

# UAW Local 387 Recent Retirees

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# UAW LOCALS 387 NEWS

VOL. 42 — NO. 1February/March, 2007© INLAND PRESS 105



## GOOD NEWS



*Woodhaven Stamping Plant will receive \$90 million from Ford Motor Company to make improvements in our plant.*



PRESIDENT'S REPORT

**John Moore**

I hope everyone had a safe and happy new year. The bargaining committee and I went to the Livonia Transmission Plant on January 9th for an official report from Ford Motor Company.

- I am glad to report that Woodhaven Stamping is receiving ninety million dollars. We are one of six plants in Michigan to get any money, so that is some good news.
- We also went to Ford sub council last week. They announced that Ford UAW membership

went from 94,348 members on December 31st 2006 to 73,834 members. Over 20,000 members put in for the buyouts (some may still opt out of the buyout).

- We have 1200 members in GEN, 400 of them are skilled and 719 are on indefinite lay off.
- We are one of the few plants still working overtime.
- We are still accepting cell phones for the Veterans in Iraq.
- We are finishing up on our V-CAP drive, so if you have not signed your card, please get a hold of one of the V-CAP members.
- Lastly, I would like to congratulate the Big Buck winners, Bruce Carrier, Dennis Young, and John Ball for firearms, and Jimmy G, Brian Mullins, and Kevin Madigan for Archery.

Winners of the \$50.00 raffle were Frank Giarmo and Kevin Justice.

#### Flat Rock Speedway

We are working with Flat Rock Speedway again this year to sponsor two UAW days. These events have been a huge success in the past for our members. We will be able to offer tickets to our members for \$2.00 each.

#### Finances of the Local

The abatement letters have all been sent out to the appropriate agencies and we are waiting their reply.

#### Union Leave from Ford Motor Company

This is to remind the membership that if you are attending an event or conference that will re-

See PRESIDENT, Page 12

## More Challenges Ahead

On January 25th Ford Motor Co. posted a new loss of \$12.7 billion, or \$6.79 a share, in 2006. This was the worst loss in the company's 103-year history. The Local Union understands that 2006 will undoubtedly be one of the most heart wrenching and grueling periods in Ford's History. The year ahead looks to



CHAIRMAN'S REPORT

**Charlie Johnson**

be equally as challenging with continued membership decline and the upcoming contract negotiations this summer. We will face these issues head on. The Bargaining Unit and I are committed to standing strong in solidarity with our members to secure Local 387's future.

#### Buyouts

Management has chosen to speed up certain members,

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BUY  
AMERICAN

## Address Change Form

Name \_\_\_\_\_

New Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Social Security No. \_\_\_\_\_

Mail to: UAW Local 387, UAW  
24250 Telegraph Road, Flat Rock, Michigan 48134

## CHAIRMAN:

from Page 1

employee separation dates. The Buy-Out program is a company initiative and the union has no control over it, or when employees will be allowed to leave the company. I continue to express my deep concerns with regard to the company honoring the wishes of the employees with the Human Resources Department. I would like to extend my congratulations to all the members that have taken advantage of this opportunity and wish you good luck in whatever path you have chosen.

### GEN/Lay off

The company has opted to open a GEN pool for workers displaced by managements' workforce reductions. The GEN population fluctuates due to buy-out and volume changes. Information regarding the Job Security Program can be found in the Master Agreement, Appendix M, beginning on page 195.

As of January 19th the Plant had a total of twenty-five employees on Indefinite Lay-off. This increases and decreases with the volumes and there is no way to predict how this will change. The company continues to work strictly to volumes and the needs of the customers. The entire Bargaining Unit will continue to fight to keep all of it's members "gainfully" employed.

Management has notified the Bargaining Unit that they have canvassed previous part-time workers. Let me make this dear: the Bargaining Unit is not in agreement with managements decision to bring the part-timers in. We will continue to address the issue. **There can not be production part-timers in the building while there is an open GEN or lay-off for production.**

### Quality

It is vital to the plants success that every person understands a poor quality part equals a poor quality plant. We are what our customers see. We must understand that continue to drive down scrap and rejects internally will reduce the number of customer concerns. Every worker in the plant (hourly and salaried) must see the essential significance of the quality of our parts by adhering to quality processes every step of the way, every time.

### Future Work

The Bargaining Unit and management continue to work with the Company and the International Union to get new high volume work, such as Mustang, Escape and Focus for our press and assembly areas. We have received some new work in the plant and expect more soon.

### In Closing

On December 9th the Bargaining Unit and I attended the Investment Celebration at Livonia Transmission Plant. During the event Ford Motor Co. announced that it is investing \$866 million in six Detroit-area plants. it was announced that Woodhaven Stamping Plant is to receive \$89 million. The money to be invested in Woodhaven Stamping Plant will help to upgrade old equipment, purchase new equipment and help to secure the future of our plant.

*Solidarity Forever, Charlie Johnson*

## LOCAL 387 NEWS

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If you have moved, please fill out the address change form on the left, so we can be sure everyone receives **Local 387 News**

## Hello and Happy New Year

I apologize for not giving a written report back in the January/ December paper, but there was nothing earth shattering to report, except that all is going well in our finances.



FIN. SEC'Y REPORT

**Mark Petrlich**

In November, in working with President Moore we were able to, for at least one month, cut our expenses under \$100,000.00, in fact we spent only \$80,832.42. because of this we were able to show a net gain of \$36,205.82. In December our expenses went up, due to the Christmas parties at the Local, yet we still come out ahead with an \$8,629.62 increase in our funds.

I would like to thank everyone who had helped me during the past year with the transition of taking over this position. First would be Brother John Moore, in getting Marge, again, from Local 372 to come in and to teach me the computer system and when certain financial reports were to be sent out and working with other issues during the past months. Thanks to Sister Karen Mager, for putting up with all my questions, I had the first couple of months on the job and teaching me about union protocol.

To our International Auditor, Brother Tyrone Frazier, thank you for helping me out when I had questions and guidance when I needed it. To Brother Frank Eritano, who guided me through all those retiree meetings. Finally, to anyone I forgot to mention: **Thank You!**

The second week of February I will be in Orlando, Florida in training at the Robert Custom Software Conference learning about the upcoming LM2 and 990 reports that are due in March, this will be for 3 days. I think this conference is only going to help the Local as I prepare these reports correctly and timely.

In other news, the Trustees, myself and President Moore decided to move our finances from both 5/3 Bank and Rouge Credit Union to National City Bank. We changed in January and starting Feb 1, 2007 I will be writing checks from the checking account. The reason for the move is that National City offered the best rates in both CDs and in earning money with our checking account. The checking account is called a business sweeping account. This is where a set amount is kept in checking and the rest sits in a money market account. On this account we are going to earn 5.1% interest and on the CDs we will earn 5.35% for 9 months. Also, we received \$400.00 from National City for opening up an account with them.

A notice to all who might have an outstanding check issued to you from the Local: Please cash them as soon as possible, *our account at 5/3 bank will be closed as of April 30, 2007.* All checks released from the Local are good for only 90 days, so if you have an outdated check please call or come to see me. I will reissue you a new check from our new account. If you fail to do this and try to cash a check that is outdated, you will be liable for all fees that may occur from this transaction.

*In Solidarity,*  
**Mark. A. Petrlich**

## NOVEMBER FINANCIAL REPORT

Beginning Balance .....	\$197,056.20	
<b>Income:</b>		
Dues - Regular (Private Sector) .....	76,875.22	
Dues - SUB .....	15,836.05	
Dividends—Credit Union Comm. Acct. ....	\$24.64	
Dividends—Credit Union CD .....	1,400.00	
Interest — Commercial savings .....	3.05	
Rebate from International Strike Fund .....	11,488.67	
Rebates—supplies .....	873.50	
Rents—Refundable Deposits .....	700.00	
Sales — Shirts .....	45.00	
Refund — Federal Taxes .....	459.06	
Reimburse Write Off Loss—NSF checks .....	420.00	
Retired Workers Chapter Fund .....	3,587.90	
Toys For Tots .....	3,785.15	
Building Fund .....	1,540.00	
<b>Income Total .....</b>	<b>\$117,038.24</b>	
<b>Expense:</b>		
Wages (Officers) .....	9,664.18	
Wages Overtime @ 1.5x (Officers) .....	987.92	
Wages Overtime @ 2x (Officers) .....	300.74	
Lost Time (Officers) .....	462.51	
Lost Time (Others) .....	5,639.64	
Weekly/Monthly Exp Allowance - Officers .....	1,755.00	
Weekly/Monthly Exp Allowance - Others .....	1,085.00	
Others - Non-Tax Travel, Per Diem, etc. ....	534.00	
Supply Reimbursement .....	28.00	
FEDERAL TAXES .....	2,513.18	
FICA .....	1,233.55	
MECA .....	288.51	
Michigan Withholding Tax .....	722.89	
Refund - Refundable Deposits .....	300.00	
Federal Income Taxes (941) Forward .....	2,513.18	
FICA-Employee OASDI and HI Forward .....	1,525.50	
State Income Taxes Forward .....	525.54	
FICA, Employer OASDI and HI (941) .....	1,525.50	
Bank Charges—Svc Fees, NSF, etc. ....	12.50	
Banquets, Lunches, dinners (Tks&Tables) .....	20.00	
Insurance (Fire, theft, General Liability) .....	52.00	
Donations—Charities .....	200.00	
Door Prizes .....	25.00	
Fees, Licenses, Permits, etc. ....	235.60	
Internet Service (Access Fees) .....	325.96	
Per Capita Taxes - International .....	47,128.93	
Per Capita Taxes - CAP Councils .....	2,256.00	
REFRESHMENTS .....	161.53	
Postage .....	765.53	
Refreshments-Coffee, donuts, food, soft drinks .....	114.45	
Registration/Conference/Tuition Fees .....	862.00	
Resale Items - Tickets (Amuse Park, Raceway) .....	2,000.00	
Soc. & Rec. Events-Dinners, Luncheons, etc. ....	1,875.00	
Supplies - Office .....	97.87	
Telephone .....	223.70	
Void Checks (written in prior years only) .....	320.56	
Retired Workers Chapter Fund .....	2,400.00	
UNION LABEL FUND .....	682.34	
BUILDING FUND .....	3,180.63	
Expense Total .....	<u>80,832.42</u>	
Total .....	\$233,262.02	
Beginning Balance .....	\$197,056.20	
Income .....	117,038.24	
Expenses .....	<u>-80,832.42</u>	
Difference .....	<u>36,205.82</u>	
Balance .....	\$233,262.02	

### FUND BALANCES

General Fund .....	\$205,957.73
Education Fund .....	4,340.25
Recreation Fund .....	-1,391.29
C.A.P. ....	128.50
Retired Members Fund -N/A .....	9,298.17
Retired Workers Chapter Fund .....	8,651.28
New Member Orientation .....	6,348.68
Civil Rights .....	1,032.77
Women's Fund .....	7987.55
Union Label Fund .....	1,735.34
Toys For Tots .....	4,783.68
Christine DuVall Memorial Fund .....	0.00
Building Fund .....	-25,491.39
Building Enhancement Fund .....	-2,350.00
Building and Property Repair Fund .....	7,488.50
Organizing Fund .....	4,605.79
Veterans Fund .....	405.47
Forging Fund .....	<u>6,919.99</u>
Total of All Funds .....	\$233,262.02

### ALLOCATION OF ASSETS

Actual Bank Balance .....	\$128,473.67
Cash on Hand .....	375.00
Fifth Third M/M .....	3,2323.49
Rouge C/U Savings .....	<u>101,189.86</u>
Total Cash Assets .....	\$233,262.02

\* No receipts turned in for the month of November were from Wal-Mart or Sam's Club\*\*

## DECEMBER FINANCIAL REPORT

Beginning Balance .....	\$233,262.02	
<b>Income:</b>		
Dues—Regular (Private Sector) .....	\$91,173.34	
Dues—SUB .....	7,637.50	
Collections (Gate & Shop)-Exchange .....	2,070.00	
Dividends—Credit Union Comm Acct .....	51.70	
Interest—Commercial savings .....	3.16	
Rebate from International Strike Fund .....	9,160.80	
Rents-Refundable Deposits .....	650.00	
Sales—Shirts .....	150.00	
Sales—Supplies (Paper, Pens, etc.) .....	12.10	
Retired Workers Chapter Fund .....	2,588.80	
Toys for Toys .....	782.00	
Building Fund .....	905.00	
Veterans Fund .....	132.00	
<b>Income Total .....</b>	<b>\$233,262.02</b>	
<b>Expense:</b>		
Wages (Officers) .....	\$10,740.88	
Wages Overtime @ 1.5x (Officers) .....	1,796.32	
Wages Overtime @ 2x (Officers) .....	280.59	
Lost Time (Others) .....	3,611.06	
Weekly/Monthly Exp Allowance - Officers .....	1,465.00	
Weekly/Monthly Exp Allowance - Others .....	885.00	
Others - Non-Tax Travel, Per Diem etc .....	217.10	
Supply Reimbursement .....	279.24	
Federal Income Taxes .....	-1,016.70	
FICA .....	-1,164.34	
MECA .....	-272.35	
MI. Tax .....	-671.39	
Refund Rent—Gym and Reception halls .....	300.00	
Refund - Refundable Deposits .....	300.00	
Federal Income Taxes (941) Forward .....	1,916.70	
FICA-Employee OASDI and HI Forward .....	1,813.39	
State Income Taxes Forward .....	722.89	
FICA, Employer OASDI and HI (941) .....	1,059.99	
Athletic Part: Basketball League Fees .....	1,550.00	
Building Supplies .....	660.86	
Utilities (Building ownership) .....	203.79	
Collections Disbursed Gate & Shop Exchange .....	2,070.00	
Entertainment (Bands, Magicians, etc.) .....	600.00	
Fees, Licenses, Permits, etc. ....	234.70	
Flowers, Bibles, Cards, Donations in Lieu .....	503.82	
Internet Service (Access Fees) .....	86.56	
Per Capita Taxes - International .....	58,108.13	
Per Capita Taxes - CAP Councils .....	2,781.34	
REFRESHMENTS .....	1,119.36	
Printing Costs-Pamphlets & Literature .....	74.20	
Refreshments-Coffee, Donuts, food, soft drinks .....	458.25	
Registration/Conference/Tuition Fees .....	500.00	
Soc & Rec Events-Christmas/Easter Party .....	2,570.00	
Soc & Rec Events-Dinners, Luncheons, etc. ....	315.32	
Supplies - Office .....	64.24	
Telephone .....	224.07	
Toys For Tots .....	3,260.40	
Building Fund .....	2,552.16	
Veterans Fund .....	200.00	
Forging Fund .....	25.00	
Expense Total .....	<u>106,686.78</u>	
Total .....	\$241,891.64	
Beginning Balance .....	\$233,187.02	
Income .....	115,316.40	
Expenses .....	<u>-106,686.78</u>	
Difference .....	<u>8,629.62</u>	
Balance .....	\$241,891.64	

### FUND BALANCES

General Fund .....	\$215,057.77
Education Fund .....	4,378.31
Recreation Fund .....	-1,283.11
C.A.P. ....	128.50
Retired Members Fund -N/A .....	9,316.20
Retired Workers Chapter Fund .....	7,973.58
New Member Orientation .....	6,348.68
Civil and Human Rights .....	1,032.77
Women's Fund .....	798.55
Union Label Fund .....	1,509.08
Toys For Tots .....	2,305.28
Building Fund .....	-24,434.05
Building Enhancement Fund .....	-2,350.00
Building and Property Repair Fund .....	8,390.00
Organizing Fund .....	4,605.79
Veterans Fund .....	784.49
Forging Fund .....	<u>7,331.80</u>
Total of All Funds .....	\$241,891.64

### ALLOCATION OF ASSETS

Actual Bank Balance .....	\$136,123.43
Cash on Hand .....	300.00
Fifth Third M/M .....	3,226.65
Rouge C/U Savings .....	<u>101,241.56</u>
Total Cash Assets .....	\$241,891.64

\* No receipts turned in for the month of december were from Wal-Mart or Sam's Club\*\*

# BUY UNION BUY AMERICAN

# An Open Letter to Local 387 Membership

By Recording Secretary, Karen Mager

I want to take this opportunity to congratulate the leadership of this local. As many of you are aware, the International Auditor, Tyrone Frazier, was at our Local Union Hall last year helping us to bring the local funds and accounting back to where it should have been.

Brother Frazier helped us contain unnecessary expenditures, past due fees, interest and penalty fees from State and Federal agencies. He did a fabulous job for this membership.

**Bravo!**



In the audit papers that International Secretary Elizabeth Bunn sent to this membership and was read at the June membership meeting, **our funds were at just over 184 thousand dollars** (after paying over \$22,000 in interest and penalties on payroll taxes alone).

The leadership, in the last year has **increased this bottom line by almost \$58,000.00**. This increase comes after a year that this local had lost almost six thousand the previous year.

This is in my opinion, a truly spectacular feat and I want to personally thank the leadership for this achievement.



## 2007 VEHICLES BUILT BY UNION MEMBERS

### IN THE UNITED STATES AND CANADA



All vehicles on this list are made in the United States or Canada by members of the United Auto Workers (UAW), Canadian Auto Workers (CAW) or the International Union of Electrical Workers-Communication Workers of America (IUE-CWA).

Because of the integration of U.S. and Canadian vehicle production, all vehicles on this list include significant UAW-made content and support the jobs of UAW members.

However, those vehicles marked with an asterisk (\*) are sourced from the United States and another country. When purchasing one of these models, check the Vehicle Identification Number (VIN.) A VIN beginning with "1," "4" or "5" identifies a U.S.-made vehicle; "2" identifies a Canadian-made vehicle.

Not all vehicles made in the United States or Canada are made by union-represented workers. The Toyota Corolla, for example, is made in the United States by UAW members, but the Canadian model is made in a nonunion plant and other models are imported from a third country.

#### UAW CARS

Buick Lucerne  
Cadillac CTS  
Cadillac DTS

Cadillac STS  
Cadillac XLR  
Chevrolet Cobalt  
Chevrolet Corvette  
Chevrolet Malibu  
Chrysler Sebring  
Dodge Avenger  
Dodge Caliber  
Dodge Viper  
Ford Five Hundred  
Ford Focus  
Ford GT  
Ford Mustang  
Lincoln Town Car  
Mazda Mazda 6  
Mercury Montego  
Mitsubishi Eclipse  
Mitsubishi Eclipse Spyder  
Mitsubishi Galant  
Pontiac G5  
Pontiac G6  
Pontiac Solstice  
Pontiac Vibe  
Saturn Aura  
Saturn ION  
Saturn Sky  
Toyota Corolla \*

#### UAW SUVs/UVs

Buick Enclave  
Cadillac Escalade  
Cadillac Escalade ESV  
Cadillac SRX  
Chevrolet Suburban \*  
Chevrolet Tahoe  
Chrysler Aspen  
Dodge Durango  
Dodge Nitro  
Ford Escape/Escape Hybrid  
Ford Expedition  
Ford Explorer

GMC Acadia  
GMC Yukon XL  
GMC Yukon/Denali  
Hummer H1  
Hummer H2  
Hummer H2 SUT  
Hummer H3  
Jeep Commander  
Jeep Compass  
Jeep Grand Cherokee  
Jeep Liberty  
Jeep Patriot  
Jeep Wrangler  
Lincoln Navigator  
Mazda Tribute  
Mercury Mariner/  
Mariner Hybrid  
Mercury Mountaineer  
Mitsubishi Endeavor  
Saturn Outlook  
Saturn VUE

#### UAW PICKUPS

Chevrolet Silverado \*  
Chevrolet Colorado  
Dodge Ram \*  
Dodge Dakota  
Ford F-Series \*  
Ford Explorer Sport Trac  
Ford Ranger  
GMC Sierra \*  
GMC Canyon  
Isuzu i-Series  
Lincoln Mark LT  
Mazda B-series  
Mitsubishi Raider  
Toyota Tacoma \*

#### UAW VANS

Buick Terraza  
Chevrolet Express

Chevrolet Uplander  
Chrysler Town & Country \*  
Dodge Caravan/  
Grand Caravan \*  
Ford Club Wagon  
Ford Econoline  
GMC Savana  
GMC Savana Cargo  
GMC Savana Passenger  
Saturn Relay  
Ford Freestyle

#### CAW CARS

Buick Lacrosse  
Chevrolet Impala  
Chevrolet Monte Carlo  
Chrysler 300  
Dodge Charger  
Ford Crown Victoria  
Mercury Grand Marquis  
Pontiac Grand Prix

#### CAW SUVs/UVs

Chevrolet Equinox  
Chrysler Pacifica  
Dodge Magnum  
Ford Edge  
Lincoln MKX  
Pontiac Torrent  
Suzuki XL7

#### CAW PICKUPS

Chevrolet Silverado  
GMC Sierra

#### UAW/CAW Vans

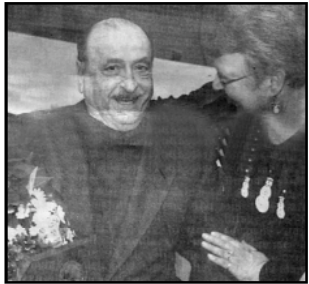
Chrysler Town & Country  
Dodge Caravan/Grand Caravan

#### CAW VAN

Ford Freestar

# Retiree Chairman Frank Eritano Honored

The Local 387 leadership would like to take this opportunity to congratulate one of our most outstanding Retirees, Frank Eritano. Frank



has been the retiree chairman for the past 12 years. In those years, he has been a driving force on

behalf of Local 387 retirees.

Not only does he represent our retirees with honor he holds a special place in his heart for the "Seniors" in Southgate. They bestowed a high honor to Frank for his drive on behalf of charities and needy in the Southgate area. Southgate leadership

voted him "**Senior of the Year**" award.

We want to tell Frank that we are truly proud of him for this achievement and would like to rerun the article that appeared in the Southgate newspaper this past month. The articles follows:

**By Bobby Ampezzan**  
*The News-Herald*

There's a new top senior in town, and his name is Eritano.

A 35-year resident of the city, Frank Eritano, 79, recently was named Senior of the Year by the Southgate Seniors. He was selected from a field of five nominees, and he takes over for Frank Gerhardy.

Positions that demand time and energy but offer little or no monetary kickback are nothing new to Eritano.

He is president of *Retirees Union*

*Local 387* of the United Auto Workers at the Woodhaven Stamping Plant, and has been for the last eight years.

He also has served eight years on the City Commission on Aging, and manages the Senior Golf League.

Eritano also volunteers his time fund-raising for the southgate Seniors, teaching young people the game of golf and delivering meals to the area's homebound.

When he received the award, Eritano was modest. "Yeah, I didn't think I was going to get this," he said. "There's a lot of other people done a lot of work, too."

Sitting at a large table of women who were quick to claim him as their "boyfriend" after the award—the Senior of the Year already is spoken for — few seniors thought Eritano anything less than deserving.

"He's being recognized for his con-

tribution not just to the city, but the community," said Delores Cebula, president of the organization.

Eritano said in the coming year he'd like to address a growing epidemic: identify theft and other fraud schemes that target seniors. "I feel strongly about seniors getting ripped off," he said. Seniors are a more vulnerable subpopulation, they have more money than they've ever had.

More than 100 people attended the luncheon awards banquet, including the city's most prominent senior.

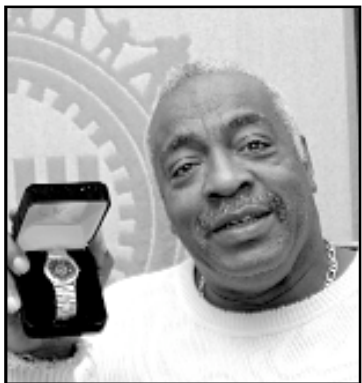
"These seniors helped build the city to what it is today," Cebula said of the organization. "And they're still active, still productive.:"

Asked if he thought seniors are frequently neglected or ignored by the culture at large, Eritano said, "The only time they're forgotten is when they stay at home and don't mingle."

## RECENT RETIREES



**I. Rick Garcia (Electrician)** on the 3rd shift has retired with 17 years of seniority. Rick plans to move to the West Branch area and he hopes to travel and enjoy his grandchildren.



**David (Dave) Arnold (Machine Repair)** on the 3rd shift has retired with 43 years of seniority. Dave was born in Alabama and now lives in Detroit, MI with his wife, Caesther. He and Cal have one child and five grandchildren. His hobbies are traveling and helping with the grandchildren.



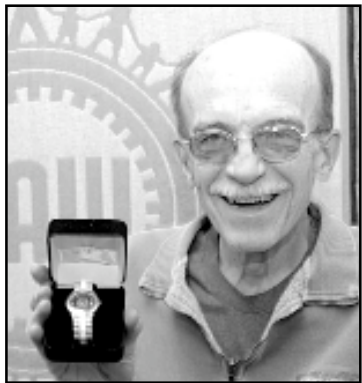
**William (Bill) Mix (Electrician)** on the 2nd shift has retired with 39.2 years of seniority. Bill and his wife, Carol, have two children and three grandchildren.



**Dale Sanders (ILTO)** on the 2nd shift has retired with 39.4 years of seniority. Dale has two children and his hobbies are golf, bike riding and traveling. Future plans are to live life to the fullest. Special Note: Thanks to Ford and the UAW it has been a good run. To my friends and co-workers who remain I wish you luck and prosperity.



**Homer Brewer (Diesetter)** on the 2nd shift has retired with 33.8 years of service. He and his wife, JoAnn have two children. His hobbies are camping and spending time with family. His future plans are to do what he wants.



**Allan (Al) Ave-Lallemant (ATWL)** on the 2nd shift has retired with 39.3 years of seniority. He has three children and two grandchildren. His hobbies are bowling, bicycling, fishing, reading mystery novels, and playing euchre. His future plans are to travel and visit the grandchildren. Special Note: I plan to go to Boston and ride on a bicycle trail called "the little Ave-Lallemant trail" sometime.



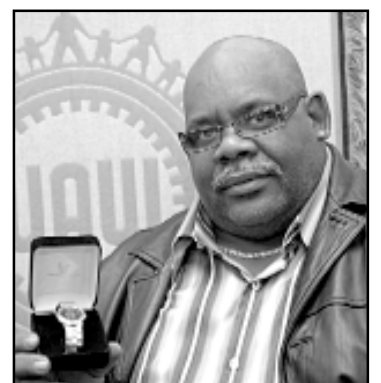
**Steven (Steve) Souva (Diesetter)** on the 2nd shift has retired with 35.4 years of seniority. He was born in Trenton and now lives in Newport. He has three children and two grandchildren. His hobbies are hunting and fishing. Future plans are to spend time with grandchildren and have some R and R. Special Note: Thanks to all at Ford and the many friends that I have made.



**Jay Hamovitz (ILTO)** on the 2nd shift has retired with 31.2 years of seniority. Jay was born in Pennsylvania and now lives in Taylor, MI. He has four children and six grandchildren. His hobbies are motorcycles, beer and parties. Future plans are to ride, party and enjoy life. Special Note: Glad to be out! I will miss a lot of you. Ride hard, die old and enjoy life.



**Ernie Helka (Tow Driver)** on the 2nd shift has retired with 36.4 years of seniority. Ernie and his wife Susan have three children and three grandchildren. His hobbies are fishing, camping and gardening. Future plans are to travel around in the USA in his motor home. Special Note: Support your company, so your company can support you.



**Gregory (Greg) Fee (Tow Truck)** on the 2nd shift has retired with 34.4 years of seniority. Greg was born in Maryland and now lives in Detroit, MI with his wife Donna. He and Donna have three children. His hobbies are fishing and boating. Future plans are to travel and live life to the fullest. Special Note: Ford and the UAW have been good to my family and me.