



UAW LOCAL 598

SERVING CHEVY TRUCK ASSEMBLY WORKERS

"A Local Union with a Heart"



Volume 40 / Issue 12

www.uawlocal598.org

DECEMBER 2021

Events



Snapshots with Santa.... 5,8



Toys for Tots Drive..... 6-7



Old Newsboys Drive..... 12

GENERAL MEMBERSHIP MEETING @ UNION HALL

2:00 PM • SUNDAY JANUARY 23, 2022

UAW PROPERTY – ILLEGAL TO DUPLICATE USPS Publication #110-770

EYE OPENER

WHAT REALLY MATTERS



- DUNCAN BEAGLE, Local 598 Poet Laureate

Another challenging year in 2021;
A very divided country with continued stress and little fun.

The withdrawal from Afghanistan ended the longest war in our history,
The invasion of the nation's capital shook the world, allowing the world to see.

Deadly new variants brought continuation of Covid 19,
There is renewed hope to the world with more people receiving the vaccine.

Record heat waves, floods, wild fires, and droughts,
Sounding the alarm: "we know what this is all about."



The recent tragedy at Oxford was the 221st school shooting this year,
This issue needs our immediate attention so children won't need to live in fear.

We cannot single handedly stop the ongoing political and social unrest;
But we can learn what really matters and make our community the absolute best.

Family, faith, friends and children, are what really matter to me,
Along with kindness, fairness, optimism, and honesty.

I read the monthly Eye Opener papers,
I'm amazed at what you do,
Let me read what really matters to each and every one of you.

Retirees matter
Veterans matter
Civil rights matter
Work and families matter
Toys 4 Tots matter

Soberfest and Overdose awareness matter
Strides Against Breast Cancer matter
The disabled and Special Olympics matter
Helping Covid-19 patients matter
Educating your membership matters
Renovated Union City Fields matter

This union's caring and giving separates you from the rest,
When it comes to what really matters,
all of you are simply the best.

A local union with a heart makes your membership great,
Best wishes for the holidays to everyone at Local 598.



MERRY Christmas



Season's Greetings to all at 598

PRESIDENT'S REPORT

Ryan Buchalski

When we were growing up, my great grandfather was a staunch Democrat, and his neighbor was a staunch Republican. Great Grandpa Bill and his neighbor would argue, debate, and get screaming mad while discussing politics. However, something happened when they were winding their conversations down. Both men shook hands and said, "Have a

good day/night. I'll see ya' tomorrow. Take care!" Wow, try that today! (No, really, try it!)

I know people who haven't even spoken to their own families lately due to the political divide. Now, don't get me wrong, I have always agreed with my great-grandpa regarding politics, but I still believe that not talking to one another has gone too far.

The holidays are approaching, and families and friends are gathering. I hope we can all put our differences aside and come together safely and responsibly. What an excellent way that would be to close out the year.

Our Toys for Tots and Old Newsboys campaigns were both huge successes. We had a wonderful membership meeting. Judge Jennie Barkey spoke very passionately, and Judge Beagle delivered his traditional Local 598 poem, and it was spot on.

Thanks to this membership for your continued support of our leadership team, and for your generosity towards all of the organizations we help year after year. We would not accomplish all of the things that we do without your hard work and dedication.

This year's grand totals: We donated another trailer of toys and \$42,682.90 to the Old Newsboys of Flint. Our community more than appreciates our efforts.



I want to thank our canvassers who worked on the O.N.B. campaign inside and outside the plant.

Also, a big thank you to everyone who helped decorate the Union Hall for the membership meeting. A very special thank you to the team who turned the Sam Duncan Auditorium into a Christmas Wonderland for our Snapshots with Santa/Pics with St. Nick on Sunday, December 12. The hall underwent a transformation I don't think it has ever seen before.



We will face new challenges in the coming year, and the world will continue to turn one day at a time. Let's count our blessings and thank the Lord. We are all part of something larger than ourselves. And remember, that's the way the world goes round.

Looking forward to serving the greatest membership in the world in 2022!

Are You Five Years or Less Away From Retirement?

- ▶ Do you have questions about how your PSP plan money should be invested?
- ▶ Do you have questions on whether or not your beneficiaries named on your accounts are titled best to protect them from taxes, inflation and market risk?
- ▶ Would you like to take a look at some future projections on how much you can draw as income from your retirement assets/accounts?

If yes, think of it as being in the red zone for your financial goals

You are at the goal line and each decision is critical!

What investments you choose now should reflect the amount of time you are away from retirement as well as your age at retirement.

If you are going to be under 59½ at retirement or semi-retirement, there are ways through the IRS tax code that you can take monthly income without the 10% tax penalty.

Many people would like to buy an RV, cottage or a place in the sun after retiring. Properly rolling over your PSP can

go hand in hand with these goals without incurring major taxes and penalties. There are many options to review and decisions to make before you retire and along the way to retirement.

Regardless of your age at retirement, you need to take into account what the amount of your pension may be. You will need to decide if you are going to begin receiving social security payments or to defer them. It also helps to anticipate what your monthly expenses will be (ballpark) including property taxes, excess insurance payments, utilities, food and entertainment.

This is also the time to assess how much risk you are taking in your PSP/IRA investment allocations. You should be able to reduce your risk and potentially increase your returns simply by reviewing your asset allocation. In many instances, people think they are diversified properly, but often own many overlapping investments. Having a PSP, an IRA, a ROTH IRA and a mutual fund does not mean you are diversified. Owning Fidelity, T. Rowe Price and American Funds, does not mean you are diversified. Having 10 different funds inside your PSP account does not mean you are diversified. How can that be? Because many of these funds own the same stocks and bonds. **In other words, you may be putting all of your eggs in two or three baskets while thinking you have 10 or 12 baskets.** This can increase your risk and reduce your overall return over time.

Navigating your descending approach to retirement does not have to be difficult if you know all of your options. Making informed decisions about how to invest in your PSP, how to name your beneficiaries, how to protect your principal in retirement, how to avoid taxes and penalties are all important factors in being financially comfortable in your retirement years.

Every move or play is important. Every decision made is going towards, or away, from your retirement goals.

Let us be your coach.

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Michelle Gravelle, CFP
Investment Professional



Doug Gravelle, CFP
Investment Professional

ATTORNEY'S SCHEDULED FOR UNION HALL

NAME OF ATTORNEY	PHONE	DAY AT UNION HALL	NAME OF FIRM	HOURS AT UNION HALL
RICHARD WAGNER	810-820-9111	MONDAY	DOUD, SMITH & WAGNER	1:00 - 3:00
ROBERT MacDONALD	810-234-2204	TUESDAY	MacDONALD & MacDONALD, PLLC	2:00 - 3:30
JOHN CHOWNING	810-695-2110	THURSDAY	CHOWNING & EDGAR, P.C.	12:30 - 2:00
NEAL WILENSKY	810-606-0410	FRIDAY	KAECHELE & WILENSKY, P.C.	9:00 - 11:00

Our future is very bright

SHOP CHAIRMAN REPORT

by Eric Welter



OSHA's hearing conservation requirements in the body shop, and requests for more skilled trade employees being denied.

- A significant shift in the way the

company has been dealing with discipline and redefining what a dischargeable offense is, combined with GM investigators from outside the plant injecting themselves into issues.

- The company's unwillingness to settle discharge cases at the plant level has created a number of cases escalated to the 4th step, more this year than in my entire career, all the while trying to negotiate a local agreement.

Although it's been a very difficult year, this membership and your bargaining team has made great strides and met impressive goals. We have converted 322 temporary employees to permanent seniority employees. We have had a significant improvement in our Safety culture and reduced injuries in the plant. We improved our members' voice in safety through implementation of an electronic escalation process for employee safety concerns and the revitalization of Safety Stars. We have also taken major steps toward BIQ4 turning all the GMS absolutes green.

Although operating in a chip crisis, our truck demand remains incredibly high and our members built enough trucks to increase market share by 38% in Q3. We

2021 has been an extremely challenging year, full of ups and downs and unprecedented issues. Covid continues to affect our work environment and our member's personal lives. We have gone on and off Covid safety protocols, creating many emotions. The semiconductor chip crisis has caused us to build shy certain parts and reprocess thousands of trucks.

Management's poor build shy repair process produced a defect which resulted in a field action. That field action brought about the cancelling of Saturdays this fall, combined with the 2 temporary layoffs, greatly impacted our member's income.

Overpopulation, due to the automatic conversion, affected our current temporary workforce with a reduction in the number of FTT and the number of hours available for PTT. The overpopulation was compounded by management's aggressive job-cut plan that the Committee has been fighting.

Other challenges we faced in 2021 include:

- The revolving door of managers, creating constant violation of agreements and incited arguments about what we do in Flint.
- The news that GM will be building HD in Oshawa, the continued journey to BIQ4,

have sold more HD trucks than any other automaker this year. It was made possible by us meeting the 1,050-a-day build goal and the Every Saturday Agreement. A point of pride – Silverado is the fastest growing brand.

Our members have continually improved the quality of the vehicle we produce for our customers, we met our 85 target for 2 months in service on a 3 month average, and we were 309 in 2019 and 154 in 2020. In addition, our 12 months in-service incidents per 1,000 vehicles. Although over the target of 361, we are at a respectful 437, but well below the past 2 years of 2019 (1,041) and 2020 (755) and will beat the target next year.

We have an internal quality process called GCA, which combs over the truck and scores it based on accuracy of build (lower is better). We have a target of 165 and have been averaging 117. We received the JD Powers award for the Vehicle Dependability Study.

These quality improvements are job security and Local 598 is producing the finest trucks on the market.

Because of this Local's performance, we fared better than most during this chip crisis. We feel the pain of cancelling Saturdays, but can you imagine it being magnified by long stretches of lay off and no overtime for the entire year; some members running out of SUB pay benefits and others not even entitled to them? Please have these other union members in your prayers over the holidays.

Our future is very bright. During his visit, GM executive Alan Wexler, head of Innovation and Growth, made it clear Flint Assembly is a key player in the global growth strategy by dominating the truck market. This membership continues to overcome adversity, and I am very proud to represent the members of Local 598.

Merry Christmas to you and your family.



UAW LOCAL 598
SERVING CHEVY TRUCK ASSEMBLY WORKERS
www.uawlocal598.org

"A Local Union with a Heart"

EYE OPENER

UNION HALL • G-3293 VAN SLYKE ROAD, FLINT, MI 48507 • (810) 238-4605

- Ryan Buchalski PRESIDENT
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- Chad Fabbro FINANCIAL SECRETARY
- Brian Langdon SERGEANT-AT-ARMS
- Leonia Lowe-Valley GUIDE
- Kathy Elsner TRUSTEE
- Stephanie Riley TRUSTEE
- Mike Welch TRUSTEE
- Janet Woodson ... RETIREE CHAPTER CHAIR

CHAIRMAN, SHOP COMMITTEE
Eric Welter

SHOP COMMITTEEMEN-AT-LARGE
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Shane Herriman, D'Andre Jackson

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 - Sean Meachem / Chad Boyce
 - Shane Herriman / Bo Browning
 - D'Andre Jackson / Stan Cherwinski
 - Brian Shick / Jo Anna Batson-McCarthy
 - Gerald Scott / Jeffrey Smiley
 - Jeremiah Alsup / Jeremy Switzer
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 - Winston Ruffin / Dewayne Tippit
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 - Nick Dekalita / Dana Waider
 - Joe Dontje / Kevin Smiley
 - Bob Scott / Maurice Purches
 - Justin MacNeill / Chad Bellant
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JOINT ACTIVITIES REPRESENTATIVE
Mike Robinson

JOINT TRAINING REPRESENTATIVE
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WORK & FAMILY REPRESENTATIVES
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598 APPRENTICE CHAIR
Doug Taylor

EDUCATION/PUBLICITY COMMITTEE
Debi Kirchner, Aaron McAlister, Gabrielle Clements, Randy Hamilton, Michelle Giorgis

PHOTOGRAPHERS
Debi Kirchner, Robin Stayton-Diehl

POLICY OF THE EYE OPENER

TO OUR READERS: This paper is the voice of our Local and International Union. This is our only vehicle for bringing to you, on a regular basis, the views and actions of the leaders you elected, so you can evaluate them. Through the paper we explain Union policies and show how your dues are spent.

The paper is also the voice of the members. We welcome articles from UAW members and stories about members. While we welcome your contributions, we ask that they be constructive. At no time will the editorial staff tolerate any defamatory remarks regarding any person or persons. We reserve the right to reply to those that seem to reflect a misunderstanding of the Union and its policies and to edit any article for clarity and length. Opinions reflected in signed articles in the EYE OPENER do not necessarily represent the position or opinions of Local 598. Published monthly by UAW Local 598, G-3293 Van Slyke Road, Flint, MI 48507. Phone: 238-4605.

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(Per Section 19 of the UAW Local 598 By-Laws)

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Section 19. Active members who have attained 25 years of UAW membership, and are currently members in good standing of UAW Local 598, and have been a dues-paying member to UAW Local 598 for a minimum of ten (10) years shall be entitled to receive a service recognition award of a "25 year" ring the style and cost to be determined by the Local Union Executive Board.

FINANCIAL SEC'Y-TREAS REPORT

by Chad Fabbro

What a Year!



Happy Holidays! I hope you are all staying safe and warm during this holiday season. It's nice to actually be able to have union meetings back on schedule to handle membership business. We are currently running drives in the plant, and I can't say enough about how charitable our Local is. This membership always answers the call to others who are in need and it truly is a testament of what we stand for.

Looking back at this year, it's definitely been a difficult one. COVID-19 has changed the world and a lot of our lives forever. So many issues with suppliers and things that we could not control played out this year. It was nice to have confidence in our bargaining unit to help as issues developed inside and outside the plant.

Also this year, we have spent money on educating our membership. The classes we have been offering over here at the Union Hall are an investment in our future and livelihood.

I would like to take this time to thank the Education Committee, retiree Deb Kirchner, and our President Ryan Buchalski for making this vision a reality. More than ever, we need these classes to move forward in the right direction.

Some of you may have heard that the Grand Blanc Gladiators have stepped away from maintaining our ballfields. At this time, we are exploring other options for the future of Union City Fields.

Currently, we have a few members who are interested in taking over the upkeep and preservation of these facilities. If any member(s) are interested in this, please reach out to someone at the Hall so we can discuss the details further.

DO YOU HAVE A FINANCIAL PLAN?

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Snapshots with Santa

Sunday, December 12th Local 598's Union Hall was transformed into a magical place where children came to share their holiday hopes and dreams and even get a pic with St. Nick.



See page 8 for more Snapshots with Santa



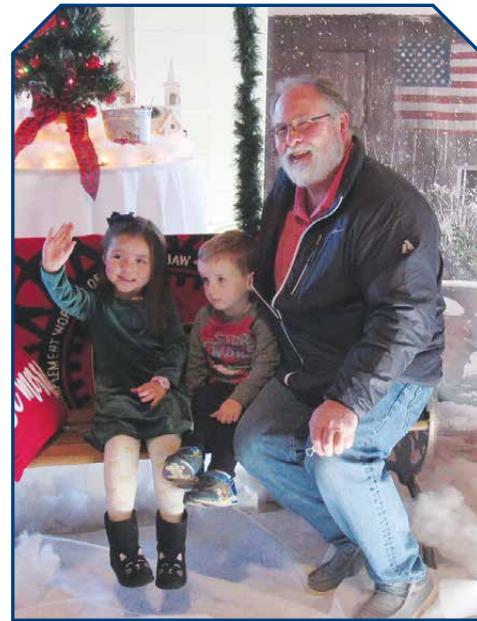


Membership Meeting • December 5, 2021





Snapshots with Santa



THIS MONTH IN **LABOR HISTORY**

The ADEA *by Michelle Giorgis, Education Committee*
Age Discrimination In Employment Act

Did you ever see someone who appeared to have a nice 'cushy' job and immediately think that the only reason they had it was because of their age? Avoided an 'older' cashier because you didn't think they'd have a fast enough pace? Intentionally seeking out a younger person for technical assistance because you felt the older person was not up to date with the times and technology and couldn't possibly understand what it is you need? If so, do you recognize that as a form of discrimination?

Negative stereotypes such as ageism are rampant in society today. Unfortunately, many are unaware they have just unfairly judged

someone simply based on their age, with no consideration to the possible knowledge or skills that person may have.

As recent as the 1960s and '70s, many companies would routinely disqualify older workers from a variety of jobs they felt that person would not be able to perform simply based on their age.

Mandatory retirement before the age of 70 was common until the 1970s and it was found by the Department of Labor that the long-term unemployed were people 45 and older.

Before the 1960s, there was no protection for individuals over the age of 40. It wasn't until December

15, 1967, when President Johnson passed the Age Discrimination Employment Act, also known as ADEA, that workers ages 40 and over were protected by law from discrimination in the workplace based on their age.

Many of the companies in the 1960s used age limits to deny employment to workers over 40. With the passing of the ADEA, employers had to change the process on how they hired their employees. They also had to be cautious on how they now advertised for potential workers as well as promotions or they'd

be at risk of potential lawsuits for discrimination.

The Bureau of Labor Statistics found in 2010 that 55 percent of the workforce was over 40 years of age. Age discrimination is still very much an issue in today's workforce and a reason why many talents and experiences may be overlooked. These experienced workers are an untapped resource before us that many could learn from. People constantly seek to improve, grow, and learn. What better way to do so than to learn from the very people who have first-hand experience?

DEADLINE FOR OUR JANUARY EYE OPENER

All advertisements, notices, photos and articles must be submitted by **MONDAY, JANUARY 10** for consideration.



Notary Services available at the Union Hall



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Due to the increased number of want ads/services we are receiving, ads must be submitted monthly and will be run on a first-come, first-serve basis.

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IN MEMORIAM

The Officers, Representatives and members of Local 598 extend their deepest sympathy to the family and friends of these deceased members.

- BADDER, RUSSELL F.
- BURGETT, DON F.
- FOSTER, ROBERT L.
- GRAHAM, OWEN L.
- GUILES, ROBERT D.
- HAUSER, MICHAEL L.

- NEAL, DONALD
- PEEL, PATRICIA A.
- PFEIFFER, NORMAN J.
- REMBOWSKI, LLOYD E.
- WHEATON, LEROY

Our condolences are extended also to the family of Tom Brewer (at right). Tom passed away before fully enjoying his retirement.



These passed members and friends are already missed.



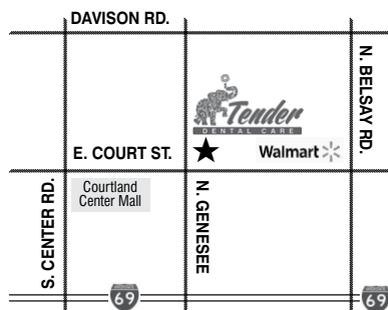
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A Message from your Retiree Chapter Board

Your Retiree Chapter Board would like to wish all of you a very Merry Christmas and happy holiday season. We would like to send thoughts and prayers to our Chair, Janet Woodson, and her family for the unexpected loss of her mother. We missed her at our Christmas meeting and would like to thank her for all the work she did making sure the meeting went well. The good food and fellowship was a great way to end 2021.

We will be having our first trip since the beginning of COVID-19 on January 13, 2022. This will be a day trip to the Soaring Eagle Casino. The price will be \$25 per person and that will cover the price of the bus, plus you will be provided with a \$20 card and \$10 food voucher. Tickets will be available January 3 at the Union Hall. Our plans are to send one bus

Because this trip will be held on the same day as our scheduled Chapter meeting, our next meeting at the Union Hall will be on February 10th, beginning at noon. Remember, this will be our "White Shirt Day" meeting, so remember to wear a white shirt to that meeting.

We are looking forward to a healing and hopeful 2022, and hope to see you at a Chapter meeting very soon.



A special thanks to Santa and his helpers for their dedication to photos with old St. Nick!

2022 UPCOMING RETIREE EVENTS...

- Thursday, January 13th** **RETIREE CASINO DAY TRIP**
Soaring Eagle Casino plus Chapter Meeting
- Thursday, January 20th** **NO MEETING**
- Thursday, February 10th** **RETIREE CHAPTER MEETING**
Local 598 at 12:00 noon

RECENT RETIREEES

The Officers, Staff and Members of Local 598 extend our sincerest thank you and congratulations for the many years of dedicated service by these recent retirees. We encourage all newly retired members to join our Retiree Chapter.



(Not Pictured)
October 1, 2021
Warington, Brian K.

If you are retiring soon, stop by the Benefits Office or Union Hall to get your picture taken for an upcoming issue of the EYE OPENER.

January 1, 2022
Buczniwicz, Steven E.
Bueche, David J.
Chovanec, Marty L.
Depietro, Greg S.
Ferguson, Donnelda K.
Franklin, Jon E.
Jones, Kenneth W.
Mack, Gale G.
Nickels, Gregory A.
Peper, John G.
Pettay, Rickey A.
Pildner, Martin J.
Ribble, Walter J.



Mark and Christine Bozynski



Timothy Ward with spouse Marie



Kathy Allard with spouse David



Steven Logan with wife Monica



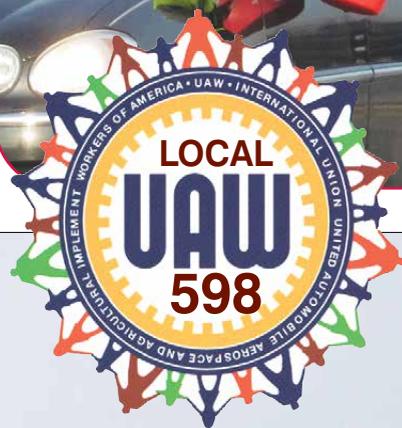
Donald Pallas



Donald Laviolette



Robert Eastman with wife Sharon



From our family to yours...

The Executive Board would like to thank the membership for all their generosity during this holiday season. Once again, Local 598 "The Union with a Heart," broke their giving record. **The total is in – \$42,682.90 for our Old Newsboys drive.** Thank you to all of those who gave and all our canvassers on all 3 shifts for taking on the challenge and ensuring that "no child will be forgotten" this Christmas season.

Old Newsboys of Flint
Incorporated
6255 Taylor Dr. Flint, MI 48507 (810) 744-1840

"No Child Be Forgotten"

Since 1924

RECEIPT

Received from UAW Local 598 a contribution in the amount of 42,682.90 on this 14th day of December, 2021.

Contribution received by [Signature]

