



Paper,
Allied-Industrial,
Chemical &
Energy Workers
International
Union
AFL-CIO, CLC

PACE

LOCAL 6-0903

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NOTES FROM THE BARGAINING COMMITTEE -

Looking toward contract negotiations we want to outline a schedule of upcoming deadlines and events:

- ◆ **The deadline to turn in Contract Proposals is September 10th, 2004.**
- ◆ **September 25th, 2004, will be the next General Membership Meeting. Please attend!**
- ◆ **Saturday, October 2nd, 2004, the Contract Proposal Committee will meet at the Union Hall starting at 9 a.m. to go over the Contract Proposals.**

The **Contract Proposal Committee Members** are: Bill Whitehouse, Bargaining Committee Chairman, and All Bargaining Committee Members and Union Time Study Representatives, as well as:

Pete McClure, Mark Linder, Phil Baermann, Dennis Leazier, Pete Duran, Dan Burford, Chris Fike, Ed Banks, Dee Coyne, Kevin DeLong, Terry Papenbrock, John Fortman, Tom Herendeen, Mark Miller, Rick Hunnicutt, Jim Bojrab, Jeff Buchanan, Mike Sprinkle

- ◆ **Saturday, October 16th, 2004, Region IX Stewards Training will be held at the Union Hall starting at 8:00 a.m. and ending at 4:30 p.m. PACE International Representatives from Nashville Tennessee will be doing the training.**
- ◆ **The Annual Membership Party will be October 16th, 2004, from 3:00 p.m. til 11:00 p.m.**
- ◆ **October 23rd, 2004, will be the General Membership Meeting. Accepted contract proposals will be read.**
- ◆ **And then the combined November/December General Membership Meeting is tentatively scheduled for December 4th, 2004 (pending body action).**

Whether you are **active or laid off**, it is important that you remember these dates and **PARTICIPATE!** Contract Negotiations are rapidly approaching and these negotiations will determine the future of our membership for the next Labor Agreement.

WELCOME - The Bargaining Committee would like to welcome new production manager, Gary Dickerson to the Fort Wayne Plant. Gary has 40 years service with Dana and has previously worked here at Fort Wayne. He has a good understanding of our product, manufacturing processes and our customers. We look forward to working together with Gary and the rest of Fort Wayne's management team as we continue to provide our customers with the quality, delivery and value we have been recognized for over the years.

NEW PRODUCTS - Dept 121 and 122 have begun to heat treat some heavy duty gears from Dana's Glasgow Kentucky heavy axle facility. At the #6 carburizer you can see two Gleason quench presses for those large hub-design ring gears. A new furnace for this operation should be installed in the next few weeks near the Dept 191 side gear turning machines. Our process, quality, production and skilled trades people are working together daily to get these new products up and running to help supply valuable Dana customers. This is another example of the hard work, skill and experience of unionized labor at the Fort Wayne facility being util-

MORE NOTES FROM THE BARGAINING COMMITTEE -

As we all know, January 31, 2005 is the termination date for our present Collective Bargaining Agreement. On the front of this newsletter, we have published a list of important dates to remember for contract related activities. The Bargaining Committee has established a plan of action leading into negotiations, and each member's input and participation is needed and encouraged. A blank contract proposal form is also included in this newsletter, and copies may also be obtained in the Union Office or from your Steward.

NOTE: We had a good response from the contract item questionnaire published earlier this year, and we thank you for your input. However, comments and suggestions in that format are **not** contract proposals. If you wish your suggestion to be considered as a proposal by the Contract Proposal Committee, please fill out a **Contract Proposal form**. This way we can contact you personally for clarification and discussion before the proposals are voted on. The deadline for submitting contract proposals is September 10, 2004. Thank you,

Dave Kobiela, Third Trick Committeeman

Letter from Kent D Weeks (Dana Heat Treat Consultant) - "After spending 3 days at the Fort Wayne Facility, I came away with a feeling of intense pride in what the people feel they can accomplish. We sent a 537 Gleason Press up to the plant from the Glasgow facility to run a new type of ring gear through the Heat Treat Department. Everyone that had anything to do with this project did their part with enthusiasm and professionalism. The press was set up temporarily at the number six carburizer and debugged by the maintenance department. The gears were run on Thursday morning and the results were positive. The gears will be completed at Glasgow and the results will be studied to see if the process is sound.

Some of the impressions that I got while being in the plant at Fort Wayne was that the people really do want new business. To do this in the Heat Treat, it will take some time to get all of the furnaces back up to proper operating condition. Work should begin on removing the scrap production gears from number three carburizer and finding the oil leak at the charge end of the furnace that caused the unit to be shut down three years ago. To come on line with new business it is imperative that your heat treat capacity be ready to go so that Fort Wayne can satisfy any customer demand that is needed.

It would also be beneficial to have the fourth Heat Treat Supervisor available in case that department comes back on line with enough business to use all of the capacity that is available.

The Fort Wayne heat treat has always been a well maintained department from both a safety and a quality point of view. To keep this up will mean training new people to take over after the older seniority employees retire.

The plant is cleaner and better organized than the last time I was in the plant. If this is maintained, then I see no reason that this facility cannot become a profitable plant again. "

Kent D Weeks

FYI - Too much is at stake November 2, 2004. Your Vote - Your Rights. Don't let them steal it again. Your vote on November 2 will determine whether working families have good jobs, affordable health care, education, work place rights, job safety, civil rights, retirement security and more. Don't let them steal the election again. Deliberate voting right violations in Florida and around the country in 2000 stole the votes from thousands of working families, people of color, retirees, persons with disabilities, new citizen voters, and the poor. Let's make sure it doesn't happen again in 2004.

We can take a few simple steps NOW to make sure our vote is safe, secure, and counted on November 2nd.

1. Contact your local election office to check that you are registered to vote and find out where you should vote. Register immediately if you are not. Now you can register online. It's easy at www.myvotemyright.com where you can also request an absentee ballot.
2. If, you do not receive a registration card within three weeks of registering, call the election office to see if there is a problem. If there is, follow instructions to correct the problem or re-register.
3. It is particularly important to check your registration or re-register if you have moved, changed your name or have not voted in recent elections.
4. Find out whether you can vote early. If early voting is allowed in your community, "do it".
5. Check with your local election office about any new voting procedures or ID requirements as well as opportunities to practice using voting machines.
6. If you are a first-time voter who registered by mail and you are voting in person at a polling place, remember to bring either a valid photo ID or a copy of a current utility bill, bank statement, paycheck, government check or

other government document that shows your name and address in case it is requested.

Now this is for the WOMEN - pass it on. Ask the politicians to take a few laps in your shoes. They don't understand what it's like to be a woman on her own trying to stretch a shrinking paycheck over skyrocketing health care costs. They don't understand that when you're a single woman and you lose your job, no one is going to step up to pay the rent or your college loan. It's time to elect labor and women-friendly politicians who do understand, who will protect your rights and take on the high cost of health care, protect jobs and paychecks, improve our schools and make it easier to get the education and skills you need to get ahead and secure your future. 22 million unmarried women didn't vote in the last Presidential election, according to the U.S. census. Vote this year, please, and you can determine who wins and set our nation on a different course. You know 22 million women on their own can change the country.

Following are a few of the guidelines of non-partisan voter participation activities of A Philip Randolph Institute Affiliates. These questions and answers were compiled to assist in the effective and active non-partisan voter participation drive for APRI.

1. Can an APRI affiliate participate in non-partisan voter activities? YES. Any tax-exempt, non-profit organization may organize and/or participate in voter registration, education and get-out-the-vote activities providing the effort is non-partisan.
2. What does non-partisan mean? Non-partisan means that the activities or program is not influenced by, affiliated with or supportive of the interests or policies of any one political party, political candidate, referendum or initiative.
3. Can a tax-exempt, non-profit affiliate conduct non-partisan voter education programs? YES. Candidate and issue forums may be conducted to include the distribution of non-partisan literature. When

APRI is organizing a candidates forum, we extend the same invitation to all candidates for the particular office or offices that the forum is dealing with, i.e., all mayoral candidates, all congressional candidates, etc. If one or more of the candidates declines we, or you, can still hold the forum. When organizing an issues forum or program that will discuss referendum or initiatives, present the info fully, fairly, and objectively so as to allow the public to form its own opinion or conclusion. If you invite experts to discuss the issue, be certain that both sides of the issue are fairly represented. The affiliate that is sponsoring the forum or program, APRI or some other, **MUST NOT** state a point of view or advocate an opinion or engage in any activity that tells a person how to vote or that is designed to reflect a preference or recommendation on referendum or initiatives.

4. If we cannot advocate political candidates or initiatives or referenda, how will the voters know how to vote? Don't worry, well informed voters make good decisions that are appropriate for them and their communities.

Check this out:

- ◆ 37% of Union households voted for President Bush - 1 out of every 3 members.
- ◆ This presidential election is the most important election in our lifetime.
- ◆ 25% of teachers voted for the wrong person.
- ◆ Don't vote against your best interests.
- ◆ 43 steel companies in America filed bankruptcy in the past 3 years.
- ◆ President Bush says don't leave the children behind but he leaves them out of his budget.
- ◆ 16 states require ID to vote this year.

You fool me once and that's on you, you fool me twice and that's on me. Don't vote against your own best interests in this 2004 presidential election. The last day for voter registration is October 2, 2004.

Jesse B Jackson Sr, 1st Vice President,
A Philip Randolph Institute,

MORE NOTES FROM THE BARGAINING COMMITTEE -

Holiday Pay - Monday, September 6th is Labor Day. Don't forget you need to qualify to be paid for this holiday. You must work a minimum of 4 hours on Friday, September 3rd, and on Tuesday, September 7th. If you work the holiday this also qualifies you. If you accept work on the holiday and don't show up you will lose pay for the day. Ken McMahan, Second Shift Committeeman

School is Back in Session - With the start of this school year, drivers are reminded to use caution around school buses and watch for children on the sides of the road. It doesn't hurt to allow yourself a few more extra minutes when you start out so you won't be too rushed and have a tendency to throw caution to the wind. Fort Wayne Community Schools has offered several safety tips to help keep children safe:

- ⇒ Write your child's name, address and phone number **INSIDE** their book bag or other item they always carry. If you write their name on the outside it makes it too easy for strangers to call them by name and get their attention.
- ⇒ Visit the bus stop with your child and know exactly where they are supposed to get off after school.
- ⇒ Give clear instructions to your child about the route they are to take home once they get off the bus - with no deviations. It doesn't hurt to err on the side of extra caution these days.
- ⇒ Know where your child's friends and acquaintances live, and introduce yourself to their parents. Keep the lines of communication open with the parents.
- ⇒ Make sure your child knows what to do if they get lost or are approached by strangers.
- ⇒ Inform your child to trust and tell the bus driver whenever there is a concern.
- ⇒ Be sure you and your child know their bus number.
- ⇒ A parent or designee must be present at the bus stop to pick up kindergarten students for noon drop-offs.
- ⇒ Instruct your child to always look both ways and watch out for drivers who failed to stop.



Toys for Tots Volunteers

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Health Fair

For Organized Labor Retirees, Spouses & Friends

Friday, October 8th ~ 8:00 a.m. to 12:00 Noon

Sponsored by Parkview Hospital and United Way of Allen County, there will be Free Blood Pressure Screenings, Free Flu Shots and Pneumonia shot free if Medicare Part B insurance card is presented. It is advised that you check with your primary care physician to see if you have had the pneumococcal vaccine. The Health Fair Panel will do a 17 Blood Draw at cost per person which includes blood sugar level, cholesterol - triglycerides, liver and kidney function, and other blood screenings. You must fast 12 hours before the blood test. Normal

medications should be taken with small sips of water. No smoking or

Health Fair will be held at the
Turnstone Center
3320 N Clinton Street
behind FireFighters Credit

drinking or gum chewing prior to test. Please do not fast if you have a medical condition which makes fasting unreasonable. A detailed report will be mailed to you. Fort Wayne Radiology will do an Osteo-

porosis Detection screening at cost. This test is done by pricking your heel. There will be information booths from the Parkview Hospital Cancer Center, Fort Wayne Cardiology, Diabetes Treatment Center, Healthcare Services - Shepherd of the Hill, Red Cross Memorabilia - American Red Cross, Senior Services on Aging and In home Services, and Allen County Council on Aging and Cancer Services.

For more information call Vickie Rodemeyer of the United Way at 422-4776.

*This year's **UNION MEMBERSHIP PARTY** will be held on October 16th. We have moved the party back to the old F.O.P. hall on Olladale Drive. Retirees and Laid off workers must call the hall at 432-6918 and let us know if you are coming, so we may have an accurate head count for the food. Fatty Matty's BBQ will be cooking the hog and some of the chicken this year. We have had several requests for a Texas Hold'em tournament - it will start at 4:00 p.m. Lots and lots of Euchre games. The hall has a pool table so bring your sticks. Something for everyone. Any questions or comments please feel free to contact a committeeman or April Cook - 1st shift.*

Remembering the Origins of Labor Day: Some Things Never Change

Some have credited Peter McGuire of the Carpenters Union as having pioneered the first Labor Day parade in New York City in 1882. It is reported that more than 10,000 workers marched in the 1882 parade, under threat of losing their jobs. However, for our brothers and sisters up north, Canadian labor history tells us that unions in Ottawa organized a parade in September 1872 to demonstrate workers discontent with laws that made unions illegal. Despite disagreement about the origins, we know that various municipal ordinances were subsequently passed, and Oregon is

credited with having passed the first state legislation recognizing Labor Day as a holiday. Federal legislation was not on the books until 1894, presumably under pressure from the Pullman strike in Chicago, where the American Railway Union lead by Eugene V Debs, refused to haul railroad cars, interfering with mail delivery. Workers across the globe celebrate the struggles of the labor movement. In Paris in 1889, May 1st was selected as a day for international celebration of the working man in response to the Haymarket Riot in Chicago. There labor organizers were peacefully demonstrating for an

8-hour day when the action turned deadly; several demonstrators were ultimately killed and other labor activists were arrested. May 1st is still recognized in most countries around the world to commemorate the struggles for working people. Now, this year, workers are again fighting to keep the 8-hour day, and fighting overtime and the freedom to join a union without risking their jobs as we organize and act in concert. This year, September 6, 2004, let us not forget the past struggles of our forefathers, and our union brothers and sisters. We must be vigilant.

Retirees Auxiliary Notes -

Well, here we go into the fall season which really doesn't start until September 22nd according to the calendar, but it seems like once we hit Labor Day (this year Sept 6th), we all consider that we are in the fall season. Vacations are over, kids are back in school, days start getting shorter and all those beautiful leaves fall down in our yards just waiting to be raked by you. Then starts the countdown till the next holiday (Thanksgiving) along with the number of shopping days till Christmas. Oh, how time flies as you get older! The people of Fort Wayne Dana will also be counting the days till the end of their current Labor Agreement, which ends on January 31, 2005. What the forthcoming negotiations will bring forth in a new contract one can only guess. Will the concessions you gave the company three years ago be returned? Are there any new benefits to be gained in a new Labor Agreement? Will we, the Retirees, be able to hold on to the benefits we retired with? Or will we be asked to make major concessions this time around? We have retirees of 15-20 & 25 years + who have never received an increase in their pensions in all these years, and although the Bargaining Committee may not be able to help those of us who are already retired, we implore you to try and get a Cost of Living Clause for future retirees. As I write this article, I am reminded of an article dated April 22, 2004, from the Associated Press, datelined Toledo - announcing a 54% jump in Dana Corp's first quarter earnings. This profit increase has been made possible partially through the concessions and effort of the Fort Wayne Dana family which should receive more than just lip praise.

Around the area, the employment picture is rather cloudy as there are plant closings or lay-offs along with new business coming into the area. Case in point, the Paragon Medical Inc, which plans to expand its Pierceton Indiana facility over the next 5 to 7 years and create some 350 new jobs. A Japanese firm, Shimezu Densetsu Kagyo, plans on building a 10,350 square-foot plant in the airport business center on Airport Expressway near Fort Wayne International Airport, with an initial employment of 24. The U.S. name for this new company will be SEAVAC-USA. Again in Fort Wayne, a Company named Terex Advance, which manufactures cement mixers, is in the midst of a more than \$1 million investment in it's company which will result in the creation of up to 40 jobs. While not so close to home, an auto parts supplier will build and operate a plant and work side-by-side with Daimler-Chrysler AG to make Jeeps - a first for a U.S. auto industry. The \$900 million plant will employ approximately 800 workers - mostly laid-off Toledo Jeep workers.

While on the dark side was the announcement by GE of its sale of commercial AC motor business to the Regal-Beloit Corp. This GE division employed 210 people, 180 of which were production workers whose jobs will be eliminated. I guess this is the downside of their last contract negotiated within the last year. At the time I questioned how many GE employees would be around for the life of the agreement. Then you have the closing of the Kitco rubber molding plant in Bluffton which will result in 157 employees losing their livelihood.

And then we have the newly implemented federal rules on the payment of overtime. Under the new rules, it will allow companies to stop paying an estimated 6 million workers overtime as of August 23rd when the new rules go into effect, while at the same time it will require employers to pay overtime (time and a half) to about 6.7 million workers who previously weren't guaranteed overtime by the Fair Labor Standards Act. There is mass confusion in implementing these new rules and there are so many ifs-and-or-buts, that no one knows for sure if they are doing it right. This new law seems directed to the white collared or salaried worker and under these rules an employer can change a workers classification thus making that employee exempt from overtime - but no self respected employee would do that, would they? This new rule is the first comprehensive update in 50 years. The Labor Department made significant changes in the proposal as it was released in March 2003. It should be interesting to see how many suits end up in litigation under the new rules.

Sept 6th is Labor Day - which marks the 122nd official celebration of a day set aside as a day honoring the working men and women of this great nation. Stand tall and be proud on this day, for it is through your efforts over the many years, that the American worker has reached the level of success you have today. Remember labor's battle is never over and you must be ever vigilant of the forces that will try to erode the advances you gained over the years through hard work and perseverance. To the American worker, I salute you and feel proud to have served in your ranks. Til next month, I remain,

Fraternally, Manuel "Ferd" Fernandis

Face Off: D-Joe Kernan vs. R-Mitch Daniels

Who should be Indiana's next Governor?

Career Record

Joe Kernan - Since taking over as Indiana's Governor when Frank O'Bannon tragically died on September 13th, 2003, Joe Kernan has achieved historic tax restructuring and is working to implement a current plan to make state government more efficient. His primary goals while in office have been to promote small business growth and to provide affordable healthcare for all Hoosiers.

Mitch Daniels - *In January 2001, Mitch made a "significant personal and financial sacrifice" when he answered the call from President George W. Bush to serve as the director of the Office of Management and Budget. Mitch became responsible for overseeing the federal government's \$2 trillion budget.* It was during this time that a 230-billion dollar surplus became a 540-billion dollar deficit.*

**www.mymanmitch.com*

Jobs

Joe Kernan - Joe Kernan has created "Opportunity Indiana", a program to keep jobs from leaving Indiana by encouraging Indiana's businesses to obtain contracts within the state. Opportunity Indiana has already led to an additional 1,700 Indiana companies signing up to become registered vendors with the state. Governor Kernan Believes that Indiana's men and women should all be employed in high-quality, family-wage positions.

Despite the national recession, which caused job loss throughout the country, Indiana retained its manufacturing jobs and ranks 9th in manufacturing employment. "When other states were paralyzed we went on offense. We made critical investments in job creation and education when other states were cutting and running. We took action." - Joe Kernan, Fort Wayne Journal, 6/13/04

Mitch Daniels - *In 2001, Mitch Daniels a member of the Indianapolis Power and light Company's (IPALCO) board of directors, chose to sell the Indiana company to an out-of state corporation.* While this resulted in large profits for the board, the move resulted in numerous job and benefit loses for many Hoosiers.*

Healthcare

Joe Kernan - Although prescription drug prices are on the rise, Joe Kernan is committed to providing affordable healthcare to low-income workers and seniors. Joe Kernan has coordinated Hoosier RX, a healthcare program, which will allow 30,000 seniors to obtain up to \$1,200 in prescription drug relief.

Mitch Daniels - *Unlike Joe Kernan, Mitch Daniels does not believe in healthcare for every Hoosier. In fact, Daniels supports the privatization of healthcare. Marc Lotter, spokesman for Daniels, said, "I don't know if the state should be in the business of doing what the private sector is already doing."*

- Fort Wayne News Sentinel, 6/29/04



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*Congratulations to those Retiring!!
 We Wish You Well In This New Beginning
 of Your Life!!*

NAME	YRS SERVICE	CLOCK #	DEPT/SHIFT	RETIRED
Ervin F Kryder	31.1	4043	200 / 1	8-1-04
Rick T Beiswanger	32.7	3295	42 / 1	9-1-04
Joseph I Thomas	32.4	3312	53 / LTD	9-1-04

MANPOWER REPORT
 (as of August 24, 2004)

Active	553
Retired	1157
Sick Leave	72
Laid Off	462
Union Business	1
Last Man	6187

In Memory of.....

James I Irby Retired 2-1-2002
Clock Number 6458 Deceased 7-24-04

Harwood V Kobi Retired 7-1-1980
Clock Number 706 Deceased 8-9-04

Paul E Koble Retired 7-1-1993
Clock Number 798 Deceased 8-15-04

James L Ball Jr Retired 9-1-1996
Clock Number 1766 Deceased 8-18-04

James E Curry Sr Retired 6-1-2004
Clock Number 3795 Deceased 8-18-04

IT'S PARTY TIME! Announcing the 4th annual Client Appreciation Fish Fry! For the 4th year in a row, JKW Financial Services formally invites YOU to a day of Free Food, Fun and Fellowship! The party as in the past will be behind the Tower Plaza strip mall (home of JKW Financial Services). The date is September 25, 2004, from 12 noon till 5:00 p.m. We're throwing up the tent and giving away prizes! There will be plenty to eat and drink and good times for all! So pack up your friends and relatives, count all of you that are coming and give us a call! Please RSVP by September 17th so we can make sure everyone gets some! For more information call - Jim Wietfeldt at 260/496-8900, or toll-free at 1-877-661-8900.

Jim is a Registered Principal/Branch Manager of Questar Capital Corporation Member of NASD/SIPC. JKW Financial Services is independent of Questar Capital Corporation