



THE CONVEYOR

UAW Local 402

3671 Urbana Rd. • Springfield, OH 45502

Volume 1



Number 5 • December 2016

"If I started to work in a factory, the first thing I would do is join the Union..." Franklin D. Roosevelt

Happy Holidays

*From the
Representatives
UAW Local 402*



Assembly Plant Union Representatives

Executive Board

Jason L. Barlow – President	Jeff Harshaw - Trustee
Chris Blizard – Vice President	Terry Ketterman - Trustee
Dick Severs – Financial/Treasurer	Tom Seegraves – Sgt-At-Arms
Peggy Stuckey – Rec. Sec.	Jeff Entler - Guide
Todd Eldridge – Trustee	Ed Zirkle – Bargaining Chairman
Dale Hartzog – Retiree Member at Large	

Bargaining Committee

Ed Zirkle – Chairman	Shawn Reed – Zone 1	Shawn Long – Zone 4
	Gary Cape – Zone 2	Mike Espinosa – Zone 5
	Larry Sarven – Zone 3	Darrell Howard – Zone 6

Appointed Representatives

Deron Blakely – Benefits	Tony Miracle – Lean	Doug Smith - Training
Ben Burk – Benefits Alt.	Jeff Lynch – E.A.P.	

Terri Cason – Safety Chair	Iris Howard – Diversity
Charlie Talent – Alt. Safety Chair	Aaron Wilcoxon – Material

Workers Compensation

Jim Chapman

UAW CAP (Political Action)

Jason L. Barlow

UAW International, Navistar Rep – Tim Boley

UAW International, Regional Rep – Lou Wharton

Stewards

D.51 – Jim Arrington
 D.52 – Mike Creech
 D.53/57 – Tim Extine
 D.54 – Paul Craig
 D.55/92/72 – Bryon Small
 D.61 – Steve Gould
 D.62 Roger Eaton
 D. 65 – Ron Milefchik
 D. 68 – Lori Howard
 D.59 – Cindy Knotts
 D.59-2nd- Ray Bodenmiller
 D.59-3rd- Scott Bowshier
 Trades (AP)– Jon Lowry
 Trades 2nd- Jack Cosentino
 D. 91 – Wally Mason
 D.93 – Dan Jung
 D. 59 – Darrell Sarven
 D.98/103/898 Zach Giffin

Alternates

Ben Burk
 Sue Cecil
 Chris Blizard
 Chuck Reynolds
 Dan Knecht
 Forrest Haines
 Ryan Stimpfl
 Bradley Cloud
 Paul Spicer
 Dave Midkiff
 Jeff Chenoweth
 Tish Bonham
 Steve Doggett
 Gary Elberfeld
 David Filler
 Rachael Beers
 Doug Herzog
 Pete Townsend

Safety Deputies

D.51 – Charles Talent
 D.52 – Paul Fultz
 D.53 – Bill Guisinger
 D.54 – Todd Peterson
 D.55 – RJ Davis
 D.61 – Rodger O’Brien
 D.62 – Brian Webb
 D.65 – Richard Adams
 D. 68 – Becca Stratton
 D.59 (1st)-Tom Elias
 D.55(2nd) – Jeff Chenoweth
 3rd Shift – Jim Parker
 Trades (1st)-Gary Wagner
 Trades (2nd) –Justin Jeffers
 D.72 – Rodney Cranford
 D.91 – Brandon Peterson
 Trades (Paint)– Ernie Erwin
 Trades CAS (2nd)- Billy Terry
 D.98 – (1st) – Chad Midgely
 D. 93 – Cindy Conley

TSC Unit

James Preston – Chairman	– Steward 3rd Shift
Greg Dixon – Committeeman	Mike Hixon – Safety Chairman
Matt Tully – Committeeman 3rd Shift	Matt Bussey – Safety 3rd Shift
Andy Dunham – Steward	

Clark County Engineers Unit

Ryan Pequignot – Chairman	Tammi Flaherty – Committeeman
Jason Berner – Committeeman	

AKZO NOBEL UNIT

Mike Wade – Chairman	George Thornburg – Committeeman
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President's Report Jason Barlow

Overall 2016 has been a good year for our membership of Local 402. Akzo Nobel, Navistar T.S.C. and the Clark County Engineers all have new Labor Contracts and the Navistar Assembly plant has two years left in the current contract and the Truck Plant is in a period

of growth that we have not seen in decades. With the introduction of the GM Cutaway Van line which will be built on our other line that has been vacant for over 14 years we will see over \$65 million dollars of investment in the facility. Our membership has made sacrifices in the past so that we can secure our future and we are about to see the benefits come to fruition. Local 402 has been here for 77 years. We are one of the oldest UAW Locals in the United States of America and we should all be proud of our History! Life, Long Union Strong! We are optimistic that 2017 will be a prosperous year for all of us and that as a united group we will stand up to any challenges that we may face.

• Buy Local, Buy Navistar:

Navistar CEO Troy Clark and Truck President Bill Kozak called and thanked the Local 402 membership for what they do everyday building our trucks and supporting Navistar in our communities promoting sales. Navistar was just awarded the Ohio Dept of Transportation Bid – 181 vehicles and between 250 -350 plus additions. Additional townships in the State will follow state bid. His direct quote was “Thanks to every man and woman on the line turning nuts and bolts, they have done this”. “The Springfield membership has stepped up”. This is a major accomplishment for our workforce since we were competing against other Ohio truck manufactures’ Ford, Kenworth and Peterbuilt. Freightliner was also bidding with their Western Star and Freightliner models. In Clark County: Mad River Township (Enon Area) has ordered a Workstar that will be built with the new Cummins Engine option. Thank you to Trustees Catanzaro, Estep and McClure. They came to the plant to tour the plant and watched their truck be built. Bobby Fisher Distribution also ordered four Durastars to be built here in Springfield. We continue to work Community Leadership and the Springfield Chamber of Commerce on obtaining truck sales. If anyone has any potential sales leads for vehicles please contact me and I will be glad to reach out to those potential customers.

• B.E.T. Report:

U.A.W. Bus, Engine and Truck conference along with Freightliner, Mack, Volvo, Osh Kosh and other heavy truck suppliers were present. The industry has seen a steep drop in demand and industry forecasters are predicting that the next 12 to 18 months will continue to be soft for heavy and medium duty trucks. Currently all UAW heavy and medium duty truck plants in the USA have members on long term layoff other than the Navistar Springfield Assembly Plant. Laid off numbers of our Union brothers and sisters at Freightliner 2,700, Mack 500, Volvo 600, Osh Kosh have several hundred on long term layoff.

President's Report continued on page 3

“402 Conveyor is printed with pride by the members of the Meadville Graphic Communications Workers Local 338 C.
Our Editorial Policy: This paper is the voice of your Local and International Union. It provides information and opinions relative to the policy and programs of the International as well as the views and actions of our Local leaders and committees.
 “All articles are subject to review and editing as necessary. Local 402 assumes NO responsibility for an author’s views, implied or otherwise. The purpose of this publication is to provide a vehicle for constructive communication between the membership of Local 402, UAW, and organized labor.”

President's Report continued from page 2

- **John Minchin/UAW College Scholarship:**

Applications are now available online at Springfieldfoundation.org for the 2017 school year. The application deadline will be February 24, 2017. Our annual golf scramble fundraiser for the college scholarships was held June 11th at the Elks. We were able to raise \$4,779.64 and the Women's Committee raised \$576 towards this year's scholarships.

- **Additional College Scholarships:**

UAW Gosser scholarships were awarded and the UAW gave away 12 \$10,000 awards and 6 \$1,000 awards. This year our Local had two member's children win. Tom Daniels in Dept 53, his son Robert won \$10,000 and Ethan Duff in dept 98, his daughter Emily won \$10,000.

- **Union Hall Update:**

We continue to plan and obtain updates on the viability of the proposed Union Hall construction project at the Union Recreation Park. There was an increase in the price of steel. At this time the construction bids have exceeded the current appraised value of the existing Union Hall. As we had discussed at past Union meetings we are debt free and do not want to incur any debt. The proposed facility at the recreation park would reduce our total costs of maintaining both Union properties and additional savings from utilities, insurance, lawn care and the energy efficiency of new HVAC systems. The Local will see the additional income from new members in 2017 so we will evaluate whether or not to move forward with the project and if so bring the information before the membership for a vote.

- **YMCA:**

UAW discounts? Several of our active and retired members have used the Navistar fitness center for years but unfortunately the plant has not staffed or maintained the facility. They have also not allowed retirees or their spouses to use the facility any longer. I have spoken with the director at the Clark County YMCA and we are negotiating a program that would give active, retired and their family members a discount on memberships as well as a facility where we can conduct UAW Recreation events such as the basketball league and future league events. If we have enough interest we will contract with the Y. If you want to participate call and register at the hall 390-3327.

- **Current Local 402 Membership Levels:**

Navistar Truck Unit	1,079
Navistar TSC Unit	127
Clark County Engineers	22
Akzo Nobel	9
Total Active membership:	1,237
Local 402 Retiree Chapter:	4,300

As always, if you have ideas or suggestions or want to get involved with helping improve YOUR UNION, please let me know or contact a union representative.

In closing, I would like to wish everyone a Merry Christmas and a safe and Happy New Year.

In Solidarity,
Jason L. Barlow

2017 Event Schedule

February, 2017:	Basketball League
April 8, 2017:	Easter Egg Hunt
April 24, 2017:	UAW Golf League Begins
May, 2017:	Softball League
May 21, 2017:	Fishing Derby
May 25, 2017:	Triennial Union Elections
June, 2017:	UAW Softball Tournament
June, 2017:	UAW Golf Scramble
June 30 - July 16, 2017:	Plant Shutdown – Hall Closed
August 26, 2017:	John Minchin/UAW Car Show
September 2, 2017:	Labor Day Picnic
October 21, 2017:	Children's Halloween Party
November 9, 2017:	Veteran's Day Celebration
December 2, 2017:	Children's Christmas Movie
December 9, 2017:	Active Christmas Meeting
December 20, 2017:	Retiree Christmas Dinner

**Support Your
Union!
Volunteer for
a Committee!**

Buy Union • Buy American



Chairman's Report Ed Zirkle

GM – I am pleased to say that the hard work and the overall quality that everyone has done is showing off with an announcement of opening line two for manufacturing the GM Cutaway G Van (Vista II). This is huge success story for (SAP) Springfield Assembly

Plant and the Community. The first van is supposed to be built in January or February 2017 time frame. This is separate from 2018 (Vista I) the GM and Navistar joint venture for class 4/5 medium truck product on line one. We are in the process of hiring new employees for 2017 Vista II and looking at approximately 300 new employees for 2018 Vista I the class 4/5 trucks. Things will be moving very fast from now until after the first trucks are built here at SAP. We are currently seeing a lot of construction in all of the departments. During these times of new construction we are inconvenienced in every department but these are temporary good problems to have. As we transition through these upcoming months we must remember to maintain world class quality and continue to show the customers and everyone in the industry that we have the ability to build their trucks for them. Everyone should be very proud of themselves as we are selling ourselves to the customers and to other companies on why we can be the best. It takes everyone to succeed as we all are doing our best.

Here in Springfield it is very important for us to do our part. So when customers come through our plant we can show them how well we work to build world class quality trucks. We basically sell ourselves to the customer when they come through. We have done very well during these customer tours. Idealase, Altech, Carillion, Penske, and GM are some of the big customers who were impressed how far we have come. These customers were very impressed and have placed many orders for trucks to be built in Springfield. Penske ordered 1000 trucks to be built in Springfield. Fed Ex is also putting in orders to build here in Springfield. They were impressed how far the quality has come and all the people with pride in building world class quality trucks. It is very important that we continue down this path as there are more tours (customers) coming to Springfield. We can build our order board here in Springfield one truck at a time. (Thank You and Good Job Everyone).

We have had several down weeks because of low truck orders and small market share. Depending on orders we could experience more down days or weeks ahead. It is very important to make sure everyone files unemployment. If you have any questions contact Deron Blakely, Benefits Representative. The heavy truck division in the UAW are experiencing layoffs because of low orders and slow market. When we are experiencing a down production day or week the department supervisor will let you know if there is work in your department or go to temporary no work layoff. Make sure if you are laid off during a down week that you open your claim for state unemployment benefit the week you are off. If you experience any trouble call Deron Blakely, Benefits Representative as soon as possible.

We still have some outstanding contract issues. We are currently talking with International Union on next steps to get these issues resolved.

Unfortunately it looks like we are going to have to move forward with the grievance procedure on certain issues. The Company is still in process on some of these issues. We understand the financial problems the company has been going through and we feel like we have worked with them through this stressful time. However, we still have contractual agreements between the Union and the Company that need to be met.

- Waiting on Service Awards retro back to June 2014.
- Job Rotation Retro Payout.
- Material Jobs structure.
 - P.I. Jobs
 - Man assignments
 - Changing of shift start times
 - Splitting of some departments
- Local Seniority Supplement.
- Tuition Reimbursement.

At this time during the writing of this article 11/27/16 the order board is:

- Springfield – 4997 with 18 days line set
- Blue Diamond – 2946 with 21 days line set
- Escobedo – 5220 with 20 days line set
- Tulsa – 2380 with 17 days line set

We had a 2 ¼ step grievance meeting set with the Company and our International Union Servicing Rep. (Mr. Wharton). The Company did not want to settle any of the grievances but they brought one discharged employee back. We are moving some of the issues up to 2 ½ step (Holiday Pay, Tuition Reimbursement, discharges) hopefully we can get some resolution for these issues.

Absenteeism is still an issue with the Company. They will be watching all absences very closely. Everyone needs to be accountable for when they cannot report to work and it is very important to make sure you have the proper coverage. This is when you want to use your union representatives to make sure you can and will be covered for any reason you cannot report to work. Always keep in contact with your department stewards as they will guide you in the right direction.

- Disability Benefits contact Deron Blakely at (937)-390-4339 in plant #4339. At the Union Hall (937)-390-3327.
- Workers Comp. is Jim Chapman (Contact your Department Steward). At the Union Hall (937)-390-3327
- EAP (Employee Assistance) contact Jeff Lynch (937)-390-4597 in Plant #4597. At the Union Hall (937)-390-3327.

Please attend all membership meetings.

Order Board - 4997 Days of Line Set – 18 Current Line Rate – 83

Active – 1049 Inactive – 74 Temps – 0

Last person working - Charles Hansgen - #24454 - seniority 11/21/2016

Total 402 members- 1123

1049 – Active 9 – Medical layoff

31 – Short term disability 2 – Union

5 – Worker's comp 20 – Discharges

5 – Long term disability 2 – Military

We are just coming back from the Thanksgiving Holiday. I hope everyone enjoyed their families and lots of food. Christmas is our next holiday to enjoy family, friends and food. I wish everyone a safe, and enjoyable holiday shut-down and a Happy New Year!

In Solidarity,
Ed Zirkle



Workers Comp Report Jim Chapman

Hi everyone hope you all are doing well. It's hard to believe this year is almost over. I'd like to start out my welcoming all new members to UAW Local 402. I'm Jim Chapman your local Workers Compensation Representative. I am here to guide you and represent

you in your workers compensations claims. First of all, if you are injured be sure to report it to your steward, supervisor and safety deputy so he can make a report and start his investigation and file an accident report that day. **DO NOT** leave the Plant until you have filed a report in the medical department. You do not have to be treated, but you must file a report. There are people with 20, 30 and even 50 years of service that do not report their injury until it is too late and we have an uphill battle to get your claim approved. Late reports are the biggest killer of claims. I know you are probably getting tired of me telling you this but as many times as I've said it, some people just cannot comprehend what they need to do. So if you have any questions contact me as soon as possible. Remember if you are injured and it is approved there is a thing call Permanent Partial Disability. If you decide to get an attorney they will take 33% of any awards so please contact me before you talk to an attorney. If your case gets to the point that I think you need one I will tell you and I have several great attorneys that are labor friendly. So if you do not have an attorney and you have an allowed claim, even if it's just a medical only claim, contact me and we will see if I can get you some compensation for your injury. Now we have a full time PAC in the plant dispensary. His name is Andy along with Kevin, the RN. Once you report your injury (on the day it happened) to the medical department and you are still having trouble and you go back to medical and all they do is ice it or give you some Tylenol, contact me at the Union Hall or have your steward contact me. You can also go to urgent care and be sure to tell them it is a work related injury. When it comes to doctor visits, if you have to leave work which most of you will since most doctors don't have appointments after 4:00 pm, or if you have physical therapy, YOU DO NOT GET PAID for lost time. Unless the medical department makes your appointment for you and sends you out then they should fill out a blue card for lost time. If it is an approved workers compensation claim there is a Workers Compensation Absence Form that you need to take with you and have the doctor fill out, return it to your steward and keep a copy for yourself. This is not an all-day pass to miss work. Go to your appointment and return to work. Your steward should have these forms. If not, contact me and I will get some to your steward. *Also when the accident report is filled out read it and make sure it is correct if not contact your safety deputy and steward to get it corrected and get a copy.* Remember the best way to get a claim approved is to report it as soon as possible and to tell them how it happened. We need a mechanism of injury (slip, fall, twisted, pulled, pushed or lifted something). Don't just say it just started hurting and you don't know when. If your claim is denied we will need to file a claim, after the claim is filed the company

will send you to an Independent Medical Examination (IME). You will be paid for mileage and lost time. I will explain more if you are sent for an IME. Any questions again, contact me asap. So please work safely and if you are injured please file a report in the medical department before you leave the plant. In closing I would like to ask you all for you to support www.Donatelife.org. If not for this organization I might not be here today so take a little time and register to be an organ donor. Thank you and Happy Holidays and be safe.

Helpful Hints

1. **Report all accidents to the following:**
 - A. *Your Immediate Supervisor-who should file a report*
 - B. *Your Dept. Safety Deputy-who should file a report*
 - C. *Your Union Steward*
2. **Do NOT leave the plant until you do the above, unless you need emergency medical attention**
3. **Do go to the plant medical dept. and file an accident report, you do not have to be treated, but give the medical staff all the facts related to the accident or injury.**
4. **Obtain the names and clock numbers of any witnesses to the accident or injury and attempt to get statements from them**
5. **DO NOT sign any paperwork you do not understand, ask questions.**
6. **On all reports that you fill out, give specific details; such as, any slips, trips or falls; hazards like oil or water on the floor, were all the safety devices working as they were intended to; specific job duties that create an unusual danger; etc.**
7. **If you have a repetitive injury or an occupational disease like Carpal Tunnel Syndrome ask for an ergo study and make sure the person doing the study understands the entire operation of your job.**
8. **If you feel that the company is not treating you fairly, call the Union Hall and ask for Jim Chapman**
9. **If we have to file a formal claim with the state BWC, you will have to produce the following**
 - A. **A complete medical history**
 - B. **All office notes from your doctor who is treating you for your injury**
 - C. **A letter from your doctor establishing a direct link between your injury and your job**
 - D. **A medical release for us and for the company to obtain any medical records deemed necessary to adjudication of your claim.**
10. **If your claim is contested and you are off work, we will have sign up for EBA or accident/sickness benefits while the claim is being adjudicated, but all paperwork must be consistent with the injury mode.**
11. **You cannot be treated by two (2) doctors at the same time on a worker's comp. claim. If you do not understand this, call me.**
12. **If you see company doctor three (3) times, he/she will be your Doctor of Record.**
13. **Do not lie about the facts of your case; it could cost you your job, and possible more**



Insurance/Benefits Rep. Deron Blakely

Active Members

First, let me welcome all of our new brothers and sisters to Local 402. I would also like to wish all of our members both active and retired a very Merry Christmas and a safe and Happy New Year!

I continue to have questions about new member insurance coverage and timelines, so first let me address our new members and questions about medical/dental coverage. Medical coverage will begin on the 1st day of the third month after your hire date. So, if your hire date is any day in May your Medical coverage would begin on the 1st day of August. This is also true of dental, vision, hearing, and legal as well as prescription drug coverage and Short Term Disability (STD). Eligibility for all of these benefits now run concurrently with Medical.

Many of you have asked about a list of doctors in our network. There are two ways you can research whether a doctor is in-network or not. The first is to simply call the BCBS Customer Service # 1-800-370-5852 or you can look at the online search for doctors and hospitals: <http://provider.bcbs.com/>. If you search online, you will need to enter ITS in the first field and then enter the provider name or field of specialty below. Then you can search by zip code or city and choose the distance you are willing to travel.

Finally, let me address many of the issues surrounding unemployment. First, let me say that this is a program administered by the State of Ohio. Therefore, we are required to abide by their rules. For this reason, I send out layoff packets to help ensure this process is completed correctly. Please read and follow those instructions. If you have an issue after you have filed for your week(s), I am usually able to help with any issues that may appear. However, if you fail to open the claim (file a new application) during the week of layoff, there is little I can do to help.

So, here are some tips to help ensure that you qualify for state benefits. First, read the layoff packet completely when you receive it NOT when you are ready to return to work. Plan for the layoff by going online and checking your account. If you are not sure of your PIN, don't wait until you are laid off to request a new PIN. Instead, contact your processing center or request it online now. Here is a link to the ODJFS website: <http://jfs.ohio.gov/ouc/> then click on the link "The Worker's Guide to UC. Once you open the PDF, you will find all of the processing centers on page 21 of the PDF. I have also sent a copy of that page to all of your stewards.

Retirees

I continue to receive a lot of calls concerning what needs to be done as your 65th birthday approaches, so here are the steps of Medicare enrollment. First, if you are **NOT** drawing Social Security yet, you will need to sign up for Medicare online at <http://www.socialsecurity.gov> and click on the Medicare tab or call 1-800-633-4227 and enroll. You may also go to your local Social Security office and enroll there. You should sign up for Medicare

3-4 months before you turn 65 and you will need to sign up for Part A and Part B. However, if you **ARE** drawing Social Security then you will be enrolled in Medicare automatically. You will receive a packet from Medicare about 90-120 days prior to your 65th birthday with your Medicare card inside.

Once you sign up for or are automatically enrolled and you receive your packet, the Medicare card inside will show that you are enrolled in Medicare Part A and Part B. You **DO** need both parts for our plan. However, you will not use the Medicare card (in most cases) for your medical care. You will receive an Aetna Medicare card about a week prior to your Medicare eligible month. The Aetna Medicare card will be the only medical card you will need. You will also be enrolled in the Silver Script Part D prescription drug plan. The process has changed, so you will be automatically enrolled with Silver Script as well and your card will arrive around the 1st of the month in which your Medicare becomes active.

You will also receive a mailing from Navistar (E.R.I.C. Department) asking for a copy of your card. This is a necessary step to ensure a smooth transition into the Medicare plans (Medical and Prescription). You can follow the directions on the sheet for submission to ERIC or bring it to me and I will help you submit it electronically.

Here are a couple of items I would like to address for anyone who is thinking about getting married after retirement or has been widowed. First, if you are the retiree, you will be able to cover your new spouse under the medical plan as of your marriage date. You will need to send a copy of your marriage certificate to ERIC to start the process.

If you choose to cover your new spouse with a surviving spouse benefit (pension), you will need to complete the form before the 1st day of the month of your 1 year anniversary to enact the coverage. You should receive the Surviving Spouse Benefit election form with the Healthcare Enrollment form. If you do not, contact ERIC and request this document. However the election will not be in effect until the 1st day of the month following your 1 year anniversary. I would also advise you to make a copy of all documents that you return to ERIC to keep with all of your important papers in the event you predecease your spouse.

If you are the surviving spouse, you will be able to marry without losing your surviving spouse pension or your medical coverage, however you will not be able to cover your new spouse under the medical plan. Finally, you should have received the changes to your medical out of pocket maximums by now, however there were some mistakes in the mailing sent out by Navistar. So, here is a quick breakdown of the changes:

Plan 1 (non-Medicare): Your deductible will increase \$200 from \$400 to \$600 and your coinsurance will go from \$322 to \$400. Therefore, you will have a \$600 deductible, \$400 in coinsurance totaling an out of pocket maximum of \$1000. Your monthly premium will remain the same at \$71.62.

Plan 2 (Medicare): Your Medicare deductible is going from \$166 to \$183 and your out of pocket maximum is going from \$400 to \$600. Therefore, you will have \$183 deductible, \$417 in coinsurance totaling an out of pocket maximum of \$600. Your monthly premium will remain the same at \$35.84.

As always, if you have any questions put in a call to your steward or contact me in-plant at 4339 or at the Union Hall 937-390-3327 ext. 19.



CAP Report Jason Barlow

The 2016 National Election is over and a new administration will take over in January 2017. The results were not what we had worked for. This year was a “change year”. The President, US House of Representatives and the US Senate will be held by a Republican majority.

The US Supreme Court, the National Labor Relations Board and many other National Agencies will receive new appointed leadership. We will wait to see how these appointments and changes in policy will have an affect on Organized Labor Unions. The State of Ohio House of Representatives now has a Republican “Super Majority”. They have 66 seats and with that if they choose to attach a Bill with an “Emergency Clause” the Bill/Law is VETO Proof meaning the Citizens of Ohio cannot conduct a referendum and bring the Law to a vote by the citizens. All of us need to be prepared to take action in 2017.

2016 VCAP Campaign: over the past several months we have conducted a campaign asking members to enroll in VCAP. This Voluntary Contribution funds our Political Arm of the UAW. These contributions help us fight against attacks on Working Men and Women such as Right To Work, Unemployment Benefits reductions, Workers Compensation, Work Place Safety and Supporting Candidates that Support Organized Labor. I’m proud to say that 100% of our Local Executive Board, Bargaining Committee, Appointed Representatives and 90% of the Steward Body are supporting this effort. We have had one of the largest increases in enrolled members in years. For those that contribute a minimum of \$5 per month they receive a UAW VCAP shirt and those who contribute \$25 per month become Platinum members and receive Jackets and

other yearly awards. We still continue to enroll members if you would like to join please call Jason Barlow at (937) 605-3840.

The U.A.W. Community Action Program is an integral part of our Union. Our Local C.A.P. Council consists of active and retired U.A.W. members from: Locals 402 (International Truck, International T.S.C., Akzo Nobel Paint, Clark County Engineers), Local 658 (International Truck, International T.S.C., Clark County DD), and Retirees from Local 902. Our motto is “WE SUPPORT THOSE WHO SUPPORT US!”.

Article 23 section 1 in the U.A.W. Constitution: The objective and purpose of the UAW Community Action Program Councils are to develop, promote and implement policies and programs designed to improve and enrich the quality of American life. The UAW Community Action Program shall engage in community, civic, welfare, educational, environmental, cultural, citizenship-legislative, consumer protection, community services and other activities to improve the economic and social conditions of UAW members and their families and to promote the general welfare and democratic way of life for all people. UAW CAP Councils may cooperate and work with community groups in the common effort to make a better life for all people, where the programs and objectives of such groups have the same basic objectives as the UAW.

Greater Springfield C.A.P. Council Executive Board

Chairman- Jason L. Barlow

Vice Chairman- Dan Davis

Recording Secretary- Steve Clark

Financial Secretary- Morgan Hughes

Trustee- Marcia Flax

Trustee- Bill Crites

Trustee- Jeff Entler

Monthly CAP meetings are held on the first Wednesday of each month at 4pm at UAW Local 402. Meetings are open to the entire membership and participation is needed and welcome.



Chaplaincy Report Walter Mason

Hello everyone. First let me start by wishing you all a very Merry Christmas and a safe and Happy New Year.

As I write this article, 2016 is coming to an end. For many, that is a very good thing. It has been a year filled with turmoil, disarray, and division. Happiness has either alluded us or has been felt sparingly. The reason for this is because happiness is based on happenings. Therefore, when we go through difficult times then our happenings aren't very happy. So, while the Declaration of Independence states that we have the right to "The pursuit of happiness." that pursuit leaves us empty sometimes.

Joy however, is based on focal point or where we look for our happiness. John 3:16 reads, For God so loved the world, that he gave his only begotten Son, that whosoever believeth in him should not perish, but have everlasting life. So, when we see happenings like the tragedy that happened in Orlando this summer or what happened at The Ohio State University, we see senseless acts of hatred, that we as Americans cannot let rule our lives. Just because I believe something differently than you, it doesn't give me the right to judge, or condemn, or berate, or hate. We should always be ready to encourage and uplift one another, and yes even Love one another because we are all on this earth together for our entire life time. We as Americans need to remember what our Pledge of Allegiance to our flag says: I PLEDGE ALLEGIANCE TO THE FLAG OF THE UNITED STATES OF AMERICA AND TO THE REPUBLIC FOR WHICH IT STANDS ONE NATION UNDER GOD INDIVISIBLE WITH LIBERTY AND JUSTICE FOR ALL. We are ONE NATION, UNITED together INDIVISIBLE, DO NOT LET HATRED, MALICE, ENVY, OR ANIMOSITY, DIVIDE US, AND LIBERTY AND JUSTICE FOR EVERYONE. We need to put our differences behind us and always look to HELP EACH OTHER.

May the Joy of this season fill the hearts of us all.



Women's Committee Peggy Stuckey

As the end of 2016 approaches, it's time to recap the Women's Committee activities. For the March of Dimes we had a gate collection and helped serve food for the walkers. We had a John Minchin Car Show. This raises money for the John Minchin Scholarship Fund. It was a huge success. It was our second event and we had over 40 cars and 2 motorcycles. We awarded 4 trophies. We again had a Halloween party for the children of U.A.W. Local 402. We had an awesome turnout. A lot of scary and pretty costumes present. The kids seemed to have a great time. We served lunch, had a craft table and lots of games. We had a cake walk for the kids and adults that everyone seemed to enjoy. Thank you to everyone that volunteered their time to help us. Also, thanks to our fellow union members that donated cakes and baked goods for our cake walk. A special thank you to Shuck's Farm Market (a retired 402 member, Howard Channels) for his continued support and the yearly donations of pumpkins and Halloween decorations. We will be giving \$500.00 in gift cards from our 50/50 drawing at the membership appreciation meeting on Saturday, December 10. We also will be giving away \$200.00 worth of gift cards at the Retiree Christmas party. All of the gift cards are made possible from money raised at our monthly membership meeting 50/50 raffle. Mark your calendar for next year's events:

August 26, 2017 – John Minchin Scholarship Car Show

October 21, 2017 – Children's Halloween Party

March of Dimes Walk – date to be announced.

The Women's Committee would like to thank everyone for their continued support and to wish you all a Merry Christmas and Happy New Year.

Women's Committee Members: Peggy Stuckey, Kim Keeton, Judy Latimer, Kelley Kane, Christy Frazier, Angie Lawson Elaine Muse & Diana Boyd

**New Chaplaincy Message
Line - 937-390-2986 or
2986 in plant.**

**Please feel free to call and leave a prayer
request or to request a visit from one of
the chaplains.**

**The Chaplains are: Deron Blakely -SAP;
Rodney Cranford -D.72; Chuck Graham -D.55;
Erich Holton - D.55; Wally Mason -D.91**

Union Fun Facts....

**More than 79% of Union Workers Have Jobs That
Provide Health Insurance Benefits**

**Unionized Workers are 60% More Likely to Have
Employer-Provided Pensions**



Civil/Human Rights Iris Howard

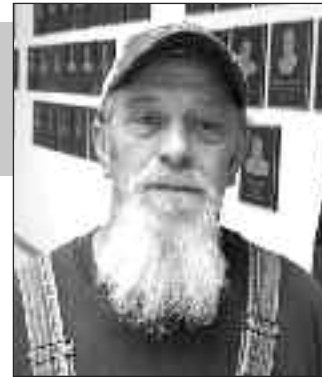
First I want everyone to thank your union representative. I want you to turn to a union member (someone you don't know) and say "Union Lives Matter."

Labor Secretary is usually the working man and women's seat at the table. But President elect's nominee is Andy Puzder. He's for Robot Workers. He says "They are always polite, they always upsell, they never take a vacation, they never show up late, there is never a slip and fall, or age, sex or race discrimination".

Now what that means is there is not going to be as many jobs as needed. There will not be wage increases that we all deserve. So, we have to stick together. If you don't believe me, look at CAS, D. 59. That is what the old Navistar Body Plant has changed into.

Skilled Trades Report Jon Lowry

In May we elected the Skilled Trades Committee. The Committee was elected for a three year term. The following were elected: J. Lowry, S. Doggett, G. Wagner, Z. Walker, S. Jones and J. Jeffers. We will be having regular quarterly meetings and will be discussing trades work as well as upcoming events. Due to growth in the plant, Navistar will be adding jobs in the future. This will include skilled trade jobs. I hope that everybody has a Merry Christmas and Happy New Year.



Veteran's Report Bruce Williams

This year I have taken over Karl Mason's position as Veteran's Committee Chairman. I hope to get as many people involved and interested in our fundraisers and activities as possible. Our goal as a Committee is to help as many local veterans and their families as

possible. Any help or interest you show will certainly go a long way in supporting our goals and showing that U.A.W. Local 402 care about our active and retired military. Please don't forget what they have given up or are currently giving up to support our Country. If you see a veteran or active military person, remember to thank them for all they have done! Especially this time of year. It means a lot to them to hear they are appreciated. We have a few activities that the Committee is currently working on. All of the money raised will be given to local veterans and/or their families. If you have any ideas or suggestions, please feel free to contact any of us on the Committee. We had a very successful raffle at our Veteran's Day Celebration. Congratulations to Becky Shearer. Becky won the sporting goods raffle. Thank you to all of the Veteran's Committee members listed below who have put a lot of work and effort into making this past year a great success and raising money for our veterans. Please don't forget that while we are able to spend the holidays with our loved ones, there are military personnel deployed all across the world. Please keep them in your thoughts. All of us on the Committee would like to wish everyone a very Merry Christmas and a Happy New Year.

Bruce Williams
Judy Lattimer

Spence Ramey
Paul Fultz

Tammy Cooks
Rick Sine

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Safety Report Terri Cason

Merry Christmas. Another year gone already. Wow what a year. Officially our year ended Nov. 1st. Here are some statistics for you. We had 67 recordable injuries. Injuries that required more than first aid. 25 people had injuries that required them to be off work

(lost time). And around 400 people went to medical for first aid. I know just numbers right? Not to me. These are my co-workers, brothers and sisters and some are good friends. So for me it's personal. I would love to have 0 first aids and injuries. It is my goal for every one of you to go home the same way you came in or better. But yes, I live in reality and I know that's not always possible. However, I will do everything in my power to try and prevent injuries and make this a safe workplace.

A lot of changes going on. Construction everywhere. Areas getting smaller. All in all from the safety side things are going pretty good. I'm in constant contact with the project leader for construction. He gets his daily dose from me of things like, you left a mess in someone's work area, you're driving too fast, and everyone's favorite, put your glasses on. Ha Ha. Just remember to stay out of construction zones. Watch where you're walking. And always check your area, tools, and equipment before you start each day. You never know what happened the night before. Report any concerns to your safety deputy. Things are going to get more hectic before they settle down. Just remember these are good problems to have.

We have had some water main breaks. With all this construction I'm not surprised. The big question. Is the water safe to drink? Yes it is. It is Springfield City Water. It is rated one of the best in the U.S. (my husband works there so I have an inside track lol). Are the pipes here old and rusty. Yes. Can sediment build up in them? Yes it can. Can air get in the lines and make

it look funny? Yes. Do filters need changed? Yes. If you need a filter changed let your safety rep know.

We are bringing a lot of new people in. Remember what it was like when you were new? Help them out if they need it. Give them some encouragement. But most of all help keep them safe. If you see something tell them or get your safety rep. If you're the person training the new employee give them good training. Stay with them and show them everything. Go over their JSA. If they are struggling, talk to the safety rep or steward. A lot of us know that some jobs are all about technique. It might take them a few days to get it. We want them to be successful.

Weather is about to change. Be mindful of icy parking lots and walkways. Report areas that need snow removal or salt.

A lot of complaints about the bathrooms. If it needs cleaned or in need of supplies feel free to call the numbers located in the bathrooms. Be respectful of others. This is our home away from home. Treat it as such. Don't be nasty. Clean up after yourself and wash your hands.

When you have a maintenance issue the first line of defense is to call dispatch. 390-4735. Dispatch will send the right maintenance person to the scene. If it is an issue that takes more than a dispatch call, put in a yellow T card and a work order. Put the work order number on the T Card. If you need assistance ask for your safety rep.

The new licensing program starts January 1st. Everyone should have a new license. If not, call me. You must have a license for everything you drive. Including bike. It will expire on your birthday. Let someone know if it is your birthday and you need a sticker.

You can order your own yellow bomber jacket again this year. Forms are in my office and all over the plant. Follow the instructions and your jacket will be sent to me here at Navistar. Final date to order is Dec. 31st. I'm only taking 1 order this year. Better get them in.

Wishing you all a safe and happy holiday vacation. Holidays can be tough for some people. Don't forget about those that are alone and less fortunate. Reach out if you can. Happy New Year!

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E.A.P. Report Jeff Lynch

First off, I'd like to welcome all the new folks. For you new folks, and to remind you old folks, the EAP can help point you in the right direction for issues such as individual/family counseling, financial counseling, substance use, abuse, and dependency, help with getting started with the Hyatt legal plan (I will help with getting a list of lawyers but will make no lawyer recommendations), and other issues that might affect your day-to-day living. You can call me at 605-2763(cell) or 390-4597. My usual office hours are 7:00am-3:30pm. I can also meet at other times, such as before or after your shift. I will also work with any covered family members that would like to call.

If you would like, you can ask your steward to get in touch with me for you. Please let your steward know if you want me to drop by to answer a question or if you would prefer an office appointment.

A little about me:

First things first, I am not a licensed counselor. I was appointed to this position by the UAW based on education and life experience. I was a U.S. Army medic and attended behavioral health trainings offered through the military. I was also a nationally registered paramedic after active duty. I hold an AS in Psychology, I'm a qualified Department of Transportation Substance Abuse Professional (SAP), and Certified Employee Assistance Professional (CEAP). Right now, I'm just shy of my BS in Organizational Leadership from Wittenberg (and encourage every employee to take advantage of the tuition reimbursement program!). I've been the EAP coordinator for 12 years.

Confidentiality is the linchpin of any EAP. Anything said in the EAP office will stay in the EAP office. The only exceptions to that rule are credible threats of harm, or firsthand reports of elder/ child abuse or neglect.

Most counseling takes place with counselors in the area during off work hours. However, we do have the benefit of having an on-site licensed counselor. Henry Kaminski LISW, is here to work with clients for what is considered "short-term" issues. He can see folks 4-5 times and will help in the transition if the client needs a little more assistance. He is paid through our insurance and is not associated with Navistar in any way. His records are his own and he does not share any information with anyone without your expressed permission and only when necessary. He is here on Wednesdays and sees clients in the medical department. To make an appointment with Henry you can come see me or go to medical.

If you see me talking to someone, either on the line or in the plant, please don't make assumptions that they are in or having trouble. I talk a lot; enough said.

One final note; our behavioral health benefits are managed by OptumHealth, not Blue Cross. The number is on the back of your Blue Cross insurance card.

Our benefits and requirements are:

EAP

Our Employee Assistance Program (EAP) benefits related to counseling are:

- Four face to face visits, known as your EAP visits, with an in-network

licensed professional counselor per life event (depression, family issues, etc.), per year paid at 100%.

- Additional visits would apply towards your in-network outpatient benefits where there will be a \$35.00 co-pay per visit, which is the employee's responsibility. There is no limit on the number of visits per year.
- These benefits apply to all covered family members on a per individual basis.
- **It is required that you pre-certify EAP visits with OptumHealth before the actual appointment or you will be responsible for the co-pay amount. The number to pre-certify is 1.800.977.7909.**

Outpatient

- In-network outpatient care has a \$35.00 per visit co-pay. The provider has the responsibility for submitting the claims
- Additionally, you may see an out-of-network provider for up to 50% of the *network-negotiated fee*. This **may not be** 50% of the fee the provider normally charges. If you see an out-of-network provider you are encouraged to discuss the fee **before** the first visit. You will typically be responsible for the full fee at the time of the visit. ***The employee has the responsibility for submitting the claims.***
- On request, I will supply a worksheet with the information you need from the provider to request reimbursement from OptumHealth.

Inpatient Treatment

- Inpatient treatment is not limited but must meet certain criteria following an initial professional evaluation. Inpatient care is most often for substance dependence, but can also be for psychological issues.
- In-network facility based treatment is covered at 100%
- You may also use an out of network provider for inpatient treatment provided the same admission criteria are met. Out-of-network facility based care has a deductible that has to be met first before the 50% co-insurance is applied.

I usually use my space in *The Conveyor* to share articles and insights that I run across that fit trends that I see in our shop. The following is a reprint that is always applicable to our work, and life in general.

Even the healthiest relationships may find that differences in perspective and opinion exist. These differences may occur around the definition of a problem, how it is to be solved, or even what is assumed to be an appropriate outcome. The important thing to remember is that people who care about each other do not always think or behave alike. But because they care about each other, the couple can usually find a way to resolve the conflict in a constructive way. While the following suggestions may sometimes seem mechanical or overly simplistic, take a chance and try them. The approach has been employed successfully by many couples seeking to use their differences creatively in problem solving.

When we become angry or fearful, our bodies react accordingly. The body's way of managing stress is to initiate a fight or flight response. While of benefit in dangerous situations, these automatic reactions may not lead to effective and thoughtful decision-making. To adjust this reaction try:

- Reminding yourself that you are experiencing the body's normal way of dealing with what is initially perceived as threatening and stressful;
- Take several nice slow breaths, breathing in through the nose and out slowly from the mouth;
- Try to stand or sit in a relaxed posture;

EAP Report continued on page 12

EAP Report continued from page 11

- If you feel you are becoming very sad or angry, tell your partner. Perhaps a time-out is in order until you collect yourself; Try to avoid raising your voice as this may be interpreted as intimidating or elicit similar defensive behavior on the part of the other person;
- Remember the person with whom you are talking is someone who cares about you and vice versa.

Several things are important to remember as the two of you attempt to reconcile differences. Remember this does not have to be a win-lose experience. Setting the problem up so someone has to be the victor usually restricts the range of solutions available and will result in someone being cast as the loser. Stay open to the possibilities that exist when both perspectives are applied to the problem solving.

- Make sure you understand the other person. Seek information by asking open-ended questions. These are questions that invite information to be shared. They begin with the inquiries of who, when, what, how, or where. Avoid the interrogative “why” as this invites a more defensive reply.
- Before you reply, repeat what the other person said as a way of clarifying potential areas of misunderstanding and demonstrating respect;
- Keep focused on the here and now. Sometimes we do not recall the details of past conflicts, nor do we have any control over changing the past.

- Only one problem at a time can be solved. Avoid unloading several problems at once. This only serves to confuse the parties and often results in limited, if any, closure on the central concerns;
- Look for several solutions. Be creative;
- Keep a sense of humor.

Some problems are not easily resolved. Perhaps the timing, setting, or other circumstances make it difficult to concentrate. Other concerns may have diminished the personal energy and focus necessary to reconcile the differences. Sometimes conflicts also reflect more serious differences in core values or growth on the part of the persons involved. When a solution cannot be achieved that contributes to the well-being of the relationship, it is wise to seek consultation. A third party that is objective and caring can often help clarify underlying concerns or assist in identifying an issue that may be causing a blockage. To seek help is a compliment to the value of the relationship.

Condensed from: **Fair Fighting: The Art of Managing Differences in Intimate Relationships**

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Feel free to call me at 937.390.4597 during working hours or 937.605.2763 any time for further questions.



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Recreation Report Todd Rice

Hello fellow 402 brothers and sisters.

My name is Todd Rice. I am the new co-chairman of the Recreation Committee. I have been a part of the Committee for over 3 years and will continue to bring recreation to the U.A.W. Local 402. We will be having softball,

basketball, flag football, cornhole tournaments and starting bowling leagues back up. Softball should begin in May, as soon as winter weather clears up. If anyone has any suggestions about any other sports or recreation activities, please contact me through the Union Hall. In February we will be having a Super Bowl Party at the Union Hall. All members are welcome. Guests must be accompanied by a 402 member. Thank you for your union support and Happy Holidays to all.



Union Label Report Ben Burk

If you are looking to buy a new vehicle, please consider buying one of the following made by our union brothers and sisters.

Vehicles

UAW CARS

Buick LaCrosse
Buick Verano
Cadillac ATS
Cadillac CTS
Cadillac CT6 (excluding plug-in hybrid)
Chevrolet Bolt (electric)
Chevrolet Camaro
Chevrolet Corvette
Chevrolet Cruze*
Chevrolet Cruze (diesel)
Chevrolet Impala
Chevrolet Malibu
Chevrolet Sonic*
Chevrolet Volt (electric)
Chrysler 200
Dodge Viper
Ford C-Max (full hybrid/electric)
Ford Focus
Ford Focus (electric)
Ford Mustang
Ford Taurus Lincoln Continental
UAW TRUCKS
Chevrolet Colorado
Chevrolet Silverado**
Ford F Series
GMC Canyon
GMC Sierra**
RAM 1500**

UAW SUVs/CUVs

Buick Enclave
Cadillac Escalade
Cadillac Escalade ESV
Cadillac Escalade Hybrid
Cadillac XT5
Chevrolet Suburban
Chevrolet Tahoe
Chevrolet Tahoe (police)
Chevrolet Tahoe (special service)
Chevrolet Traverse
Dodge Durango
Ford Escape
Ford Expedition
Ford Explorer
GMC Acadia
GMC Yukon
GMC Yukon Hybrid
GMC Yukon XL
Jeep Cherokee
Jeep Compass
Jeep Grand Cherokee
Jeep Patriot Jeep
Wrangler
Lincoln MKC
Lincoln Navigator
UAW VANS
Chevrolet Express
Ford Transit
GMC Savana

Those marked with an asterisk (*) are produced in the United States and another country. The light-duty, 1500 model crew-cab versions of the vehicles marked with a double asterisk (**) are manufactured in the United States and Mexico. When purchasing one of these models, check the Vehicle Identification Number (VIN). A VIN beginning with "1" or "4" or "5" identifies a U.S.-made vehicle; "2" identifies a Canadian-made vehicle. UAW SPECIALTY VEHICLES

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Dodge Charger

UNIFOR SUVs/CUVs - Canada

Chevrolet Equinox
Ford Edge
Ford Flex
GMC Terrain
Lincoln MKT
Lincoln MKX
UNIFOR VANS - Canada
Chrysler Pacifica
Dodge Grand Caravan

John Minchin Scholarship Fund Application Instructions

The John Minchin Memorial Scholarship Fund will receive applications for scholarship awards beginning on **December 5, 2016**. Applications may be obtained and filled out online at: www.springfieldfoundation.org.

All applications for the **2017/2018** academic year must be received **no later than February 24, 2017 at 4:30 p.m.** You may continue to submit college letters of acceptance if you did not have one available by the **February 24th application deadline**.

The number of scholarships to be awarded will be decided by the Fund's Board of Directors. The number of scholarships and the dollar amount of those awards is determined by participation of U.A.W. Local 402 members contributing to the fund. Donations are greatly appreciated, but it is not required for scholarship eligibility.

To qualify for a scholarship, you must be the child or grandchild of an active, retired, or deceased member of U.A.W. Local 402 -or- the surviving spouse of the member. The only academic requirement is that you be accepted to a qualifying academic institution or are currently attending such an institution. Recipients will be chosen by random selection. The drawing will be held on April 12, 2017.

**** NO APPLICATION WILL BE ACCEPTED
AFTER 4:30P.M. ON FEBRUARY 24, 2017.**

THE BOARD OF DIRECTORS
JOHN MINCHIN SCHOLARSHIP FUND, INC.

UAW Local 402 Obituaries

William Muterspaw Passed: 11/23/2015	Clock: 7364 Seniority: 08/31/1949	Thomas Kohli Passed: 04/04/2016	Clock: 20967 Seniority: 07/06/1987	Jack Watts Passed: 07/20/2016	Clock: unk Seniority: unk
Bert Sherman Passed: 11/22/2015	Clock: unk Seniority: unk	Ronnie Hoberty Passed: 04/05/2016	Clock: 15646 Seniority: 11/10/1970	James Jones Passed: 07/20/2016	Clock: 9759 Seniority: 01/27/1961
Donald Dooley Passed: 12/05/2015	Clock: 12396 Seniority: 02/28/1966	Ellis V. Carter Passed: 04/08/2016	Clock: unk Seniority: unk	James Bok Passed: 07/22/2016	Clock: 20015 Seniority: 04/06/1962
Jay Fissel Passed: 12/15/2015	Clock: 12972 Seniority: 05/31/1966	George G. O'Brien Passed: 03/26/16	Clock: 11590 Seniority: 04/05/1965	Lester Moorman Passed: 08/01/2016	Clock: unk Seniority: unk
John Benning (TSC) Passed: 12/29/2015	Clock: 221 Seniority: 10/31/2011	Charles Boerger Passed: 04/12/2016	Clock: unk Seniority: unk	Dennis Powell Passed: 08/02/2016	Clock: 12578 Seniority: 04/01/1966
James Vest Passed: 1/10/2016	Clock: 14943 Seniority: 01/03/1969	John Jamison Passed: 04/23/2016	Clock: 12643 Seniority: 04/14/1966	Richard Bishop Passed: 08/15/2016	Clock: 12338 Seniority: 02/01/1966
David Gardner Passed: 01/15/2016	Clock: 10330 Seniority: 01/11/1963	Richard Domigan Passed: 04/22/2016	Clock: 10516 Seniority: 02/14/1963	Jessie Mounts Passed: 08/11/2016	Clock: 15551 Seniority: 09/21/1970
Richard "Dick" Brady Passed: 01/22/2016	Clock: 10548 Seniority: 02/18/1963	Jack Sparks Passed: 04/21/2016	Clock: unk Seniority: unk	Dewey "Gene" Smith Passed: 08/22/2016	Clock: unk Seniority: unk
Gary Mickelson Passed: 01/19/2016	Clock: 20002 Seniority: 06/27/1961	George Elam Passed: 04/21/2016	Clock: 12655 Seniority: 04/14/1966	Elwood "Woody" Bowers Passed: 08/27/2016	Clock: unk Seniority: unk
Robert D. Myers Passed: 01/19/2016	Clock: 10995 Seniority: 04/26/1963	Raymond Hayes Passed: 04/24/2016	Clock: 18477 Seniority: 08/11/1977	Richard Bexfield Passed: 08/28/2016	Clock: 12184 Seniority: 01/07/1966
Leroy Davis Passed: 01/22/2016	Clock: 12325 Seniority: 01/24/1966	John Kline Passed: 05/12/2016	Clock: unk Seniority: unk	Ron Snyder Passed: 08/28/2016	Clock: 21371 Seniority: 06/01/1965
Edwin Berenfeld Passed: 01/25/2016	Clock: unk Seniority: unk	Emery Leach Passed: 05/16/2016	Clock: unk Seniority: unk	Robert Buffington Passed: 09/11/2016	Clock: 15594 Seniority: 10/14/1970
Stephen Keeling Passed: 01/26/2016	Clock: 13685 Seniority: 04/20/2016	David S. Ackerman Passed: 05/16/2016	Clock: 11506 Seniority: 05/20/1964	Russell Higbee Passed: 09/22/2016	Clock: 14071 Seniority: 12/16/1968
Francis Scott Jr Passed: 01/29/2016	Clock: unk Seniority: unk	Walt D. Johnson Passed: 05/17/2016	Clock: 16499 Seniority: 02/15/1971	Daniel McConnell Passed: 10/20/2016	Clock: 15984 Seniority: 11/18/1970
Charles McDonnell "Chad" Passed: 02/01/2016	Clock: 10525 Seniority: 02/14/1963	Brent Kauffman Passed: 05/23/2016	Clock: 17388 Seniority: 03/01/1971	Carl Filbrun Passed: 10/21/16	Clock: 14293 Seniority: 12/30/1968
Kenneth Shear Passed: 02/07/2016	Clock: 7598 Seniority: 09/13/1956	Hershel R. West Passed: 05/20/2016	Clock: 22223 Seniority: 11/18/1963	Richard Tordiff Passed: 10/22/16	Clock: 10601 Seniority: 02/21/1963
Chuck Michener Passed: 02/10/2016	Clock: 11935 Seniority: 10/29/1965	Ronald J. Clymer Passed: 06/08/2016	Clock: 20160 Seniority: 07/09/1962	Harley Ray Passed: 10/24/16	Clock: 12083 Seniority: 12/13/1965
Darryl Benson Passed: 03/01/2016	Clock: 20690 Seniority: 07/01/1963	Don Perks Passed: 06/08/2016	Clock: 9867 Seniority: 03/05/1962	Warner Lamar Smith Passed: 10/19/16	Clock: 15881 Seniority: 11/17/1970
Fred Lanum Passed: 03/06/2016	Clock: unk Seniority: unk	Jones, Roger Passed: 06/12/2016	Clock: 7060 Seniority: 02/01/1956	James Spadaro Passed: 11/01/16	Clock: 20324 Seniority: 08/06/1958
Thomas Berry Passed: 03/14/2016	Clock: 6144 Seniority: 04/28/1955	Davie Thomas Passed: 06/01/2016	Clock: 12009 Seniority: 11/30/1965	Michael VanHoose Passed: 10/05/2016	Clock: 16235 Seniority: 01/12/1971
Roy Secrist Passed: 03/13/2016	Clock: unk Seniority: unk	Leamon Turner Passed: 06/11/2016	Clock: unk Seniority: unk	James Lee Davidson Passed: 10/31/2016	Clock: 16566 Seniority: 02/15/1971
Carlton Crego Passed: 03/16/2016	Clock: 18891 Seniority: 11/14/1977	Frederic Wood Passed: 06/12/2016	Clock: 7278 Seniority: 03/23/1956	James M. Baldwin Passed: 10/31/16	Clock: 15735 Seniority: 11/16/1970
Paul Justice Passed: 03/19/2016	Clock: unk Seniority: unk	Adolph Bowdry Passed: 06/19/2016	Clock: unk Seniority: unk	Donald J. Koonce Passed: 11/30/2016	Clock: 21634 Seniority: 08-30-1965
Kenneth Orndorff Passed: 03/24/2016	Clock: 15026 Seniority: 01/08/1969	Walter Wheeler Passed: 07/18/2016	Clock: unk Seniority: unk	Homer Davis Passed: 11/24/2016	Clock: 10404 Seniority: 01/28/1963
		Chuck Ackerman Passed: 07/05/2016	Clock: 18430 Seniority: 09/19/1977		



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