



LOCAL 211 NEWS

Union Proud from Defiance, Ohio



Our success is attributed to the rank and file—the working men and women—of our local union!
 Chartered 1948 uawlocal211.com November 2016

9 Simple Ways You Can Help Veterans

By Betsy Anderson and Jacqueline Gullidge, CNN

Most Americans will never serve in the military or fight for their country. Yet there are countless ways that everyone can help these veterans, who often return home from war to face their most difficult battles.

Those severely injured may need to learn how to live with the loss of a limb or limited mobility. For others, brain injuries or post-traumatic stress disorder can make the return to civilian life a struggle.

Here are nine simple things you can do to make a difference on Memorial Day-- or any day -- for the more than 23 million American veterans:

1. Give a veteran a ride

Medical care may be needed for some veterans for the rest of their lives. Disabled American Veterans provides free transportation to men and women who can't travel to Veterans Affairs medical facilities on their own. You can volunteer to drive a van for those who need a lift.

2. Donate frequent flier miles

The Fisher House Foundation has a network of homes on the grounds of military and VA hospitals around the country. These homes help family members be close during the hospitalization of a loved one for a combat injury, illness or disease. Fisher House operates the Hero Miles Program, using donated frequent flier miles to bring family members to the bedside of injured service members.

You can also volunteer or donate household items.

3. Sponsor a companion dog for veterans with PTSD

More than a third of all Iraq and Afghanistan veterans have or will experience post-traumatic stress disorder. And veterans of past wars

are still dealing with the ghosts of their time in the service. Coping with PTSD can put stress on not just veterans but also their families and friends.

Puppies Behind Bars is a program in which prisoners train companion dogs for veterans with PTSD. Donors can sponsor a dog and receive updates on the dog's training and life with its veteran.

(If you know a veteran dealing with PTSD, the VA offers the PTSD Coach Online to help veterans learn to manage symptoms, come up with ways to cope and find professional help.)

4. Help build a home for severely injured vets

Severely injured veterans often come home needing a place to live that better accommodates their physical disabilities. Building Homes for Heroes builds specially modified homes for veterans that help them live independently. These homes are provided at no cost to the veterans. The organization also provides financial planning services.

5. Keep veterans off the streets

In times of war, exhausted combat units were removed from the battlefield to "stand down" in a place of relative security to rest. The Department of Veterans Affairs' Stand Down program is designed to help homeless veterans "combat" life on the streets. Stand Downs are usually one- to three-day events to provide food, shelter, clothing and health screenings to homeless and unemployed veterans. To find a Stand Down program in your community, contact your local VA hospital in the VA Medical Center Directory.

A phone call can also make difference in the life of a veteran who is homeless or at risk of becoming homeless. Call 877-4AID-VET, or 877-424-3838, to be connected 24 hours a day, seven days a week with help at the VA. The VA

Help veterans, continued on page 7.



U.S. service members share a Thanksgiving meal.



President's Report

By Keith Boecker

Herbert E. Orr is in the middle of their Local agreement negotiations, I would like to thank their committee for working so hard on this and I am sure that they will negotiate a good contract for their working people.

Powers and Sons held their election for their Bargaining Committee, Congratulations to Charles Fockler, Chairperson, Victor Maag, Janice Malone and Anthony Wright. I would also like to take this opportunity to thank Bill Hill, Lonnie Teats and Jason Norrick for their years of dedication and great team work as the past bargaining committee for Powers & Sons. The new committee will be sworn in and begin their new positions at their next membership meeting on December 14, 2017.

Charlie Chatham Scholarships are now available; you must be a freshman, sophomore, junior or senior in College to be eligible. Applicant must be a dependent son, daughter, grandchild or spouse of a UAW Local 211 member in good standing. You may pick up an application at the UAW Hall or from your unit Chairperson. Applications must be received at the Local 211 UAW Hall by 4:00 P.M. on Friday November 18, 2016. This is a lottery type drawing and will be held at the GM unit's first meeting on December 7th.

October 28th there was a gate collection at the GM unit for Breast Cancer awareness. Thank you to Women's Committee and all who collected the much needed funds and thank you for their continued fight against this horrible disease.

We now have tickets available for the Lights Before Christmas at the Toledo Zoo. This is good for the weeks of November 18th through December 31st. Adult tickets ages 12-59 are \$10, Children ages 2-11 are \$5 and Seniors ages 60 and over or \$5. Contact Lisa at the Hall if you are interested in purchasing any tickets. This is first come first serve with limited tickets available.

Our UAW Local 211, Kids Christmas Party will be held on Sunday December 4th here at the UAW Hall beginning at 11:00 A.M. until 2:00 P.M. This is for children and grandchildren age 11 and younger of a UAW member and retiree in good standing. Come and see Santa and his elves, there will be crafts, candy, cookies and door prizes.

Toledo Walleyes vs. Fort Wayne Komets Hockey at Toledo Huntington Center on January 8, 2017. The

Recreation Committee has gotten discount tickets again this year for \$10 each. Game time is at 5:15, limited tickets will be available. You can contact Lisa at the hall and get your name reserved; we will contact you when tickets are available for pick up.

On December 10th at Chief Supermarket we will be ringing the bell and collecting once again for Ravens. If you are interested in helping for one hour of your day please contact Gert Hahn or Lisa Beardsley.

The Local 211 Women's Committee will be hosting a Feather Party On Saturday November 19th at the Hall, doors open at 5:30. Pre admission tickets are \$10 and admission at the door is \$15. You may contact any of the ladies on the Women's Committee for more information and ticket information.

Enjoy your Holiday with your families!

Retiree fun Facts

The oldest UAW/GM Retiree is 109 years old.

The 2nd oldest UAW/GM Retiree is 105 years old.

The oldest UAW/GM Surviving Spouse is 109 years old.

The 2nd oldest UAW/GM Surviving Spouse is 108.

There are 315 UAW/GM Retirees and Survivors over the age of 100!

<i>Age</i>	<i>Number of Retirees & Survivors</i>
100	145
101	68
102	43
103	29
104	23
105	4
106	0
107	1
108	2

Local 211 Business and Benefits Offices will be **closed** the following dates:

November 24 and 25 (Thanksgiving)

December 26 through January 2
(Christmas Holiday)

The Business office will reopen Tuesday
January 3, 2017 at 8:00 A.M.



GM Chairman's Report

By Rob Egnor

At the current time the employment level in Defiance is 972 hourly employees. Of the 972, 645 are production and 327 are skilled trades. We currently have 42 of our members out on sick leave which leaves 930 active members.

We were recently notified that the National Employee Placement Center will be purging the system in which you may apply for a transfer to another plant. This process is identified in the white book of the 2015 National Agreement. If you currently have an Appendix A transfer in for another facility, you will need to reapply after December 1st for your transfer to stay active.

On October 26, 2016, Arvin Jones (Manufacturing Manager), Peter Thom (VP of Quality) and Luis Cervantes (Director of Global Quality) were in the plant to present the BIQ4 award to Defiance. During the presentation they mentioned the fact of how difficult it is to achieve this milestone and how we are now with an elite group of plants. This is something that we were told would be nearly impossible for a foundry to achieve. We did it, now we have to continue the hard work and hold on to it. On November 3, 2016 we had the opportunity to show our process off by hosting a boot camp for other plants. We had leadership from several other plants here and there were floor tours along with exercises taking place at each stop. The feedback from the groups was very positive and we should all be very proud. The leadership from the other plants was very impressed with the depth of involvement and knowledge from our members out on the shop floor. At the end of the day we all came away with learnings that will help us in improving our GMS process. A huge "Thank You" to all of our team members here in Defiance.

I would like to take a moment to express my condolences to all the family and friends of two team members we recently lost. Ron Robarge worked in cast melt department 420 and Norm Jones III was a member of the shop committee and a pattern-maker by trade. Thoughts and prayers are extended to all of the friends and family.



"Please work safely and if you can't do a job safely, then by all means don't do it."



Vice President's Report

By Larry Cooper

It is that time of the year when the weather changes and so with that, the fall season begins. Many things change especially the colors.

Power and Sons has gotten a new contract and just recently elected a new Chairperson and committee. They will be faced with many new challenges of a new committee but I'm sure they will work together and be a strong unit. Herbert E. Orr is now negotiating their contract, good luck to them as they bargain for many things that affect their facility and members.

To go along with the changing season we here at the Local 211 will be faced with many new challenges and difficult decisions will have to be made when we lose the iron business in plant 1 and plant 2. This will affect many of our members and many of our satellite units as well. We will keep everyone informed. There will be a lot of questions along the way, so please be patient and keep updated by coming to the union meetings and posting on the communication boards. Many things will change but we will continue to focus on what is ahead of us and do the best we can. We must stay focused on the task at hand, look out for each other, be safe and productive.

We have many new things on the Recreation calendar, please look at the communication boards or look on the UAW's facebook page.

I would like to personally give a big thank you to everyone who submitted an article, and passed out flyers at the plants during the election months. The local 211 CAP did a great job of submitting articles. Also, I would like to give a big thank you to our CAP President Sheri Baker; she was relentless in this presidential election! Sheri also is the most educated political person I know. She is very knowledgeable in every aspect from the Presidential races to the local and county races as well. Great Job!

The Thanksgiving holiday is approaching, be safe in your travels and let us be thankful for all we have.

UAW/GM WOMEN'S CHRISTMAS PARTY
20TH GATHERING
Tuesday, December 6, 2016 (12:00 noon) at the Asian Grill Buffet, 8959 St. Rt. 66 North in Defiance. Women who have worked at the Defiance Central Foundry/Powertrain are welcome. Gift to share is optional of at least \$15. Questions are answered by Kathy "Rickenberg" Masterson at 419-576-6727 or Pearl Lane 419-222-3593.



Retirees' Report

By Dorothy "Dot" Engelhaupt,
Recording Secretary

On Thursday, November 3rd, we welcomed 210 Local 211 Retirees and guests to enjoy lunch together and hear the latest news from our leaders. Peggie Sponsler and Orville Clark came through for us once again with a menu of Ham and cheese sandwiches, potato salad, potato chips and pickles. Kitchen helpers this month were Richard and Norma English, Jane Clark and Bob and Leann Breckler. We are in need of kitchen help for upcoming months, so if you would/could volunteer we would appreciate it.

Big thanks to our nurses Stacy Lucas and Katie Fitzwater of the Defiance County Public Health Dept. who are dedicated to keeping our members healthy.

Our meeting was called to order by Chairman Ted Fleming at Noon. Roll call of officers was held and all were present. Orville Clark led us in the Pledge of Allegiance and Dick Wyse offered an invocation.

We held a moment of silence for deceased members.

Our retiree Christmas party will be held here at our Local 211 Union Hall on December 1st. Doors open at 10:00 A.M. and serving starts a Noon. This is always a fun time, and deadline to register is 3:00 P.M. on Tuesday November 22nd. For more information you can contact Lisa at the hall at 419-784-5399.

Kathy Rickenberg Masterson reminded us that the GM Women's Retiree Christmas Party is on December 6th at the Asian Grill Buffet, Defiance at Noon. Any woman who ever worked at the Defiance Foundry/Powertrain is welcome. Kathy is the "Hostess with the Mostest" she successfully stages this Christmas Party every year. Bravo Kathy...you have established a tradition!

Dan Perez, Local 211 Benefit Rep told us to watch our mailboxes for our copy of the 2017 Express Scripts Medicare Formulary which is a list of all covered medication under the plan for the year. If one or more of your current medications is not listed, contact your medical provider; let them see the Formulary so they can determine if there is another covered medication that can be prescribed. (Benefit Reps DO NOT receive nor have copies of the Formulary available to distribute, so be sure to keep your copy!)

President, Keith Boecker acknowledged the Veterans in attendance at our meeting and thanked them for their service. In the USA, Veteran Day annually falls on November 11th. This day is the anniversary of the signing of the armistice, which ended the World War 1 hostilities between the Allied nations and Germany in 1918. Veterans are thanked for their services to the United States on Veterans Day.

By the time you are reading this, we will have elected a new President. This whole process will be one we will not soon forget. Chairman Ted Fleming reminded us who we vote into office will eventually appoint judges who have the final say on issues affecting those of us in the workplace. "The Ballot Box is tied to the Bread box."

Looking forward to seeing one and all at our next gathering which is on December 1st for our Christmas Party. Make sure you get your ticket; no tickets will be sold at the door, so get your ticket now...

Buying Pet Supplies

Reprinted from UnionLabel.org

We love our pets, they're family. A good diet and preventive health care is the best way to keep pets healthy and avoid big veterinary bills.

Union Plus offers pet programs to help protect your pets and your wallet. Get details about pet insurance benefits and how to enroll at UnionPlusPets.com or call 866-473-7387 (9 am-midnight ET and 10 am-8 pm ET on Saturdays).

When you're searching for things to buy for your pets-why not support unions and buy trusted products that are union-made?

Here's a brief list of pet products made by members of the Bakery, Confectionery, Tobacco Workers and Grain Millers International Union (BCTGM) and the United Food and Commercial Workers (UFCW): Alpo, Anchor, Beggin' Strips, Boehringer Ingelheim Vetmedica, Inc., Chew-Ezz, Fancy Feast, Fresh Step, Friskies, Litter Green, Milk-Bones, Nature's Recipe, Purina Animal Feeds, Purina Beneful, Purina Cat Chow, Purina Dog Chow, Purina One, Purina Pro Plan, Purina Puppy Chow, 9 Lives, Sanderson Farms, Science Diet, Skippy, Snausages and Tidy Cat's.

Editors note: As with all "Do Buy" lists this list does not include all available union-made products and services. We welcome your suggestions and invite you to add your union-made products to our online database unionlabel.org.





Teach Your Kids About Turkey Day! The Thanksgiving Story for Kids

By Deb Donovan, Today, reprinted from ivillage

Chances are, your kids (and maybe even you!) could use a refresher on the Pilgrims and Native Americans—and just why we feast and give thanks every November. Here, the Thanksgiving story for kids. Long ago, in the early 1600s, a group of people in England wanted to pray and worship God in their own way. The King controlled the Church of England, and everyone was ordered to go to the same type of church. Anyone who dared to disobey would be sent to jail.

The group of people who wanted to free the Church of England from the King's rule, making it "pure" were known as the Puritans. To escape the rule of the King and his church, around 100 men, women and children left their homeland, with their dream of religious freedom. They sailed on a ship, the Mayflower—on a pilgrimage to the New World.

These brave travelers—the Pilgrims—landed in Plymouth after their long six-week journey. It was December 11, 1620. The cold winter had set in. The land was strange to them, and nothing seemed familiar.

The winter was long, cold, and very hard for the Pilgrims. Luckily, Native Americans helped by supplying them with seeds and food, teaching them about their new home, and giving them the skills needed to survive in a strange, new land.

The first year in their new home was hard for the Pilgrims. Many died. With seeds and plants received from the Native Americans, the Pilgrims planted crops. The fall harvest was a good one. To celebrate their good fortune, the Pilgrims had a feast of thanksgiving.

Many foods were cooked for the feast - wild turkey, duck, and venison were probably served, along with fish, pumpkins, squash, corn, sweet potatoes, and cranberries. Captain Miles Standish, the leader of the Pilgrims invited all of the Native Americans who had helped them so much during their first year. Everyone had a good day of thanksgiving. The feast lasted for three days! This harvest feast in 1621 is often called the "First Thanksgiving." Over the years, the day we now celebrate as Thanksgiving became an important tradition in the United States—a day of giving thanks for all that we have. In 1941 President Franklin Roosevelt made Thanksgiving a national holiday. There you are: A Thanksgiving story for kids!



Fell Through the Cracks

By Bruce Weirauch, UAW/GM Benefit Rep.

Once again, computer systems and representatives at the other end of a toll free customer service line were no match for a Dedicated, Experienced and Knowledgeable Local 211 Benefits Representative.

Through a casual conversation with a relative of a surviving spouse of a UAW-GM employee, the Benefits Rep wondered why the surviving spouse was not getting surviving spouse pension benefits

The Benefits Rep. called the toll free number to start the inquiry. The reply was contract language and law that did not apply to the inquiry at hand.

Arguments/Positions were made; relevant documents and contract language were submitted.

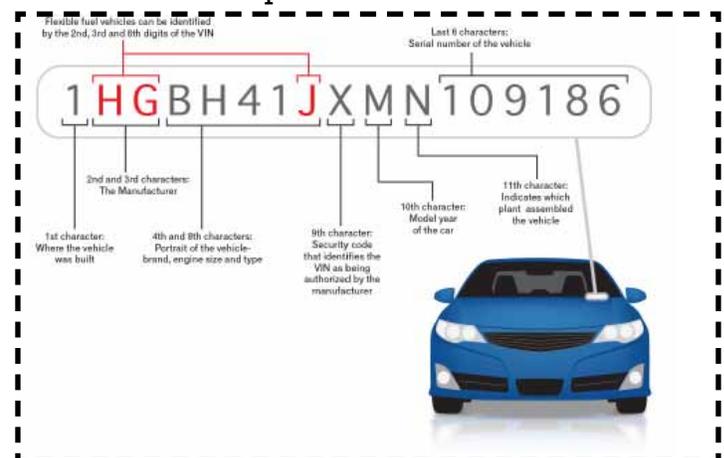
After a lengthy back and forth during the investigation, the outcome is: a very substantial retro payment is getting paid, to the elderly surviving spouse and monthly pension benefits will be received until death.

Darla will more than likely be modest and tell you, it was a joint effort. But the facts are:

- She felt something was wrong
- She researched the facts
- She knew she was right
- She stood firm at the front line, until it was resolved.

Unfortunately, this is not the first case where the ball was dropped many years ago. And more than likely, it will not be the last.

When you see Darla, thank her for what she does for our membership.



Remember when purchasing a new vehicle, look for the VIN numbers for American Made is 1, 4, 5 and Canadian Made is 2. Here is how to know from a VIN.



Seeking wisdom

By Tim Burke, Local Chaplain

Are you struggling to see a way in these dreary days? Often we are floundering around wondering what is coming next. God wants us to seek wisdom. (We try to figure this world out ourselves and that gets us into trouble.) According to Proverbs 2 it says: “My son if you accept My words and store up My commands within you turning your ear to wisdom and applying your heart to understanding and if you call out for insight and cry aloud for understanding and if you look for it as for silver and search for it as for a hidden treasure then you will understand the fear of the Lord and find the knowledge of God. For the Lord gives wisdom and from his mouth came knowledge and understanding. He holds victory in store for the upright, He is a shield to those whose walk is blameless for He guards the course of the just and protects the way of His faithful ones.”

We are in a time when so many uncertainties are bombarding us. We have an election coming up, job placement, raising children, helping parents, relationships with others and don't forget clowns. WE need to seek wisdom in our decisions and actions before anything else. If you want to read more about wisdom you can go to all of Probers 2, 3 & 4. Deuteronomy 16:18-20, 1Kings 3:12, Ecclesiates 8:1, Luke 2:36, Obadiah 1:8 and James 1:5.



I pray that we all seek wisdom and listen to God. Have a blessed day.

Do Native Americans Celebrate Thanksgiving and Should You?

By Nadra Kareem Nittle, about.com

Thanksgiving has become synonymous with family, food and football. But this uniquely American holiday is not without controversy. While schoolchildren still learn that Thanksgiving marks the day that Pilgrims met helpful Indians who gave them food and farming tips to survive the cold, a group called the United American Indians of New England established Thanksgiving as its National Day of Mourning in 1970.



The fact that UAINE mourns on this day poses a question to any socially conscious American: Should Thanksgiving be celebrated?

The National Day of Mourning kicked off in 1970 quite unintentionally. That year a banquet was held by the Commonwealth of Massachusetts to celebrate the 350th anniversary of the Pilgrims' arrival. The organizers invited Frank James, a Wampanoag man, to speak at the banquet.

Upon reviewing James' speech—which mentioned European settlers looting the graves of the Wampanoag, taking their wheat and bean supplies and selling them as slaves—banquet organizers gave him another speech to recite. Only, this speech left out the gritty details of the first Thanksgiving, according to UAINE.

Rather than deliver a speech that left out the facts, James and his supporters gathered at Plymouth. There, they observed the first National Day of Mourning. Since then UAINE has returned to Plymouth each Thanksgiving to protest how the holiday has been mythologized.

In addition to the misinformation the Thanksgiving holiday has spread about Natives and Pilgrims, some indigenous peoples don't recognize it because they give thanks year-round. During Thanksgiving 2008, Bobbi Webster of the Oneida Nation told the Wisconsin State Journal that the Oneida have 13 ongoing ceremonies of thanksgiving throughout the year.

Anne Thundercloud of the Ho-Chunk Nation told the journal that her people also give thanks on a continual basis. Accordingly, the marking of one day a year to give thanks clashes with Ho-Chunk tradition. “We're a very spiritual people who are

Native americans, continued on page 7.

Our sympathy for your loss...

To our bereaved members and their families, we offer our sincere condolences for the loss of their loved ones. We extend our sincere sympathy to the families of:

- Ronald Robarge – Active GM
- Norman Jones III – Active GM
- Jacquelyn Duncan – Retired 9/92
- Nancy Brown – Retired 1/97
- Walter Patrick – Retired 1/04
- George Brown – Retired 6/04
- Daniel Garza Sr. – Retired 7/0

Benefit for Layne

By Jeremiah Harrington & Michelle Kruse, Aramark

On October 8, members of Aramark held a benefit at the Amvets Post 1991 for our co-worker Joe Knapp and his five year old son Layne. Layne was diagnosed in March of 2015 with medulloblastoma, a form of brain cancer. He underwent surgery and chemotherapy.

For awhile, follow up Layne's MRIs remained clear and he was cancer free. He was able to resume life as normal, but in August 2016 an MRI revealed that his cancer had not only returned but spread. He is currently undergoing more chemotherapy and will receive radiation treatments as well. Please keep him and his family in your thoughts and prayers.



The benefit for Layne had something for everyone. It included music all day, dunk tank, bounce house, face painting, bake sale, 50/50 drawings, auction, cornhole and a poker run. There were 67 bikes on the run. So, thank you to all the bikers who saddled up and braved the cold. The amount and support we received was truly overwhelming.

We want to give a special thanks to the Local 211's Veterans Committee and Women's Committee for their generous donation. Thanks also go to the CAP Council for providing and selling the 50/50 tickets. To everyone who attended, volunteered or donated, we owe a heartfelt thanks for helping make this benefit a wonderful success.

Native americans, continued from page 6.

always giving thanks," she explained. "The concept of setting aside one day for giving thanks doesn't fit. We think of every day as Thanksgiving."

Rather than singling out the fourth Thursday of November as a day to give thanks, Thundercloud and her family have incorporated it into the other holidays observed by the Ho-Chunk, the journal reports. They extend Thanksgiving observance until Friday, when they celebrate Ho-Chunk Day, a large gathering for their community.

Will you celebrate Thanksgiving this year? If so, ask yourself just what you're celebrating—family, food, football? Whether you choose to rejoice or mourn on Thanksgiving, initiate discussions about the holiday's origins by not just focusing on the Pilgrims' point of view but also on what the day meant for the Wampanoag and what it continues to signify for American Indians today.

Helping veterans, continued from page 1.

has set a goal of eliminating homelessness among veterans by 2015.

6. Send a care package or a letter

Operation Gratitude has sent more than 1.5 million individually addressed care package to the military community. The packages are sent to current military members as well as veterans, wounded warriors and their caregivers. As more American troops return to civilian life, the Operation Gratitude veterans program has been growing. It also has a letter writing campaign encouraging everyone to write handwritten letters of gratitude to veterans. Over the next two years, Operation Gratitude hopes to provide a care package to every Vietnam veteran ahead of the 40th anniversary of the end of the Vietnam War.

7. Help them take flight

According to the Department of Veterans Affairs, an estimated 640 World War II veterans die every day. The Honor Flight Network helps veterans of the "greatest generation" make a free pilgrimage to the World War II Memorial on the National Mall in Washington. You can volunteer to escort these men and women on the flight to see this memorial. Honor Flight also helps terminally-ill veterans who served in any conflict visit memorials to those wars in Washington as well.

8. Share their stories

So many veterans' stories have been left untold, but the Library of Congress is collecting the tales of veterans of every war with the Veterans History Project. If you are related to a veteran or know one who has a story to tell, the Library of Congress wants to hear it. Help veterans share their stories before it's too late. For directions on how to get involved, check out the Veterans History Project.

9. Say thank you

It's simple, but it can make an impact. And so many veterans have never heard the words "thank you." If you know a veteran or see someone in a military uniform, say something. It may make his or her day and yours.



"Talking to our Veterans means so much more than a gift."

United Auto Workers
Amalgamated Local 211
2120 Baltimore Road
Defiance, Ohio 43512



Return Service Requested

Non-Profit Org.
U.S. POSTAGE
PAID
Defiance, Ohio
Permit NO. 342

United Auto Workers,
Amalgamated Local 211
2120 Baltimore Road
Defiance, Ohio 43512



Telephone: 419.784.5399
Facsimile: 419.784.5838
Email: local211@defnet.com

UAW Local 211 Unit Meetings

Please confirm exact dates and times.

GM

Active, December 7 (UAW Hall)
Retirees, December 1 (UAW Hall)

Herbert E. Orr

Tuesday, January 3 (Paulding Fire House)

Midwest Community FCU

Wednesday, December 7 (UAW Hall)

Sims Metal Management

Tuesday, January 3 (UAW Hall)

Johns Manville

Tuesday, January 3 (UAW Hall)

Powers & Sons

Wednesday, December 14 (Quality Inn)

Aramark

Monday, January 9 (UAW Hall)

Local 211 News

Official Publication of
United Auto Workers,
Amalgamated Local 211

Visit uawlocal211.com.



Web Editor: Mitch Chandler

News Editors: Larry Cooper and Bob Cooper



Local 211 News
is proudly printed
by Keystone Press,
Toledo, Ohio.