

REPORTER



Large Turnouts make Activities Successful

President's Report

by **MARK CARUSO**

Thank you to those who participated in this year's "UAW at Cedar Point." Also to the UAW Local Presidents and their staffs

Family fun at the picnic!



Drawing winner Nancy Smith with her prize.



Thanks to all our volunteers... **You Rock!**



Charity Motorcycle Run 2010



who helped bring this huge discount to our members and their families. The network of locals involved sold over 21,000 tickets, a savings to our members of over \$485,000!

At the request of the membership, Michigan Adventure was added to the program. We look forward to offering our members this huge discount next year.

The Local 892 Picnic was a great success. Thank you to the volunteers who helped out. I know it was a very busy day for everyone, but without you this event would not have been possible. Our Label Committee Chairperson, Patrick Summerlin, raffled off two American-made Weber grills. Congratulations to winners Nancy Smith and Jim Emptage, and thank you, Patrick, for the great fundraiser.

Thank you to all who participated in this year's Charity Motorcycle Run for Arbor Hospice. Over 80 bikes attended. The ride started out at American Harley-Davidson in Ann Arbor and headed north to Outriggers / Captain Joe's in Whitmore Lake. South Lyon Hotel was the next stop. From there we went to the New Hudson Inn. Then off to Snapper's in Fenton. Our next to last stop was the Downtown Main in Brighton. From there we went to Brighton Harley-Davidson where we presented Arbor Hospice with a check for \$1,195.50.

If you have any questions, comments, concerns, or if you are willing to volunteer your time, please feel free to contact me at 734-429-5140, ext. 10.

*In Solidarity,
Mark Caruso, President Local 892*

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Civil & Human Rights

REPORT

Submitted by Antwuan "Bigdog" Riley

Standing up for Workers' Rights

"The boss said he would sell the company or burn it down before he would see a union at Sterling." To the cheers of a responsive Washington, D.C. audience on December 10, 2003, Sterling Laundry worker Evelyn Thomas vowed to continue the battle for the freedom to form a union at her workplace, in spite of fierce employer opposition.

Thomas' tale was just one of the dozens of horror stories told by workers who rallied on International Human Rights Day to call attention to the widespread abuse of the rights of workers. In 90 events in 37 states, tens of thousands of workers and their allies campaigned to restore the freedom to form a union guaranteed under American law and international human rights codes, but sadly eroded in our country today.

In the United States, when private sector workers in America try to form a union through the National Labor Relations Board (NLRB) process, they are subjected to weeks, months or even years of harassment, surveillance, subtle and overt intimidation, and retaliation – including demotions, suspensions, firings, and sometimes beatings.

When the miners at an American Electric & Power coal mine in southern Ohio tried to form a union last winter, 31 were laid off because of the company's poor financial perfor-

mance. Six weeks later – just a week before the workers were to vote in an NLRB election – the remaining workers received \$1,000 plus bonuses a week for "good financial performance."

This sort of anti-worker, hypocritical whipsawing is now typical of American corporations, which frequently employ legal "consultants" and attorney attack dogs who go to any length to stop workers trying to organize.

Three years ago, Human Rights Watch issued a report documenting the fact that the United States is in violation of international law and internationally accepted human rights standards for failing to protect the rights of American workers to freely form unions. According to the NLRB, an average of 20,000 American workers a year are victimized by their employers for organizing and union activity.

Cornell University scholar Kate Bronfenbrenner has documented the abuse. According to her research:

- In 90% of unionization efforts, the employer hires a consultant to frustrate the will of the workers;
- In 70-80% of campaigns, the employer conducts forced meetings to harangue the workers against the union and, more insidiously, holds one-on-one supervision meetings;
- 50% of the time, the employer

threatens to close the worksite; and • In over one-quarter of all unionization efforts, activists are fired.

The facts are astounding and frightening, and the effects on our society of depriving workers of a fundamental human right are devastating: declining civic and political activity, a steadily eroding retirement system, an ever-widening wage and income gap, growing poverty, and a dangerous rightward drift of our cultural and political life.

Internally, we have to teach union members that there is an all-out, coordinated assault on their collective bargaining rights and the rights of other workers to organize. We have to tie that fact to declining union density which makes it all but impossible to win advances at the bargaining table or even maintain current contracts and standards. To begin to achieve this, we have piloted a member education and mobilization program in selected cities and unions.

Most importantly, progressives outside the labor movement have to own this. It may be true that such progressives will not engage in this current human rights crisis at the necessary level until they see more workers in motion, but workers cannot win unless and until a much broader community demands change. The single greatest internal threat to the success of progressive policies and values is the evisceration of the right to organize. The consequent decline of labor's voice and power will put an end to any dreams of the struggle for equality and freedom.

The ultimate power of the labor movement is our members unified and in motion. We exercise that power at the polls, in civic life, and in disruption. And so to win back this right, we'll have to exercise all the elements of our power.

More and more, political leaders are judged on where they stand on this question. The labor movement must use its political weight to create a consensus at every level of our political life to restore the freedom to form unions. We must garner majority support for the Employee Free Choice Act, which ensures that when a majority of employees in a workplace decide to form a union, they

can do so without the debilitating obstacles employers now use to block their workers' free choice.

Ultimately, we cannot win unless the personal crisis suffered by a worker fired for trying to organize is turned into a much larger public crisis. The moral catastrophe of firing



Member of a picket team on the picket line to defend their families' health care benefits. Members of the UFCW (United Food & Commercial Workers) Local 135 picket team at Albertson's store #6703 in San Diego spend Saturday afternoon on the picket line. Click on image to see larger version.

Photo by Nic Paget-Clarke

an immigrant laundry worker because she tried to form a union to get health care for her kids must become a public crisis. Today, that sort of abuse is business as usual, and we must find ways to disrupt it.

We spent last summer sitting the Democratic Presidential candidates down with small groups of workers so they could hear the horror stories for themselves. Not only have the candidates pledged to support labor law reform, but where possible and appropriate, they have agreed to intervene with abusive employers.

This is a morally compelling struggle that touches workers all across America in one way or another, and absolutely affects our entire society. We will not resolve this human rights crisis in the coming months. We have no way of knowing how long it will take, but now is the time for us to increase greatly the intensity of this work, increase the resources allocated to this work, and make the long-term commitment to this fight. For the workers, for the labor movement, and for the nation, the consequences of delay, timidity, or hesitation are too great.

Published in In Motion Magazine, February 17, 2004 by Stewart Acuff, AFL-CIO Organizing Director, Washington D.C.

Memoriam

The Officers, Representatives and members of Local 892 extend their deepest sympathy to the following.

- Gordon BrightonFather
- Donna Dalton.....Daughter
- Mike FogartyMother
- Fred Moss.....Brother
- Ilene Aaron-Porter.....Brother
- Retiree Dave Rebbeck



Civil & Human Rights

REPORT

by Gerald "G-Money" Williamson, Chairman

Know Your Rights: Some Basic Information Regarding Discrimination And Harassment In The Workplace

In general, the UAW is made up of diverse and racial groups as represented in our workplaces and societies. Hence, the UAW is "committed to working toward full equality, civil and human rights for *all people* throughout the United States and the world" (emphasis mine). This is in keeping with the UAW's long history in the continuous fight for social and economic justice, having recognized the close relationship between worker's rights and civil rights. This vision has been charted by in our UAW Constitution and is mandated by our "No Discrimination Policy." The UAW "No Discrimination Policy" as related to the question of discrimination can be found in Article 2, Section 2, of the International Union UAW Constitution: *"To unite in one organization, regardless of religion, race, creed, color, sex, political affiliation or nationality, age, disability, marital status, or sexual orientation, all employees under the jurisdiction of this International Union."*

Over the years, the federal government has passed several civil rights laws that protect individuals from discrimination and harassment based on race, color, sex, religion, creed, age, national origin, marital status, disability status, veteran, and disabled veteran status. The UAW prohibits discrimination based on religion, race, creed, color, sex, political affiliation, nationality, age, disability, marital status, or sexual orientation. These anti-discrimination laws protect individuals who are members of a "protected class." Everyone is a member of a protected class! In fact, most people belong to most of the various protected classes. A protected class is a group of people who share common characteristics and are protected from discrimination and harassment. Harassment on the basis of any of the protected class categories is illegal and a violation of Title VII of the Civil Rights Act of 1964, as amended. The protected class categories under Title VII of Civil Rights Act as amended are: race, color, national origin, sex, and religion. The protected status categories for the UAW are: religion, race, creed, color, sex, political affiliation, and sexual orientation. Not all discriminatory actions are forbidden by law. The law only prohibits discrimination when it is based on a person's protected status – race, color, religion, national origin, sex, age, or disability under federal law. So for example, if an employer makes a decision because of an employee's race, then that employer has engaged in prohibited discrimination. Paying a worker lower wages because that worker is female, violates Title VII of the Civil Rights Act of 1964. However, paying a worker lower wages than other employees because that worker is performing different kinds of job duties does not violate Title VII

of the Civil Rights Act of 1964.

Please note that "no official of the UAW, nor any local union, has the authority to approve any acts that are contrary to this Constitutional Policy." No local union or officer of a local union may, either expressly or implied, sanction segregated employment opportunities work assignments, wage differentials, or workplace facilities for any member or group of members regardless of the approval of any portion or all of the local's membership. All members of the local union must be made to feel that membership and active assistance in the affairs of the union are desired and appreciated and that they are just as important to the continued growth and success of the union as other members. There should be a mutual feeling of solidarity. All must be aware of being held accountable upon violating the rights or harassing others.

The employer is held responsible for any discrimination or harassment that occurs in their workplace, unless they can show they took "all reasonable steps" to prevent it from happening. Most likely this will include at least the following: policies clearly explaining discrimination and harassment and the rights and responsibilities of all employees; a grievance procedure for discrimination and harassment complaints that is properly and fairly followed (Do you know ours? If not, stop in Labor Relations and ask for a copy of their procedures); a regular explanation of, and preferably face-to-face training in these policies and procedures for everyone at their workplace.

Please note that *employment discrimination laws allows unions to be held liable if anyone representing the union, such as a committeeperson, representative, or officer, causes, permits, aids, or abets discrimination or harassment. This could occur if a union representative fails to take action when a member is being harassed or discriminated against or if the union does not allow management to change a discriminatory policy or practice.*

Union representatives must also give all complaints appropriate consideration, and represent all members fairly. If a union member complains about another union member, each person is entitled to the same level of help and representation from the union, regardless of the issues involved, or who is the "victim" and who is the "offender."

Finally, I want to go over a few definitions with you and some initial steps to take if you feel that you are experiencing either harassment or discrimination. Every member has the right to work in a safe, hassle-free, and professional atmosphere/environment that promotes employment opportunities and prohibits discriminatory practices.

Workplace discrimination occurs "when

an employee suffers unfavorable or unfair treatment due to their race, religion, national origin, disabled or veteran status, or other legally protected characteristics.

Direct discrimination occurs "when a person with an attribute (for example, race, sex, age, national origin, sexual orientation, etc.) is treated less favorably than another person without the attribute in the same or similar circumstances.

Indirect discrimination operates from the principle that all people in the same situations should be treated the same. However, the concept of indirect discrimination is that "people who are not alike should not be treated the same." Indirect discrimination means imposing a requirement, condition, or practice that a person with an attribute is unable to comply with; a higher proportion of people without that attribute, or with a different attribute, do or can comply with, and it is not reasonable in the circumstances.

Workplace harassment is a form of discrimination. There are two basic questions you can ask yourself to determine if a situation is one of harassment: Are you being treated inappropriately in a work setting because of your race, age, creed, religion, national origin, color, or disability? If yes, then it could be workplace harassment. Does the inappropriate treatment also create a hostile, offensive, or intimidating work atmosphere for you? If yes, then it could be a case of workplace harassment; does it involve unwelcome sexual advances or requests for sexual favors in exchange for some other job-related benefit?

Members who believe that they have a complaint of discrimination or harassment may approach their union representative, Civil and Human Rights Committee officers, supervisor or human resource personnel to discuss potential means of resolving the complaint and to request assistance in resolving the matter (after first attempting to reconcile the situation between you and the person or persons involved). Try and let the individual(s) know that you want the offensive behavior or conversation to stop.

If having discussed the issues/situation with labor relations, supervisor, or a union representative, and you are not satisfied with the outcome, please feel free to contact the Civil and Human Rights Committee. At this point, it may be appropriate to conduct an investigation should the situation merit

it, as you have the right to request that an investigation be conducted by the Civil and Human Rights Committee.

Also, please note that **Anytime that you give a statement or make a request that a grievance be filed or are being seen in medical, it is your responsibility and right to request and receive a copy of the statement or grievance, or medical report/medical entries. (Work with you committeeperson to regarding your grievance as he/she has to ensure that the grievance is germane to the contract.). Make sure that the copy of the statement says what you want it to say (if in labor relations or whenever an investigation is being conducted), that they are your words and not someone paraphrasing what you have said unless you want to agree to be paraphrased. Allowing someone to paraphrase what you have said instead of using your exact words could come back to haunt you. Know that these are legal documents that could be used to either strengthen or weaken your case should you have to take legal action. If the above remedies have failed or you are still not satisfied, you can: (1) file a charge with the Equal Employment Opportunity Commission (EEOC) within 180 days from the date of the discriminatory act. However, the state of Michigan has a the Michigan Department of Civil Rights so, you must first file a charge with the Michigan Department of Civil Rights and give them at least 60 days to investigate your complaint. After 60 days can then file a charge with the EEOC, but the charge must be filed within 300 days from the date the discrimination occurred or within 30 days after the Michigan Department of Civil Rights terminates its proceedings whichever occurs first. When the EEOC completes its investigation of the charge, it sends a letter to the person who filed the charge. The letter states whether the EEOC found reasonable cause to believe the law was violated, and informs the charging party that he or she has 90 days within which to file a lawsuit in court. This letter is called a "right to sue" letter.**

I will be more than glad to be of any assistance to you where appropriate, as also are the other officers of the Civil and Human Rights Committee: Gerald "G-Money" Williamson, Chairman, (734) 834-5263; Antwan "Big Dog" Riley, Vice-Chairman; and Dave Perez, Secretary.



"A STRONG VOICE FOR WORKING FAMILIES."

Proud Members of the United Auto Workers Local 892

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The views and opinions expressed by members that appear in the columns of the paper are not necessarily those of the administration of Local 892, UAW.

It's that time of year...



Local 892's 2010

Golf Outing

Saturday, September 18th

Brookside Golf Course

6451 Saline Ann Arbor Rd.

Saline, MI 48176

**Check In:
8:00 a.m.**

**Shot-gun Start:
9:00 a.m.**

Cost: \$55

Includes 18 holes with cart, hot dog lunch at the turn, two drink tickets and steak dinner.

Registration Deadline: AUGUST 31st

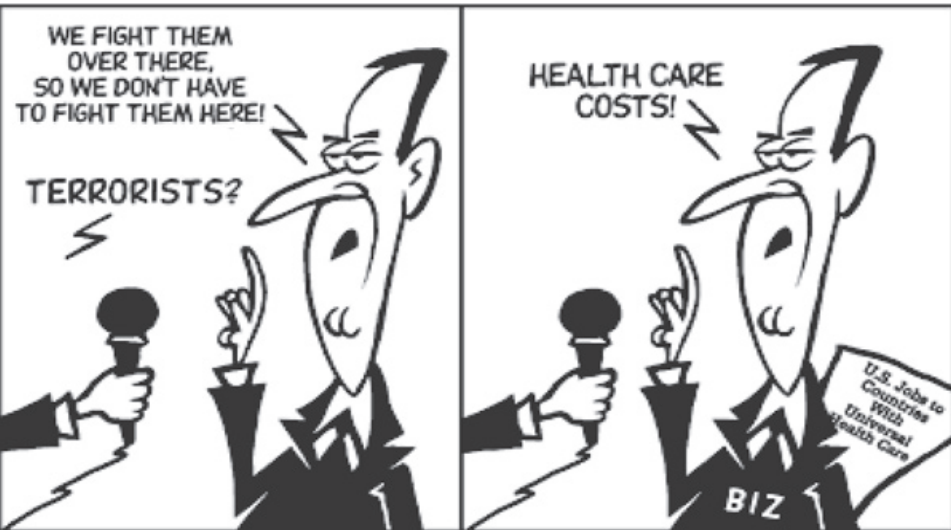
Register now by calling (734) 429-5140, ext. 10.

Your registration will not be complete until payment is made at the Union Hall.

Format: 4 person scramble.

Each team will use best shot.

For more information contact: Steve Clark (734) 231-7337 or Mark Caruso (734) 429-5140, ext. 12



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Security: 734 429-6900
Absentee Hotline:
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FMLA: 734 429-6960

Food for Health

By Dr. Milt Dupuy and the Medical Dept.

Join us during lunch on Wednesday, September 22nd for a discussion and food preparation demonstration to learn more about nutrition and healthy eating.

At this session, we will talk about some nutrition basics and make a healthy smoothie that can be sampled (while supplies last). This will be a good opportunity to ask questions and learn more about preventing a wide variety of chronic medical conditions related to our food choices.



This lunch and learn session will be held in Conference Room D in the basement on Wednesday, September 22nd from 11:00 a.m. – 12:30 p.m. Hope to see you there.

Food as Medicine

2010 CALENDAR OF

EVENTS

SEPTEMBER

- 6 Labor Day*
- 13 Retiree Meeting
- 18 Local 892 Golf Outing
- 25 General Membership Meeting

OCTOBER

- 11 Retiree Meeting
- 30 General Membership Meeting

NOVEMBER

- 2 Election Day*
- 8 Retiree Meeting
- 15 Veterans Day Observed*
- 25-26 Thanksgiving Holiday*

DECEMBER

- 4 General Membership Meeting
- 13 Retiree Meeting
- 24-Jan. 1 Christmas Holiday*

*UAW negotiated holidays

VOTE!!!

November 2, 2010



september 6th

Metro Detroit AFL-CIO

LABOR

DAY

Parade

This is a reminder that this year's **Metro Detroit AFL- CIO Labor Day Parade** will be held **MONDAY, SEPTEMBER 6th** at **9:00 a.m.**

Once again, Local 892 will provide **BUS SERVICE** for our members and their families. We will be LEAVING at 7:00 A.M. from the **Local 892 Union Hall**. The DEADLINE to SIGN UP to ride the bus is **SATURDAY, AUGUST 28th**. (Bus seating will be offered on a first-come, first-served basis.)

Also, if you plan to attend and are not riding the bus you still must sign up to receive your shirt. (All shirts will be handed out at the parade line up.) Please SIGN UP for the BUS and SHIRTS at the **Local 892 Union Hall** in person or call (734) 429-5140, ext. 10.

Staging will begin at 7:30 a.m. on the WEST SIDE OF WOODWARD between PARSONS STREET and SELDEN STREET. The parade will end at HART PLAZA. Hope to see you there!

In Solidarity,

MARK CARUSO,
Local 892 President

APRIL BAU,
Recreation Committee Chair