



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!

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February 2017

Republicans want to pass a national right to work law

By Dave Jamieson, Labor Reporter, The Huffington Post, February 1, 2017

House Republicans plan to introduce a bill Wednesday that would institute right-to-work policies in the entire country if it became law, delivering a severe blow to the labor movement.

Right-to-work laws give workers the option to stop supporting unions while still enjoying the benefits of representation. There's nothing new about such proposals being made in Washington, what's different now is the political climate, which should alarm labor unions and their allies.

Republicans who back such laws control both chambers of Congress and the White House for the first time in years. Meanwhile, more and more states under GOP control continue to pass their own right-to-work measures, increasingly making them the norm rather than the exception.

Republicans and business groups would still face a Democratic filibuster in the Senate. But they have all the momentum on this issue, and there's no reason to think that will change anytime soon.

A spokeswoman for Rep. Joe Wilson (R-S.C.), a sponsor of the legislation, said as much in a note to reporters Tuesday.

"Similar legislation has been introduced in the past, but we believe that this year, the legislation could garner more support than ever before," Leacy Burke wrote.

Under U.S. labor law, a union must represent all the employees in a workplace it has unionized, even those who may not want to be in a union. Unions argue that it's only fair for all workers to contribute money to help cover the costs of bargaining.

But right-to-work laws make such arrangements illegal, allowing workers to opt out of paying fees to a union that will have to represent them anyway. Unions call the phenomenon "free riding." Supporters of right-to-work laws argue that no

worker should be required to support a union, regardless of whether it bargains on his behalf.

Republican lawmakers and business groups have had startling success with right-to-work legislation in the last few years. Indiana, Michigan, Wisconsin, West Virginia and Kentucky have all gone right-to-work since 2012; in Kentucky, it was essentially the first order of business last month when the GOP assumed full control of the statehouse for the first time in nearly a century.

Twenty-seven states are now right-to-work, and Missouri and New Hampshire could soon follow suit. Union-dense, Democratic-leaning states on the coasts are highly unlikely to pass their own right-to-work laws, but a federal statute could take care of that for them. The passage of national a right-to-work bill would make it the law of the land in all states, regardless of their own statutes.



A Democratic filibuster is currently the only sure firewall against a federal right-to-work law. Although President Donald Trump has tried to play nice with certain unions, he voiced support for such policies while on the campaign trail.

"I love the right to work," he said last February. "It is better for the people. You are not paying the big fees to the unions."

Even if Democrats can beat back such proposals in Congress, right-to-work may spread anyway thanks to the Supreme Court. Unions narrowly dodged a bullet last year when the case known as Friedrichs died with a split decision following Justice Antonin Scalia's death. A conservative majority could have

National Right to Work, continued on page 3.



President's Report

By Keith Boecker

The General Motors unit had three retirements on January 1: George Wilhelm, Timmy Avery and Andris Ducis. Roger Henry retired from the Johns Manville unit.

Minh Tang retired from Sims Metal Management. Jim Finch retired from the Powers and Sons unit. Congratulations to all of them, and we wish them a very long and happy retirement. Thank you for your years of service and dedication.

We will be taking nominations in March for the Election Committee. I want to thank our past Election Committee for its hard work over the past three years. In April, nominations will be taken for the Executive Board officers as well as the shop chairman and shop committee at the GM unit.

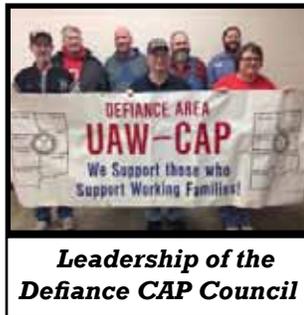
The GM/UAW Legal Services has opened up to new cases starting January 25. If you need to contact them, call 800-482-7700.

The next Defiance Area CAP meeting is Tuesday, March 14 at 5:00 pm.

Our UAW Regional office is in the process of putting together a trade show. We have not heard any updated information, but we will keep the membership updated.

Our Region has a new International Representative, Walter Schwiefert. Walter will be the servicing representative for our Powers & Sons, Credit Union and Herbert E. Orr units.

Remember when purchasing a new vehicle look for the VIN numbers for American Made 1, 4, 5 and 2 is Canada.



Leadership of the Defiance CAP Council



GM Chairman's Report

By Rob Egnor

Greetings, Old man winter has shown up. We can sit and complain about the snow and the cold or we can be thankful for the mild weather for the most part. A wise man once told me when I was complaining about our

weather; remember where we choose to live. This is Northwest Ohio if you don't like the weather today just wait, it will change. With this weather comes the ice and snow so take your time when traveling or trying to clean it up. It is hard to remember the things that we can control and the things we cannot. The weather is one of those things we do not have control over. Just keep in mind that good weather will be coming soon.

At the plant we are currently sitting at 916 active employees and have 41 additional that are out on a leave of absence. The team members of Defiance endured some ups and downs at the plant in 2016. We were dealt a pretty difficult hand to deal with. Losing a team member, a Shop Committeeman and the announcement that the corporation is taking more work from us is pretty hard to deal with. This is where I commend our team members in Defiance. We stood strong and did not let the difficult time define us. We made it through a very difficult time and held strong.

The team in Defiance not only kept certification of BIQ3 but made a commitment to keep improving and achieved BIQ4. To be the 1st foundry in GM to achieve this goal is a great feat. When asked where the work is for our achievements it's hard for us to understand that achieving goals are part of the process. We need to continue achieving our goals and keep a quality product going out to our customers.

There are no guarantees of additional work but does that mean we stop and give up? No! That is what the team in Defiance has done and has got great recognition for this. The corporation handed out 11 awards for various achievements throughout the North American group and Defiance has received 2 of the 11 awards. One of the awards was for our people and the other was four our commitment to GMS. This is 2 more ways we have shown the outside world that we will not give up.

I pledge to the membership that I will do the same,

Chairman's Report, continued on page 3.

Nominations for Local 211 Election Committee will be taken at the GM unit membership meetings on Wednesday March 1, 2017.

Meeting times are 7:45 A.M., 12:30 P.M. and 3:30 P.M. If you are not a member of the GM unit and would like to be nominated, call the UAW hall at 419-784-5399 before 3:00 P.M. on March 1 to be nominated.

Check the uawlocal211.com for locations and times for this election or look for notices posted on the union bulletin boards at your location.



Vice President's Report

By Larry Cooper

Welcome to the New Year! We here at the UAW Local 211 hope everyone has a healthy, happy and prosperous 2017. At the Local 211 hall, we have had many repairs on our roof concerning the air conditioner units. The units are very old and dated back in the 70's. During the fall inspection, we found out that the heater exchangers were cracked. The units have been replaced and are working great. Now onto the boiler system, we had to get bearings replaced along with some lines that were leaking and have been fixed.

In January, our local hosted a grievance handling class here at the union hall. There were many in attendance from our units and some from other unions as well. Our servicing representative, Chad Cattell, was here to help with the class and get the information out properly. Thanks go to Chad. Speaking to those who attended this class, they were happy to announce that they learned a lot and the class was extremely helpful.

Members were able to find useful information on our website since there was not a *Local 211 Newsletter* in January or an online issue either. Please check our website regularly for new updates and information. If you or some you know is interested in submitting an article, please have those articles to the union hall by the first Friday of the month or email them to local211@defnet.com. We will publish newsletters over the next few months. Election notices with times, dates and places will be published. The first one coming up is for the election committee. If anyone is interested in becoming part of our election committee, nominations will be taken at the March union meetings. Get involved with this committee! It is a good way to see how an election is run and a good overall experience for anyone. The second election will be for the Executive Board members, GM unit chairman and GM unit Shop Committee. Nominations will be taken in April and the election will be held in May.

For answers to questions about the duties of the standing committees, election committee, Executive Board, Shop Committee or Chairperson, please stop and ask one of our current officers, Keith or myself.

Please be aware of the communication boards. Many times people are unaware of things that are happening with our union or activities that will be held because of not looking at the boards. With

our local elections coming up, the communication boards are very important for the times, dates and places for those to be held. So keep looking, attend your union meetings and stay informed.

Chairman's Report, continued from on page 2.

never give up. Efforts to get new business here in Defiance are consistently the topic of discussion. I keep getting asked why we don't have a new contract yet. The thing I tell them is that it would be real easy to get a new agreement. People ask the question, does it hurt us by not having a new agreement. The answer is no, it is not hurting us. I constantly stay in contact with our UAW partners in Detroit and make sure we are OK. The answer has been consistent that we are okay. With what we have done and will continue to do as a plant, my message is that we deserve work. I am not accepting the answer that everyone will get placed in Toledo or Fort Wayne. You as members deserve a chance to stay or return to Defiance after a short stay in Toledo or Fort Wayne if you have to leave.

I would like to take an opportunity to thank Senator Sherrod Brown for standing up for the folks in Defiance. The local UAW contacted the UAW Regional office and we made a call to Sherrod Browns office. Senator Sherrod Brown was quick to send a letter to Cathy Clegg in our defense. The Senator received a response from Mrs. Clegg. In her response she explained how the people in Defiance will be secured and that the employees who will not be able to stay in Defiance will be offered a job and not be laid off. Thank you, Sherrod Brown for having our backs!

National Right to Work, continued from page 1.

ruled in favor of the plaintiffs, a group of public school teachers in California who argued that workers in public-sector unions should not be required to pay any union fees.

A ruling against unions would effectively make the entire public sector right-to-work throughout the country, regardless of state laws. Although they did not success with Friedrichs, right-to-work backers plan to try again once a solid conservative majority is in place on the Supreme Court.





Retirees Report

By Dorothy "Dot" Engelhaupt
Retirees Secretary

Our February Retiree meeting was well attended by 185 members and guests. We want to thank Vice Chairman Orville Clark for the potato soup he commissioned—excellent fare for a chilly winter day. Kudos go to Peggie Sponsler who each month comes in bright and early to get the coffee going so that our early birds can enjoy their eye opener while socializing with their former co-workers.

We would be remiss to not acknowledge our loyal kitchen help: Ralph Hahn, Wally Budzinski, Bob Freely, Steve Kreider, Rick Thompson, George St. Mary and John Grey. There would be no lunch without these volunteers. And, thank yous go to Defiance County Public Health Department nurses, Katie Fitzwater and Stacy Lucas.

Our meeting was called to order at 12:00 noon by Chairman Ted Fleming, and all officers were in attendance.

Orville led us in the Pledge of Allegiance, and we observed a moment of silence for our deceased members. We made note that sadly it was the one year anniversary of the accidental death of our union Brother, Terry Bodenbender.

President Keith Boecker mentioned that there is no local agreement at the GM unit as of yet but talks are continuing.

Darla Rickenberg, our GM Unit Benefits Representative, said tax documents were mailed and postmarked January 31. So watch for yours. Documents include retirees' 1099R and active workers W-2 forms. Darla reminded us to always update our beneficiary when there has been any change to our marital and or beneficiary status. Whoever you have listed on you Met Life beneficiary form is who will receive your insurance upon death.

Our GM unit benefit representative will be "away" and unable to answer your questions in any detail at the time of our April meeting. A skeleton crew will be available for minor inquires, but any detailed queries should be brought to their attention either well before the April meeting or after they return.

Our new UAW/GM Legal Services Plan began opening cases on Wednesday, January 25, 2017. A new case can be opened by calling 800-482-7700. Legal Services representatives will be available

to answer questions at either the March or April meeting. However, a definite date has not yet been determined.

The legal services plan will offer an "office work" benefit with services for the following legal matters: wills and trusts, powers of attorney, purchase or sale and other uncontested issues regarding residential real estate property, deeds, uncontested family matters, credit reporting, contracts for good or services, residential leases, birth or marriage certificates and name change.

Ted spoke on "Right to Work" which is better described as "Right to Work is WRONG!" People make less in wages in Right to Work states. Right to work is an assault on organized labor. He noted that often on social media like Facebook he has seen derogatory comments concerning unions and sometimes by children of union members. Wouldn't that be considered biting the hand that fed you?

"We Are Ohio" has a great Facebook page for those wanting to know more about this issue. Here is a snippet of what I found:

"In 2011 when we came together and fought against Senate Bill 5 the message was clear. Ohioans vote to protect workers, not dismantle their bargaining rights. Right to Work is WRONG for workers, WRONG for our communities and WRONG for Ohio!"



As Ted wisely reminded us "don't be silent when you can speak up on anything union related." Keep in mind that our union is not growing but shrinking.

Sara Laws also spoke on Right to Work and "Truth Teams" which need volunteers. Volunteers for the "Truth Teams" in our area would come under U.S. Congressional Representative Bob Latta's District. Since this was something I was not familiar with, my research found that the OFA (Organizing for Action) is a non-profit whose mission is "... a grassroots network dedicated to debunking myths and spreading accurate information about health care reform, immigration reform, and other important issues. This page is run by Organizing for Action." Check out [Facebook.com/ofatruthteam/](https://www.facebook.com/ofatruthteam/).

There has definitely been an abundance of fake or false news over this past 18 month. So, it is refreshing to see that someone is prepared to take this on.

It was mentioned that our *Local 211 Newsletter* often gets returned to sender because someone

Retirees Report, continued on page 5.



Giving Locally

Gert Hahn, Financial Sec'y

Greetings, throughout 2016 our local donated \$6740.43 to a variety of worthwhile charities. Most of the donations would not have been possible without the hard work of our local

standing committees.

If you purchased a gun raffle ticket, participated in the penny auctions, contribute to our local's Penny Fund or donated at your membership meeting's 50/50 raffles, you are the reason that this was such a great year for us to be able to donate to charities. Here are just the names of a few of them: March of Dimes, Kaitlyn's Cottage, American Cancer Society, Zonta Club, One Step at a Time, Habitat for Humanity, Sarah's House and Boatsie Boxes.

In addition, our local union awarded \$3500 in 2016 to seven individuals for the Charlie Chatham Scholarships. This scholarship is awarded in a lottery style drawing. Awards are paid in December to our member's children who are attending college.

I want to thank everyone who has volunteered their time, who contributed and helped our local union. Without it, none of this would have been possible.



Guilty or Not Guilty?

Tim Burke, UAW 211 Chaplain

Have you ever beat yourself up over a past mistake? Do you feel like you can't let it go? In some way we all do. Do you feel as though people bring it up to keep you down? Then the devil throws it up? The Bible tells us in 1 Johns 1:9 if we confess our sin he is faithful and just to forgive us and our sin and to cleanse us from all unrighteousness. Romans 8:1-39 explains but briefly states that there is therefore now no condemnation for those who are in Christ Jesus. So therefore after repentance you are NOT GUILTY. When thoughts or people bring up your past, move on and remember who the SON sets free is free indeed!

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:

Elvin Greear – Retired 5/91

Rafael Manriquez – Retired 3/79

Harriet Sanders – Retired 8/01

Ronald Ellerbrock – Retired 1/2000

Reed Avram – Retired 9/97

Keith Langdon – Retired 6/06

Guadalupe Villarreal – Retired 1/07

Larry Fleming – Retired 7/06

Clyde Sergent – Retired 5/88

Willie Patrick – Retired 3/93

Benjamin Carter – Retired 10/90

Gary Armstrong – Retired 4/95

Donald Crampton – Retired 5/90

James Suggs – Retired 3/95

Thomas Mathers – Retired 1/80

Roger Closson – Retired 3/89

Retirees Report, continued from page 4.

moved and did not change his or her address. This is costly to our local union. Cost saving measures will likely result in bimonthly issues but issues of the newsletter are available uawlocal211.com.

We acknowledged our members birthdays and anniversaries. After a few jovial minuets, Ted playfully reminded us "It is not Peggie's birthday yet!"

Remember the great success of our retiree meeting is the camaraderie and team work of all those who pitch in to ensure we have both a fun and informational experience. We look forward to seeing you on March 2. Lunch starts at 10:30 am. and the meeting begins at noon.

Stop in and see what our gourmet officers (Orville and Peggie) have in mind for your dining pleasure in March! Feel free to make requests for future lunch selections. We are always open to suggestions. Pat and Abe Kuhlman and John and Carol Ehlinger will be kitchen help.



GM Women's Christmas Party

By Kathy (Rickenberg) Masterson

The 20th Annual Christmas Party was held on December 6, 2016 at the Asian Buffet in Defiance. There were 23 women sharing memories of days gone by while working at the Defiance Foundry, catching up on our families, adventures that our lives have taken us on and sharing gifts. We are thankful of our opportunity to work in a union shop, and enjoy our retirements with peace of mind that our health care and pensions have allowed us. We know that this is due to our union: the UAW. We received a thank you card from Sarah's House for our \$90 donation. This is a tradition we have taken up over the years, that is, picking a charity one year in Defiance then the next in Lima.

On a personal note, this is the last women's Christmas Party I will arrange due to the distance away I now live and one never knows about weather conditions. I mentioned this at the luncheon and had no immediate takers to take over. If anyone has had a change of heart and wants to continue this tradition, please call me at 419-576-6727. I will certainly attend if weather permits. I have enjoyed getting together over the years and have many fond memories to treasure.

Presidents Day

Reprinted from Wikipedia

Washington's Birthday is a United States federal holiday celebrated on the third Monday of February in honor of George Washington, the first President of the United States, who was born on February 22, 1732. It can occur on the 15th through the 21st of February inclusive. Colloquially, the day is also now widely known as Presidents' Day and is often an occasion to remember all the presidents, not just George Washington.

The federal holiday Washington's Birthday honors the accomplishments of the man known as "The Father of his Country". Celebrated for his leadership in the founding of the nation, he was the Electoral College's unanimous choice to become the first President; he was seen as a unifying force for the new republic and set an example for future holders of the office.

The holiday is also a tribute to the general who created the first military badge of merit for the common soldier. Revived on Washington's

Kasich Warns GOP

By Diedre Shesgreen, USA Today,

December 19, 2016

Ohio Gov. John Kasich warned Republicans in Congress against any delay in replacing Obamacare, saying any lag time after repealing the health care law would have "serious consequences."

In a letter to GOP leaders Thursday, Kasich also asked GOP leaders not to repeal the Medicaid expansion, which has allowed 700,000 Ohioans to gain coverage. That request is sure to be controversial, since most Republicans want to nix Obamacare in its entirety.

But Kasich says that would be a mistake. "Thirty-one states — more than half of them with Republican governors — extended Medicaid coverage," Kasich and Ohio Lt. Gov. Mary Taylor wrote in the letter. "Those that did are experiencing significant positive benefits."



In Ohio, Kasich said, the Medicaid expansion has led to the lowest uninsured rate on record for low-income adults, decreased the number of expensive emergency room visits, and provided better financial and health status for those who gained coverage.

Republicans are divided over how quickly to replace the health care law, with some advocating a quick repeal that does not take effect for months or even years — giving the GOP time to come up with their replacement plan. Others, including incoming President-elect Donald Trump, have called for the GOP-led Congress to enact the repeal and replacement at the same time.

Kasich said if the GOP waits to replace Obamacare, it could disrupt the insurance market and cause people to lose coverage. "We support a single repeal-and-replace package, but are concerned that a strategy to repeal now and then later replace the ACA could have serious consequences," the letter states.

200th birthday in 1932, the Purple Heart medal (which bears Washington's image) is awarded to soldiers who are injured in battle. As with Memorial Day and Veterans Day, Washington's Birthday offers another opportunity to honor the country's veterans.



How the GOP's Social Security plan cuts benefits

By Steve Vernon, CBS Money Watch, December 12, 2016

The GOP recently announced its proposal to eliminate Social Security's funding gap with large benefit reductions accompanied by tax cuts on affluent retirees, but with no rise in revenue to the system through tax increases. House Ways and Means Social Security Subcommittee Chairman Sam Johnson, R-Texas, introduced the Social Security Reform Act of 2016, a bill that intends to keep the system solvent for 75 years. Currently, Social Security faces a projected 21 percent across-the-board benefit reduction in 2034 if the system isn't reformed by legislation.

The Social Security Office of the Actuary projects that Johnson's proposal would make the Social Security trust fund fully solvent for 75 years, eliminate the current-law unfunded obligation of \$11.4 trillion and produce an increase in the funded status of \$11.9 trillion. That's the net result of:

- a \$2 trillion decrease in revenue to the system by eliminating income taxes on Social Security benefits of affluent retirees, and
- a \$13.9 trillion decrease in the total value of benefits paid, primarily due to changing the benefit formula, reining in cost-of-living adjustments (COLAs) for retirees and increasing the normal retirement age (the age at which people can begin drawing their full Social Security benefits) for workers attaining age 62 in 2023 or later.

The GOP proposals don't include any revenue increases to shore up the system. In fact, the proposal overshoots the current funding deficit with net benefit cutbacks of 122 percent of the current deficit in order to fund a tax decrease with a present value of 17.5 percent of the deficit.

The GOP proposal contains 15 provisions. These are the most significant of those features:

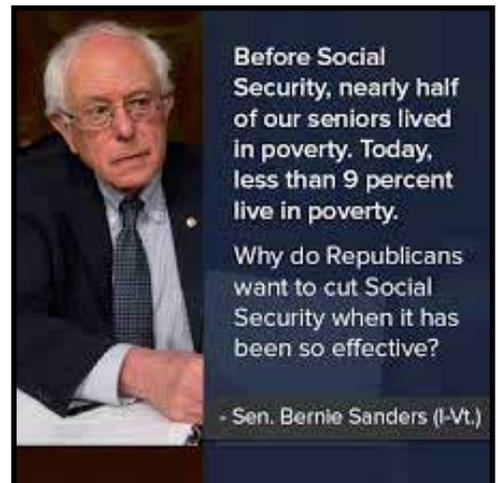
- Raise the normal retirement age for workers attaining age 62 in 2023, gradually increasing it from the current age of 67 to age 69 for workers attaining age 62 in 2030.
- Change the formula for calculating benefits for retirees and disabled worker beneficiaries becoming newly eligible in 2023, phasing in changes over 10 years. The changes would slightly increase benefits for below-average earners and slightly decrease benefits for above-average earners, and would also favor workers who have paid into the system for 35

years. In addition, provide minimum benefits for workers who have paid into the system for more than 10 years.

- Beginning with the December 2018 COLA for current retirees, use the chained-weighted CPI to calculate COLAs and provide no COLA if the retiree's modified adjusted gross income (MAGI) is above \$85,000 for single tax filers and \$170,000 for joint tax filers.
- Eliminate the earnings test beginning in January 2019. This test reduces benefits for beneficiaries who are younger than Social Security's normal retirement age (currently age 66), are currently receiving Social Security benefit payments and have income from wages or self-employment that exceed \$16,920 per year in 2017. Under current law, the earnings test no longer applies once a retiree attains the normal retirement age.
- Eliminate federal income taxation of Social Security retirement and disability benefits in 2054 and later, phased in from 2045 to 2053. Currently, single tax filers with combined "income" (adjusted gross income plus nontaxable interest income and one-half of their Social Security benefit) greater than \$25,000 may pay income tax on up to 50 percent of their benefits. If combined income as defined above exceeds \$34,000, up to 85 percent of the benefits may be taxable. These thresholds are \$32,000 and \$44,000 for joint tax filers.
- Provide an option for a worker to forgo a portion of the delayed retirement credit for postponing Social Security benefits beyond normal retirement age and instead receive a lump sum payment.

F u r t h e r developments on this life-or-death issue for millions of working Americans are sure to happen before any changes become law.

Stay alert and informed!



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UAW Local 211 Unit Meetings

Please confirm exact dates and times.

General Motors

Active, March 1 (UAW Hall)

Retirees, March 2 (UAW Hall)

Herbert E. Orr

Tuesday, March 7 (Paulding Fire House)

Midwest Community FCU

Wednesday, April 5 (UAW Hall)

Sims Metal Management

Tuesday, March 7 (UAW Hall)

Johns Manville

Tuesday, March 7 (UAW Hall)

Powers & Sons

Wednesday, April 12 (Quality Inn)

Aramark

Monday, March 13 (UAW Hall)

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Here's a reminder! If you find a mistake in *Local 211 News*, please realize that we have not included it on purpose. But, if you feel inclined, bring it to our attention and every attempt will be made to correct it.



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