity (grievance procedure, arbitration, negotiations, etc.). Grievance settlement details may also be provided in legal procedures if properly documented. In all cases, extreme discretion should be applied.

Member to Member

Attention All GM/Saturn Retirees.... from Wes Parker

Recently it has been discovered that Fidelity has calculated the payment to our ex-spouses incorrectly for people that kept the Saturn Retirement Account and have the "carve-out" deducted from their monthly GM pension check. This has resulted in an over payment each month to your ex-spouse, and less money to you. This is a potential class action lawsuit against Fidelity for the incorrect calculation of GM/Saturn Pension monthly money paid to our ex-spouses. This lawsuit is to recover the overpayments you have paid to your ex-spouse, collect money from Fidelity for emotional stress, pain, and suffering, and to get the right payment amount every month in the future.

If you want to be included in this potential class action lawsuit you must contact me so I can look at your specific situation, and get you on the list. I have an attorney in Nashville ready, willing, and able to proceed with this class action lawsuit. Please read this completely to see if you qualify. Please read the 2 questions below

You **must** answer "YES" to **both** questions. If you answer "NO" to any question, then you are not eligible to participate and can ignore this.

1. Did you keep the Saturn Individual Retirement Plan, AND you have a carve-out deducted from your full GM Pension monthly payment?
2. Did you get divorced, and is your ex-spouse being paid a portion of your GM Pension every month by a Court ordered QDRO?

If you answered "YES" to both questions, please contact me ASAP.

You can email me at: saturnretiree@gmail.com Then I will email you back with my phone number so you can call me. I do not want your personal information. This is why I will give you my phone number. When you call me, we will discuss your specific situation, and give you all the details of this lawsuit. Thank you, Wes Parker GM/Saturn Retiree

NEWS YOU CAN USE

Local 1853 Union Meeting

The next Union meeting will be held December 5, 2021 at 2pm in the Banquet Hall. Please remember that elected and appointed members are required to attend two out of three Union meetings. Make plans to attend, your voice matters!

Local 1853 Retirees Chapter Meeting

Local 1853 Retirees Chapter will hold their next Meeting at the Banquet Hall Monday, December 6th at 10am. The retiree



Christmas party is December 15. A limited number of tickets are available. Please contact the Union Hall at 931-486-0125 for ticket information.

Sweater Drive

Local 1853 Veteran's Committee is accepting donations for warm button up or zipper shirts, sweaters, hoodies and sweatpants for local veterans in need. Items for both women and men are needed. Please bring your donations to the Union Hall before December 15, 2021. Medium through XXLG are needed. Please do not



wrap your item and indicate the size on the outside of the package.

GM Benefits

The New Year is near. It is always wise for our Retirees to make sure their beneficiaries are up to date with Pension (Fidelity) and Met life. You can reach both of these providers by calling 8004894646 and choosing the corresponding prompt.



Happy Veterans' Day!

