



Lansing Labor News

VOLUME 81, ISSUE 3

VOICE OF 25,000 UAW MEMBERS

SEPTEMBER, 2025

Region 1D

Steve Dawes,
Director



Greetings, active and retired members, family and friends. I hope all is well, and that as fall begins, you have enjoyed our nice, hot Michigan summer.

A lot seems to be going on in our country these days. I thought I had seen it all when the President of the United States told us that they are eating dogs and cats in Springfield! Little did we know the unexplained nonsense that would follow.

Politics are an every day, every minute part of our lives and we deal with the good and bad every day. Let me give just a few factual examples:

When we were able to have politicians elected in Lansing, who believed in the working men and women of our state, they passed legislation that supported them. Raising unemployment compensation from \$362 per week to \$614 by 2027. This is not only a great benefit to our Michiganders, but it gives them a little security, knowing they have

some financial stability in case of a layoff.

They also repealed the Right to Skirt law, as well as the tax on our retirees' income. Remember, the Republicans voted against this tax repeal, yet every one of them have retirees in their district.

Since Republicans have taken control of the Michigan House, here are some disturbing facts:

During the Lame Duck session, nine bills were passed with bipartisan support, and House Speaker Matt Hall refuses to send them to the Governor for her signature to sign into law.

His refusal to follow the Michigan Constitution has caused a lawsuit against him that you and I, the taxpayer, get to pay for.

This same time last year, the Legislature had passed 119 bills, and this year's count is eight (8) total bills. So, when they talk about a party of do nothing and still taking a paycheck from you and I, you know who they are.

The best news is that next year, we will get a chance to change our direction, protect our democracy, and use our power, OUR VOTE!

Our UAW Constitutional Convention will be held in Detroit, June 15-18, 2026. I have informed the Region's locals, so they can begin to budget for the Convention. This Convention is where we make changes to our UAW Constitution through the resolution process, which is started at our Local Unions. It also sets the stage for our Bargaining Convention that follows later next year.

Our Regional Retired Workers Conference and Summer School were both fantastic events. We had many of our members attend for the first time. They had the opportunity to learn union history and attend educational classes.

I had the opportunity to attend the

Lansing Old Newsboys Golf Outing. It is very reassuring to see our members supporting community programs like this. Thank you to the Lansing Old Newsboys committee. There will be children who get to have a Christmas because of your dedication!

We welcome approximately 190 new members from Blissfield, MI to our Region 1D family! Autokinton employees voted to organize and become UAW members this August. These new members do welding on body panels for the Big 3. Congratulations and welcome to the UAW!

Thank you to Servicing Rep. Tony Chandler, and Assistant Director Scott Zuckschwerdt for all the hours and effort they put into helping Autokinton organize.

Solidarity, brothers and sisters, solidarity.

Steve

LOCAL 602

Mike Huerta,
President



Summer flew by; I hope you all were able to spend time with your family and friends.

Thank you to all of you that were able to join us for the Lansing Delta Township plant open house. LDT was packed and it was great to see so many family's visit. The photo booth, the car show, the petting zoo, the cash shower, the kids zone, the streamlined food lines and all of the other great things that were going on we hope all the families had an amazing time! To all of the volunteers, planners and participants I want to say great job and thank you! An event that size is a giant undertaking and from all of the feedback that I have heard it was a huge success!

Last month, I was able to enjoy

some time with our retirees at this year's retiree picnic. There was a great turnout and it's always great to see so many old friends get to catch up, and enjoy each other's company. It is so a great to spend time with the people that built UAW local 602 and laid the groundwork for all of our active members. A big THANK YOU to Marta Bobillo and all of the volunteers that made this event run so smoothly, GREAT JOB!

I would also like to give a shout out to Nicki Jones and the Community Service committee for giving donations to the following nonprofit charities - Capital Area Downs Syndrome Association, Warming and Slowing Hearts with Fidelity, Women's Center of Greater Lansing, and Positive Somebody. All of these donations are made possible by the pop bottle collections from LDT workers, thank you to everyone that donates their pop bottles at the plant and to all the volunteers that help with the dirty work of returning the bottles. If you have time please check out each of these worthwhile charities that help our community.

With fall in the air please take time to enjoy the spectacular color display that Michigan puts on every year. It really is something that we should not take for granted.

In Solidarity,

Mike

ATTENTION

Federal/Lansing Forge Retirees

There is a breakfast every 3rd Thursday of the month at 9 am at the Fla Jack Shack 3000 E Grand River Ave, Lansing, MI 48912 (near Frandor). Come and get together with old friends.

LOCAL 652

Ben Frantz,
LOCAL 652
President
Ben Frantz,
President



Happy fall, brothers and sisters. If you are like my wife and I, you are not ready for summer to be over but are looking forward to the MLB playoffs and watching some college football. Though I am a Detroit Lions fan, they hold a very distant third to watching the Detroit Tigers and Michigan Wolverines play. I especially enjoy gathering with family and sharing these events.

With all that to look forward to, I am sure that many of us overlooked the fact that our UAW just hit its 90th anniversary! August 26, 2025, marked the anniversary of our life-changing organization's launch. Back when the workers of the world united to have a single voice to fight the mistreatment of management, working conditions were such that you took your lives in your own hands to earn a living. The workers' uniting leveled the playing field and gave those who produced the profit greater protections and the ability to leave work in the same condition they arrived.

Now, after nearly a century of being united, our working conditions have improved to the point that we have allowed distractions to divide us. However, as long as we remember that an organization like the UAW is an extended family, we can bicker and argue, but when it's time to come together, nothing can stop us.

Locally, our UAW-CIO Local 652 received its charter from the International UAW in February of 1939. UAW Local 652 was not the first Union representing Lansing autoworkers, but it did survive as the sole representative of the assembling Autoworkers. Surviving Amalgamated Local 182 and Automotive Auto Workers Union Local 18737, neither of which still exists.

This Local walk through automotive history would not be complete without acknowledging UAW Local 602, who were chartered by the International UAW in January of 1939 and represented the Fisher body workers here in Lansing, MI.

Just like the family we are, UAW

Local 602 and 652 have a long history marked by togetherness, anger, separation, and more. I am proud that, even though our two Locals were at odds in the not-too-distant past, we have been able to come together and acknowledge that we are far stronger together than we are apart.

The Automotive industry in Lansing is strong, and with the collaboration among all our Local Unions in the Lansing, MI automotive sector — UAW Locals 602, 652, 724, and 1753, respectively— it is safe to say that the future is very bright.

The UAW and Lansing have a long history and an exciting future. It is exciting because, unlike many towns in America, the UAW in Lansing doesn't just mean the auto industry. We here in the Capitol area are blessed to have multiple other UAW Locals, such as Local 2256, 4911 and 6000, who represent many of our fellow residents in a multitude of worksites.

We have office professionals, medical professionals, administrative professionals, municipal and State workers, and even zoo workers, in addition to the automotive workers. Our UAW representation in the Lansing area is so extensive that I am sure I have missed some who are represented by our storied organization.

Just as any family, our organization has many members we are proud of, like Walter Reuther, and others with whom we are disappointed to have any affiliation. Every family has a crazy old, drunken aunt or uncle to be disappointed by; we, too, have had a few embarrassments along the way. However, that doesn't change the fact that we are family and though we may disagree from time to time on what moving forward looks like, we must look to the bigger dream, which is protecting and gaining ground so that in another 90 years, someone can write an article about the footprint of the UAW in Lansing and speak to how proud they are to be related to the storied history we have in our little Capitol city.

In closing, as fall takes hold, let us come together as one to celebrate our UAW and speak with a united

voice, saying "Go Blue!!" Just kidding, I hope you all have a great fall and we will see you soon.

Ben

LOCAL 4911

Kim Wheeler,
LOCAL 4911
President
Kim Wheeler,
President



Hello Brothers, Sisters, and Siblings!

Welcome to fall—sweatshirts, pumpkin everything (for some!), football (GO BLUE!), and for Local 4911, contract negotiations. Our Local will begin negotiations on September 30th.

We have an incredible bargaining team representing our members: Ashley Wigner and Heather Nolan (Technical Bargaining Unit), Christina Arens-Heydenreich, Stephanie Jones-Embry, Tina Hill, and Zac Torres (Service Bargaining Unit), Kim Howell (Sparrow Specialty Bargaining Unit), Lucas Verwey (Skilled Maintenance Bargaining Unit), Scott Dedic (International Servicing Representative), and myself.

I'd like to personally thank every member who filled out a survey ahead of contract negotiations and made your voice heard. Your bargaining team is committed to working hard for each and every member—and for our Local as a whole—to secure the strongest contract possible.

Recently, several of our members attended the UAW Education Conference at Black Lake. A total of seven of us attended the conference and we came home with new knowledge, new energy, and new friendships. I also had the privilege of attending the National Advisory Council on Civil and Human Rights (NACOCHR) Conference, where I gained insight that I've already begun sharing with the rest of our leadership team. These opportunities ensure that the skills and lessons we bring back don't just benefit us as leaders—they strengthen our union as a whole and create positive, lasting changes for all of our members.

I also want to take a moment to honor the memory of our friend,

co-worker, and union brother James (Jim) Parks, who recently passed away. If you knew JP, you knew a friend for life. He was always ready to help anyone, no matter who they were. He will be deeply missed by all who had the privilege of knowing him. His life reminds us that everyone is on a journey, often at a different stage than ourselves—so let's strive to be kind not only to others but also to ourselves.

As we continue our work at UMH Sparrow - Lansing, serving both the patients in our community and community we live in, let's remember that we are part of something bigger than ourselves—the UAW.

Let's take pride in our union, in our shared belonging, and in the good we bring and will continue to bring to our communities every day.

In solidarity,

Kim

LOCAL 602

Rob Randolph,
LOCAL 602
Recording Secretary
Rob Randolph,
Rec. Secretary



As the current Recording Secretary of UAW Local 602 and the former Union Label Chair, I've always believed in the importance of supporting union-made products. When you buy union-made, you're not just getting a quality item—you're backing the workers who built it. Every purchase is a chance to say, "I support fair wages, safe working conditions, and jobs that stay right here in America." It's an easy way to put your money where your values are.

A lot of people don't realize just how many union-made options are out there, from cars to clothing to household goods. The label matters. When you choose union, you're helping protect good-paying jobs and making sure the next generation has the same opportunities we've had. It's not about politics—it's about standing with working people and strengthening the middle class.

Those choices at the checkout line might seem small, but they add up in a big way.

If you're ever not sure what's union-made, there's help out there. You can always reach out to your local union's current Union Label Chairperson—they'll have resources and lists to point you in the right direction, whether you're looking for American-made tools, union-stitched clothing, or even beer brewed by union hands.

Supporting union-made isn't complicated—it's about being mindful of where our products come from and remembering that every dollar is a vote for the kind of economy we want to see.

In solidarity

LOCAL 4911

Charlene Watson,
LOCAL 4911
Fin. Secretary
Charlene Watson,
Fin. Secretary



Greetings UAW Brothers and Sisters,

As we move into fall and approach the winter season, I want to take a moment to reflect on both the time of year and the meaning of Labor Day.

Winter officially begins on December 21, 2025 and ends on March 20, 2026. Forecasts predict a cold and snowy season, with bursts of frigid weather and dramatic temperature swings. It's a reminder of how quickly things can change, both in the weather and in our lives.

The winter solstice marks the shortest day and longest night of the year in the Northern Hemisphere. Many cultures celebrate this moment as a time of renewal and hope—the promise of light returning after the darkest days. It's a wonderful time to pause, reflect, and think positively about our own lives and the well-being of those around us.

Labor Day, on the other hand, is a day of celebration and recognition. It honors the strength, prosperity, and well-being American workers have built through their hard work and determination. First recognized as a federal holiday in 1894, Labor Day grew out of the labor movement's fight for safer workplaces, fair wages, and shorter hours. Today, it remains a powerful reminder of the progress made—and of the

work still to be done.

As we honor both Labor Day and the humanity that binds us together, I encourage you to look for small ways to make a difference. Maybe it's offering a wave or a smile to a new neighbor, helping an elderly community member with their yard, or making a donation to a local food bank. Even the smallest acts of kindness can have meaningful effects—for others and for ourselves.

This holiday, and throughout the year, take a moment to reflect on the blessings of living in a free and diverse nation. Let's continue to show compassion, generosity, and solidarity in our daily lives. These values are not only at the heart of our union, but also essential to keeping our communities—and our country—strong.

A quick reminder to members: If you've recently moved, please make sure your address is updated with your employer's HR department, so you don't miss important communications from the company or your union. Retirees, please call the union hall directly at 517-372-7201 to update your contact information. Staying connected means staying informed.

Thank you for your time, your trust, and your continued solidarity through communication.

In solidarity,
Char

The Labor News is also
available online at
lansinglabornews.org

LOCAL 602
Marta Bobillo
Retiree



Greetings Sister and Brothers , I hope you and your love ones are in good health.

Hopefully you had a good summer. Once again the retirees annual picnic was successful and very well attended. We shared memories, stories and had a delicious meal. A big thank you and appreciation to our E-Board and volunteers for all your hard work. Unity and Solidarity at its finest .

The UAW Retiree Medical Trust sent us a letter with the 2026 benefits highlights and it actually looks really good. Make sure you read it to take advantage of our benefits.

For those of you that been following the courts and political environment that is upon us, it is very important to become informed citizens and not reactive citizens. Do not hesitate to educate yourself on issues like your Constitution and your Rights if the working class is going to take our country back from billionaires and politicians and restore our middle class like Walter Reuther envisioned .

Please be kind to each other because we never know when is the last time we see each other.

Love, peace and Justice
In Solidarity
Marta

LOCAL 652
Arlene Pesik
Retiree

Greetings

As we creep toward the fall season, I hope everyone is enjoying their summer. Our retiree events are the first Tuesday of the month at 10am and the third Tuesday of the month at 12pm. Lunch is provided during our third Tuesday events. We will have our Thanksgiving potluck on November 18th. Please bring a dish to pass and your disposable table service. We will round out the year with a Christmas potluck on December 16th. Your engagement and assistance sure are appreciated, we couldn't do it without your help. I offer condolences to those who have lost loved ones.

-Arlene

LOCAL 1753
Laura Clark
Retiree



Hi, hope you're enjoying the end of your summer. I'm sorry, I still have no word on the audit at our local hall. With fall, we have our October meeting with all the benefit people from the VEBA. If you have questions, this is the meeting to come to. It's the ninth of October. It's the second Thursday of the month 12 o'clock, we will be eating, and then the informational meeting. We are still meeting at the buffet and grill on Saginaw. Hope to see you then.

Obituaries.
Charles Mitchell.
Stephen L (Buddha) Cross.

Lansing Labor News
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Lansing Labor News - 210 Clare St. - Lansing, Michigan 48917
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LOCAL 602
Obituaries

Beverly Koetje – Spouse of Larry Koetje, Retired
Thomas J. Peak - Retired
Bruce A. Glassford - Retired
Glen E. Smith - Retired
Joseph C. Jodway - Retired
Ernest E. Bain - Retired
Patricia A. Cross - Retired
Robert E. Tarrant - Retired
William P. Woods - Retired
Helen Maxine Hale – Mother of Thomas Hale - Active
Mario Carrizales - Retired
Douglas Marshall – Father of Rodney Marshall - Active
Robert J. Cotter Jr - Retired
Donald H. Reed - Retired
Baldomero Cruz – Retired, Father of Jacob Cruz, Active
Marcia Sandborn – Spouse of Richard Sandborn, Retired
Taylor Rouse – Son of Joshua Rouse, Active
Paul Ehlke – Retired
Larry L. Spiece – Retired
Greg Hubartt – Stepfather of David Jones, Active
Jalen Short – Son of James Short Jr., Active
John R. Johnson - Retired
Jimmy G Westman - Retired
Paul F Fisher Jr. - Retired
James L. Teachworth- Retired
Jerry M. Post - Retired
Gary L. Nethaway - Retiree
Erminia A (Frausto) Orozco – Retired
Shirley M. Capoferri, Mother of A. Frank Capoferri
Floyd Fender – Retired
Max Briggs - Retired
Danny Simon – Brother-in-law to George Gomez, Retired, Nephew to Martin Simon, Deceased, Nephew to Daryl Simon, Retired and Brother to Larry Simon, Deceased
William Merrill – Retired
Ronald Driskill – Retired

Collin Rocheleau – Father of Fred Rocheleau, Retired
Barbara Harton - Retired
Richard A. Makarewicz - Retired
Mary J. King – Retired
Michael J. Kollek – Retired
Kenneth J. Burnham – Retired
Micheal J Pung – Retired
Charles R. Blalock – Retired
Rosemary B Martin – Retired
Samuel Bobrofsky V – Retired
Steve Gillimore – Retired
James J. Stiles – Retired

LOCAL 652
Obituaries

Max W. Calder – Retiree
Marian Weirmer – Mother-in-Law of Gary Early
Tammy Carlson – Wife of Mike Carlson – Retiree
Larry Rohner Sr. – Father of Larry Rohner
Dalton Riesbig – Grandson of Dan Wedley – Retiree
Jorge “Poppa G” Lerma – Retiree
Marilyn Kuipers – Mother of Jon Vansolkema
Frank Gyorkos – Grandfather of Josh Galloway
Zipporah Cyars – Step-Daughter of Albert Motley
Gaytha Peak – Mother of Mike Peak and Steve Peak both Retirees
Collin Rocheleau – Retiree
Maria Winnie – Mother of Dora Winnie
Apollonia Newman – Mother of Marni Beutler – Retiree
and Steve Newman, Grandmother of Mike Fenska – Retiree
Kim Workman – Wife of James Workman - Retiree
Jane Marie Jolly – Mother of John Jolly – Retiree, Grandmother of John Jolly II

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No Entry Fee!

Prizes!

EUCHRE

Region 1D Retirees

2025 Euchre Tournament

There will be four separate tournaments, running four Fridays in a row, at four separate Locals. UAW Retirees and their spouses and surviving spouses may enter one, two, or even all four events. You do not need a partner to play; one will be assigned if necessary.

Sept 19	Sept 26	Oct 3	Oct 10
<u>GRAND RAPIDS</u>	<u>LANSING</u>	<u>FLINT</u>	<u>SAGINAW</u>
UAW Local 167 1320 Burton St. SW Wyoming, MI 49509	UAW Local 602 2510 W. Michigan Ave Lansing, MI 48917	UAW Local 659 4549 Van Slyke Rd. Flint, MI 48507	UAW Local 467 2104 Farmer Street Saginaw, MI 48601

Tournament Schedule
(All four events will adhere to the same timeline)

9 a.m	Sign In
10 a.m	Play Begins
Noon	Free luncheon (lunch time approximate)

Brought to you by the 1D Retiree Recreation Committee

Hlg/opelu42



UAW Region 1D Veterans Council

Veteran Buddy Checks encourage Veterans to connect or reconnect with their Veteran friends—just to check in. Buddy Check Week is October 20-24, 2025. We lose 22 a day to suicide and your buddy check could make all the difference. Members, check out our Region 1D Veterans Council FB/Meta page.

<https://department.va.gov/veterans-experience/va-veteran-buddy-checks/>

Military & Veteran Crisis Line: **1-800-273-8255 (TALK) press 1**

SD:rsb:opei494af1-cio



September is Suicide Awareness Month

Every September, communities across the world observe Suicide Prevention Month, a time dedicated to raising awareness, promoting understanding, and reducing the stigma surrounding mental health struggles. Suicide is a leading cause of death in the United States and across the globe, affecting people of all ages, races, genders, and backgrounds. According to the World Health Organization, more than 700,000 people die by suicide each year worldwide. For every life lost, countless family members, friends, and communities are left grieving, often wondering if something could have been done differently. Suicide Prevention Month is not only about remembering those lost—it is about learning how to recognize the warning signs, supporting those in crisis, and building a culture where people feel safe reaching out for help.

Mental health has long carried stigma and silence. Too often, individuals struggling with depression, anxiety, trauma, or other challenges feel isolated or ashamed. Suicide Prevention Month provides a platform to change that narrative. By highlighting personal stories, community resources, and open discussions, this month encourages people to speak openly about their struggles and seek help without fear of judgment.

Importantly, Suicide Prevention Month also reminds us that suicide is not inevitable. With awareness, compassion, and timely intervention, many lives can be saved. Just as communities rally around those with physical illnesses, we must also show the same urgency and care for mental health. Every conversation, every resource shared, and every act of kindness can play a role in preventing tragedy.

Recognizing the warning signs of suicide can be life-saving. While not everyone exhibits clear symptoms, there are common red flags to be aware of:

- **Verbal Cues** – Talking about wanting to die, feeling like a burden, or expressing hopelessness should always be taken seriously. Even if said jokingly, such statements can reveal deeper pain.
- **Behavioral Changes** – Withdrawing from friends and family, losing interest in activities, giving away possessions, or engaging in reckless behavior may signal that someone is in distress.
- **Mood Shifts** – Noticeable changes in mood, such as increased irritability, rage, extreme sadness, or sudden calmness after a period of turmoil, can indicate risk. Sometimes, individuals may appear “at peace” once they’ve decided on suicide.
- **Changes in Sleep and Appetite** – Sleeping too much or too little, as well as significant weight loss or gain, can be signs of worsening mental health.
- **Substance Use** – Increased use of alcohol or drugs may be a coping mechanism for emotional pain and heightens suicide risk.

It’s crucial to remember that these signs don’t always mean someone is considering suicide, but they are warning signals that should not be ignored.

If you suspect someone you know is struggling, the most important step you can take is to reach out. Many people hesitate to talk about suicide because they fear saying the wrong thing. But silence can be more harmful than imperfect words. Here are ways you can help:

Start the Conversation – Gently express concern and ask open-ended questions. For example: “I’ve noticed you’ve seemed down lately—how are you really doing?” Listening without judgment is more powerful than offering quick solutions.

Ask Directly About Suicide – It may feel uncomfortable, but research shows that asking someone if they are thinking about suicide does not increase the risk. Instead, it gives them an opportunity to share their feelings openly. You might say: “Are you thinking about hurting yourself?”

Be Present – Sometimes, just sitting with someone in silence, holding space for their emotions, and showing that you care can make all the difference.

Encourage Professional Help – Suggest reaching out to a therapist, doctor, or counselor. Offer to help them make a call, find resources, or accompany them to an appointment.

Know the Resources – In the U.S., the Suicide & Crisis Lifeline is available by calling or texting 988. Crisis hotlines, local mental health services, and support groups are all vital tools.

Follow Up – After the initial crisis passes, continue checking in. Ongoing support reassures individuals that they are not alone.

Suicide prevention is not just about responding in times of crisis—it’s about creating environments where people feel valued, supported, and connected. Communities can do this by:

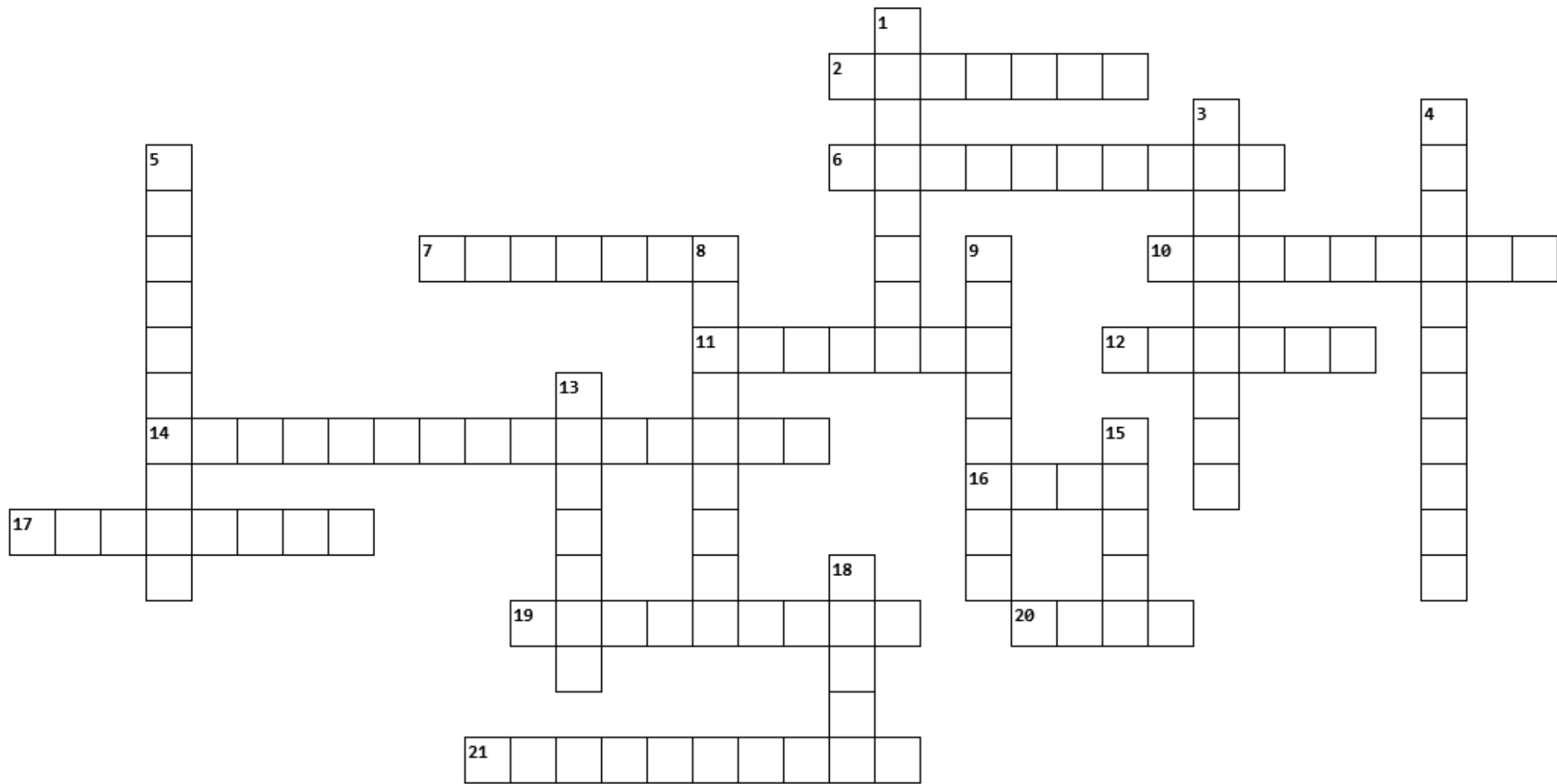
- Promoting mental health education in schools and workplaces.
- Reducing stigma through open conversations about mental well-being.
- Providing resources for stress management, coping skills, and resilience.
- Encouraging self-care, physical activity, and healthy relationships.

On an individual level, practicing empathy, kindness, and active listening can foster a sense of belonging. Often, the smallest gestures—checking in on a friend, sending a thoughtful message, or inviting someone to spend time together—can have the biggest impact.

Suicide Prevention Month is a reminder that preventing suicide is a collective responsibility. Every one of us has the power to make a difference by paying attention, reaching out, and showing compassion. By learning the warning signs and offering help without judgment, we can save lives and bring hope to those who feel hopeless.

If you or someone you know is struggling, remember that help is available and healing is possible. You are not alone, and your life matters.

Union Terms Crossword Puzzle



Use the following clues to fill in the union and labor related answers.

Across

- 2. specific requests, conditions, and terms each side presents to the other during negotiations
- 6. the right for union employees to have a union rep during an interview that could lead to disciplinary action
- 7. a gathering of local union members where they discuss and handle union business and concerns
- 10. an employer acting against the terms of the signed agreement
- 11. term referring to a situation where two parties cannot agree on a solution to a dispute
- 12. work stoppage to pressure an employer to meet demands
- 14. act as a liaison between members and management to advocate on their behalf and resolve workplace issues
- 16. law which authorizes the agency to set standards, obligates employers to provide a safe workplace, and provides for enforcement of the standards
- 17. legal agreement between a union and an employer for the terms and conditions of employment
- 19. form of protest where workers and supporters congregate outside a workplace to publicize their position and pressure the employer
- 20. protects private sector employees' rights to organize and form unions, and protects against unfair labor practices
- 21. the process of forming or joining a labor union to collectively bargain with the employer for better wages, benefits, and working conditions

Down

- 1. key items include wages, health and retirement plans, and vacation among others
- 3. a system where length of service in a company determines privileges, which unions often advocate for to provide job stability
- 4. method of settling a labor-management dispute by having an impartial third party decide the issue.
- 5. workers acting together as a group to advance their common interests and show mutual support, ensuring that one workers struggles are the struggles of all
- 8. formal complaint between employee and management concerning the interpretation or violation of the contract
- 9. contract clause authorizing the company to deduct union dues from paychecks of those members who so authorize deductions
- 13. the process where a union and employer negotiate to reach a legally binding contract,
- 15. a collective group of employees who join together to improve their common interests and conditions of employment
- 18. a group of employees organized for a collective voice and strength in their workplace

Answers will be posted on lansinglabornews.org the first week of October.



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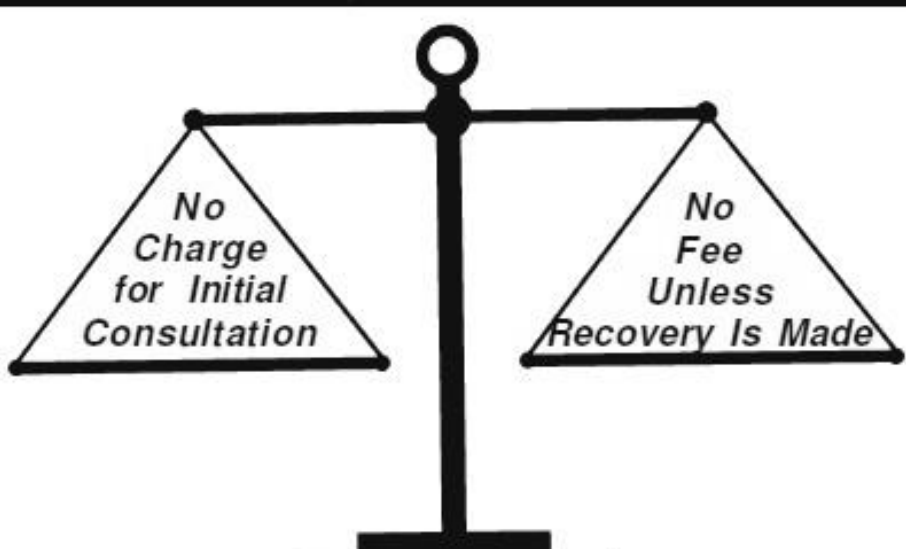
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