**President’s Report**

**By Jason Barlow**

On behalf of the Local 402 Executive Board, we would like to wish everyone a Merry Christmas and a Happy New Year!

As we move into a new year, 2012 looks to be a good year for the Springfield Assembly Plant. Forecasts are showing a strong market for the Class 8 heavy truck market (Prostar, Transtar and Workstar), maintaining market share in the Class 6-7 Medium Duty (Durastar) and an increase in the new Class 4-5 (Terrastar). Currently the Terrastar is only available with a Diesel V8 but in the future that model will be available with a gasoline engine and 4x4 model. It has been decades since a gas engine truck was produced in Springfield. In the current Class 4-5 market 60% of that market are gas engines, so with Navistar entering a gas model we are optimistic that Springfield will see an increase in orders of the Terrastar product line. As reported by the Chairman, the Stripped Chassis from the Workhorse Plant will also be coming to Springfield in 2012. At that point, we will be building six different models on one manufacturing line. The product line will consist of Terrastar, Durastar, Workstar, Transtar, Prostar, Work-Horse Chassis (Truck and RV). All of this is great news for our Union.

Announced this month UAW Regional Director Mo Davidson of Region 3 (Indiana and Kentucky) will retire. With this announcement, the UAW International Executive Board has voted to consolidate regions. Region 3 will be divided and added to Region 2B and Region 8. Region 2B which is the State of Ohio will gain the State of Indiana and Kentucky will merge into Region 8. Region 2B Ohio currently has approximately 40,000 UAW members and Indiana has 28,000 members. This merger will total 68,000 UAW members for Region 2B and will be the largest UAW Region in the United States. Current Region 2B Director Ken Lortz will remain the Director of our region.

The members at the Springfield Assembly Plant should be proud to know of the tremendous impact they are having on our surrounding community during the Holidays. Recently, a plant wide toy drive and collection was held for the Salvation Army. The results were overwhelming for Captain Steve Carroll of the Salvation Army. Captain Carroll came to the Assembly Plant on 12/9 hoping to receive a donation for the children of around $500 and a box of toys. To his astonishment, he received a check for $6,000 and four crates full of toys. Congratulations to Departments 52 and 62 for collecting the largest contribution. This event was orchestrated by the Diversity Council with UAW members Kim Victoria, Rhonda Roach, Lewis Hill, Carol Requarth and Gayle Ellis.

Future Community Project: International Police SWAT Truck. Last January 1st, Clark County Sheriff Deputy Suzanne Hopper was killed serving our community. As a result, Local law enforcement realized that they were not equipped for such an event. Sgt. Tedeschi of the Springfield Police began to apply for assistance and Brinks Security has donated a used INTERNATIONAL 4900 armored truck to be used for Law Enforcement Services. The truck was in need of body work, so Fred Maine’s Auto has donated those repairs. The truck is currently sitting in department 54 and will be overhauled and equipped with tactical equipment and painted black. Work and Materials will be supplied by Assembly plant, TSC and Akzo Nobel employees. If you would like to help work on the “SWAT TRUCK” contact me at 605-3840.

*Our current membership numbers for Local 402 are: Springfield Assembly Plant - 603 active, 30 medical; TSC - 85 active, 5 medical; Akzo Nobel - 8 active, 6 layoff. Total Membership: 737 Members.*

As always, if you have ideas and suggestions or want to get involved with helping improve YOUR UNION, please let me know. Contact a union representative and ATTEND THE UNION MEETINGS. The Union starts with You!

In Solidarity, Jason L. Barlow
Over the last few months, we have seen a lot of positive events take place in our plant, most notably the return of all our members from layoff. Some of our members had been on layoff for over 4½ years. We have also seen the addition of new members to our local from the Master Recall list and through the utilization of temporary workers. As of this writing, our total Local 402 production and maintenance membership is 633. Our youngest seniority member working is: Belle #2662, sen. 3/19/2004.

The announcement of the “stripped chassis” work being reintroduced into Springfield is the result of the continuous effort and dedication by our members by delivering to our customers the highest quality products within the Company. At this time we don’t know the projected volumes associated with the stripped chassis work or what impact it will have on our manpower requirements. We do know that historically UPS has been one of the largest consumers of this product and we have seen how influential UPS can be when it comes to requesting that their orders be built at a specific facility. We have gained the ProStar work for UPS from the Company’s other manufacturing locations mainly due to quality issues.

Our current production is 91 units per day in the Assembly Plant. Our daily model content is approximately 40-45% ProStar and TranStar, 40-45% DuraStar and 10-20% Terrastar. The new collective bargaining agreement that was reached between Ford and the UAW this fall will result in Ford exiting the Blue Diamond Truck joint venture with Navistar during 2013. This product is currently being built on a separate line in Navistar’s Escobedo, Mexico facility. Ford has stated it will in-source the production of its Class 6-7 trucks to their Avon Lake, Ohio plant. Navistar has yet to announce what product(s) they will be building in their new 2 million sq. ft. facility that they recently signed a 10 year lease on, in Northwest Alabama. By their own reports they will have over 200 employees by January 2012 and possibly over 2000 employees working in that new plant by 2014. We will keep the membership updated on any new information and what if any impact this could have on Springfield.
Welcome back to my brothers and sisters recently back to work. Also welcome to our new members from Staffmark.

This past November 11, we had a Veterans ceremony at the Union Hall. VFW Post 1031 helped with our flag raising ceremony, Venture Six Crew gave a 21 gun salute followed by the playing of taps. The VFW also donated a new American flag along with a POW flag. Thank you to Bruce Harding, Local 402 member and Veteran, for helping to retire our old flags and raising our new ones. I would also like to thank Jeff Harshaw for doing all the cooking for this event. Veteran tickets were drawn at the November meeting. Winners are: Sue Hartley, D54 - $75.00; Chris Blizzard, D53 - $50.00; and Patty Hawkins, D53 - $25.00. Thanks to everyone that helped me sell the Veteran tickets.

We will be having a Veterans 50/50 drawing at the December Union meeting.

December 7, 2011 marked the 66th observance of the attack on Pearl Harbor which of course plunged the United States into WWII. 16,112,566 Americans served in the U.S. Armed Forces during this war. The Department of Veteran Affairs estimated in May of this year that 2,079,000 World War II Veterans are still alive, but with time being what it is, we are losing approximately 900 of our old warriors a day. The youngest would be pushing 80 years of age today. So, when you see someone who is old and walking slow, be patient, open a door for them, maybe even buy them a cup of coffee or a beer, or just say thank you because they were warriors once and deserve our respect.

My father, William, will be 91 years of age in March 2012. He proudly served in the U.S. Army in the Pacific Theater with the 32nd Red Arrow Division.

It was reported at the end of WWII that the 32nd received more casualties than any other division in the war. My dad was always my hero as I was growing up because he had been awarded the Purple Heart, three Bronze Stars and was Honorably Discharged with the rank of “Buck” Sgt.

Like most combat Veterans, he never talked about the war. After my mother passed, 4 years ago, he started talking to me about his time in the jungles of New Guinea, Leyte Island and the Philippines.

In recognition of my father, Thank You for your service.

Have a Merry Christmas and a Happy New Year!

Women’s Committee
By Peggy Stuckey

Christmas is knocking on our door. Hope everyone is ready for the Holidays. The Women’s Committee had our 50/50 raffle at the member appreciation meeting. After the raffle, we drew out ten additional tickets for additional prizes. This year we decided to give back to the people that continue to buy our raffle tickets, since all of our fellow union brothers and sisters have all been recalled back to work.

Our Halloween party was a huge success. We had approximately 100 people attend. We would like to thank everyone that volunteered and helped us during the party and setting the party up. We also would like to thank Channel’s Farm Market, located on Tremont City Road, for the donations of the Halloween decorations for the hall. A special thanks also goes to Pendleton Farm Market, located on Upper Valley Pike for their donations of pumpkins so that each child that attended the party went home with their own pumpkin. Please patronize these businesses for your home grown vegetables, as they continue to support us every fall for our Halloween Party.

Thank You For Your Continued Support of the Women’s Committee!!

Please Attend Your Monthly Membership Meetings!

Solidarity Is Our Future!

Peggy Stuckey
Kim Keeton
Christy Frazier
Kelley Kane
Elaine Muse
Diana Boyd
I first want to start by welcoming all the new members to Local 402, you are now a member of the best UAW local around. One of the benefits of this Local is that you have Workers’ Compensation Rep. I’m here to lead you through the process of WC if you are injured at work and HELP you fill out any forms or paperwork to file a claim. I will represent you at Industrial Commission hearings. For me to do my job correctly, there are certain things that you need to do if you are injured at work. First and foremost, if you have an injury/accident report it to your supervisor and union steward and to file a report in the medical dept. as soon as possible. Do not leave the plant until you have been to the medical dept. If you don’t want them to treat you, that is OK, but you must at least make a report on your injury. Then, second, is to contact me so that I can lead you through the process correctly. Remember, there is a big difference between EBA and Workers’ Comp TTD pay and other benefits of WC. We continue to have members getting injured and not reporting it as soon as possible. Filing an accident report the next day is not acceptable. I cannot stress the importance of reporting a work related injury in a timely manner. I know I’m beginning to sound like a broken record, but we have members that have been here for a period of time and are injured and don’t think it is necessary to file a report. After a few days, they go to medical and file a claim and that claim was DENIED.

If you have an open Workers’ Comp claim, contact me 26 weeks after return to work, or if it’s medical only claim, 26 weeks after the injury so that we can file for a Permanent Partial disability claim. The past three months, I have filed numerous PPD claim with payouts ranging from $1,000 to almost $8,000 tax free, but you cannot get it unless you file a claim for it and the company is not going to remind you to do it.

Well, I think I have said enough for now. In closing, I would like to wish you all a Merry Christmas and Happy New Year. Be safe this holiday season, and be thankful for what you have. There are others that are less fortunate or have nothing. Pay it forward. Tis the season of giving, try it, it will make you feel good. May God Bless you all!
INSURANCE/BENEFITS

BY DERON BLAKELY

First, let me wish all of you a very Merry Christmas and a Happy New Year. As we head into the holiday season, I would like to point out a few things to remember while we are out of the plant (or any other time for that matter).

Active Members

If you are injured, and it is possible that it could linger until you next return to work, contact Jill Cordle at 390-2816 and request a Short Term Disability packet. As always, fill out Part A and return it ASAP. If you are able to return to work without missing any time, great, but if you miss time, you will be covered by filing timely. Even if it occurs during the holiday period, you should still call Jill’s number and request the STD packet immediately and she will be able to send it to you upon your return from the holiday period shutdown. You must see the doctor the day your disability begins or your pay will not begin until the day you first see the doctor. Part B will then be the responsibility of the doctor; however, you will not receive pay until the doctor returns his/her portion of the STD packet. If you are ever in doubt as to whether you should call, you should probably call and request an STD packet.

Here is a summary of your benefits and the carrier for each:

- Blue Advantage of Arkansas - Healthcare and Vision
- Aetna - Dental and Flexible Spending Account
  (if applicable)
- Caremark - Prescription Drug Benefit

There are charts in the recent Open Enrollment Packet for specifics on your deductibles, coinsurance, and co-pays.

If any of you incurred the pre-certification penalty in 2011, your claims are supposed to be reprocessed and corrected by the end of December. If your claims have not been corrected by the time we return from the holiday period shutdown, please let me know.

We are planning to start retirement classes at the Union Hall beginning in February 2012. The classes will include Social Security, Estate Planning, Financial Planning, and Pension and Health Care. We need a minimum number of people to schedule these classes, so if you are interested in attending one or all of these classes, please call and pre-register so that we can get an idea of how many are interested. Once we have enough people interested, we will put out a handbill with the times and dates.

NOTE: You don’t have to be ready to retire now to take advantage of the information in these classes. Whether for yourself or possibly your parents or other family members, there is a lot of good information in these classes.

Retirees

As many of you know by now, Judge Rice has ruled in favor of the Union. Here is the wording of the order and basis for changing your plan back to the previous benefits:

Therefore, the Court hereby ORDERS Navistar to reinstate, on an immediate basis, the prescription drug benefit that was in effect before Navistar unilaterally substituted Medicare Part D for that benefit. Navistar shall also reimburse the plaintiffs for the Medicare Part D premiums they have been required to pay in the interim and any extra cost, if any, for the prescriptions, themselves.

At this time, they have begun to reimburse our retirees for premium payments made since July of 2010. However, the method they are using has caused questions to arise. Hopefully, the questions and answers below will help address any questions or concerns you may have.

1. My spouse, neighbor, friend, everyone else received their reimbursement, but I haven’t. When is mine coming?

Silver Script has/is sending the reimbursement in “batches” and should be completed by the end of December. If you haven’t received yours by 1/1/12, you should call the Silver Script Customer Service number (1-866-560-5136).

2. The order says that we should be moved back to the plan we were on before. When are we going back to Caremark? At this point, it appears that Navistar plans to keep our Medicare eligible retirees on Silver Script with the intention to honor the same benefits as “the prescription drug benefit that was in effect before Navistar unilaterally substituted Medicare Part D for that benefit.” Therefore, the plan should be the same as before even though it may be administered by a different provider.

3. If we are supposed to go back (immediately) to the plan we had before, why can’t I get my prescriptions filled like I did with Caremark? Unfortunately, the wording (as you can see) is “on an immediate basis”. Therefore, the Company has a little leeway in returning you to the previous plan. However, they are in no way exempt from honoring the previous plan and therefore responsible to “reimburse the plaintiffs for...any extra cost”. Also, they have set a date of 1/1/12 to have the formulary compliant with the previous plan. Please continue to retain all receipts for any cost above the normal prescription co-pays.

4. I refused to stay in the Silver Script plan (for whatever reason), so they disenrolled me. Can I get back into the plan now? Yes. If you were disenrolled for failure to pay or because you chose to opt out, you can enroll by calling Silver Script at 1-888-613-7030.

As always, if you have any questions about anything in this article or otherwise, please call 4339 in plant and 390-3327 ext. 19 at the Union Hall.
WE DID IT!!

Thanks to everyone for an outstanding job in defeating Issue 2 this fall. From the volunteers who circulated petitions, to those who made phone calls and handed out flyers, and everyone who helped get out the vote; WE DID IT!! UAW members had one of the highest, if not the highest, union voter turnouts in the state.

Governor Kasich and his anti-worker friends were sent a loud and clear message. The total votes set a record for an off-year election. 82 of the 88 counties voted NO on Issue 2. Unions and working families across the state worked together like never before. 300,000 more people voted NO on Issue 2 than voted to elect Kasich into office!

We know who stood with us and who was against us on Issue 2. Remember, every November, and vote accordingly. U.S. Senator Sherrod Brown stood with us and was very vocal in voting NO on Issue 2. We need to support him and work towards his re-election. (The U.S. Chamber of Commerce, Karl Rove and their friends have already started a multi-million dollar smear campaign against him; 12 months early!)

Here we go again?

On November 9th, the day after the election and the overwhelming defeat of Issue 2, an anti-worker, anti-union organization announced their plan to introduce right-to-work legislation in Ohio.

There is Strength in Numbers!

Battles, like Senate Bill 5/Issue 2, take a lot of time, effort and money. However, when the cost is leveled out over many, a small amount from everyone can accomplish more. Thank you to all the V-CAP members who voluntarily donate either through payroll deduction or buying raffle tickets. Rights and benefits that are collectively bargained for and agreed to by both parties can be stripped away by the stroke of a pen in the halls of legislation.

If you are not donating to V-CAP, please start, and if you are donating, please consider increasing your amount. We have to protect what we’ve bargained for.

Thank you again for your help and support this year.

We wish you and your family a Merry Christmas and the very best for the New Year!

Local 402 Events

- Monday, January 16
  - Martin Luther King Day - Union Hall Closed

- Saturday, March 31
  - Easter Egg Hunt

- Good Friday, April 6 - Union Hall Closed
  - Plant Shutdown April 23-28 - Union Hall Closed

- Saturday, May 19
  - Children’s Fishing Derby
  - Memorial Day (Observance) - Union Hall Closed

- John Minchin Scholarship Golf Tournament
  - Watch for Flyer
  - Saturday, June 16 - Retiree Picnic

- Friday, June 29 - July 15
  - SHUTDOWN - Union Hall Closed

- Monday, September 3
  - Labor Day Event - Union Hall Closed

- Saturday, October 27
  - Children’s Halloween Party

- Friday, November 9
  - Veteran’s Day Ceremony
  - Monday, November 12
    - (Observance) - Union Hall Closed
  - November 22 and 23 - Union Hall Closed
  - Friday, November 23 - Card Tournament

- Saturday, December 8
  - Membership Appreciation Day - 9:30 a.m.
  - Saturday, December 15
    - Children’s Christmas Party
    - Monday, December 24 - January 1
      - Holiday Shutdown - Union Hall Closed
**Employee Assistance**  **By Jeff Lynch**

First thing, welcome to the new members of Local 402. Your Employee Assistance Program (EAP) is designed to help you identify and resolve personal concerns that interfere with work/life. A few, but not all, issues that can be addressed are substance use/abuse, family conflict such as marital or parenting problems, behavioral health such as depression/anxiety, and stress. Keep in mind, I am not a licensed counselor. My job is to help you identify the concern and point you in the direction that best suits the need. I not only work with the employee, but also often work with employee’s family.

The most important thing about the EAP is that it is completely confidential. I do not discuss anything we talk about without your expressed written permission with very few exceptions; threats of harm to yourself or others, for example. However, I do not have control over what you might mention to a friend or coworker.

Next, I’ve changed my office hours slightly - they are now 11:00 to 3:30 daily. I am still willing to come in early/stay late to accommodate any off shift requests. You can call my office at 390-4597 (4597 in plant) for my confidential voice mail, or call my cell phone 605-2763 to make an appointment. You can also ask your steward or supervisor to put in a call on your behalf. If you have someone call for you, or if you leave a message, it is important that you let me know a) how you want me to get back with you, and b) if you want me to come see you for a quick question or if you want an office appointment.

The following article is from www.liveandworkwell.com  access code: Navistar

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**Holiday Whirl or Holiday Worries? This Year, Enjoy More and Stress Less**

By © liveandworkwell.com  All rights reserved  Last Reviewed: October 2010

‘Tis the season for celebrations, joy and togetherness. For some of us, though, ‘tis also the time for over scheduling, overspending and being overstressed. Try these tips to help reduce your stress so that you can make the most of the season.

**Be Happy – Not Harried**

- **Make a plan.** Create a list of your priorities for the season. Is there anything you can skip? Schedule days and times for hitting the stores, baking, visiting friends and other holiday activities.

- **Set realistic expectations.** It’s impossible to ensure that everyone has a perfect holiday. Don’t try to solve a year’s worth of family problems during one holiday get-together.

- **Feel free to say, “No.”** (Note from Jeff - This is a very important point. We should all practice now by shouting “NO!”) You don’t have to do it all. Ask relatives or friends to help out with preparing meals, decorating and shuttling out-of-town guests. Decline some invitations if you need to. This isn’t always easy, but it can relieve the pressure on your schedule.

**It’s All in the Family**

- **Make connections.** Use the holidays to reconnect with your loved ones. Everything else - gifts, decorations, food - isn’t as important as enjoying time with the people you care about.

- **Keep it short and sweet.** If family visits are stressful, limit the time spent together. Or, plan to visit during another holiday next year.

- **Avoid family squabbles.** If you’ll be spending time with people you often disagree with, try to set differences aside to help prevent conflict. (Note for Jeff - I can supply an article called “Dealing with Difficult People.”)

**Eat, Drink and Be Smart**

- **Serve healthy snacks.** Don’t starve yourself before a big meal. This can lead to overeating. Nibble on vegetables, unsalted pretzels or nuts.

- **Prepare nutritious, low-fat meals.** This can help balance out the inevitable goodies. Don’t go overboard, but don’t deprive yourself of the season’s best eats.

**The Spirit of the Season**

- **Focus on what really matters.** Remind yourself of the cultural or spiritual meaning of the holidays. Try to value the time you spend with loved ones and friends.

- **Shine the spotlight on others.** Consider volunteering at a senior center, soup kitchen or women’s shelter. Focusing on others may brighten their day and yours too.
Obituaries

Robert (Doug) Baker, Retiree, 8-24-11
Clock #18473, Seniority 9/13/77
John Marion, Sr., Retiree - 8-23-11
Alan Wentz, Retiree - 9-6-11
Clock #16334, Seniority 2/8/71
Jerry Fent, Retiree - 9-18-11
Clock #8392, Seniority 4/10/57
Vickie Stein, Active - 10-13-11
Clock #23637, Seniority 9/12/94
John Gregory, Retiree - 10-14-11
Clock #8096, Seniority 3/21/57
Dewey Dove, Retiree - 10-17-11
Clock #9962, Seniority 3/19/62
Tarry Johns, Retiree - 10-22-11
Clock #20359, Seniority 7/17/63
Thomas Harber, Retiree - 10-25-11
Clock #9096, Seniority 2/23/59
Kenneth Litterst, Retiree - 10-29-11
Clock #2754, Seniority 11/1/45
John E. Hayes, Retiree - 10-31-11
Clock #9487, Seniority 6/1/59
Tim Richards, Retiree - 11-3-11
Clock #10802 Seniority 3/13/63

Ralph Ferryman, Jr., Retiree, 11-10-11
Clock #2822, Seniority 11/15/45
J. D. Dobson, Retiree - 11-23-11
Clock #6217, Seniority 5/12/55
Marshall Gregory, Sr., Retiree - 11-18-11
Clock #6502, Seniority 8/5/55
Charles Hubbard, Retiree - 11-19-11
Clock #10400, Seniority 1/28/63
Robert Ashbaugh, Retiree - 12-9-11
Clock #9919, Seniority 3/12/62
Wilbur Mounts, Retiree - 12-9-11
Clock #4157, Seniority 6/24/49
Robert Glenn, Retiree - 12-10-11
Clock #14492, Seniority 12/30/68

The Officers and Staff
Wish You and Your
Family a Merry Christmas
and a Safe New Year!