



The Award Winning UAW LOCAL 600 FACTS



"A history to be proud of,
a tradition to carry on."
- Bernie Ricke

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POSTMASTER
Send only mailing label of undeliverable copies with Form 3579 attached to
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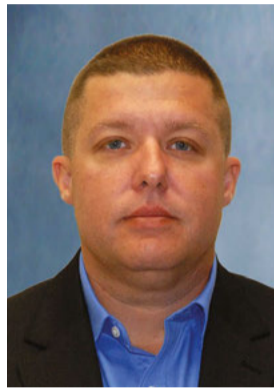
LOCAL 600 ACTIVITIES



BERNIE RICKE
President



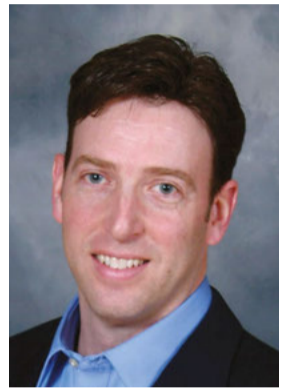
TONY RICHARD
1st Vice President



A.J. FREER
2nd Vice President



HAROLD BYRD
Recording Secretary



MARK DePAOLI
Financial Secretary

LOCAL 600 ALL-STAR HOCKEY TEAM

What goes into winning a championship? There's the obvious: talent, effort, luck. However, there is a quality that is often over-looked. Perseverance. As in life, difficulties are bound to be encountered. All roads to glory will be long and arduous. In the end, the ones that reach their desired destination are those who continue the journey regardless of all the adversity faced. This team's odyssey certainly fits that assertion.

The idea of a Local 600 All Star Hockey team followed in the path of the existing Region 1A All Star basketball and softball leagues. We have many hockey players within all of 600's membership. We just needed to find 15 to 20 that were willing to sacrifice a couple of hours every Sunday throughout the winter. We got a commitment from enough of our members to start out and we joined an existing hockey league in Trenton.

Three years in now, the squad has earned its share of bruises, both physically and mentally. With all that goes along with a grueling season, the chemistry began to grow. Rivalries sprang forth and began to ratchet up the intensity. The fact that we lost in the "Big Game" last year only served as motivation to get over the hump in this year's finale.

Our opponent was one that we had battled many times in these past three years. It wasn't a matchup of acquaintances, far from it. We certainly weren't going to be hanging out after the game, for a few cold pops. The action on the ice was intense. 600 was trailing for the entire game. Throughout the battle, our team was determined to stay within striking distance. With three minutes remaining, we finally tied the score at 4. Ironically, the other team was the one that blinked.

With under 10 seconds remaining, overtime was a given. As in most games of all sports, there is a brief moment, with the clock nearing zero, that players



The Local 600 Hockey Team wins the championship with an overtime goal in just their third year skating together.

let up. And we decided to push for one last shot. By the time it was recognized, they were caught loafing. And in order to stop our attack, they had to take a penalty... or else. We started overtime on a power play.

The team made the call to start the extra period with our strongest skaters. We won the opening faceoff and skated toward their goalie. Like a scene in a Hollywood movie, players parted, the goalie froze, and the puck found the inside of the net. The Championship was ours. All of our determination had paid off. The time and effort, the sweat and tears, the pain and sacrifice, all instantly faded into oblivion. It sure is a nice place to be. Surrounded by teammates and friends, those smiles won't fade for a long, long time. Solidarity on ice. Can't beat that!



TONY GAZZARATO
Guide



TOM BUCHANAN
Sergeant-at-Arms



KATHLEEN REESE
Trustee



TONY BUCCELLATO
Trustee



DERECK WHITFIELD
Trustee



LOCAL 600 RETIREE CHAPTER

Peaches Anderson, President

Sisters and Brothers, Local 600 Retiree Family and Friends, this is our time to speak up, speak out, and put our feet on the ground. Voting is the strongest power we have, also the loudest voice you can hear from us. You don't have to live in the State of Michigan. Retirees all over will feel the hurt and pain when their Medicare and Medicaid is cut. Insurance rates are rising, medicine costing more. This means more money coming out of our pension and Social Security. Therefore; I say, "Retiree lives matter". If we don't take care of ourselves who will?

VOTING: You must vote for the candidates who are supporting the issues and concerns of retirees. Let us take back our White House. If you don't vote you are the very one taking away from your own livelihood. We must all come together and vote for our health and wealth. Unity is strength in numbers. I know sometimes I repeat myself about voting, but a lot of our UAW retirees are not voting, don't you care about your life? I do.



I know to some of you, I am preaching to the choir, but, now it's time for all of us to start singing the same song, voting is our strongest power. I Repeat, call the numbers below, and tell them to leave our Social Security, Medicare, and Medicaid alone. Please call the following representatives:

U.S. President: Donald Trump – 202-456-1111
U. S. Senator: Debbie Stabenow - 202-224-4822
U. S. Senator: Gary Peters – 202-224-6221
Governor Rick Snyder: 517-335-3400
Michigan Senate – 517-373-2400
Michigan House of Representative – 517-373-6339
For all other States please call the U. S. Presidents office and your Representatives:

LUNCHEON: Our May 2018 luncheon was a success as always. Thank you to all our retirees for coming out. We are getting better every year. We honored our own Local 600 Women's Committee W/Men, who supports our Retirees and community. Please, if possible, try to come to our meetings, we always have very good information to give out.

COFFEE and DONUTS are served at 9:00a.m. and our meetings start at 10:00a.m. Look forward to seeing you there.

CONDOLENCES to all the retirees who have lost loved ones.

LOCAL 600 RETIREES CHAPTER 2018 PROGRAM SCHEDULE

EVENTS	DATES	LOCATIONS
Membership Meeting	June 24th	Local 600
Black Lake	June 30th – July 3rd	Region 1A Leave @ 10:00 a.m.
Retirees Annual Picnic	July 11th	Warren Dale Park (No Children)
Local 600 Annual Picnic	July 15th	Lower Huron Metro Park
Membership Meeting	July 22nd	Local 600
Retirees Regional Picnic	August 23rd	Nankin Mill Park (Children Allowed)
Membership Meeting	August 26th	Local 600
Labor Day Parade	September 3rd	Leave Local 600 @ (7:00 a.m.)
Pancake Breakfast	September 23rd	Local 600-8:00 a.m.
Membership Meeting	October 28th	Local 600
Retirees Annual Christmas Party	November 11th	Local 600 (No Children)

All membership meetings have coffee and doughnuts from 9-10 am. All meetings are on Sundays at 10am, unless otherwise notified. The November "Christmas Party" meeting is the last meeting of the year. Due to possible inclement winter weather we will not have meetings in December, January, and February. At our Christmas party we have a sit-down Thanksgiving type dinner with all the trimmings and raffle-off many prizes and gifts. At the end of the party we always have a great door prize. Tickets sold on first come basis. Please call our office for further information.



PARTS DEPOTS UNIT

Bob Stover, President

FAMILY FUN DAY: Parts Depots will be having a Family Fun Day on September 9 at Midway Sports Entertainment Center located on 22381 Van Born Rd in Taylor 48180. Family Fun Day is open to all members and retirees of Parts Depots from 11am to 5pm. There will be plenty of activities and entertainment for all so come join us for a fun filled day.

LABOR DAY PARADE: Our annual Labor Day Parade will be held on September 3rd. Further details on time and location will be posted. With the newer workforce, we must continue to educate the history and importance of the labor movement. This is the time to show your support. We look forward to growing our participation each and every year. "Unity is strength... when there is teamwork and collaboration, wonderful things can be achieved."

CONGRATULATIONS

I would like to congratulate **Harold Byrd** and **Jeff Hodges** on their new positions as Recording Secretary and Unit President. Best of luck to the both of them. Jeff Hodges will be replacing Harold as the new Unit President at Dearborn Stamping.

EDUCATION: If you would like to further your education you can contact **Tamica Lofton-Rodgers** for information. (734) 523-5684.

LEGAL SERVICES: This is a great time to get your wills made or updated, home sales, power of attorney, or any legal questions. Contact **Legal Services** at (800) 482-7700 or (734) 721-5483.



TOOL & DIE UNIT

Bob Brezovsky, President

ELECTION

I would like to thank all of our membership that came out to exercise their right to vote on April 26 and 27.

I would also like to take this opportunity to congratulate **Terry McKenzie** on his victory in the election for #2-shift committee man. Terry will be representing the Engine Plant, Tool and Die and the Dearborn Diversified.

Doug Tobiczky and **Harvey Smith** won their election by Acclamation for the Constitutional Convention Delegate. This convention will be held June 11, 12, and 13 at Cobo Hall.

BENEFICIARIES

Just a reminder. You should go online at myfordbenefits.com **Mysavings>Beneficiaries>Make Changes** and make sure the person you intend to be your beneficiary is listed. There are quite a few of our members that started at a very young age before they were married or even had kids and they either have their parents or no one as their beneficiary. It is easier for you to handle your beneficiary concerns then leaving it for a family member to try to cut through red tape after the fact.

TOOL AND DIE BUILDING

The 35 million-dollar investment from the 2015 National Agreement is in its final stages. The plant just installed two brand new 50 ton cranes, a new CNC Lathe and one new 5 Axis Okuma Mill with one more scheduled to be installed and running by the end of the first quarter in 2019. There will also be two smaller 5-axis machines coming in 2019 and those machines will be installed in F-Aisle.

The load for the Tool and Die building will be slowing for a few months in the summertime and will pick back up in late August. From there the plant should be at full capacity the rest of the year and through 2019 with the launch of the redesigned F-150, Explorer and the all-new Bronco for 2020.

GOLF OUTING

Tool and Die Unit Golf Outing is being held on June 23 at Inkster Valley Golf Course. This is a four-person scramble format with an 8am tee off. This outing is open to everyone.

NON-DUES PAYING PERSON

The Tool and Die Unit has One person, **Todd Lemire**, a Cutter Grinder in the Tool and Die building

CONDOLENCES

The entire committee would like to send out their condolences to anyone that is sick or has lost a loved one. Our thoughts and prayers go out to you and your family in your time of need.

APPRENTICESHIP: For those in the apprenticeship program, you can go to <http://uawford.org/dearborn-rouge-waitlist/> to determine where you are on the waiting list.

HAPPY RETIREMENT: We would like to wish **Jimmy Settles** the best of luck on his retirement and well wishes in his next endeavors. Thank you for your commitment and dedication to the UAW and all its members.

CONDOLENCES: On behalf of the UAW Staff we would like to extend our deepest condolences to all members who have recently lost family members and loved ones. Our prayers and thoughts are with you and your families during this difficult time. We also wish a speedy recovery to those that have fallen ill or are battling an illness.



DEARBORN TRUCK PLANT

*Burkie R. Morris III,
President*

Greetings Brothers and Sisters. Wow, Winter and pothole season is finally behind us. Since our last article, the Miller Road Bridge repairs are complete and the Bridge is now open. In addition, because of negotiations with the County, Company and Union during construction, left turn signals were added at Wyoming and Michigan to ease congestion and make that intersection safer for our members, local residents, and businesses. The roads around our complex were very damaging to tires, rims, and the suspension of our vehicles. Thanks to the collective efforts of our members, Rouge Site plant leadership teams, and Local 600 officers, Wayne County made significant improvements to the roads around the complex! (Wyoming for example)

Congratulations to all of the members and retirees that participated in our last round of elections. The offices up for election at our plant were Constitutional Convention Delegates (6) and Sergeant at Arms for DTP. Positions voted on for the local were for Local 600 Recording Secretary and Local 600 Guide. The 37th Constitutional Convention will be in downtown Detroit in June.

COMMITTEES

Congratulations to our members and retirees who are participating in our standing committees: Chaplaincy, Community Service, Veteran's, Civil Rights, Recreation, and Women's Committee with Men. Our standing committees are an important part of building and maintaining our great union. Stay involved in your Union and in your community!

NEW MEMBERS

Welcome to our new TPT members (80). Over 200 of our TPT members have been asked to work up to four days a week because of Summer vacation schedules. Congratulations to the TPT members from DTP who have recently been converted to in-progression employees. We appreciate all of your hard work, patience and perseverance through the temporary phase of your employment here at Ford Motor Company. Good luck in your in-progression positions.

CONTACT INFORMATION

When recently had a temporary layoff because of a parts shortage, Labor Relations brought it to the Unions attention that many of our members did not have updated contact information on record. It is every employee's responsibility to make sure their contact information is updated and correct so we can receive "Robo-Calls" from the Company. Please be aware if you have a block on your phone from 1-800 callers, then you won't receive Robo-Calls from Labor Relations because they use a 1-800 number to call employees.

CONGRATULATIONS TO ALL OF OUR GRADUATES

Best of luck in your future endeavors, whether it's College, Armed Forces or the wonderful world of work. The Union Staff at DTP hopes everyone has a fun, productive and enjoyable Summer!



Local 600 Veterans Group

Ernie Bailey, President

On behalf of our entire committee, we would like to thank everyone that attended our annual balloon launch held on May 16th, 2018 at Local 600. We also would like to thank **Bernie Ricke** and his entire staff for their support in allowing us to host the Region 1A Veterans Group meeting after our ceremony. On hand for the event was the newly elected recording secretary, **Harold Byrd**, **Burkie Morris**, President Dearborn Truck Plant, **Frank Engel**, President Dearborn Engine, and a large group of volunteers from Dearborn Truck Plant.



Our annual event included reading the names and branch of service of the men and women from the State of Michigan who we have lost from the inception of Operation Iraqi Freedom, through Operation Enduring Freedom in Afghanistan up until present day. Those brave men and women left behind Mothers and Fathers, husbands, wives, sons, daughters and communities who have forever been changed. The void created by their ultimate sacrifice will be felt for generations to come and should stand as a constant reminder to us all the risks and sacrifices our brave men and women face every day.

Local 600 Veterans Group Meetings are on the **second Wednesday of the month** at Local 600 at 12pm.

Region 1A Veterans Group meetings are held the third Wednesday of the month. Locations are as follows:

June 20, Local 1284	October 17, Local 163
July, No Meeting	November, No Meeting
August 15, Local 387	December 19th, Local 898
September 19, Local 182	



M,C & T UNIT

Tom Schultz, President

Greetings to all of our Brothers and Sisters, we hope everyone is looking forward to the Summer season. It is a great time to live in Michigan with so many travel options. Please be sure to enjoy SAFE boating, camping and sightseeing in the coming months. We wanted to mention the Annual M, C and Trans. Retirement Party was held this past May 23. It is always an enjoyable night seeing past retirees and reliving memories of the "Good Old Days". It is also a special time to honor our most recent retirees as they go off to enjoy the fruits of their years of service to Ford Motor Company. One thing that was talked about throughout the evening was just how fast the time seems to go by. It does seem that we get so involved in our daily grind that we don't realize how important it is to take a moment and reflect on the blessings we have been afforded. That is why it is especially

important to reach out to friends and family and take time to enjoy one another. As quickly as the Summer passes, it also slows us down from our regular schedule to give us a rest and to recharge our energy. We hope you all enjoy this time, relax and have some fun.

Just a quick note to our membership, the monthly M,C and Trans. membership meetings usually held at Local 600 will be suspended for the next three months. We will have monthly informal informational meetings in the Committee Room through the Summer. These meetings will be held on the third Tuesday of June, July and August of 2018 at 7:30am.

Thank you all for the hard work you do every day. As always, be safe. And may God bless you and your family, now and always.

UAW LOCAL 600 FACTS

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 2nd Vice President, A. J. Freer: 429-5009
 Recording Sec, Harold Byrd: 842-2714
 Financial Sec, Mark DePaoli: 842-6133
 Staff Dir., Marty Uhlrik: 842-2976
 Staff, Reggie Osborne: 842-5350 ext. 292
 Staff, Bill Cohan: 842-5350 ext. 291
 Staff, Pam Czopek: 842-2974 | Staff, Tom Buchanan
 Benefits, Latanya Phipps: 842-3087 | Staff, Darius Finklea: 842-5647

RETIREE CHAPTER
 President, CF "Peaches" Anderson: 842-3148 | 1st VP, Marv Zeigler: 842-5403
 2nd VP, Sam Banks: 842-5403 | Financial Secretary, Marshall Davis: 842-3149
 Recording Secretary, Charlie Pickens: 842-3148

FAX NUMBERS
 Benefits Fax: 313-842-3373 | Retirees' Chapter Fax: 313-842-6149

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UAW Local 600 Organizing Department

DARIEUS FINKLEA, ORGANIZER

UAW Local 600 has a rich history of fighting for social and economic justice since 1938 and was one of the most active and progressive UAW Locals during the civil rights movement. Local 600 represents over 45 different bargaining units, ranging from autoworkers, steelworkers, skill tradesmen, truck drivers, laborers, health care workers and technical office professionals, just to mention a few. Local 600 is the largest private sector UAW local in the United States, with over thirteen thousand active members and over sixteen thousand retired members.

Local 600 helps build communities by fighting against: illegal foreclosures, blight in the neighborhoods, and employers that treat their employees without dignity and respect by paying their workers poverty wages. We help workers at non-union facilities make positive changes in their workplace by uniting them and teaching them how to exercise their federal protected right of forming their Union. We also help our community by feeding the less fortunate.

Companies that don't have Unions are considered At Will Employers, this means that you can be legally fired for no reason at all and the workers have no voice in what affects them or their coworkers on the job. At Will Employers embrace the dictatorship philosophy style of management and this sort of work environment provides no job security or future for you and your family.

If you, a family member, friend or neighbor need assistance in creating a democracy in the workplace by forming a Union, please call Darius Finklea in the UAW Local 600 organizing department at 313-842-5647 and we will be more than happy to assist your facility organizing needs.

Together We Bargain and Divided We Beg!



LOCAL 600 STEEL UNIT

Steve LaBodie, President

PROFIT SHARING: The first quarter of 2018 brought some good news on the profit sharing front. While the payout wasn't extremely large it was positive. The profit sharing plan was re-negotiated during our last contract and this was the first quarter using the new formula. Under the terms of the new plan, we share in profits on a company-wide basis not just the profitability of Dearborn Works. This should minimize the feeling that work is being moved to another plant at our expense. Another benefit of the new plan is better transparency. The numbers used to calculate the profit sharing pool are the same as the company reports publically. Now when the company publishes the quarterly financial report we will know whether or not to expect a profit sharing payout. It seems from the first quarter results the new plan is a step in the right direction.

GIVING BACK: Big Brothers and Big Sisters Organization honored two of our Committee Members, **Andrew (Drew) Minor** and **Dereck Whitfield**, with special recognition as Outstanding Mentors. Drew and Dereck team up to mentor 3 young men at Mark Twain Elementary school in Southwest Detroit. The connection with these three young men started in September of last year and will continue at least through the end of the school year. There are plans to keep the contact going through the summer but some logistics remain to be worked out. Both Dereck and Drew agree that there is a great deal of satisfaction working with these young men. They are especially proud that one of their three young men was honored as the "Most Improved Child" in the entire program. While it's nice that Dereck and Drew were recognized for their outstanding efforts, it's really great to see the positive impact these two are having on today's youth. Congratulations to Dereck and Drew. Your efforts are truly appreciated by many.

RETIREMENTS: On behalf of the entire committee and membership I'd like to extend our best wishes for long, healthy and happy retirements to the following members who have recently retired.

CONDOLENCES: On behalf of the entire Steel Unit Committee, I would like to extend our deepest condolences to all of our members who have recently lost family members.

We recently lost one of our active members, **Brother Lawrence (Larry) Goudy** passed away at the age of 56 after a brief illness. Larry, a Power Service Operator worked in the Blast Furnace Water Treatment Plant. He was quite a story-teller with a great sense of humor. He will be greatly missed by his family, friends and coworkers.

We were saddened to learn of the recent passing of four of our retired Brothers. **James (Jimmy) Berry**, retired Shipping Crane Operator passed away at the age of 70. **John Fabry**, Crane Operator who had worked the Slab Yard, OE-Roll Shop and Cold Mill passed away at the age of 75. **Daniel (Danny) Parks**, Cold Mill and H-Section Crane Operator passed away at the age of 78. **Paul Teets Jr.** long-time Material Handler in Shipping passed away three days short of

his 85th birthday. May they and all who have gone before him rest in peace.

RETIREMENTS: On behalf of the entire committee and membership I'd like to extend our best wishes for long, healthy and happy retirements to the following members who have recently retired:

Nicholas Becker, Roll Turner Grinder, Department 3800
Sandra Bellestri, Utility Person, Department 2200
Desmond Carr, Utility Person, Department 3500
Matthew McKinney, Electrician, Department 3900
Donald Shepherd, MTM Welder, Department 1744
Jerry Williams, MTM Welder, Department 1744



CEDAR POINT

UAW LOCAL 600 DAYS

ONE DAY TICKETS

Valid July 2nd – July 15th, 2018

\$40.00* (CASH ONLY)

TWO DAY TICKETS

VALID ANY PARK-
ANY DAY OF THE SEASON!

\$60.00* (CASH ONLY)

TICKETS AVAILABLE AT:

UAW LOCAL 600
MONDAY - FRIDAY
8AM - 4PM
10550 DIX AVE
DEARBORN, MI 48120
(313) 842-5350



*TAKE A PICTURE OF TICKET. KEEP TICKET'S 20 DIGIT CODE FOR IT TO BE VALID 2ND DAY OF SEASON. NO REFUNDS. NO EXCHANGES.

150+ RIDES SHOWS & ATTRACTIONS

FOUR KIDS AREAS RIDES SHOWS & GAMES

LIVE ENTERTAINMENT

IRON DRAGON IN VIRTUAL REALITY

NEW IN 2018

Tallest, Fastest, Wildest, Coaster...

STEEL VENGEANCE!

ANNUAL PICNIC

SUNDAY, JULY 15

12:00-5:00pm

Lower Huron Metropark

I-94 & Haggerty in Belleville,
 Woods creek North
 & Woods creek South

Hot dogs, hamburgers, pizza, pop, ice cream, popcorn, inflatables, and face painting!

Bring your family and join us for fun and food!

Please Note: No water guns, No Reunions and No Birthday Parties

BIG MAGIC, LITTLE MOMENTS (Continued)

maintain their grades, and avoid risky behaviors like smoking, drinking and drug use.”

A large group of UAW Local 600 members are serving as mentors with Big Brothers Big Sisters and meet twice a month with youths at Mark Twain Elementary and Middle School. “There is truly nothing more rewarding than serving our community, especially the kids”, said Bill Wilhelm, Local 600 member, “It only takes a couple hours a month to make a huge impact”, smiled Wilhelm.

Big Brothers Big Sisters is the nation’s largest volunteer-supported mentoring network, creating meaningful one-to-one relationships with adult mentors and children 8-18 years old at risk of not fulfilling their potential due to poverty, single parent households, foster care, incarcerated parents and so much more. “We are always in need of more mentors”, said Gant. “We match mentors with youth in the community and in schools. The time commitment varies, but we try to make sure youths have ongoing and regular contact with their mentors”, continued Gant. Big Brothers Big Sisters hopes to secure more union members to become mentors and supporters. For more information about getting involved with Big Brothers Big Sisters call 313-309-0500 or visit them at www.bbbsdetroit.org.





D.D.M.P.

Jay Makled, President

IN-PROGRESSION WAGE INCREASES

Several questions have been raised about effective dates of pay raises and when members should expect to see wage increases. Wage increases take effect the Monday following the anniversary of the employees hire date. If your hire date is April 2, the wage increase will go into effect April 9 and pay out on April 20. This contractual language can be found in the master agreement under Appendix V.

TPT WAGE INCREASES

How does the TPT week work calculations counter for wage increases and how is it administered?

A TPT employee must have time actually worked on a day in order for that day to count as a "days worked" towards advancing the employee's week counter. The counter will advance by one week once the TPT has worked at least three days in that week. Keep in mind, TPT employees who G code early out and did not work any part of such day, will need to make up that time of work in order to get complete credit for that work week towards the wage progression. The TPT wage progression table is as follows. Please see a member on the union committee if you have any additional questions.

WEEKS WORKED	WAGE PROGRESSION
At Hire	\$15.78
52-104 weeks worked	\$16.66
105-156 weeks worked	\$17.53
157-201 weeks worked	\$18.41
After 208 weeks worked	\$19.28

TPT AND STS STATUS

The committee and I have been working with the company to move as many TPT employees to STS status as possible. Things need to change with the TPT language in our national agreement. The current TPT language puts our TPT employees at a disadvantage and must be fixed at the bargaining table in 2019. Many of our TPT have been waiting patiently for full-time employment and I have expressed your concerns with the top leadership of the company and UAW. Many of the Presidents and Plant Chairman have expressed our displeasure about the way the company has utilized this workforce. I will continue to express these concerns at the leadership meetings and demanding justice for our workforce. Waiting years for full-time employment is an atrocity and should not have been allowed. We must collectively demand better for our Brother and Sister, or slowly watch the demise of our organization at the hands of the company.

ATTENDANCE

The committee and I have received several questions about short term medical justification (Doctor Excuse Notes) and the effects on attendance. Short term illness/injury (T Code) is a chargeable absence and is counted toward absence progression. I believe it is my duty to inform our members of their contractual rights and will continue to provide such information in my Presidents reports. **Chargeable absences** will include each day the employees' absence is coded AWOL (A Code) or Temporary Illness/Injury (T Code). Employees' absences of three or more consecutive days coded Unpaid Medical Days (M Code), Except FMLA or Workers' Comp approved absences, will result in two (2) chargeable absences.

EMPLOYEE ABSENCE	ACTION
1st Absence	Employee Absence
2nd Absence	Employee Absence
3rd Absence	Employee Absence
4th Absence	Employee Absence

ATTENDANCE DISCIPLINE PENALTY	
CHARGABLE ABSENCE	ACTION
5th Absence	R&W + 1 Day
6th Absence	R&W + 1 Week
7th Absence	R&W + 2 Weeks
8th Absence	R&W + 1 Month
9th Absence	Termination

If Unicare provides accident and sickness benefits and approves a personal medical leave of absence, any unpaid M code day within the medical leave will not be counted as chargeable absence.

Please note that unpaid medical leaves are accepted for three or more consecutive days, if approved by Unicare. Such approved days will not be counted towards chargeable absences.

The rolling measurement period is defined as 12 months (extended by personal medical leaves of absences that occur during the rolling measurement period). This extension is defined as the time between the employee's last day of work and his/her effective return to work from each leave.

- Discipline progression is based on the most recent attendance discipline penalty on record regardless of the number of chargeable absences.
- Discipline will remain on the employee's record for 18 months (extended by personal medical leaves of absence that occur during the period).
- Any additional attendance discipline with 18 months will progress from the most recent discipline penalty
- Attendance discipline will be repeated if the employee has not had a chargeable absence for 9 months or greater from the most recent attendance discipline on record (extended by personal medical leaves of absence that occur during the period).

COMPENSABLE OVERTIME CODES

What are compensable codes and how do they work?

Compensable codes generate hours toward the base 40 hours. For example; if a member G codes 3 times in a work week and is scheduled to work overtime, will he/she receive overtime premium? The answer is, yes! The following codes are compensable and will generate hours toward the member's base 40 work week hours.

E excused absence allowance	V vacation
G unpaid voluntary early out	Z bereavement
J jury duty	7 military leave
R family day	9 vacation during
U union leave	shut down

RED SHIRT WEDNESDAY

Wednesdays are a day of solidarity and we are asking our members to wear red shirts in support of the labor movement. Doing so will show strength and unity within our organization, sending a strong message to the company.

Let's continue to stand together, show solidarity and power of the labor movement by wearing red on Wednesdays!

UPCOMING HOLIDAYS

July 4	Independence Day (Converted to a personal day for those on vacation shutdown)
September 4	Labor day
November 6	Federal Election Day
November 22	Thanksgiving

RETIREE RECOGNITION

A few honorable mentioned names to our retired trailblazers:

Mosad Said	Paul Andrus
Jessie Stanley	Alvin (Rob Jr.) Robinson
Lionel Boyd	Arthur Woodgett
Willie Deberry	John Trapp
Rev. Verdest Day	Ron Renfroe
Carlos Silvestri	Oliver Niblett
Anthony (Tony) Smith	Mike Okray, J.C. Mallott
Della Walker	Harvey (Red) Harrington
Kathleen Vondrak	Ervin (Sporty) Coty
Ali Baabani	Darcillus Simmons
Janice Avery	Deion Ross
Anthony Gartrelle	Joannetta White
Kenneth Martin	Sonja Gordon
Abdul Mozip	Tommy Brantley
Keith Young	Joseph Burkhard
Pamela Carter	Ahmed Alsaedi
Porter White	Ahmed Saadi
William (Bill) Anderson	Michael Squires
Juan Hernandez	
Naji Ahmed	

More in the next edition.



DEARBORN ENGINE PLANT

Frank Engel, President

Greetings Brothers and Sisters. As we transition to one shift at Dearborn Engine I want to thank everyone for your patience, understanding and work ethic. We have had a lot going on since the announcement of the Focus production moving to China. We've had 116 employees transfer to other facilities, another 24 employees decide to retire with a special retirement incentive buyout package and we still have some TPT employees that we're trying to get placed in other facilities. I could not be any more proud of the membership at Dearborn Engine and will continue to fight for the work that we deserve. I wish all of you that have retired or transferred the best with your new journey.

I want to thank everyone that took the time to come out and vote April 26th and 27th. I appreciate your continued support for this staff by electing VP **Kelly Peters** and Financial Secretary **Steve Noffke** as our Constitutional Convention Delegates for Dearborn Engine. I'm confident that they will represent the membership and continue to fight for the rights of all members.

Congratulations to the newly elected UAW Local 600 Recording Secretary **Harold Byrd** and UAW Local 600 Guide **Tony Gazzarato**. I wish you the best in your new positions.

I want to encourage everyone to get involved with your union. There is a lot going on and a lot that we need to prepare for our future. National negotiations are a year and a half away and I would like to have a committee working on resolutions for our next contract. Please contact myself or any staff member if you're interested in being a part of this committee.

The Labor Day Parade is fast approaching and we will continue the tradition of passing out hot dogs, drinks and chips. We are always in need of volunteers to help set up, cook and pass out food. Please contact any of the UAW staff members if you can assist with the parade.

Last year **Tony Turner** and **John (Jay) Johnson** participated in a 100 mile bike ride in NY to raise money for Juvenile Diabetes. Many of you know that I have my own personal struggles with Diabetes and I'm happy to say that **Tony, John and Kiley Mitchell** are going to participate this year in New Mexico. Please reach out to them if you have the means to help support their journey.

Vacation Shutdown will be July 2nd and 9th.



DEARBORN STAMPING
Jeff Hodges, President

I would like to thank everyone that participated in our election that just transpired. Congratulations to all those that won, hats off to all of you that ran, and thank you all for keeping our democratic system alive and vibrant.

DSP has a lot going on right now and with the loss of Focus doors. We lost a lot of great members, friends and family that were TPT's and we all hate to see them go.

Thank you for taking the time to read this. God Bless.



MIDWESTERN DENTAL & MIDWESTERN VISION

WE ARE PROUD MEMBERS OF UAW LOCAL 600!!!

MIDWESTERN DENTAL

Midwestern Dental Plans are proud members of UAW Local 600. We would like to remind you of the tremendous benefits your union officials have worked hard to offer you as an employee of Ford Motor Company and AK Steel.

There are over 125 Midwestern Dental employees who are fellow members of UAW Local 600. Those individuals who have taken advantage of Midwestern Dental Plans have not had any out of pocket expenses and that includes 100% coverage for braces for their children.

Midwestern Dental Plans encourages you and your family to make an appointment. We offer state of the art dental procedures including the latest in cosmetic dentistry, implants and teeth whitening. UAW Local 600 members receive a discount for any cosmetic procedure of your choice.

MIDWESTERN VISION

Midwestern Vision is a UAW facility organized since 1980. Since then we have serviced our fellow Brothers and Sisters for all their vision needs. We are providers for all Local 600 Retirees for both Ford Motor Company and AK Steel.

If you have concerns with your eyes, we have 3 of the finest Ophthalmologists in the State. We offer Glaucoma and Cataract Testing as well as Lasik Surgery. We can tailor a plan to fit your vision needs even if you don't have vision benefits.

We are Midwestern Vision! We are UAW! We are at 5050 Schaefer Road in Dearborn!!

Call us for your next eye appointment at 313-582-8080



Official Election Results
37th UAW Constitutional Convention
General Council

PRESIDENT: BERNIE RICKE - ELECTED BY ACCLAMATION
1st VICE PRESIDENT: ANTHONY "TONY" RICHARD - ELECTED BY ACCLAMATION
2nd VICE PRESIDENT: AJ FREER - ELECTED BY ACCLAMATION
FINANCIAL SECRETARY: MARK DePAOLI - ELECTED BY ACCLAMATION

Table with 4 columns: RECORDING SECRETARY, GUIDE, Name, and Total/Count. Includes Harold Byrd, Tony Gazzarato, etc.

BRIDGEWATER INTERIORS UNIT

Table for BRIDGEWATER INTERIORS UNIT listing BARGAINING COMMITTEE members like Ronzie Randle, Steven Hill, etc.

DDMP UNIT

Table for DDMP UNIT listing CONSTITUTIONAL CONVENTION members like Jay Makled, Deanna Craig, etc.

DMS UNIT

Table for DMS UNIT listing CONSTITUTIONAL CONVENTION members like Glynnes Martin, Sonya Haddon, etc.

DEARBORN STAMPING UNIT

Table for DEARBORN STAMPING UNIT listing CONSTITUTIONAL CONVENTION members like Andre "Flash Jr." Burton, Aaron Fratangelo, etc.

DISTRICT COMMITTEE, A CREW #2 SHIFT

Table for DISTRICT COMMITTEE listing Chris Burnette.

DEARBORN ENGINE UNIT

Table for DEARBORN ENGINE UNIT listing CONSTITUTIONAL CONVENTION members like Kelly Peters, Steve Noffke, etc.

DEARBORN TOOL & DIE

Table for DEARBORN TOOL & DIE listing CONSTITUTIONAL CONVENTION members like Douglas Tobczyk, Harvey Smith.

DISTRICT COMMITTEE #2 DAY SHIFT

Table for DISTRICT COMMITTEE listing Terry McKenzie, David Poirier.

IQC UNIT

Table for IQC UNIT listing CHAIRMAN Ami El.

DEARBORN TRUCK UNIT

Table for DEARBORN TRUCK UNIT listing CONSTITUTIONAL CONVENTION members like Monte Wall, Rodney "Hotrod" Wilson, etc.

SERGEANT-AT-ARMS

Table for SERGEANT-AT-ARMS listing Monte Wall, Tiffany Elise Shipp, etc.

LOCAL 600 STEEL UNIT

Table for LOCAL 600 STEEL UNIT listing CONSTITUTIONAL CONVENTION members like Steve Labodie, Mervan Beydoun, etc.

M C & TRANSPORTATION

Table for M C & TRANSPORTATION listing CONSTITUTIONAL CONVENTION members like Joe Bush, Dean Sultana, etc.

MOBIS UNIT

Table for MOBIS UNIT listing CONSTITUTIONAL CONVENTION members like Anthony Maury, Roberto Perez.

PARTS UNIT

Table for PARTS UNIT listing CONSTITUTIONAL CONVENTION members like Bobby Ramirez, Richard Murphy.

PLASTIC OMNIUM

Table for PLASTIC OMNIUM listing CONSTITUTIONAL CONVENTION members like Annesia Harris, Khaled Ahmed.

SAKTHI

Table for SAKTHI listing FORT SHIFT STEWARD #2 SHIFT Levell McDaniel.

WATERMAN SHIFT STEWARD #1 SHIFT

Table for WATERMAN SHIFT STEWARD #1 SHIFT listing Miquan Wright, Joel Tomas Gonzalez, etc.

WATERMAN SHIFT STEWARD #2 SHIFT

Table for WATERMAN SHIFT STEWARD #2 SHIFT listing Winderson Tesada.

T.O.P. UNITS

Table for T.O.P. UNITS listing CONSTITUTIONAL CONVENTION members like FERNANDES CRAWFORD, Fred Garland, etc.

I.P.S. UNITS

Table for I.P.S. UNITS listing CONSTITUTIONAL CONVENTION members like Juan Flowers, Melvin D. Reyes, etc.

HEALTH CARE UNITS

HFHS/SMTC UNIT

Table for HFHS/SMTC UNIT listing UNION STEWARD Livonia and members like Leslie Battles, Victoria Marin.

MARC UNIT

Table for MARC UNIT listing CHAIRMAN Lloyd Biscorner.

HAP CLERICAL/ SUPPORT UNIT

Table for HAP CLERICAL/SUPPORT UNIT listing BARGAINING COMMITTEE members like Lakishau Carmichael, Janae Jones, etc.

NEW DIRECTIONS UNIT

Table for NEW DIRECTIONS UNIT listing CHAIRPERSON Tanya M. McIntee.

UAW LOCAL 600 FACTS

10550 Dix Avenue
Dearborn, MI 48120

Periodical
Postage Paid
at
Dearborn, MI
48121

VOLUME 80 - NUMBER 3

MAY-JUNE 2018



UAW LOCAL 600 FACTS

Representing the members of...

- Ford Motor Company**
 - Dearborn Diversified Manufacturing Plant
 - Dearborn Engine Plant
 - Dearborn Stamping Plant
 - Dearborn Truck Plant
- Maintenance, Construction, & Transportation Unit**
 - Ford Medical Services Unit
 - Parts Deposits Unit
 - Tool & Die Unit
- Local 600 Steel Unit**
- Independent Parts Suppliers**
 - Amarasorting
 - Bridgewater Interiors
 - Ceva Commercial Fleet
 - Comprehensive Logistics Inc.
 - Detroit Manufacturing Systems
 - HydroChem
 - HydroChem Technical Unit
 - IQC
 - J.A. Quality
 - Leadec
 - Mobis North America
 - Piston Automotive
 - Plastic Omnium
 - Ryder JCI
 - Ryder Magna
 - Saktini
 - Tri-AM Transport
 - Union Sorters of America
 - Yanfeng USA
- Technical Office Professionals**
 - Aris Industries
 - ESTWO
 - Golden Dental Plans
 - Health Alliance Plan-Clerical
 - Health Alliance Plan-Labor
 - Health Alliance Plan-Marketing
 - Henry Ford Health Services-RN Unit
 - Henry Ford Health Services-SMTC Unit
 - Heritage Optical
 - Idea Consultants
 - Industrial Athlete
 - JAA Wayne County
 - Macomb County Arc Services
 - Medilodge Nursing
 - Midwestern Dental Centers
 - Midwestern Vision Center
 - New Directions
 - Rouge Fire Rescue

Local 600 Hosts

BIG MAGIC, LITTLE MOMENTS



For the second consecutive year, Local 600 served as host for the “Big Magic, Little Moments” luncheon in support of Big Brothers Big Sisters of Metropolitan Detroit School Programs. The luncheon gathers over 500 mentors (Biggs) and youth (Littles) from around Metro Detroit, including several members of UAW Local 600. A “Superhero” theme thrilled adults and children alike, including UAW Local 600 President Bernie Rickce. “I don’t think I’ve ever seen our union hall decorated like this before. The smiles on the faces of the children are priceless,” said Rickce.



Big Brothers Big Sisters works with volunteer mentors to support at-risk youths in schools and throughout the community. In the Detroit Metro Area, many children grow up without the support of a mentor. Parents, teachers, and care-

givers work hard to provide for their children, but they are often too stretched to give undivided attention, unique learning opportunities, or new perspectives. According to Jeannine Gant, Big Brothers Big Sister President in Metro Detroit, “When children have a mentor in their lives, research shows they are likely to improve or

Continued on Page 5



Big Brothers Big Sisters

UAW LOCAL 600

8th ANNUAL FAMILY DAY AT COMERICA PARK

THURSDAY, July 5
7:10pm



COST: \$25
INCLUDES TICKET TO GAME
& COMMEMORATIVE T-SHIRT

JOIN US TO WATCH OUR

DETROIT TIGERS VS TEXAS RANGERS

For tickets contact Local 600 at (313) 842-5350, or stop by UAW Local 600,
10550 Dix Dearborn | 8am-4pm | Cash Only No Checks Please