

Vanguard

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SEPTEMBER 2010

UAW LOCAL 2000

In Memory



John W. Hatcher
1939-2010



August 2010 marks the UAW's 75th anniversary, when 200 workers who dreamed of a better life for America's autoworkers met at the Fort Shelby Hotel in Detroit and chartered this great union.

Since that hot summer day in 1935, the bargaining gains achieved by the UAW – improved wages, benefits, retirement security, health and safety, worker empowerment and family programs – have set the standard for America's workers.

The democratic values and vision of the UAW for social and economic justice for all workers have defined who we are as a union.

From standing up for civil and human rights to standing against worker abuse, the UAW remains committed to continuing the fight for human dignity, social equality and economic justice for all.



Vanguard

UAW LOCAL 2000

3151 ABBE ROAD
SHEFFIELD VILLAGE, OHIO 44054
440-934-3151 or 1-888-UAW-3151
www.uawlocal2000.org

"Were it not for the labor press, the labor movement would not be what it is today, and any man who tries to injure a labor paper is a traitor to the cause."

~ Samuel Gompers

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(Voluntary gifts or contributions to the Local Union or International Union are not tax deductible.)



President's Report



Throughout the past few years, we in the auto industry have been through unprecedented times. The current success of the Big 3 can be directly attributed to the UAW and its members for their hard work and sacrifices they have made through these tough times.

UAW International President Bob King was recently quoted as saying, "The reports show what is possible with cooperative, collaborative relationships. The commitment, sacrifices and hard work of the men and women at UAW-represented companies is an enormous part of the positive news coming from Ford, GM and Chrysler where UAW members are producing best-in-class quality results and building vehicles that hands-down beat global competition."

Unfortunately, the same media that was quick to degrade autoworkers as the cause of the near collapse of the auto industry during the U.S. financial crisis under the Bush Administration is slow to give credit during the recent recovery and accomplishments of the auto industry.

Our plant, once considered the "Mistake by the Lake" by many in Ford Motor Company, hasn't followed the trend of improvement in the auto industry; we STARTED that trend long before the industry's near-collapse. We not only survived the only plant consolidation in Ford's history; our plant is and has been at or near the top of every category that the company looks at to stay competitive, such as continuous improvement in safety, quality, ect. Our members have continued to show Ford Motor Company that like the Econoline, our work force at Ohio Assembly is second to none. Thank you to the membership for all your efforts in keeping our product and plant at the top!

Ford has reported quarterly profits, GM is expected to pay \$74 billion of the \$86 billion the federal government and Chrysler, Ford and GM sales have increased steadily.

King also added, "These achievements are more than news stories. They represent the commitment and hard work that helps our members provide for the families and contribute to the economic stability of their community and our country."

"Thanks to the Obama administration and leaders who understand how vital auto manufacturing jobs are to every community in this country, these companies and UAW workers can and will continue to succeed."

Richard T. Gosser Scholarship

Applications for the Richard T. Gosser Scholarship for the children or legal wards in their senior year of high school (Graduating high school January through July 2011)

by Tim Donovan

are available at the Union Hall. All applications must be received by the region before October 15, 2010.

UAW GimmeFive Program

The GimmeFive program was launched at the 35th UAW Convention in June 2010 by President Bob King, the newly elected International Officers and Regional Directors, and the UAW Local Union Delegates. GimmeFive recruits and engages members in a new and innovative mobilizing program to Organize, Build Power and Win Justice for our union and community. TOGETHER WE WIN!

GimmeFIVE simply asks members to re-commit to the union by devoting five hours of volunteer time in the following areas: organizing, mobilizing, and political action. Members are also asked to recruit five members to do the same. Members who complete each segment will receive recognition buttons. But the real reward is a stronger union that has the power to win justice for working families.

For more information visit the website <http://www.gimmefiveuaw.org/about>.

UAW LOCAL 2000'S WOMENS COMMITTEE



SECOND ANNUAL

CORN HOLE TOURNAMENT

Saturday, Sept. 18

at the UAW Local 2000 Union Hall

Sign-up 11:30 a.m. - Starts at 12:30 p.m.

\$25 per team

For details and entry form contact:

Paula Weaver, Brenda Davis, Landy Kyzer, Arlene Spurlock, Nadine Gonzales, Elba Cordova, Chrissy Wengerd, Roy Escandon or Jimmy Manday.

Also available at the Local Union Hall.

Vice President's Report

Submitted by Jerome Williams

This year's theme, One Nation, One Dream, "...Recognizes that for 101 years the NAACP has been leading the effort to make the words of the Constitution a reality for everyone who resides in the United States. The NAACP works on a daily basis to ensure that equal justice is established, that domestic tranquility is ensured, that the common defense is provided, that the general welfare is promoted and that the blessings of liberty are secured for everyone who calls these shores their home. Our dream is that more perfect union that the Preamble of the Constitution promised. The work of the NAACP and the goal of this convention is to continue the work that will make that dream a true description of our nation." The above is a quote from Leon W. Russell – Vice Chair, NAACP National Board of Directors.

The convention offered a variety of workshops and seminars: Legal Education, Youth Advisors, Economic Empowerment, Health Symposium, Civic Engagement, Education, Veteran's Affairs, Youth & College Forum, Climate Change, Legislative, etc.

Notables in attendance: Michelle Obama, First Lady of the USA, Jeremiah Nixon, Governor of Missouri, Christopher Bond, US Senator, Fatou Danielle Diagne, Senegal Ambassador to the US, Raymond Joseph, Haitian Ambassador to the US, Claire McCaskill, US Senator, Emanuel Cleaver II, US House of Representative, Mark Funkhouser, Mayor of Kansas City, Jacqueline Berrien, Chair, US EEOC, Arne Duncan, Secretary of the US Department of Education, Rev. Jesse Jackson Sr., President of Rainbow Push Coalition, Thomas Perez, Assistant Attorney General for Civil Rights, US Department of Justice, Rev. Al Sharpton, President of National Action Network, Roslyn Brock, Chairman, NAACP National Board of Directors, Benjamin Todd Jealous, President & CEO of NAACP, Julian Bond, former Chair of the NAACP, Blair Underwood, Actor, Louis Gossett, Actor, General Holiefield, Vice President, International U.A.W., Randi Weingarten, American Federation of Teachers and Dr. Regina Benjamin U.S. Surgeon General.

First Lady Michelle Obama was one of several keynote speakers. She addressed the issue of childhood obesity. She stated that an epidemic fed by fast food, sugary drinks and too much television threatens to create the first generation of American youths who live shorter lives than their parents. The First Lady also stated that our children need to go outside and play more instead of watching six hours of television a day. The kids are spending too much time in convenience stores where they buy high calorie food and beverages. These are bad habits and unhealthy choices that can cause diabetes and high blood pressure.

First Lady Michelle Obama is launching a "Let's Move" campaign to:

by Jerome Williams

- Get healthier food in schools and vending machines
- Work with the FDA to provide better labeling of food
- Encourage children to do daily physical exercise
- Have chain restaurants provide the number of calories with the food they serve
- Have doctors working with people to change their diets for better health.
- Have fresh fruit and vegetables available and more affordable in all communities

First Lady Michelle Obama mentioned that in order to improve the health of children, it has to be a family initiative and not a governmental initiative.

Arne Duncan, Secretary of the US Department of Education, was concerned about the job crisis. The lack of employment affects the schools and school sizes. Jobs create tax dollars, which helps pay for kids' education. He also stated that there were certain barriers to success in education:

- Parents aren't spending enough time with their children
- Children are spending too much time watching television
- Parents must help their children to reach their potential
- Parents must partner with teachers in school
- Labor and community leaders must endorse legislation to help children in school.

Duncan recognized the Urban Prep School in Chicago, noting that the school had 107 seniors and not only did all 107 seniors graduate, but all 107 were also accepted into colleges. He stated that this type of meritorious achievement should be the norm and not the exception and that a college education should be made available to lower income families and students. He also pointed out that it's not just about attending college but more importantly about completion and attainment.

Jacqueline Berrien, Chair of the US Equal Employment Opportunity Commission (EEOC) stated that civil rights laws are a sacred trust and must be taken seriously. The Civil Rights Department has a responsibility to:

- Respond to a charge of discrimination
- Protect the rights of the individual from retaliation by the charged – Retaliation is illegal.

The EEOC staff will assist in writing a charge and does not charge a fee to investigate. Jacqueline stated that between 2000 and 2008, the EEOC lost 25 percent of its workforce and in 2008 a historic number of charges were filed. The loss of people in the department created a backlog, but she asked that people not get discouraged by a delayed response; that they will respond.

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Unit 1 Report



As I stated in my last report the company is looking to task out about 100 jobs during this rebalance period. We must do our best to make sure this amount of jobs are not lost. They have been accessing job over the last year that they THINK they can eliminate. The rebalance period will start Aug. 16. Remember to work at a normal pace as always. If your job is having some-

thing added to it, and you can not complete it in your work station you should have your Group leader contact your committeeperson so they can have a study done on your job. You should not be reading the paper, books, or talking on your cell phone while performing your job. The

Vice President's Report

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Health Symposium: "Health is a social justice issue – A true civil right."

The purpose of the health symposium is to highlight the NAACP's role in civil rights as it pertains to health advocacy on key issues. The NAACP has targeted the health reform debate and childhood obesity as priorities and is committed to providing a forum for the local health leaders. Health screening was performed for the following: Bone marrow, HIV, diabetes, cholesterol, lungs and glaucoma. The objective of the symposium was to provide participants with important information that will result in changes in policies and ultimately healthier communities. While at the convention, I decided to attend the Youth and College Male Forum, "Owning Our Image." I must say that what I heard was very impressive. Youth and college students were networking, sharing experiences (both positive and negative) and talking about friends and acquaintances from a mentoring standpoint. They talked about relationships and how they should be mutually beneficial to both parties. They mentored their peers by telling them that they need to refrain from domestic violence and that when problems develop in a relationship, one or both parties need to seek professional help in the form of anger management and or mental health counseling. The institution of marriage was addressed in a way that they recommended once you marry, stay married because divorce has a negative impact on the children. They emphasized the need to read books and get a college education to help them achieve their goals. It was a very enlightening experience to see these youths and college students interact in such a positive environment.

by Nick Gallogly

battle for protecting your job begins at your work station by you. In order for your Union Reps. to be able to help you, you must give them something to work with. Your Committeeperson is there to protect you from the company bird dogging you. All overloaded jobs will be contested by the union.

The people who signed up to transfer to the Chicago Plants are now in the process of being released. I wish them good luck at their new plant. Release for the Chicago Assembly is Aug. 16 and the rest is Aug. 30.

The Econoline is still tops in Quality. We continue to show the company that our plant can and will produce the best quality made vehicle. We have done this for many years and I am sure we will keep improving in the future.

I hope everyone had a safe and enjoyable vacation. Welcome back.

by Jerome Williams

Every year at the convention the NAACP awards an individual with the Spingarn Medal. This medal is presented to the man or woman of African descent and American citizenship who shall have made the highest achievement during the preceding year or years in any honorable field of human endeavor. This year's Spingarn Award was presented to Actress Cicely L. Tyson.

Other Local 2000 attendees were Janice Williams and Jackie Smith. We want to thank the membership for making it possible for us to attend.

In Loving Memory of Mark Rose

Oct. 22, 2003

There is a bridge of memories
From here to heaven above
That keeps you very close to me
It's called the bridge of love.
As time goes by without you
and days turn into years,
They hold a million memories
and a thousand silent tears.
May the winds of love blow softly
and whisper so you will hear
How much I truly miss you,
And wish you still were here.
See you someday on the bridge.

*Gone but never forgotten,
Love, Amy Jaynes-Brown*

Ford market share gains continue in August

Consumer demand for Ford's fresh lineup of high-quality, fuel-efficient vehicles helped the company continue to grow its retail market share in August for the 22nd time in the last 23 months.

Ford, Lincoln and Mercury dealers delivered 157,503 new vehicles in August, down 11 percent versus a year ago, when Ford outpaced the industry during the "Cash for Clunkers" sales program.

Year-to-date, Ford sales totaled 1.28 million, up 18 percent – double the growth of the overall industry.

"Ford continues to outperform the overall industry," said Ken Czubay, Ford vice president, U.S. Marketing, Sales and Service. "In this market, consumers are looking for vehicles that offer industry-leading quality, fuel economy, safety and technologies, and growing numbers of them are turning to Ford."



Last August, the Ford Focus and Escape were among the industry's best sellers during the "Cash for Clunkers" program. Even though both products had strong sales results this

August, they had large declines against last year's record sales.

Products with higher sales than a year ago include:

Ford Brand Aug. 2010 U.S. Sales

	August %		Change
	2010	2009	
Econoline	10,251	5,350	91.6
	August YTD %		Change
	2010	2009	
Econoline	74,608	60,030	24.3

- Ford's popular F-Series truck, which posted one of its highest sales months in the last two years. August sales totaled 47,652, up 5 percent versus a year ago. Year-to-date, F-Series sales totaled 338,446, making it the only U.S. vehicle to eclipse the 300,000 milestone in 2010.

- Sales for Ford's E-Series van totaled 10,251, up 92 percent versus a year ago. The E-Series van has been America's best-selling commercial van for 31 straight years; year-to-date sales totaled 74,608.

- Taurus sales were 5,122 in August, up 51 percent. The all-new Taurus debuted a year ago and has posted strong year-to-year increases every month since introduction. Taurus year-to-date sales are more than double last year's sales.

- Although total sales were down slightly from last August, Mustang retail sales are up 15 percent.

AFL-CIO NATIONAL BOYCOTTS

TRANSPORTATION & TRAVEL

PACIFIC BEACH HOTEL (HTH)
Luxury Hotel, Waikiki, Hawaii

► *International Longshore & Warehouse Union (ILWU)*

ENTERTAINMENT & RECREATION

ECHOSTAR DISHNETWORK Satellite Television Service

► *Communications Workers of America*

BLUEMAN PRODUCTIONS

► *International Alliance of Theatrical Stage Employees (IATSE)*

OTHERS

VINCENT BACH DIVISION
CONN SELMER, INC.
Elkhart, Indiana Musical Instruments: Trumpets, Trombones, Saxophones

► *United Automobile Workers (UAW)*

R.J. REYNOLDS TOBACCO CO.
Cigarettes: BestValue, Camel, Century, Doral, Eclipse, Magna, Monarch, More, Now, Salem, Sterling, Vantage, and Winston; plus all Moonlight Tobacco products

► *Bakery, Confectionery, Tobacco Workers & Grain Millers International Union*



In Memory
John W. Hatcher
 1939-2010

**John: From Ford,
 the UAW, CAP
 Council, and a True
 Friend of Labor**

John W. Hatcher was born on March 12, 1939 in Harold, Ky., where he lived until he graduated from Betsy Layne High School in 1957. He moved to Lorain, Ohio the night he graduated and went to work at what was then called US Steel shortly afterward.

In February of 1975, John became an employee of Ford Ohio Assembly Plant in Avon Lake and a member of UAW Local 2000, where he held many union offices, including Chairman and President. In 1975, John became active with the Lorain County UAW-CAP Council, which led to his involvement with the Democratic Party. He also served in many different capacities as a board member of the Lorain County Labor Agency, spanning 36 years since its inception.



John retired from Ohio Assembly Plant Jan. 1, 2003.

John lent his support to the principles of the Democratic Party and worked diligently for local, state and federal candidates throughout his 35

years in UAW-CAP. John's dedication to the Democratic Party was attributed to its affiliation with working people, the middle class, those in need and union labor in general.

Over the years, John's passions were both the Democratic Party and campaigning for his favorite political candidates. On any given day during election season, John could be found putting up signs and passing out literature for the candidates, speaking at countless campaign fundraisers and making countless calls.

In John's spare time, he helped coordinate Lorain County Labor's Labor Day Celebration, which is held annually on the Sunday before Labor Day. He has been the Labor Day Celebration Committee Chairman for

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In Memory
John W. Hatcher
 1939-2010



**John: From Ford,
 the UAW, CAP
 Council, and a True
 Friend of Labor**

Continued from page 8

several years, working tirelessly with others to gather donations from private individuals and local businesses, preparing ads for the celebration's program book, helping to set the celebration up, working at the celebration and tearing it all down each year.

John's love and admiration for the Democratic Party, its platform and causes comes in second only to the love for his wife of 27 years, Carol, his children Bev, Debbie, David, Tammy, Valerie and Shawn, their 13 grandchildren and their seven great-grandchildren.

John's relentless commitment to the Democratic Party and to the betterment of our community set precedence regarding what we all need to do to preserve the principles of the Party and the rights of the working class people, as well as how we should treat one another.

John may be gone but he will never be forgotten and his legacy lies in what he taught so many throughout his lifetime: Never stop fighting for what is right and for what is important to the rest of mankind.

John W. Hatcher

John W. Hatcher, 71, of Vermilion, died June 23, 2010, at his home after

a lengthy illness. Born on March 12, 1939 in Harold, Ky., where he lived prior to moving to Lorain.

He enjoyed spending time in Las Vegas at the casinos and traveling abroad.

John is survived by his wife of 27 years, Carol (nee Chasar) Hatcher, daughters, Beverly (Mike) Breen of Vermilion; Debbie (Eric) Wishon of Columbus; Tammy (Alan) Klekota of Amherst; Valerie Chasar of Vermilion; sons, David (Janet) of Vermilion; Shawn (Nicole) Hamilton of Louisville, Ky.; 13 grandchildren, seven great-grandchildren, and sisters, Nancy (Dan) Fly of Amherst and Judy (Ken) Sheriff of Lorain.

He was preceded in death by his parents, Wesley and Gladys (nee King) Hatcher, brother Bernie, grandparents, Dave and Elizabeth Hatcher and John and Clara King.

Friends were received on Sunday, June 27 at the Riddle Funeral Home in Vermilion where funeral services were held at 11 a.m. Monday, June 28 with Jim Slone officiating. Interment followed at Maple Grove Cemetery, Vermilion.

Memorial contributions may be made to the Vermilion Veterans Council Flag donation program, c/o Fifth Third Bank, 5541 Liberty Ave., Vermilion, Ohio 44089.



Pictured are (bottom left to right) Carol Hatcher and Mary Jackson; (top left to right) are Joyce Winson, Dotti Washington, Gen Grey, Connie Burd, Laura Jones and Kara Flesch enjoying lunch at McGarvey's Quaker Steak & Lube in Vermilion on July 7, 2010. Photo submitted by Kara Flesch.

RETIREES PICNIC

• Held Aug. 5 at Weiss Field in Avon Lake •



RETIREES PICNIC

• Held Aug. 5 at Weiss Field in Avon Lake •



Take me out to the ball game

The UAW Local 2000 ANNUAL Picnic was held this year at Progressive Field. The Cleveland Indian's were battling the Tampa Bay Devil Rays and the game started off with a bang and some booms from the Tribe and the weather. The Indians started off by banging in three runs the first two innings and the weather system that came through just before the game ended, boomed and lit up the sky before drenching us good. Then the bad weather disappeared along with the Indians batters as they were pretty much stifled after that.

The door prize drawing was held at the stadium just before the game.



Anniversaries



July
Melvin Simmons



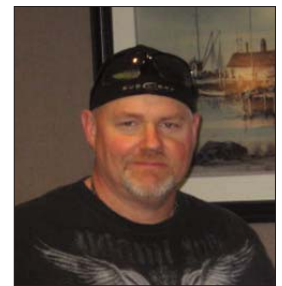
July
Leonard Trautwein



July
Chris Zvosec



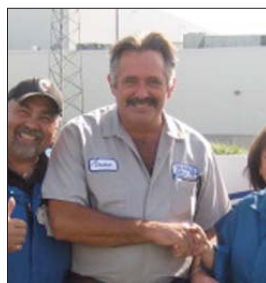
July
Arthur Cox



August
Lanny Grimmatt



August
Robert Romes



August
Chester Smith



August
Howard Spence



August
Gary Wagner



August
Jeff Whidden



INFORMATION



Richard T. Gosser Scholarship

Must be a senior in high school... graduating between January 2011 and July 2011.

Must be a son, daughter of legal ward of member in a good standing of any Local affiliated with the Richard T. Gosser Program.

The application must be filled out **completely** and **certified by a local union officer** (I.E.: Chairman, President, Financial Secretary), then mailed or dropped off to:

***Richard T. Gosser Scholarship Program
1691 Woodlands Dr.
Maumee, Ohio 43537***

If the applicant has not previously taken the S.A.T. I TEST, the taking of the test during one of the coming months of September, October, November, December or January is a requirement. The A.C.T. Test does not qualify, all applicants will receive further information on this at the end of October.

Please note: Applicants must be received at the Regional Office by close of work day (4 p.m.) Friday, Oct. 15, 2010. The deadline is **FIRM** and **NO** exceptions will be made.

Please direct any questions regarding the scholarship to
UAW Region 2-B at (419) 893-4677

REMEMBER

Oct. 15, 2010

is the absolute deadline

Applicants are now available at the Local 2000 Union Hall.

Why do you hate the rich man?

by Ty Granakis

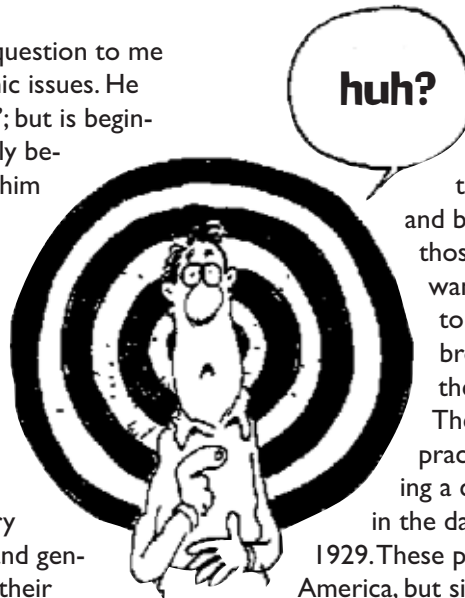
A very dear friend of mine poses this question to me whenever we debate political and economic issues. He used to refer to me as a “Left wing NUT!”; but is beginning to mellow these last few years. (Mostly because his political party seems to have let him down on their promises of prosperity for those willing to work for it).

Believe me, his argument is valid. “The rich man gives you a job.”: one of the main bullet points in the argument is a very good point. Poor people don't seem to own many businesses. Not successful ones, anyway. It is true, the wealthy have employed Americans as an exclusive means of earning more wealth since slavery was outlawed. Many employers were fair and generous to the people who worked to earn their wealth for them; but more were not. Unions weren't formed because employers were treating their workforce well and paying them fairly. Most came about during the most difficult of times as a result of one central corporate problem: Greed.

You see, the funny thing about the rich man is once he's rich, he wants to cut off the folks that got him there. The silliest example of this is when more money is spent on researching how to get rid of some of the workers than what was being spent to employ them in the first place. This can't even be called “Good business sense”, it's just stupid and petty. It is a practice invented by bean-counters and engineers as a means for them to have a job at other's expense. Another example (on a much sadder note) is when employers take advantage of bad economic times - “You're lucky you have a job” syndrome.

With all this greed, the pesky government got involved and created troublesome things like minimum wage, workplace safety, 40 hour workweek and so on. The rich man just can't get a break. Or can they? They can always go overseas and get a better deal. Of course, this goes back to the “Lucky to have a job” syndrome, which is why most companies build plants in places like China and Vietnam.

The end result of all this out sourcing has made the rich more than just rich, they are now the truly wealthy. People who will never pick up a part in a factory and assemble it into something sell-able make the most in the company. Many sport annual salaries that are more than the average American family will make in a lifetime. The same individuals making these salaries made the decisions that drove our companies into the dirt, and when this happened they blamed us. As soon as we made sacrifices to



save their rich hides, they re-instated their bonuses and went back to building in other countries.

The other group of “Rich people” I love are the shareholders - not those of us who believe in our company and buy stock hoping to retire; or even those who invest long term because they want to share in our success. I'm referring to the snatch and grab profit takers and brokers who make a living manipulating the market while the economy suffers. These are the same people who invented practices like “Painting the tape” (overvaluing a company and then dumping the stock) in the days before the stock market crash of 1929. These people have no shame or loyalty to America, but simply a love for money. The sad fact is, companies started caring more about this group than their employees or customers. (Of course this seemed to have gotten more important when executives started taking their bonuses in stock options, but I'm sure that's coincidental). Once again, more people who will never do an honest days work, or understand the value of money earned through hard labor.

We are currently in the midst of what we call the “120 day clock”. Another year, and another 10 percent of the workforce to be eliminated. No reduction in production, and no savings to be passed on to the consumer; this is simply the annual ritual of figuring out how to kick more money upstairs, and more workers out the door.

The talking heads in the media claim my attitude is “class hatred” and my desire to have a share in some of the wealth I'm earning for this company is “Socialism”. I don't feel I'm guilty of anything other than a nagging feeling of betrayal, and wondering why the rich man hates us.

REMINDER RETIREES' MEETING

The next meeting is
Thursday, Oct. 7
at 10 a.m.

PAYSTUB ONLINE

Frequently Asked Questions

Paystubs are now available at Paystub Online for all employees to view and/or print. The following are some tips that will help you use this tool:

Q: *Is there a way to reset my password without having to call the Corporate Help Desk?*

A: Yes. System security guidelines require all employees to change their password every ninety (90) days. You can do this yourself through P-Synch. In order to register with P-Synch simply go to www.changepassword.ford.com and set up your personal question and answer profile. The entire process will take two to three minutes for you to complete. It is important to provide an accurate e-mail address as your new password may be sent to you via e-mail. Employees without a Ford or personal e-mail account should not use P-Synch. Employees without an e-mail account should continue to call the Corporate Help Desk for assistance with a password reset. If you call the Corporate Help Desk at 1-888-317-4957, it is important that you call while at a kiosk or computer at a Ford location.

Q: *I'd like to use P-Synch but I have forgotten my password (or it has expired).*

A: You will have to first call the Corporate Help Desk to get your password reset. However, once it is reset you can then follow the steps to register with P-Synch at www.changepassword.ford.com.

Q: *Can I reset my password from my home computer?*

A: No. Any password reset must be done using the intranet from a kiosk or computer inside a Ford location. Passwords may not be changed from the internet or home.

Q: *How will I know when my password will expire?*

A: You will be prompted via a dialogue box indicating your password is about to expire. Remember that you can only change your password using a kiosk or computer at your work location. You will not be able to change your password from home. Follow the prompts to change your password. System security guidelines require all employees to change their password every ninety (90) days. It is important that you remember your new password.

Q: *How do I access Paystub Online?*

A: Single point lessons with detailed step-by-step instructions on how to access Paystub Online from the intranet and internet were distributed earlier this year. The lessons should also be available at your local kiosk for review. If you are accessing from the intranet (inside a Ford location), access www.at.ford.com, click on "Inside Ford", then click on "U.S. Employees", then click on "U.S. Hourly Employees: Your Pay", then click the "Your Paystub/W-2" image. You will be prompted to enter your CDSID and password. Then click the "Pay" image, click on "Paystub Online", select the pay ending date and view your paystub online.

Q: *How do I log out of Paystub Online?*

A: Remember to protect your confidential information by logging out when you are done. Log out by closing the browser. Close the browser by clicking on the red "X" in the upper right hand corner.

Q: *Can I access Paystub Online from my home pc?*

A: Yes, you may access your paystub online from home. However, your first logon must be from a kiosk or Ford computer. The first time you logon, you will be prompted to change your password.

Q: *Can I access Paystub Online using an internet browser other than Internet Explorer?*

A: Yes. Ford computers are only equipped with Internet Explorer. However, other internet browsers may be used to access your pay stub through www.at.ford.com.

Using these tips will continue to help you to access your paystub online.

PAYSTUB ONLINE

Frequently Asked Questions

Paystubs are now available at Paystub Online for all employees to view and/or print. The following are some tips that will help you use this tool:

Q: *Is there a way to reset my password without having to call the Corporate Help Desk?*

A: Yes. System security guidelines require all employees to change their password every ninety (90) days. You can do this yourself through P-Synch. In order to register with P-Synch simply go to www.changepassword.ford.com and set up your personal question and answer profile. The entire process will take two to three minutes for you to complete. It is important to provide an accurate e-mail address as your new password may be sent to you via e-mail. Employees without a Ford or personal e-mail account should not use P-Synch. Employees without an e-mail account should continue to call the Corporate Help Desk for assistance with a password reset. If you call the Corporate Help Desk at 1-888-317-4957, it is important that you call while at a kiosk or computer at a Ford location.

Q: *I'd like to use P-Synch but I have forgotten my password (or it has expired).*

A: You will have to first call the Corporate Help Desk to get your password reset. However, once it is reset you can then follow the steps to register with P-Synch at www.changepassword.ford.com.

Q: *Can I reset my password from my home computer?*

A: No. Any password reset must be done using the intranet from a kiosk or computer inside a Ford location. Passwords may not be changed from the internet or home.

Q: *How will I know when my password will expire?*

A: You will be prompted via a dialogue box indicating your password is about to expire. Remember that you can only change your password using a kiosk or computer at your work location. You will not be able to change your password from home. Follow the prompts to change your password. System security guidelines require all employees to change their password every ninety (90) days. It is important that you remember your new password.

Q: *How do I access Paystub Online?*

A: Single point lessons with detailed step-by-step instructions on how to access Paystub Online from the intranet and internet were distributed earlier this year. The lessons should also be available at your local kiosk for review. If you are accessing from the intranet (inside a Ford location), access www.at.ford.com, click on "Inside Ford", then click on "U.S. Employees", then click on "U.S. Hourly Employees: Your Pay", then click the "Your Paystub/W-2" image. You will be prompted to enter your CDSID and password. Then click the "Pay" image, click on "Paystub Online", select the pay ending date and view your paystub online.

Q: *How do I log out of Paystub Online?*

A: Remember to protect your confidential information by logging out when you are done. Log out by closing the browser. Close the browser by clicking on the red "X" in the upper right hand corner.

Q: *Can I access Paystub Online from my home pc?*

A: Yes, you may access your paystub online from home. However, your first logon must be from a kiosk or Ford computer. The first time you logon, you will be prompted to change your password.

Q: *Can I access Paystub Online using an internet browser other than Internet Explorer?*

A: Yes. Ford computers are only equipped with Internet Explorer. However, other internet browsers may be used to access your pay stub through www.at.ford.com.

Using these tips will continue to help you to access your paystub online.



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Dedicated to Serving the Men and Women of Local 2000.

Midwest Labor Press Association Conference 2010

by Ty Granakis

The week of June 21, 2010, Roy Escandon and myself (Ty Granakis) attended the Midwest Labor Press (MLPA) conference in Terra Haute, Indiana. Many labor editors from various plants and organizations were in attendance. This conference was unique in the sense that Roy and I were asked to teach a class on both print and web page development. With more and more local unions wanting a web presence to accompany their print publications, Local 2000's web page and Facebook account has garnered some attention from other locals. The week concluded with the Eugene Debs Award ceremony.

The Vanguard continued its track record winning awards in the categories of:

- Best Photo Collage (2nd Place)
- Best Commentary (First Place)
- Best Layout (Second Place)

At the end of the conference during the election of officers, I had the honor of being elected to the Executive Board. I will be taking the place of Gary Brown; a long time member from the Pipefitters Union in Indiana. Gary is retiring and will be sorely missed. I hope to help the organization continue to spread the message of the importance of Labor Unions and Solidarity.



MLPA President Paul Beimborn (left photo) makes his opening remarks at this years conference. MLPA Treasurer Gary Brown (right photo) speaks on behalf of the MLPA on the conference's opening day.



MLPA President Paul Beimborn (left), Treasurer Gary Brown (right) present a plaque to Eugene V. Debs Award Recipient Dr. Charles King for his role in preserving the legacy of Eugene V. Debs who is considered one of the nations great union advocates.



Photo on right shows Ty Granakis teaching a class.