

**May 2008
Issue 5 Volume 5**

Volunteers are needed to participate in a "Take Pride in your Union Hall Day"

We will be meeting at our new local in order to clean and shine our new home. The fun starts at 9 am with an old fashion cookout at 12pm. Hot dogs and soda will be served, all sides will be potluck. So whip up you best slaw, chili, cupcakes, baked beans or any other side dish, put on some old clothes and come on out .

Please call, stop by or email the local on main st. to be added to the volunteer list so we can plan for the correct amount of people.

Where: 2290 Salisbury Hwy.

When: May 24, 2008

Time: 9:00 am. - Until.....



Welcome to our new local

On May 14th we as a local made a huge stride, with the purchase of our own union hall. This new local is a positive step in the right direction and will open up a lot of new possibilities for us.

Approximately 7 miles from the plant on Hwy. 70
20,777 Square Feet
Over 9 Acres of land

Includes a Kitchen, Gymnasium, Offices and Class rooms
There is a playground for the children
Plenty of parking available

Our first meeting will be held on Saturday May 17, 2008 at 10:30 am

SEE YOU THERE!

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They Lost

They Lost!!! We Raised \$10,050.00

May 19th show your support too George, Steve and Rick Klindedents as they walk the shop floor on Monday May 19th wearing their purple wigs in support of The UAW/Freightliner Relay Team. They will be in the cafeteria from 11:00-12:00. Come by and show your support.

A special thanks to George and Steve for supporting our Committees, our community and our Membership in all we do!!

Purple represents all Cancers and the wigs are in honor of Our survivors.

Sally Menius
Community Services Chair

UAW BENEFITS REPORT

We continue to have issues concerning our dental plan which is being addressed with the company and Blue Cross. This is not just an issue with our plant nor with just hourly employees. Claims filed from the first of the year are being reprocessed as I write this note and hopefully finally resolved. Please let me know of any dental coverage issues by bringing me copies of BCBS EOB you receive in the mail.

Short Term Disability is working well with very little issues other than getting doctors to send documentation to Sedgwick. When doctors delay in getting the information to Sedgwick it delays the disability pay.

It's very important for you as an employee to make sure the doctor understands your disability pay depends on

the promptness of his office returning the documents to the disability group.

Any Benefits problems should be brought to the Union Benefits Office to insure our negotiated benefits are protected as well as utilized to there full potential.

Regards,
Michael Hicks
UAW Benefits Rep
704 645-5159



EDITOR



KEITH FINK

WOMEN'S COMMITTEE

On April 26, 2008, a Women's committee training meeting was held by Local 5287 at their office in Archdale, North Carolina. Those locals attending were 5285-Mt Holly, 5286-Gastonia, 5287-High Point, and 3520-Cleveland. Representing Local 3520 was Women's Chair Maria Turner, Co-chair Debra Koonts, and Shayne Brown. John Crawford, President of Local 5287, gave us a cordial welcome and joined us in the program. Theresa Bullock, International Representative of the Women's Department presented us a program geared to the women in the Union. She said the women are not just there to bake cakes and clean up after the men. The women are to let their voices be heard and be a part of all Union activities. Although she did not endorse any candidates, she urged everyone to vote. She gave us these purposes of the Women's committee.

- 1 To educate the women of the local union about labor's position on local, state, and national laws regarding women's issues.
- 2 To build skill, confidence, and self-esteem
- 3 To provide leadership and educational training for women members to be active in their local
- 4 To inform all union members about women and family issues
- 5 To encourage women members to be politically active
- 6 To become active with other women in other locals and other women's organizations to promote labor's agenda
- 7 To support the local union's program

Theresa gave us some history of the women in the UAW. We had to fight for our rights, and we should be grateful that we are now just as able as the men to be heard and seen in union activities. We enjoyed her presentation and sharing with all the women there. Local 5287 provided us a pizza lunch and warm hospitality. So come on all you women members- Speak Up, Speak Out and Take Charge.

E-BOARD

President.....	George Drexel
Vice President.....	Jeff Hicks
Recording Secretary.....	Tracy Nail
Financial Secretary.....	Shayne Brown
Sergeant at Arms.....	Todd Scott
Guide.....	Ronnie Adcock
Trustee Chair.....	Franklin Torrence
Trustee.....	Steve Stroud
Trustee.....	Glena Swinford
PDI Member at Large.....	Mike Davis
Interim Shop Chair.....	Steve Barber
Freightliner Shop Chair.....	Robert Whiteside
Ford HVC Shop Chair.....	David Hunter
Metaldyne Shop Chair.....	Edward Pickard
Health and Safety.....	David Carrigan
Health and Bennisfits.....	Michale Hicks
International Rep.....	Dave Bortz
Region 8 Director.....	Gary Casteel

UAW LOCAL 3520 HONORS ALL VETERANS PAST AND PRESENT



By: Jeff Hicks

The Veterans Committee will be starting a fund raiser on Saturday May 17th at the Cleveland Town Festival. We have purchased some car magnets with two different sayings. One is Honor our Veterans in red, white, and blue; the other is also a ribbon but with the saying, "If you can't stand behind our troops, feel free to stand in front of them. We will be selling these for \$5.00 each and the proceeds will go into the Veterans Committee general fund.

We will be attending the Region 8 Veterans Conference from June 11th through the 14th. Last year I had the honor of being elected as Vice Chairman of the Region 8 Veterans Council. This will be my first year in this position as I have worked through out the year with Mark Peterson (UAW LOCAL 2069) the Chair of the Region in putting together our conference. I will teaching a two hour class on Veterans Legislation that I hope will help all in attendance to understand the importance of first knowing the process of laws and second why we as trade unionist and Veterans need to take a more active role in politics.

We will be kicking off our collection of items for Operation Stand Down Greensboro at the June meeting. There will be a list of items attached to the agenda at the monthly

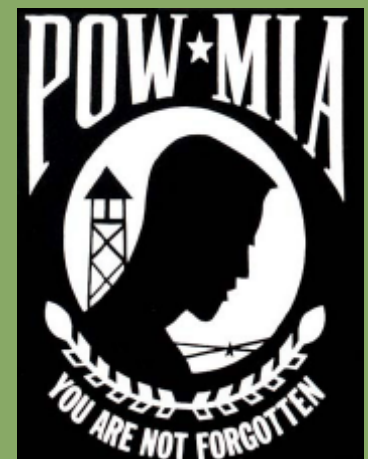
meeting if you can help out. We have taken on the responsibility of putting together 200 toiletry kits with the help of UAW Local 5287 in High Point . We started our involvement with OSD Greensboro in 2007 and they have welcomed us with open arms. We now have three members of this Committee that set on the planning board for the Stand Down event in September. We will be asking the membership to help us with this also by approving ½ day union leave for these three Veterans Committee members from June through September so they may attend these meetings. Our involvement in the community and surrounding area is one of the main reasons we have standing committee's; to promote the union and especially our local.

The Veterans Committee would like to thank all the members who continue to support our efforts in helping Veterans of all times of service and to be good community citizens. This is our way of showing the people in the surrounding community what real Union people are about. Thanks again.

Kevin D Barnett
Chairman
Veterans Committee
"WE CONTINUE TO SERVE"

MEMORIAL DAY

Memorial Day is a United States federal holiday that is observed on the last Monday of May (observed in 2008 on May 26). It was formerly known as Decoration Day. This holiday commemorates U.S. men and women who have died in military service to their country. It began first to honor Union soldiers who died during the American Civil War. After World War I, it was expanded to include those who died in any war or military action. One of the longest standing traditions is the running of the Indianapolis 500, which has been held in conjunction with Memorial Day since 1911. It is also traditionally viewed as the beginning of summer by many, for many schools are dismissed around Memorial Day.



SURVIVING LAYOFF

IN SOLIDARITY

I would like to thank all of my brothers and sisters for allowing me to serve them as co-chair of the elections committee. It was my pleasure to do all I could for my Local. I am now working in the construction field again, this job will take me away from home most of the time. It was with deep regret that I had to ask for an honorable withdrawal.

My thoughts and prayers are for all of you as you go thru another painful layoff. Keep active thru this period of slow down. Find ways to help each other with the transition from partially employed to laid-off. I have confidence that the market will pick up after the elections and most will be re-employed. Please don't blame the plant nor the union for the rough times. The UAW doesn't buy trucks and Freightliner has done an excellent job of retaining as many as possible for as long as they could. Go to work with the knowledge that you do build a quality product and that the person that buys and drives that truck is the very person that delivers your food, clothing and just about everything you use, they also have families to take care of, so make sure they have the best you have to offer. It make me proud to see Freightliners going down the road knowing I was a part of that at one time and still know people that go in everyday and make them possible. We are American workers and are supposed to be the best in the world. Show the world that side of us.

Please everyone take care of each other, for in tough times we should be our brothers keeper and helper. Not just good times when nothing is asked of us.

I pray for the Locals continued advancement and unity. As well as the plants orders.

Solidarity forever,
Roberta Albrecht

Losing a job is one of the five most stressful life changes you can experience. You may feel as if someone had pulled the rug out from underneath you. To help ease the anxiety, asked some friends and colleagues for advice on how they dealt with the process. Their suggestions could help to better survey you options and to establish an immediate course of action.

If you're laid off, you've got to keep getting up in the morning. You will find another job. Remember, you have skills!

Try to avoid being overly obsessed or panicky about finding a job. But do set a regular schedule to look for one, and stick to it. Make job searching like a new job that you're working from home, to help fill the gap in your routine left by unemployment. For example, you might set aside a few hours every weekday morning over coffee, to search job banks, read your jobs by email lists, scan the employment sections of local newspapers, and shoot your resume to promising opportunities. Then go about other business and pleasure, and try to enjoy your time off while you've got it, without guilt. To avoid worry and depression while you're waiting for interviews, keep your mind busy and make yourself feel useful by working on your house, car, yard, hobbies, portfolio, etc.

INTERVIEWING TIPS

Practice interviewing. Video- or audiotape yourself to see if you appear polished and professional, yet friendly.

Be confident. Don't start off an interview by saying "I'm unemployed" or "I've been laid off and I'm looking for a job." Statements like these make people nervous. Say "I've been a successful ___ for ___ years. Most recently, I was with ___, but I left when they (restructured, went out of business, lost a contract). I've decided that, since I really enjoyed that position, I'm looking for a similar one" (or "I've decided that, since I didn't enjoy it, I'm looking for ___"). Read industry publications and work information about the company or industry trends into the interview.

Look at the interview from the company's perspective: If you were the hiring manager, what would you want to hear? But don't lie. A lie will backfire every time! Even if company personnel don't find out, you'll have to live with the guilt and may end up in a position that's not a good fit. Have faith that things will work out eventually.

Always have a BATNA (Best Alternative to a Negotiated Agreement). Have a back-up plan if a particular offering doesn't meet your needs. Also, know which points you can be flexible on and which are non-negotiable. If the position isn't for you, say so gracefully.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

My name is Bill Toney. I have been employed at Freightliner for the past 13 years. I have worked in the Maintenance Department, the Off-line Department, and the Quality Control and Audit Department. For the past decade or so.

I am currently pursuing an education. Though having received a GED while serving in the military in the mid-1970s, I had never attempted to pursue a degree beyond the high school level.

To get my "feet wet," I made the decision to "start at the beginning" by reviewing the "basics" and obtaining another GED from Rowan-Cabarrus Community College. Since that time I have received an Associate of Theology degree (2004) from Carolina Bible College, a Bachelor of Ministry degree (2006) and a Master of Arts in Biblical Counseling degree (2008) from Master's International School of Divinity. I am currently working toward obtaining IABC (International Association of Biblical Counselors) certification which should be forthcoming mid-summer of this year.

Last Fall, I saw a position posted here at Freightliner that caught my attention because in many ways it seemed "tailor-made" for me. I immediately applied, went through the interview process, and was ultimately chosen for the position.

For various reasons, my assuming the position has been delayed until now, but I am happy to say that I am now functioning . . . at least "part-time" . . . as an EAP (Employee Assistance Program) representative. This will allow me to be able to utilize the education that I have so diligently pursued, but at the same time continue to live here in Cleveland and work at Freightliner.

I am now in the process of acquainting myself with all the various aspects of the EAP so that I can begin to be of assistance to the employees of Freightliner.

Personal counseling will just be one aspect of what I will be involved in as I assume my role in aiding Freightliner employees who may have problems / issues that need to be addressed or for which they request assistance. I will certainly be spending time consulting with others who have held this position in other places so as to better know how to be of assistance to the employees of Freightliner here in Cleveland.

Whether through personal involvement or by simply being able to advise with respect to other opportunities for assistance in our area, my aim is to serve. I appreciate being given the opportunity to help implement and represent an Employee Assistance Program here at Freightliner. I can assure you I will work diligently with all parties concerned . . . the local U.A.W., Freightliner management, human resources, our insurance company, representatives of various community assistance programs, and the individual in need of assistance . . . so as to render a service that will be beneficial to the employees of Freightliner. Confidentiality will, of course, be strictly adhered to in all situations.

In Solidarity,

Bill Toney

E.A.P. Defined

Programs implemented by organizations to assist employees being affected by personal problems, including substance abuse. These are comprehensive programs tailored to the needs of the individual and include individual and group counseling, medical and psychological counseling, and individualized fitness programs as well as outside referral when warranted.



BILL TONEY

UAW EAP REP.

Useful tips to survive a layoff

Do not burn bridges by being bitter and complaining about your employer. You may need them as a reference on your next job.

Update your resume.

Analyze your skills. Don't overlook anything that could lead to a new career or revive an old one.

Curb your spending immediately

Lean on your family for emotional support

Pull out the old contacts list, start attending meetings and gatherings to network.



Stay Informed
www.uawlocal3520.org

Standing Committee Spotlight

Citizenship Legislative Committee CAP

The Citizenship and Legislative Committee, most often referred to as the Community Action Program (CAP), is the worksite political-legislative arm of the local union. The political climate greatly impacts the working families and if you want your voice heard, then this is the committee to join. Cap committee works on protecting worker rights, health and safety, fair trade, and new initiatives adopted by convention action. We support candidates who fight for our unions and their families. CAP is committed to voter registration and get-out-the-vote drives, and writing letters to publicize the positions of public officials. We do not endorse any single party, but track and evaluate all candidates and their voting records. Our members are encouraged to be politically active in their communities which includes running for public office.

“We support candidates who fight for our unions and their families.”

Jerry Hodge
CAP Chair



RELAY FOR LIFE

We Did it!!!

The UAW Community Services Committee Relay for Life Team and You raised over \$10,000.00 For the American cancer society. The event took place at the Rowan County Fair Grounds May 2nd, 2008. The Theme for this years relay was Racing For a Cure. CE-LABRATE, REMEMBER AND FIGHT BACK.

The night started with the Color Guard and the drum line leading the survivors in the first lap of the night. As the survivors made their way around the track Teams and guest stopped everything they were doing to Honor the Survivors by applauding as the sea of purple shirts passed. As the lap came to an end the survivors released the balloons they had been caring and filled the sky. As dusk came upon us we REMEMBERED as we lit the Luminaries that lined the track and their flames burned all night to remind us cancer never sleeps. All through the night we CELEBRATED by fundraising and playing games for points to win the traveling Trophy. We didn't win the Trophy but we did come in 3rd place. We did however have the most points for the best decorated lawn mower.

We FOUGHT BACK as we walked the track all night in teams of Two never leaving the track empty thanks to our team members of entire family's that stayed the night. This was an amazing event. We experienced every emotion possible, our eyes were red from the tears and our checks were sore from laughing.

The Relay is over but Cancer never sleeps, so we relay 365 days a year. We have already started planing for next years relay and our goal will be even higher. The money our efforts raised not only goes to Cancer research it also helps so many people in Rowan County receive free services to assist them in their fight against Cancer. For Information about the programs they offer please visit their Web site AmericanCancerSociety.org or you can find the Link on our web site uawlocal3520.org and click on Community services committee. Join us next year to honor all of our Family's, friends, brothers and sisters and co-workers that have been affected by Cancer.

The views and opinions expressed in this publication are not necessarily those of the editor or the office of local 3520, but are those of the individual writers. Articles of interest submitted by Local 3520 members will be printed as space provides: however, they must bear the name of the writers. All articles are subject to approval of the editor and the Local President. Advertisements appearing in this publication do not necessarily constitute an endorsement by the local. The editorial staff reserves the right to edit or limit all articles submitted.

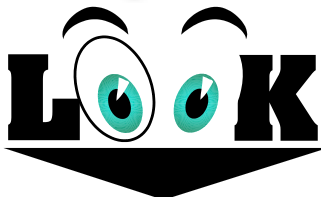
Email Articles to:

Lupachair@uawlocal3520.org

The deadline for all articles is the last day of the prior month.

NOTICE

**Our address has changed.
Please make note of the new
address and phone numbers**



UAW Local 3520
2290 Salisbury Highway
Statesville, NC 28677
Phone: (704) 878-3191
Or (704) 878-3192
FAX (704) 878-3193
uawlocal3520@bellsouth.net
www.uawlocal3520.org

