



The Members' Press

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Ron Vigh
Vice President

Ron Vigh
Financial Secretary

Karl Sill
Recording Secretary

Tiffany Thatcher
Editor

Alice Payne
Co-Editor/Photographer

Marci Leahy
Web Master



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Toledo Machining Plant

Spring 2009

BLACK HISTORY CELEBRATION

The Civil Rights Committee would like to give a great big thank you to each one of you for making Local 1435's 10th Annual Black History Celebration a big success.

There was peace and tranquility in the atmosphere as Central Catholic High School Choir poured out songs of praise and joy as well as other groups with songs and readings. To keep the fire going, Pastor Randall Parker, III of New Kingdom Baptist Church lit up the hall with his words of encouragement. What a grand event!

Tribute and honor was made to several people and organizations. The honorees were Martin Luther King Kitchen for the Poor, George Robinson (91 years old), Champion Checker Player, and our own Wayne Blanchard. Tribute went out to Princess Wells and Donna Jordan for starting this event 10 years ago. We also paid tribute to Cordelia Martin Health Center, **Urban Minority Alcoholism and Drug Abuse Outreach Program**, Rev. Robert Cunningham, Sr., Ann's Bar-B-Que, and Vince Davis, All State Insurance Agent. A Certificate of Appreciation went to Russ Dillon for his continued support of the program every year.

A special thank you to all the Retirees, the Black History Committee and volunteers who took time from their busy schedule to come out and assist with the program. Shelia Bolden, O.C. Ballard, Pam Richards, Leroy Smith, Territta Watkins, Amoir Dias and others.

Once again thank you.

Alice Reasonover-Payne
Civil Rights Committee



George Robinson



Leroy Smith



Pastor Randall Parker, III, pastor of New Kingdom Baptist Church & Dave DeMoss



Wayne Blanchard



ENJOYING THE DELICIOUS FOOD

LOCAL 1435

EXECUTIVE BOARD

President	
Dave DeMoss.....	419-661-3477
Vice-President	
.....	419-661-3498
Recording Secretary	
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Financial Secretary	
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Rich DeVore.....	419-661-0903
Skilled Trades	
James Maldonado.....	419-661-3495
West End	
Dennis Schultz.....	419-661-3414
Production/Non-Production	
Rodney Ridgway.....	419-661-3497

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Districts	
10 Mitch Milton.....	419-661-3491
13 Jay Tayler.....	419-661-0985
30 Dion Mikolajczyk.....	419-661-3493
20 Jimmy Neu.....	419-661-3467

REPRESENTATIVES

Retirees President	Pam Richards
Retirees Vice-President	Jack Orcutt
Retirees Secretary	Bob Darmofal
Retirees Financial Sec'y	
.....	Patty Colpeart
Benefits Frank Bills.....	419-661-3496
Health & Safety	
Deb Belton.....	419-661-3492
Skilled Trades Safety Rep.	
Mike Brose.....	419-661-3476
PQI Facilitator	
Alicia Langel.....	419-661-3307
PQI Communicator	
Tony Tomasi.....	419-661-3396
PQI Trainer	
Molly Henry.....	419-661-0577
JAOP Facilitator	
Jason Myers.....	419-661-3579

EAP	
Carmen Mitchell.....	419-661-3574
L TTC	
Robert Ray.....	419-661-0998
LJTC	
Val Szegedi.....	419-661-3427
Attendance Counselor	
Pam Coleman.....	419-661-3430
TPM	
Ted Lippert.....	419-662-1721
Jim Heinze.....	419-661-3428
David Gay.....	419-661-3437
Skilled Trades Apprentice Coordinator	
Mike Myers.....	419-661-1941

UNIT #3

Chairman	
Tammy Bainter.....	419-661-1797
Steward	
Lauri Bradford.....	419-661-3403
Recording Secretary	
Kristie Hoelster.....	419-661-3379

UNIT #4

Chairman	
Lee Bainter.....	419-661-3519
Steward	
Dave Arndt.....	419-661-3526
Recording Secretary	
Andy Abbas.....	419-661-3706
Benefits Express Active	
.....	1-888-456-7800
Retirees/Surviving Spouses	
.....	1-888-409-3300
DaimlerChrysler Credit	
.....	1-800-388-2133
Pharmacare	1-800-503-3241
Participating Pharmacies	
.....	1-866-329-4448
	www.pharmacare.com

Merrill Lynch (401K)	1-800-483-7283
Social Security Administration	
.....	1-800-772-1213
Tuition Assistance Program (TAP)	
.....	1-800-241-1416
Absence Call Center	1-800-810-2271
Sedgwick	1-888-322-4462
Delta Dental	1-800-282-0749
UAW Legal Services	419-471-1489
New Car Purchase	1-800-756-2886

Farewell to a Great Leader



Lloyd Mahaffey

It's time to say a final goodbye to our fearless leader, Region 2B Director Lloyd Mahaffey. Lloyd will officially retire April 30, 2009.

Lloyd Mahaffey was a member of UAW Local 750 out of Marion, Ohio. He worked for the now closed Tecumseh Products. He served his Local as president and chairman before receiving an appointment to the International staff in 1973. Next he became assistant director under Jack Sizemore. Upon Jack's retirement, Lloyd was elected as 2-B Regional Director.

Congratulations Lloyd! You are a tremendous person and an incredible leader. You will definitely be missed.

— Tiffany Thatcher

Schedule of Events

APRIL 19	UNION MEETING 2:00 P.M.
APRIL 26	MARCH FOR BABIES 8:30 A.M. REGISTRATION
MAY 16	REGION 2B GOLF OUTING HAWTHORNE HILLS, LIMA, OH
MAY 17	UNION MEETING 2:00
MAY 20-25	38TH CBTU CONVENTION ATLANTA, GA
JUNE 13 & 14	REGION 2B GOLF OUTING THUNDERBIRD HILLS, HURON, OH
JUNE 14	REGION 2B GOLF OUTING HAWTHORNE HILLS, LIMA, OH

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From the Desk of . .



*David
DeMoss
President*

We all know, Wayne has been selected to serve us as our Servicing Representative from the Region 2-B. I would like to congratulate Wayne on his appointment. I know he will do a great job!!! I am very much honored to be serving this great membership as your President. To those of you that supported me as Vice President, thank you very much. I would also ask that you have the same confidence in me as your President.

I also extend a warm welcome to those of you returning back to the plant after a very lengthy layoff.

On March 1, 2007, the House of Representatives passed the Employee Free Choice Act, (EFCA), by 241 to 185 with a bipartisan majority. However this proposed law was blocked in June of 2007 with the threat of a filibuster, in the U.S. Senate.

In 2009 the (EFCA) will once again be considered by Congress. The act is being challenged by false claims that the bill would take away the right to have a secret ballot election, in regards to Union representation. However, there are arguments in favor of the working class to help restore their purchasing power, which would once again empower the American middle class.

According to Harvard Law Professor Paul Weiler, he estimates that one out of every 20 union supporters is fired by their employer during a union organizing campaign. That is an approximate average of 10,000 workers per year.

In an annual report in 2007, confirmed by the National Labor Relations Board (NLRB), 50% of the employers threatened to close the facility during an organizing campaign, while 32% of the employers fired workers involved with supporting the unions organizational drive.

These are just a couple of illegal acts committed by the employers in an attempt to sway the vote against the people's right to vote for union representation. These acts are a direct violation of the National Labor Relations Act (NLRB). It is obvious that provisions in the National Labor Relations Act (NLRB) to protect workers from firing, harassing, and even threatening have been watered down.

The Employee Free Choice Act (EFCA) will restore Americans right to form and join Unions. This law will do this by placing *real* penalties against employers that violate the protections of the National Labor Relations Act (NLRB), during organizing campaigns as well as negotiations for the first contract.

The employers right now break these laws and pay the penalties if they can afford it. Otherwise they break these laws because they believe they can get away with it. The EFCA provides tougher penalties such as these, for those employers violating these laws. Triple back pay, for employees that have been fired during organization campaigns. Up to \$20,000.00 per violation for companies that violate employees rights repeatedly during these campaigns.

We all know the importance of our Union and collective bargaining rights. We also see and understand that both of these are constantly being attacked by the Corporations. It is because of collective bargaining we all enjoy the pay and benefits we now have.

It was not the kindness in the heart of these Corporations, overwhelming them to give us what we have. It was YOU, the Union demanding and fighting for what we have gained. If they had it their way, they would take back every single thing we have gained through collective bargaining. They are in the process of attacking our pay and benefits right now.

It is important that we maintain our basic rights to organize, and bargain collectively in order to maintain our standard of living, or our standard of living may all together be taken from us!!!

With that, I encourage each and every

one of our members to contact your Congressmen and Senators, and demand that they support the Employee Free Choice Act. Also, remind them how closely the ballot box is to the bread box.

Always remember:

To the world you may be only one person; but to one person, you may be the world!!!

In Solidarity,

David W. DeMoss
David DeMoss

**Wayne Blanchard
Region 2-B Servicing Rep.**

Dear Brothers and Sisters,



I would like to take this opportunity to THANK YOU for believing in me and giving me the honor of being President of Local 1435, UAW. I will be forever grateful

to the active and retired members of Local 1435 for your support throughout the years. I've been offered the opportunity to be Servicing Representative for Region 2-B, UAW. Even though I will not be able to finish my term as President, this position will allow me to continue to fight for Local 1435 members on a different level.

The UAW is who I am and helping people is what I do best. I will never forget where I come from. UAW Local 1435 Toledo Machining Plant is my HOME. Local 1435 members will ALWAYS be my family.

In Solidarity Your Brother,

Wayne L. Blanchard
Wayne L. Blanchard
Region 2-B Servicing Rep.



From the Desk of . . .



*Karl Sill
Recording
Secretary*

I'm writing this article on the eve of the upcoming election for the Vice President position that was left open when David DeMoss moved into the President position. Wayne Blanchard is now our Servicing Rep. out of Region 2-B. Change is good in that we, as a membership, have Wayne at the region looking out for our best interests in these troubling times.

Troubling times are why we have the Platinum Club and V-CAP check off. Platinum Club is a branch of CAP out of the Region 2B as a way to work with candidates at the state & local levels to help promote the UAW's agenda. This agenda that our forefathers fought so hard for includes fair wage for an honest day's work, 40 hour workweek, vacation time, and health & safety issues. Some of these items are now under attack by elected officials who have consistently voted down the Auto loan guarantees. Bob Latta, congressman from Wood County, is one who does not support auto workers in his district. So next time you hear a candidate bad mouthing the auto industry ask yourself what I can do to help. Join the Platinum Club or do the V-Cap check-off.

Karl Sill

Karl Sill
Recording Secretary

Here's **NEWS**

Congratulations to the following individuals on their newly appointed positions.

Holly Duhamel, Ergonomics Trainer and Marci Leahey, Webmaster.

Also congrats to **Dave DeMoss** our new president. Please join me in helping to support them with their new responsibilities.



From the Desk of . . .



*Ron Vigh
Secretary
Treasurer*

The definition of faith:

1. Confident belief in the truth, value, or trustworthiness of a person, idea or thing.
2. Loyalty to a person or thing; Allegiance.

I know there is very little that can be said to alleviate the fears that we all have about the future of our Company, and our factory in particular, which is the reason for the theme of this article: Faith. It's all I have left. I'm confident in my belief that Toledo Machining is a very valuable asset to not only Chrysler, but to any company that would be lucky enough to have us providing services to them. I'm confident in my belief that a very important ingredient to our value is due to our union. The very idea of the U.A.W. is all about loyalty and allegiance.

Samuel Butler, an English author, said: "Faith: you can do very little with it, but you can do nothing without it."

F.D.R. said: "The only limit to our realization of tomorrow will be our doubts of today. Let us move forward with strong and active faith."

Have faith in our ability to overcome and survive in these difficult and trying times.

In Solidarity,

Ron Vigh
Ron Vigh

**Committeeman's
Corner**

I would like to take this opportunity to let the membership know that I am not at liberty to discuss the negotiations, or the tentative terms of the proposed contract modifications. It is not that I don't want to say anything I am just not at liberty to say anything. When the process is complete it will first be presented to the Chrysler Council and, if approved, brought to the active membership for ratification. If I was to bring back information that turned out to change then the membership would not be happy. That is why we don't ever talk about negotiations until we have the full finalized package. You have to remember we are not only up against a bad economy, but unprecedented oversight by the federal government, stemming from conditions associated with the "bailout" money. Management will take every opportunity to use this to take advantage of us. That is why we must stick together and show solidarity. No one cares about the auto workers, like the auto workers. And no one cares about the Union but its members.

Thank you for your understanding and support.

In Solidarity,
Rodney Ridgway

ATTENDANCE COUNSELOR

Another season has passed and the attendance hours has changed once again. My new hours are Mondays, Thursdays and Fridays the office is CLOSED due to the number of employees employed by the company. Tuesdays and Wednesdays 6:30 a.m. until 3:00 p.m. Hours are subject to change, therefore please check my door. Always remember, when at the early intervention stages of the procedure (C-5, C-6), it is very important that you make contact with your Attendance Counselor to become aware of your status and also to assure that your record is in fact, accurate. Wishing you and your family a happy Easter!

In Solidarity,
Pamela Coleman

RETIREMENTS

RETIRED

JANUARY 31, 2009

Jerry Mausser
Dept. 3414
Seniority 7-13-93

Clifford Hagan
Dept. 6000
Seniority 7-30-79

Richard Meagley
Dept. 3414
Seniority 5-7-84

Leo Knox
Dept. 3200
Seniority 11-9-98

RETIRED

MARCH 31, 2009

Michael A. Trippe
Dept. 3461
Seniority 6-12-89

Pamela Austin
Dept. 9823
Seniority 5-14-84

Barbara Smith
Dept. 9852
Seniority 7-2-85

Philip De Mond

Dept. 3416
Seniority 10-23-70

Thomas Antoszewski

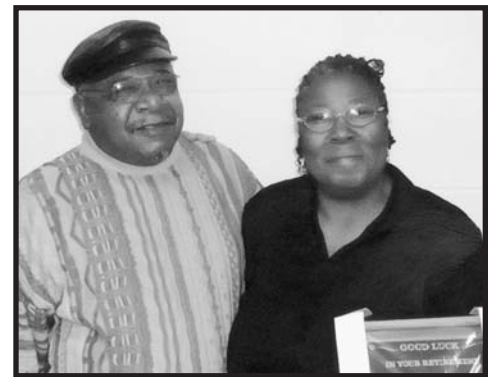
Dept. 3470
Seniority 10-11-66

Jerome Mays

Dept. 3330
Seniority 9-7-93

Wilfred Tiell

Dept. 3461
Seniority 12-22-97



*Good luck to all of our friends and co-workers
who parted ways from us.
We wish you well in your chosen paths.
You will be missed.*



In Memoriam

Let's not forget our Brothers and Sisters who have passed away this year.

Barry Lantz
Daniel Saunders
Terry Robnolte

BENEFIT NEWS

The new Summary Plan Description (SPD) books have been mailed out to all UAW hourly and salaried active members. The 2008 new books will replace the bulky 2001 book that we have been using for a very long time. If you did not receive the new books stop by the Benefit Office and I'll make sure you get one. In the past, all of the benefit plans had been compiled into one large SPD book, with versions for HBU active, HBU retiree, SBU active and SBU retiree. Now, the member will get a set of SPD's, one book for each plan instead of one large volume.

The SPD sets for UAW retirees are being finalized and will be distributed in April.

The UAW and Chrysler selected a third party with expertise in prescription drugs as an impartial arbiter of clinical appropriateness. The third party was tasked with providing reports on clinical recommendations for appropriate, prescription drug management tools that can be applied to each drug/drug class. The tools are:

1. Step Therapy: Ensures treatment is evidence-based or follows commonly accepted guidelines by having patients use acceptable first line therapies initially for treatment.

2. Prior Authorization (PA): Confirms diagnosis and other clinical information before the medication is dispensed as a safeguard to assure FDA-approved use or use according to evidence-based medical literature.

3. Quantity, Dose and Duration Review (Qdd): Promotes dosing or length of therapy consistent with recommended or commonly acceptable medical practice; or limits quantity per pre-

scription fill to FDA recommended or common dosing guidelines.

4. Dose Optimization: Promotes the use of one tablet or capsule per day dosing as opposed to multiple tablets or capsules per day (equivalent total daily dose), for drugs that can be dosed once daily.

Benefit Representatives
Frank Bills

Prescription Drug Rules Overview

The UAW and Chrysler established a process and approach to evaluate and implement pharmacy management tools in the company's self-insured Prescription Drug Program. The tools are a) step therapy, b) prior authorization, c) dose optimization, and d) dose and quantity limits. goals of the process are to address several prescription drug issues including:

- patient safety
- quality of care
- arbitrary physician prescribing practices
- impact of pharmaceutical companies' advertisements
- effective treatment approaches

In 2006, Chrysler and the UAW selected a third party with expertise in prescription drugs as an impartial arbiter of clinical appropriateness. The third party was tasked with providing reports on clinical recommendations for appropriate, prescription drug management tools that can be applied to each drug/drug class. The first set of reports was implemented in March and April 2007 for the following drug classes:

- Alzheimer's Agents
- Anti-emetic Drugs
- Disease Modifying Anti-Rheumatic Drugs (DMARDs)
- Erythroid Stimulants
- Selective Serotonin Reuptake Inhibitors (SSRIs)
- Statin Drugs
- Proton Pump Inhibitors (PPIs)

A second and third set of reports were implemented in 2008 for the following drug classes:

March/April 2008

- Cox-II Inhibitors
- Narcolepsy
- Atypical antipsychoti agents
- Hypnotics
- Angiotensin Receptor Blockers
- Antidepressants
- Osteoporosis
- Selected Androgens & Anabolic Steroids
- CNS Stimulants
- Asthma Injectables
- Urinary anticholinergics
- Inhaled Short-Acting Beta Agonist

November 2008

- Psoriasis
- Weight Loss
- Anti-Migraine
- Growth Hormones

A fourth set of reports was reviewed and approved by the UAW, Chrysler, and Caremark in February 2009 for the following drug classes:

- Multiple Sclerosis (MS) Agents
- Lidoderm
- Anticholinergics, Bronchodilators & Mast cell stabilizers
- Zyvox
- Ribavirin
- Interferons
- Immune Globulins
- Revatio
- Antivirals

Caremark will implement the prescription drug management tools outlined in the fourth set of reports. The effective date for new users of these drugs will be between March 16th and April 1st. Current users of these drugs – those that will be impacted by the new rules – will be implemented after Caremark sends communication to the user and their prescriber. The accompanying spreadsheet provides detail, by drug, of the rules being put in place and the schedule of communications by Caremark to current users and their prescribers.

Chrysler will engage the third party in 2009 to produce additional drug/drug class reports for review by the UAW and Chrysler.



From the Desk of Safety

If
 "If" it is the beginning of every vision, the first glimmer of a new possibility, a step to reverse the past, an opportunity to realize potential. It's hope for a better work place and community. I believe it's possible to educate and influence people to prevent accidental injuries on the job as well as in communities across America.

You
 Each of you are safety's first frontline person, as every one of us live out the commitment each day, to engage in a life-saving work. We all can be the grassroots movement for safety. I have confidence that we all can have a great impact with vital, life-saving work.

Care
 A friend's death on the job, in a car crash, the fall of an elder loved one, the tragedy of a prescription overdose – when it hits home, we all care. Your concern will make a difference, by making the work place and your community a safer place to be.

We
 With tested and proven solutions, and with a determination to realize significant goals, our Workplace Safety Emergency Care, Defensive Driving, and other programs are changing our country's safety culture.

Can
 It requires a plan. We believe we can:
 Beat the statistics linked to injuries at work
 Remove drunk drivers from the road
 Reduce senior falls
 Wipe out accidental prescription overdose
 Halt the increase in distracted drivers

If You Care WE Can
 Prevent Injuries by consciously working harder to share a safety tip each time we encounter an unsafe act. I'm asking each and every one of you to lead the way to move us towards working smarter and safer on and off the job building a safer work place and a safer Community in which you live.

Deborah A. Belton

From the Desk of ... Rich DeVore, Shop Chairman



Due to the volatility in the auto market, Temporary Layoffs are at an all time high with schedules changing sometimes daily driven by our customers. With that, the Shop Committee has been in negotiations with Human Resources to develop a procedure to make the transition easier to understand per section (60) National Agreement.

Employees who wish to exercise seniority rights to return from temporary layoff before your scheduled return date must report to Plant Employment office and complete form. If you have any further questions on this form please contact me at ext. 903.

Application For Work Opportunity

Under Sections (60) (e) – Layoff Procedure – Temporary Layoffs and (61) – Layoff Procedure – Indefinite Layoffs, a permanent Employee, can displace employees with lesser seniority in other departments and has made application to do so at time of layoff, pursuant to Section (61) (d).

It is understood that if recalled back to work under this language and you displace a lower seniority employee in the plant, you will not be entitled under any circumstances to return to your former department unless normal 66c transfer language is applied.

Name: _____
 CID: _____
 Dept: _____
 Shift: _____

I _____ would like to exercise my seniority, consistent with the National Agreement, and return to a non-skilled classification, in accordance with my plant production seniority.

Employee Signature _____

Date: _____

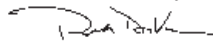
Union Representative _____

Date _____

HR Representative _____

Date: _____

I would also like to congratulate those who retired . . . your knowledge and years of experience will be missed! The Local Union will be holding a retirement party at the hall once the window for packages has closed to present the watches and plaques. Please update your personal information with Ron Vigh ASAP to be notified about the upcoming date.

In Solidarity,

 Rich



We Need You !!!

The committees of Local 1435 are in need of dedicated people. Along with a little dedication and hard work, we can make our union as strong, if not stronger than ever. Take time to visit one of the meetings every second Sunday of the month during Union season at 1:00 p.m.

- | | |
|-------------------|------------------|
| Chaplaincy | Union Label |
| Civil Rights | Consumer Affairs |
| Women's | Veterans |
| Education | By-Laws |
| Election | |
| Community Service | |
| CAP | |
| Recreation | |

Local 1435 Retiree Chapter



News & Views

by Pam Richards

Hello Retirees,

First I'd like to welcome all of our new retirees and hope you can join all the other retirees on the 3rd Tuesday of each month at the Local 1435 Union hall at 11:00 a.m. for a potluck lunch and a meeting following.

Our activities committee has been busy planning for our trips and events for 2009. They are as follows: on Thursday, June 25th a day at the Mudd Hens ballgame. In July a 3 day trip to Mackinaw Island and a possible stop at Black Lake. Then on August 13th a bus trip to Motor City for a day of gambling and friendship.

Each month we plan to have speakers on different topics to help us understand what is going on in our economy today – and yes we tell them to keep it short and sweet!!!! If you have a topic you'd like us to check on please let us know.

Pam Richards
President, Retiree Chapter



Shero Award



**Left to Right:
Carol Jackson and Deanna Draper**

Carol E. Jackson became employed at Chrysler Toledo Machining Plant and a member of UAW Local 1435 in 1968. She faced many adversities for women in the workplace. Her focus was to get involved in the union. She later achieved the position as Women's Committee chairwoman. Moving a step further, she ran and won her next position as

Shero Award presented to Ms. Carol Jackson

Financial Secretary of the union. This allowed her to become the communication between the women's committee and the executive board of the local union. She gave her time and knowledge to help women in labor achieve their vision to make a difference in the workplace and the community. She has retired and continues her dedication to help women by donating her time on the Retiree Chapter of the local union. Carol has proven to be a "SHERO" for many women who may follow in her footsteps.

Also special for Carol Jackson was receiving the Shero Award on her birthday.

WOMEN'S COMMITTEE – SHERO LUNCHEON

Saturday, March 28, 2009, Local 1435's Women Committee hosted their first annual Shero Luncheon.

A Shero is a woman who has proven to be a hero. To be a candidate for this award we recognize a woman for her dedication to help women of all backgrounds and ages towards reaching their goal in multiple tasks. Her work is demonstrated in many areas of her community, church, work, and/or political organizational groups.

This honor was given to one of our own union sisters, Ms. Carol Jackson, retiree. She was chosen for her dedication and hard work with the union.

The topic for the event a.k.a. the "O'Free Show, was "Get Free From Today's Issues. Special guests were State of Ohio Senator Teresa Fedor – her topic was "Making a Better Career Choice," Deborah Barnett of Huntington Bank spoke on "Your Money and What To Do" and medical professional Dr. Francis Webb-Smith, OB-GYN spoke on "Keeping a Healthy Body". Our guests opened avenues to many free programs and resources available to us.

Tables were filled with information from The Victory Center, Owens Community College, Journey of The Heart, Davis College, Toledo Police Department and Diane Lamb Investments. AAA Travel, Charter One Bank, Huntington Bank, State of Ohio and Libby Glass donated thank you gifts. Various vendors and restaurants throughout Ohio donated the gifts.

The event was a Local 1435's version of the Oprah Winfrey show. Get it! O'FREE SHOW! Just as Oprah does in her show, everyone in attendance left with something, a gift, a door prize and/or some valuable information. Our goal was to add a little humor in our lives during these stressful economic times we are facing and to give useful knowledge of resources and organizations ready to help. This event was open to the public.

A special thank you to our volunteers Yvette Thompson-Gordon, Russ Dillion, and Alice Reasonover-Payne.

Hope to see you next year!!!!

Deanna Draper, Chairperson
Cynthia Williams
Jarvetta Barnes

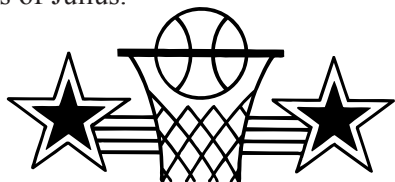
Friends and Family of Local 1435



Julius Wells Top Colonial Freshman

James Madison University freshman, Julius Wells, a Libbey graduate, was named "Rookie of the Year" in the Colonial Athletic Association. Wells was the Conference's leading scorer among freshman and the League's No. 2 freshman rebounder. His 70 3-pointers were the third most in the CAA and the Conference's MOST for a freshman. Job well done!!

Congratulations to Julius and keep up the good work! Michael and Lynette Wells (Dept. 9848) are the proud parents of Julius.



Anthony Henderson Jr.

Anthony Henderson Jr., 16, Junior at Start High School. Starting Guard on Varsity since his sophomore year, averaging 22 points, 7.5 rebounds and 6 assists per game this past year. Received 1st Team All City, 1st Team All District VII Coaches Association, 2nd Team All District, and Honorable Mention All Ohio. 2.8 GPA.

Several schools have shown interest but at this time he is undecided.

Great job! Proud parents are Mr. & Mrs. Anthony Henderson, Sr., Dept. 9823



March For Babies

The annual March For Babies comes to Maumee, Ohio on April 26, 2009.

The new location for this event will be at the Lucas County Fairgrounds. This extremely important event raises money to give every baby a healthy start. This year's walk officially begins at 10 a.m. Come early to register and enjoy refreshments with fellow walkers. Go to Marchforbabies.org to register. Click on the UAW Ohio link then the Local 1435 link. Any further questions can be directed to Yvette Gordon 9880. Local 1435 will have a refreshment table available during the walk.

Workers Comp

Until further notice, any workers' comp questions or concerns can be directed to Bonita Hobson. Office hours are Tuesday and Thursday by appointment only, ext. 498.

Transitional Fair

On April 4 at the Local 1435 Union Hall the Transitional Fair took place. This Fair was to help anyone interested in various financial avenues and educational planning. There were many representatives on hand to offer advice and answer questions. A few of the reps were The Source, Owens College, and several banking facilities. Free literature was given out and there were some raffles also. Yark Automotive donated a free detailing and 2 oil changes. The winners were as follows; Detailing, Cathy Sladniski, 9844, oil changes were Audrey Ellis and Robert Draper.

Thanks to all who attended. We hope you found the information educational and relevant to your future. Also thanks to anyone who volunteered to assist in the fair.

Tiffany Thatcher

LOCAL TARDY PROCEDURE

This document defines a five (5) step local tardy procedure. The progressive steps and penalties are as follows:

- Step 1** Written Warning
- Step 2** Five (5) day disciplinary layoff (D.L.O. must be served)
- Step 3** Ten (10) day disciplinary layoff (D.L.O. must be served)
- Step 4** Fifteen (15) day disciplinary layoff (D.L.O. must be served)
- Step 5** Discharge

An employee will be placed in Step 1 of the procedure upon their sixth occurrence whether excused or unexcused

within a rolling six month period.

The employee will progress to the next step of the procedure with each additional unexcused tardy occurrence.

An employee who is in the tardy procedure but who has not been tardy for sixty (60) days, of active employment, shall repeat their current step of the procedure upon their next tardy.

An employee will fully recover if they have not been tardy unexcused for a six (6) month period of active employment.

UAW Absenteeism Procedure

NOTE: This procedure does not apply to Toledo North Assembly Plant Employee

ABSENTEEISM PROCEDURE FACT SHEET

WHAT? A revised Absenteeism Procedure for U.S. hourly UAW represented employees

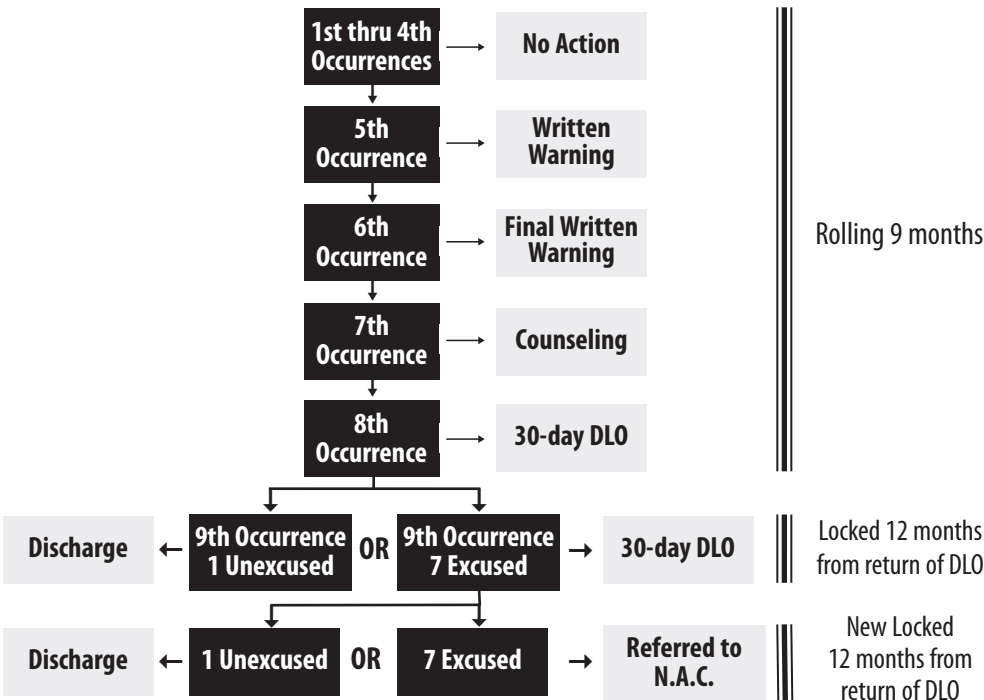
WHY? A revised Absenteeism Procedure was created in an effort to streamline the current process and improve absenteeism levels within Chrysler Group's Manufacturing.

WHEN? To be implemented January 5, 2004

CHANGES? Employees will receive written warnings at the 5th and 6th excused or unexcused occurrences (versus 9th in old procedure). In-depth counseling between the employee and the attendance counselor will occur at the 7th occurrence. Eighth occurrence will result in a thirty (30)-day DLO.

- This initiates a locked 12 month recovery period effective from the return to work date from the DLO.

Procedure Flow Chart



Ninth Occurrence:

- One (1) unexcused in the locked recovery period will result in discharge
- OR
- Seven (7) excused occurrences in the locked recovery period will result in a subsequent thirty (30)-day DLO. A new locked 12 month recovery period is initiated as of the return to work date from the DLO

THEN

- One (1) unexcused in the new locked

recovery period will result in discharge

OR

- Seven (7) excused occurrences in the new locked recovery period will result in the situation being elevated to the National Attendance Council for review and disposition.

The same “counter absences” apply to the new procedure (refer to M-8 in the Collective Bargaining Agreement for full description)

Lunch Wagon Joins TMP Family

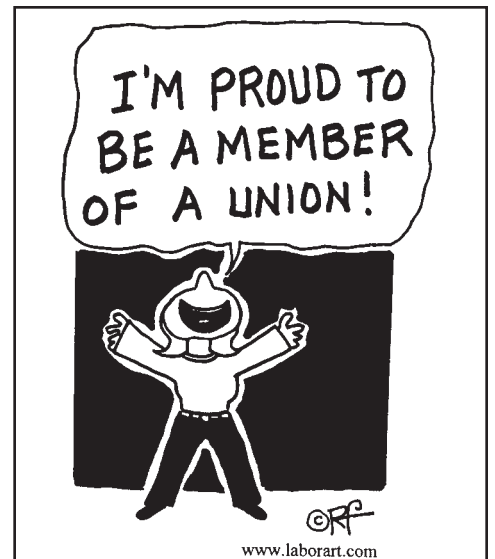
Toledo Machining would like to welcome **Collins Brother Catering**. Larry Collins started his business in 1975. Larry's 3 sons have all worked for him at one time or another. We already know his son Bart who currently works with his dad at our plant. His downtown Toledo based company lunch truck services Northwest Ohio and southeast Michigan facilities. They have been servicing our neighbors, Great Lakes Windows down Oregon Road for 8 years.

The lunch truck is available at TMP during the 8:30 and 10:30 breaks. There is a wide variety of delicious items to choose from. Hot and cold sandwiches, salads, pastas, pizza, chips, and many different beverages. All items are made fresh and picked up daily.



Please join me in welcoming Collins Brother Catering to our plant. Stop by the lunch wagon and check it out. You won't be disappointed.

Tiffany Thatcher



Employee Assistance Program (EAP)

As a reminder during these transition- al times, we have programs available to help with personal issues such as stress, depression, marriage or family prob- lems, financial, legal, emotional, psy- chological concerns, or alcohol and other drug dependency issues. Help is available through the free, confidential, and voluntary Employee Assistance Program, better known as the EAP. You can access this help by calling or visiting your UAW EAP Representative Carmen Mitchell.

Workplace Violence Prevention is also part of the EAP. The foundational principle behind the UAW-Chrysler Workplace Violence Prevention Pro- gram is that all employees are to be treated with dignity and respect. When this does not happen, unnecessary con- flicts result that can lead to violent out- bursts. We each have the right to work in an environment free from hostilities and harassment. Along with that right comes the responsibility of promoting such an environment. Racist and sexist com- ments are unacceptable in any form, as is harassment and threats of any kind. If you participate in these types of behav-

iors, you may be jeopardizing your own job security and safety. If someone is directing these types of behaviors towards you, you have options to help to resolve the issues. The simplest solution is for those involved to try to resolve their differences in responsibly mature and respectful ways. This works in most cases. When this cannot be done, your Union and EAP Representatives can assist you in accessing other types of help. Please do not hesitate to make us aware of your concerns since we are here to serve you in the capacities to which we have been elected or appoint- ed.

Helping to maintain job safety is one of the highest responsibilities that we all have as a work community. Let's each do our part to keep our community safe. I am here to help each of you if you need me and I consider it a privilege to serve as one of your Union representatives.

Carmen Mitchell
UAW-EAP Representative
419-661-3574
Ext. 574 in the plant

Ms. Territta Watkins
opened a consignment shop April 4, 2009. The shop is located at 726 E. Broadway from 10 a.m. to 6 p.m. The shop is called **Otis' New & Used.**

Congratulations Terrietta

Labor Creates All Wealth



Help Us Find More Union-made Products

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Product Lines (partial listing)

- Bar-B-Que grills
- Basketball equipment
- Camping equipment
- Ceiling fans
- Chairs
- Clothing
- Cookware
- Compressors
- Cutting boards
- Fans
- Furniture (regular & modular)
- Heaters
- Housewares
- Jackets
- Jewelry
- Ladders
- Lawn & Garden
- Shelving
- Shirts
- Sporting Goods
- Toys
- Watches

- Speciality items
(discounts for bulk orders, call for details)

Manufacturers (more being added weekly)

- BioFit (Chairs)
- Cramer (Chairs)
- Diamond Cut Jeans
- Empire Comfort Systems (heaters, camping equipment)
- Porcelain Metals (bar-b-que grills)
- Hampton Jewelry
- Huffy Sports (basketball equipment)
- Radio Flyer (kids wagons)
- Hunter Fans
- Today's Plastics (toys)
- Thomas Compressors
- John Boos (cutting boards)
- King Louie (shirts, jackets)
- West Bend (cookware)
- Lasko Fans
- Mirro (cookware)
- Planes Tee-Shirts
- Presto (cookware)
- Werner Ladder



ATTENTION VOTERS



SUPPORT OHIO VETERANS



by Tiffany Thatcher

Have you ever thought about a way to give back to the men and women who selflessly risk their lives for our freedom every day? Some of us already write emails, send letters and photos, and create care packages. The troops thoroughly enjoy all the correspondence. Well here is another way to truly show our appreciation, CASH. Through voter approved amendments the state of Ohio has already given compensation by issuing bonds to veterans of WWI, WWII, Korean, and Vietnam wars.

After being contacted by an Ohio soldier, currently serving in Iraq, Attorney General Richard Cordray has proposed an amendment to compensate Ohio veterans of the Persian Gulf, Afghanistan and Iraq. The amendment states "Veterans who served in the Persian Gulf, Afghanistan, or Iraq would receive \$100 for each month of service up to a total of \$1000. Veterans who served elsewhere during those conflicts would receive \$50 a month up to a total of \$500. Family members of

those killed in action would receive \$5000 in addition to any other allowable compensation. These figures are in line with previous service bonuses, updated for inflation."

Show your appreciation for our veterans by voting for this amendment on November 3rd.

If you would like to help.

1. Call **1-800-282-0515** visit **www.SpeakOutOhio.gov/veteransbonus**
2. Send an e-mail to **Veterans@OhioAttorneyGeneral.gov** to express your support.
3. Write a letter to the editor of your local newspaper in support of this
4. Spread word to family and friends



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Toledo Machining Plant

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