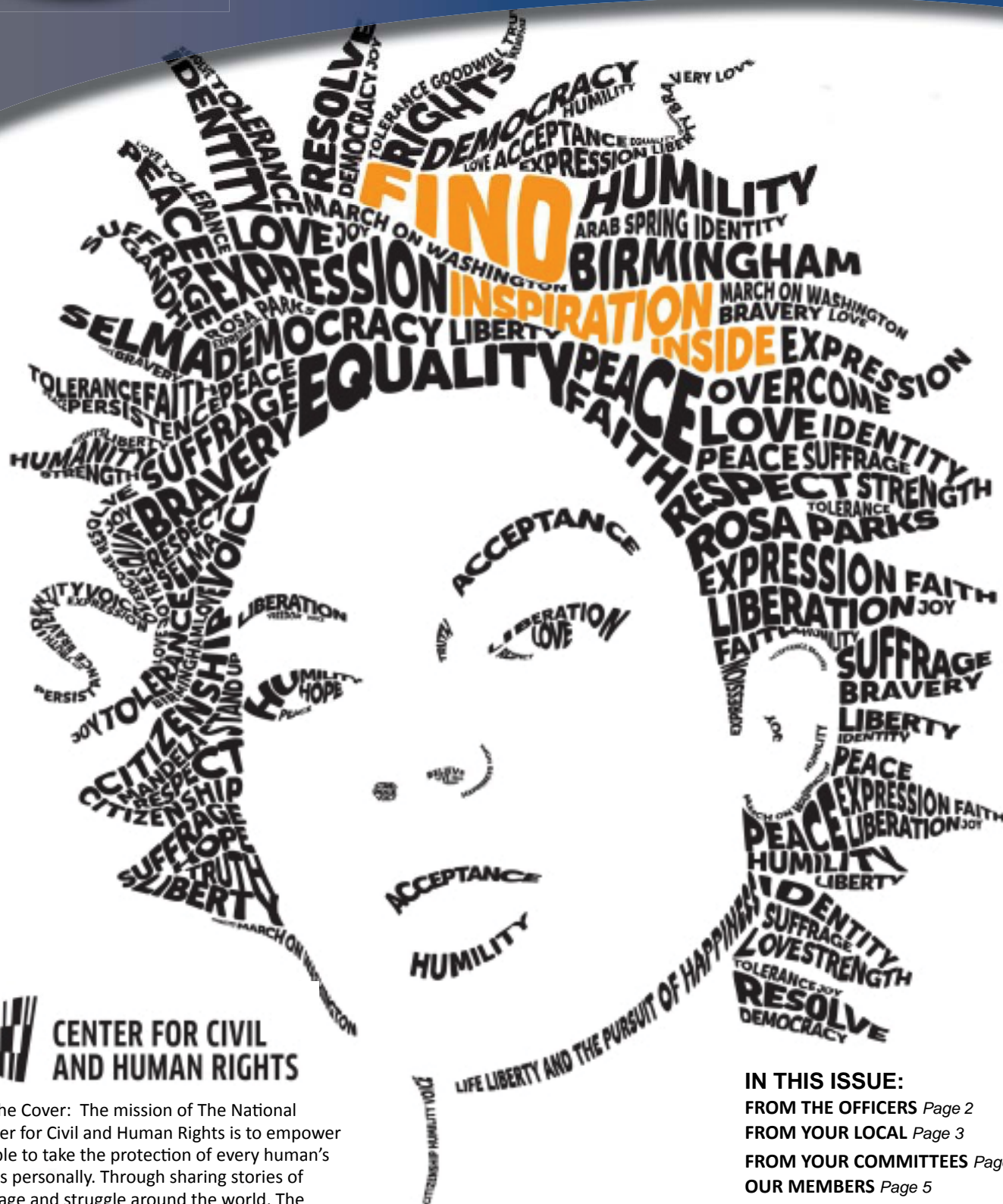




SOUNDINGS

September - December 2015



**CENTER FOR CIVIL
AND HUMAN RIGHTS**

On the Cover: The mission of The National Center for Civil and Human Rights is to empower people to take the protection of every human's rights personally. Through sharing stories of courage and struggle around the world, The Center encourages visitors to gain a deeper understanding of the role they play in helping to protect the rights of all people. On August 30th, a Civil and Human Rights Conference was held in Black Lake, Onaway MI. See Page 6 for full story.

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FROM THE OFFICERS



MDA-UAW Local 571

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December.



Left to Right: Treasurer Robert Faraci, 2nd Vice President David M. Reagan, 1st Vice President Kenneth Rowland, President William E. Louis, Financial Secretary Bill May and Recording Secretary Patricia A. Clay

HAPPY NEW YEAR TO ALL

We would like to update you on our negotiation preparations. Our team, to date, includes the six officers, Ed Nevins, Doug Witt and Barry Bayly, Region 9A servicing Representative. Our team has met numerous times to date and have all gone through the contract and side letters.

We have built a time-line leading up to November 4, 2016. We have had the Region 9A Director in for a meeting along with Ken Delacruz, MTC President. We are having Robert Tardif in soon, Chief Stewart of the Carpenters.

We are preparing a questionnaire to get out soon to capture your feedback, thoughts and ideas. It is encouraged that all our members partake in the questionnaire; your input is very important to us.

Also, we have not yet met with the Company to discuss contract negotiations. But we do have training scheduled for our negotiating team along with the E-Board in May with Mark Sullivan, Labor Professor.

Everyone must stay positive and show support in our Union leading up to negotiations. Our population has grown to over 2100 members and we have lots of work ahead of us. Many rumors will be going around and you should ask a Councillor, Grievance Rep or Officer if you have any questions. We are doing everything we can to be ready to represent you, the member, and your families during this time and are hopeful that we will have a successful contract come November 4th. Please feel free to

contact us with any questions. Let's all show how we stand as one; wear your Red Shirts on Mondays to show your support. If you haven't received a Shirt, please contact your Councillor.

Thank you for your continued support. (You can reach Bill Louis on his cell at 860-303-0633 any time, any day).

In Solidarity,
William E. Louis, President

V-CAP HELPS PROTECT UNION JOBS!

By First Vice President Kenneth Rowland

Many UAW members wonder: What is V-CAP and why does it matter to me? Is it just another way to get more money for the union to spend on organizing and running the union?

No, actually V-CAP (Voluntary Community Action Program) is the UAW's program to raise funds for political purposes. Regular membership dues cannot be used to support individual candidates for elected office. V-CAP money helps ensure that Union and Worker-friendly candidates are supported in their election campaigns. Here's a little background on why it's important and how it works:

Unions raise the standards of pay and benefits for their members. We bargain collectively for good contracts that protect our work and protect members' rights to training and advancement in the workplace. The Union relies on members' dues to represent the members and uphold the contract. Many states have enacted legislation such as "Right to Work", which may sound great, but what that means is that individual workers would be able to get all the benefits of union membership without being required to pay dues. Right to work, along with other legislation limiting collective bargaining rights of public employee unions, is a blatant attempt to weaken Unions' (and workers) power in the workplace.

Let's try to imagine the effect of a weaker union at EB. Would we still be able to

protect our contractual rights without funds to pay for those battles? Would work we historically perform remain within our domain? Would we be able to bargain for better contracts when a portion of our members have declined to help fund the union? Without a strong union, would there be layoffs so work could be shifted to other employees?

V-CAP funds go to candidates who have answered survey questions regarding their commitment to collective bargaining and other issues that concern workers. These candidates are invited to be interviewed on their survey answers and also are judged on their voting records. These candidates have pledged their support for the work unions do to advance workers' rights and working conditions. Money goes to support endorsed candidates and campaign committees. These funds come dollar by dollar from individual workers who have voluntarily pledged to help elect representatives friendly to unions.

Conversely, there are well-funded, well-orchestrated campaigns to defund and weaken unions. These campaigns are supported by large corporations and rich donors who can contribute virtually unlimited funds to politicians whose stated goal is to destroy collective bargaining. A recent Supreme Court decision called "Citizens United" somehow determined that Corporations are people, and their donations are protected by the First Amendment. It is in the interest of Big Business to weaken unions so they can reduce labor costs and make more profit for their shareholders.

Here in Connecticut and in states around the country, Right to work legislation gets proposed yearly. All it takes is one vote and a signature from the Governor to destroy the rights unions have worked for decades.

Please donate to the V-CAP program to help keep our Union Strong!

Contact your area councillor or the Union Hall if you are interested or have any questions.





CONFERENCES YOUR LOCAL ATTENDED

SEPTEMBER	CIVIL AND HUMAN RIGHTS CONFERENCE, WALTER & MAY REUTHER UAW FAMILY EDUCATION CENTER, ONAWAY MI
OCTOBER	REGION 9A WOMANS CONFERENCE, FARMINGTON CT AFL-CIO CONFERENCE, FOXWOODS CT
NOVEMBER	CONNECTICOSH CONVENTION, FARMINGTON CT EFFECTIVE COMMUNICATION, GROTON CT

2016 UPCOMING EVENTS

Approved events are Movie Matinee (Coming in March), Lake Com-pounce, Solidarity Picnic, Camp Outing, MDA Golf Tournament, Region 9A Golf Outing, Gemma E. Moran Golf Outing and the Dinner Dance. Dates will be released in the next issue, in our minutes and announced at the General Membership meetings. You can also contact the Union Hall.

FOR ANY EVENT PLEASE CALL TO CONFIRM WITHIN THE DEADLINES!

We will strive to make sure we can properly accommodate everyone and have an accurate count.



THAI PORK WRAP-UPS

From RachelRaeMag.com

This homemade takeout recipe takes lettuce wraps to a whole new level. Serve as a hands-on appetizer or weeknight main dish.

Ingredients:

1 pound ground pork
1 clove garlic, grated
1 tablespoon vegetable oil
1/4 cup chopped cilantro
1 tablespoon lime juice
1 tablespoon fish sauce
1 teaspoon sriracha
1 teaspoon brown sugar
1 head butter lettuce

Directions

Cook pork and garlic in oil over high, 7 minutes. Off heat, stir in next 5 ingredients. Serve with lettuce.

(Sriracha is a type of hot sauce or chili sauce made from a paste of chili peppers, distilled vinegar, garlic, sugar, and salt.)

**MONDAY IS
"SOLIDARITY DAY"
WEAR YOUR RED
SHIRT TO SHOW
YOUR SOLIDARITY**

Shirts have been distributed. Contact your Councillor if you did not receive yours

On November 30th and December 3rd, our Officers and Councillors handed out over 1800 red shirts to union members.

Since then, we have seen a great majority wearing them on the Monday's since.

Keep up the good work showing every-one our Union is strong!

MDA-UAW LOCAL 571 2016 MEETING SCHEDULE

EVENT	DATE	TIME	PLACE
Executive Board	Jan 11	3:30PM	Groton Inn & Suites
Executive Council	Jan 11	4:30PM	Groton Inn & Suites
Executive Board	Feb 01	3:30PM	Ocean Beach
Executive Council	Feb 01	4:30PM	Ocean Beach
Executive Board	Mar 07	3:30PM	Ocean Beach
General Membership	Mar 07	4:30PM	Ocean Beach
Executive Board	Apr 04	3:30PM	Groton Inn & Suites
Executive Council	Apr 04	4:30PM	Groton Inn & Suites
Executive Board	May 02	3:30PM	Ocean Beach
Executive Council	May 02	4:30PM	Ocean Beach
Executive Board	Jun 06	3:30PM	Ocean Beach
General Membership	Jun 06	4:30PM	Ocean Beach
Executive Board	Jul 11	3:30PM	Union Office
Executive Council	Jul 11	4:30PM	Union Office
Executive Board	Aug 01	3:30PM	Union Office
Executive Council	Aug 01	4:30PM	Union Office
Executive Board	Sep 12	3:30PM	Ocean Beach
General Membership	Sep 12	4:30PM	Ocean Beach
Executive Board	Oct 03	3:30PM	Groton Inn & Suites
Executive Council	Oct 03	4:30PM	Groton Inn & Suites
Executive Board	Nov 07	3:30PM	Ocean Beach
Executive Council	Nov 07	4:30PM	Ocean Beach
Executive Board	Dec 05	3:30PM	Ocean Beach
General Membership	Dec 05	4:30PM	Ocean Beach

CHECK THE WEBSITE FOR ALL: NOTICES - UPDATES - PICTURES - ARTICLES COPY OF NEWSLETTERS

The MDA-UAW Website can be accessed through EB's Home Page. Always use care and responsibility during working hours when on the web.



To the right: Former MDA-UAW Local 571 President Mel Olsson, Joe Husereau, President William E. Louis, Financial Secretary Bill May, retiree Robert Valentine, 2nd Vice President David M. Reagan, Pam Gonski, Doug Witt and Trustee Wayne Burgess.

2015 LEADERSHIP CONFERENCE

On September 18 the Leadership Conference was held in Cape Cod, MA.



Above: Region 9A Director Julie Kushner, Denise Gladue Local 2121 and Ted Feng.





FROM YOUR COMMITTEES

SAFETY COMMITTEE *By Rick Gianfrocco*

EB is replacing some of the HVAC units in B221. The exhaust system in Building 129 was also fixed. Office spaces are being redone in Building 109.

VETERANS COMMITTEE *By Officer Bill May*

ROCKY HILL STANDOWN

This year the Rocky Hill stand down was held on **September 18th**.

A team consisting of President William E. Louis, Financial Secretary Bill May, Tom Montgomery, Don Buell and Carol Esidore delivered two truckloads of various food items (snacks) to needy Veterans. The food was donated by the Gemma E. Moran United Way/Labor Food Center and was greatly appreciated.



The weather was great and we got to enjoy a nice meal with the Veterans at the Mess Hall. It was a great day for a great cause.

On **November 10th**, the day before Veterans Day it was an honor for me to be able to represent the MDA/UAW Local 571 at the Flag Ceremony in Groton. When we look at what's going on in the world today, it makes me grateful to our Veterans for their service and sacrifices so we can enjoy the freedom we have today.

VETERANS DINNER DANCE

November 18th. The Veterans Committee of Region 9A also hosted our 18th Annual Veterans Dinner Dance at the Crown Plaza in Cromwell CT. Our guest speaker was Mike Devlin, Local 2179, out of New York City is an instructor for the Guide Dog Foundation for America's Vets. These dogs are trained to help our disabled Veterans get their lives back in order and also provide great companionship.



Visit <http://www.vetdogs.org/> for more information on America's Vet Dogs

Mae Flexer, 29th District State Senator, also delivered a powerful speech based on her father's ideas of who our Veterans are. From the grocery store clerk to CEO's of large companies and every walk of life in between.

President William E. Louis volunteered to be the Master of all Ceremonies, which enabled him to interject a sense of humor and harass the crowd about the Yankees vs Red Sox rivalry. All in all, the night was a great success.

Veterans continued on Page 5



Mike Devlin from Local 2179 has been training guide dogs at the Guide Dog Foundation since 1981. One of the Guide Dogs also attended the Dinner Dance.

WOMANS COMMITTEE *By Officer Pat Clay*

SAFE FUTURES

Our Local 571 Women's Committee members Paula Gilger and Nicole Wilcox decorating Halloween costume collection boxes at the union office in preparation of the upcoming Halloween Costume drive that was held in



each of the EB cafeteria's for 2 weeks in October. That's Paula and Nicole behind the masks, looking good ladies!!

On **October 22**, Paula Gilger and Judi Page delivered the Halloween costumes collected to Safe Futures in New London, CT. They were greatly appreciated by the staff and residents there. We would like to thank everyone who donated costumes to Safe Futures and also a thank you to all the ladies of the committee who helped make this drive a success.

UAW BRACELETS



On **November 20th**, several members of the Region 9A UAW Women's Council and our Local 571 Women's Committee (Pat Clay, Paula Gilger, Pam Gonski, Judi Page, Jen Wessell, Nicole Wilcox and Ann Wurzbacher) met with other members from within Region

9A UAW Women's Council (including Region 9A Rep Donna Becotte) and worked together at our Union Office making union printed, handmade "UAW" bracelets very similar to the very popular Alex and Ani bracelets. These bracelets are the "shiny silver" style and are available for the purchase of \$20.00 each. Example of the bracelets and order forms were available at the General Membership Meeting. Order forms are attached



Womans Committee continued on Page 14

RETIRES COMMITTEE *By Officer Pat Clay*

YEARLY RETIREE MEETING

On December 18, the yearly Retiree luncheon was held at Region 9A in Farmington CT with members from all of Region 9A. Pat Clay, Wayne Burgess, Don Degidio, Ron Arner and Dan Hall attended from our Local.





REMEMBERING OUR MEMBERS

*"Perhaps the stars in the sky, are loved ones
letting us know they are near, by guiding us
through the night"*
~Author Unknown

Irving Churma, Retiree
1930 – 10/30/15

William A. Curran, Retiree
08/15/47 – 11/28/15

Edward Freeman, Retiree
08/7/47 – 09/16/15

Edward Ponte
1949 – 11/23/15

John Soda Jr., Retiree
2/18/22 - 10/14/15

Paul Washburn, Sr., Retiree
9/7/31 - 11/22/15

Frank Janis
01/07/47 - 12/16/15

GET INVOLVED

*If you would like to volunteer or get involved in any of
our committees, events or volunteer efforts,
contact the Union Hall at 860-448-0552.*

2016 RETIREE LUNCHEONS

JAN 14	La Luna@Holiday Inn Plaza Hotel, New London CT
FEB 11	Great Neck Country Club, New London CT
MAR 10	Tony D's Restaurant, New London CT
APR 14	River Ridge Country Club, Griswold CT
MAY 12	Richmond Country Club, Richmond RI
JUN 09	Ocean Beach, New London CT
JUL 14	Tony D's Restaurant, New London CT
AUG 11	Groton Inn & Suites, Groton CT
SEP 08	Venice Restaurant, Westerly RI
OCT 13	Richmond Country Club, Richmond RI
NOV 10	Great Neck Country Club, Waterford CT
DEC 08	Ocean Beach, New London CT

IN MEMORIAM

*We are deeply saddened by the sudden loss of our Union brothers.
Our thoughts and prayers go out to their families.*



PAUL WASHBURN, SR.
September 7, 1931 –
November 22, 2015

Paul worked as 1st
Vice President of the
MDA Union at General
Dynamics, Electric Boat
Division, for 37 years
before retiring in 1997.
Rest in peace brother.



FRANK G. JANIS JR.
January 7, 1947 -
December 16, 2015

Since 1991, Frank
was employed as a
Senior Specialist -
Piping Designer on
Trident and Virginia
Class Submarines.
Rest in peace
brother.

Please contact the Union Hall to have someone you know remembered or pay a special tribute to.

2015 RETIREES

September 18	Christopher B. Atwood
September 21	Tom Arters
September 30	Tim Jackson
October 29	Richard Langlois
November 02	William Neal
November 25	Barbara Bennett
December 11	Ruth Vanpelt

Veterans continued from Page 4



COMMEMORATIVE CERTIFICATES

December 7th. Bill
May presented Veteran
union members with a
Commemoration Certificate
signed by President Obama for serving in the
Vietnam War Era. Contact the Union Office
or a member of the Veterans Committee if
you or someone you know would like to be
recognized for this certificate. See "Honoring
our Veterans" on Page 11 for more.

50 YEARS OF DEDICATED SERVICE AND SUPPORT TO OUR UNION



The MDA-UAW Local 571 honored 3 of our members at the General Membership meeting held at Ocean Beach on December 7th. President William E. Louis presented (from left to right) Norm Kozek, Sammy Grills and Paul Smith with a plaque recognizing them with appreciation and dedicated union support for over 50 years to our Local. Also honored, but not present is Ron DeCarolis.

See "Honoring our Veterans" on Page 11 for more dedications.





CIVIL & HUMAN RIGHTS



CIVIL AND HUMAN RIGHTS CONFERENCE

By Carol A. Mauro

From August 30th through September 4, 2015 Bill Forsyth and I attended the Civil and Human Rights Conference in Black Lake, Onaway MI. Not only was this conference different from other conferences I had attended, it certainly put a perspective on the issues that some of the African American, ethnic and minority communities face.

We participated in workshops, role playing and listened to stories from our classmates. We talked about what it meant to be on the Civil Rights Committee and what it stands for and what we are supposed to do.

Discussions included a movement called "Citizens United" (having the most effective means to get people to vote, either by networking with Union members, friends, neighbors or family).

Another was what "Right to Work" really means. Despite its misleading name, this type of law does not guarantee anyone a job and it does not protect against unfair firing. By undermining unions, so-called "Right to Work" laws would weaken the best job security protections workers have - the union contract.

"Right to Work" laws aren't fair to dues-paying members. If a worker who is represented by a union and doesn't pay dues is fired illegally, the union must use its time and money to defend him or her, even if that requires going through a costly, time-consuming legal process. Since the union represents everyone, everyone benefits, so everyone should share in the costs of providing these services. Amazingly, nonmembers who are represented by a union can even sue the union if they think it has not represented them well enough!

Guest speaker Dr. Harry Hunter Jr, carrying the tiles of PhD, MBA and LMSW is a Senior Lecturer for the University of Southern California, School of Social Work's Virtual Academic Center, volunteered his time to come and speak with us about conflict.

The purpose of his lecture was to identify the different types of work place conflict and devise

strategies on how to manage conflict effectively - in and out - of the workplace. Some companies actually take advantage of conflict among members because they know they are fractured and will less likely speak out and stand together, especially during negotiations.

Discussions also included issues on age, culture, race, experience and personality and while it not necessarily causes problems, it is how we interact with others on these views. Our class was quite loud at times - there were certainly no lack of discussions or enthusiasm on the topics presented.

We also listened to stories from our classmates. For example, there was a woman in class who told how she was almost fired because she had to go to the bathroom.

Sounds crazy right? But in her assembly plant, they had a rule that for the first 1/2 hour, no one left their station. She had an emergency. She had to go. Her Supervisor was not able to take over for her because he couldn't do her particular job and she was almost terminated. Luckily, some else stepped in to help her out and the Union was there to back her up.

One of our union sisters from Puerto Rico, Local 255 (part of our Region 9A) also spoke up about some of the poor working conditions in her country. She has been working for the government for 21 years; her retirement is a mere \$700 a month with no health plan. Overall wages and benefits are much lower than here in the U.S. even though it's a U.S. territory and falls under congressional ruling.

Puerto Rico's residents are prohibited by federal law from voting for the U.S. Congress, which has full jurisdiction over the territory under the Puerto Rico Federal Relations Act of 1950. As a U.S. territory, Puerto Rico's residents are also prohibited from voting for the President of the United States even though they are U.S. citizens.

Toward the end of the week, each class was divided into groups and came up with a skit that

depicted a violation of civil and human rights and each group had to re-enact that in front of the assembly of other classes.

Our group depicted two "officers", one white one black, pulling over a white woman for a traffic violation. She became very irate and agitated because she was in a hurry; she was then let go without incident.

Next, the same two "officers" pulled over a young black man for the same thing; only he was very polite and showing no disrespect (just his ball cap tilted to the side) and they proceeded to pull him out of the car, getting into a scuffle and then proceed to shoot him. All the while with bystanders looking on.

The example that was played out was very dramatic - but made it's point.

Would I have come up with this particular skit on my own? Probably not. I don't live with that fear of persecution because of the color of my skin. Maybe 80 years ago I may have received slurs because of my nationality, but not now.

Hopefully - one day - we can all treat each other as equals.

Bill and I heard all kinds of stories, but one thing made it clear for me; for the most part, we at Electric Boat, have it good. We don't see some of the major human rights issues that other employees face across the U.S. on a daily basis.

What was evident, however, was that everyone in the classroom was there to stand together to fight for what was right in their lives and in their workplaces.

The Civil and Humans Rights Committee is an outlet that you can use if you need someone to talk in confidence about work place harassment, if you feel threatened, or you feel you are receiving unjust treatment. Danzelle Preston is Chairman of the Civil and Human Rights Committee.

The Civil and Human Rights Gallery is located at 100 Ivan Allen Jr. Blvd., Atlanta, GA
<https://www.civilandhumanrights.org/galleries>

Photo courtesy of Civil and Human Rights Gallery



HISTORY OF CIVIL RIGHTS



AN ACT

The Civil Rights Act of 1964, which ended segregation in public places and banned employment discrimination on the basis of race, color, religion, sex or national origin, is considered one of the crowning legislative achievements of the civil rights movement. First proposed by President John F. Kennedy, it survived strong opposition from southern members of Congress and was then signed into law by Kennedy's successor, Lyndon B. Johnson. In subsequent years, Congress expanded the act and also passed additional legislation aimed at bringing equality to African Americans, such as the Voting Rights Act of 1965.

LEAD-UP TO THE CIVIL RIGHTS ACT

Following the Civil War (1861-1865), a trio of constitutional amendments abolished slavery, made the former slaves citizens and gave all men the right to vote regardless of race. Nonetheless, many states—particularly in the South—used poll taxes, literacy tests and other similar measures to keep their African-American residents essentially disenfranchised. They also enforced strict segregation through “Jim Crow” laws and condoned violence from white supremacist groups like the Ku Klux Klan.

For decades after Reconstruction (1865-1877), the U.S. Congress did not pass a single civil rights act. Finally, in 1957, it established a civil rights section of the Justice Department, along with a Commission on Civil Rights to investigate discriminatory conditions. Three years later, Congress provided for court-appointed referees to help blacks register to vote. Both of these bills were strongly watered down to overcome southern resistance. When John F. Kennedy entered the White House in 1961, he initially delayed in supporting new anti-discrimination measures. But with protests springing up throughout the South—including one in Birmingham, Alabama, where police brutally suppressed nonviolent demonstrators with dogs, clubs and high-pressure fire hoses—Kennedy decided to act. In June 1963 he proposed by far the most comprehensive civil rights legislation to date, saying the United States “will not be fully free until all of its citizens are free.”

THE CIVIL RIGHTS ACT MOVES THROUGH CONGRESS

Kennedy was assassinated that November in Dallas, after which new President Lyndon B. Johnson immediately took up the cause. “Let this session of Congress be known as the session which did more for civil rights than the last hundred sessions combined,” Johnson

said in his first State of the Union address. During debate on the floor of the U.S. House of Representatives, southerners argued, among other things, that the bill unconstitutionally usurped individual liberties and states’ rights. In a mischievous attempt to sabotage the bill, a Virginia segregationist introduced an amendment to ban employment discrimination against women. That one passed, whereas over 100 other hostile amendments were defeated. In the end, the House approved the bill with bipartisan support by a vote of 290-130.

Johnson signed it into law on July 2, 1964. “It is an important gain, but I think we just delivered the South to the Republican Party for a long time to come,” Johnson, a Democrat, purportedly told an aide later that day in a prediction that would largely come true.

PROVISIONS WITHIN THE CIVIL RIGHT ACT

Under the Civil Rights Act, segregation on the grounds of race, religion or national origin was banned at all places of public accommodation, including courthouses, parks, restaurants, theaters, sports arenas and hotels. No longer could blacks and other minorities be denied service simply based on the color of their skin. The act also barred race, religious, national origin and gender discrimination by employers and labor unions, and created an Equal Employment Opportunity Commission with the power to file lawsuits on behalf of aggrieved workers.

Additionally, the act forbade the use of federal funds for any discriminatory program, authorized the Office of Education (now the Department of Education) to assist with school desegregation, gave extra clout to the Commission on Civil Rights and prohibited the unequal application of voting requirements. For famed civil rights leader Martin Luther King Jr., it was nothing less than a “second emancipation.”

AFTER THE CIVIL RIGHTS ACT

The Civil Rights Act was later expanded to bring disabled Americans, the elderly and women in collegiate athletics under its umbrella. It also paved the way for two major follow-up laws: the Voting Rights Act of 1965, which prohibited literacy tests and other discriminatory voting practices, and the Fair Housing Act of 1968, which banned discrimination in the sale, rental and financing of property. Though the struggle against racism would continue, legal segregation had been brought to its knees.

CULTURAL VS CIVIL RIGHTS

The struggle for Civil Rights should NEVER be confused with Culture Wars.

This term “Culture Wars” is often traced to the 1960s or 1980s and may be applied to: traditional conservative values vs. progressive liberal values, political parties, younger generation vs. older generation, rural society vs. urban society and even White society vs. Black society.

This particular Culture War has no more to do with Civil Rights than any of the examples above.

There are numerous “hot-button” issues in any example of Culture War - including (but not limited to) abortion, gun control, separation of church and state, taxes, privacy, drug use, family values, political correctness, and censorship.

Whatever the issue, a “Culture War” divides people into two warring camps (Us against Them), defined, not by social class or ethnic group, but by ideological world view.

A “right” or “wrong” position can seldom be established under these conditions.

Hot-button, Culture Wars issues have no place in a discussion of Civil Rights – which is much easier said than done. Today, many adults – and certainly most students – do not understand the difference.

**Although Similar,
Constitutionally
Civil Liberties
and
Civil Rights
are not the same**

STRUGGLE FOR CIVIL RIGHTS

The struggle for Civil Rights is strongly influenced by the individual experiences of People. Each “group” of people has a different perspective on what their Civil Rights are, or should be. Often, each group finds it difficult to be open-minded enough to even listen to the perspective of other groups. Because of this, reaching agreement on often very simple issues can prove difficult.

To understand why certain things have happened at certain times during the history of our Country, we must keep the following background information in mind:

Civil Liberties are rights granted to the people

RIGHTS continued from page 14





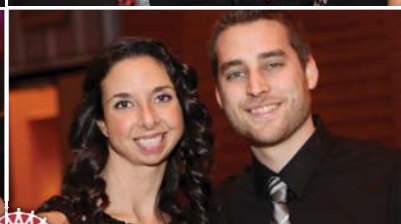
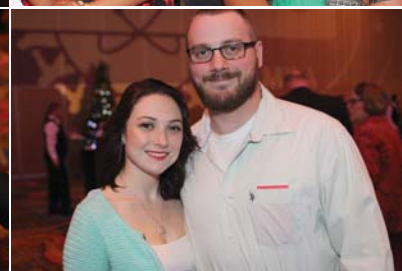
HOLIDAY DINNER



Another successful year! 2015 ended in a bang with the annual Holiday Dinner Dance at Foxwoods Resort Casino December 12th. Everyone had a great time and DJ Kenny Q had everyone on their feet!

If you would like to download your favorite memories from the dance, go to www.kennyq.smugmug.com/MDA. Password is KennyQ. They have images from 2013, 2014 and 2015 available.

Thanks to our Officers for another great time!

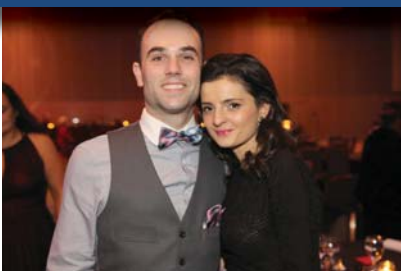


ER DANCE 2015





HOLIDAY DINNER DANCE 2015



HONORING OUR VETERANS



UNION MEMBERS RECOGNIZED FOR SERVICE

In 2011, Congress authorized the Secretary of Defense to conduct a program to commemorate the 50th anniversary of the Vietnam War from May 28, 2012 until November 11, 2025.

To that end, The United States of America Vietnam War Commemoration was formed. The congressionally-mandated objectives for the Commemoration are:

1. To thank and honor veterans of the Vietnam War, including personnel who were held as prisoners of war, or listed as missing in action, for their service and sacrifice on behalf of the United States and to thank and honor the families of these veterans.
2. To highlight the service of the Armed Forces during the Vietnam War and the contributions of federal agencies and governmental and non-governmental organizations that served with, or in support of, the Armed Forces.
3. To pay tribute to the contributions made on the home front by the people of the United States during the Vietnam War.
4. To highlight the advances in technology, science, and medicine related to military research conducted during the Vietnam War.
5. To recognize the contributions and sacrifices made by the allies of the United States during the Vietnam War.

One of the major ways the Commemoration plans to accomplish these objectives is by recruiting Commemorative Partners throughout America. The Commemorative Partner Program signed by the President is designed for federal, state and local communities, veterans' groups, and other nongovernmental organizations to assist a grateful nation in thanking and honoring our Vietnam Veterans and their families. This year, some of our veterans received awards and pins because of the diligence and hard work of our Veterans Committee. Thanks to Bill May, Financial Secretary and Veterans Committee Officer, Co-Chairmen Melvin Hicks and Tom Montgomery, we are proud to be one of those partners.

It costs nothing to become a Commemorative Partner. Commemorative



Left to Right: Gary Park and Bud Gallogly accept their Commemorative award from Financial Secretary Bill May.



Left to Right: Wayne Burgess and Ken Brevard accept their Commemorative award from Financial Secretary Bill May. Ken Brevard also did the invocation at the ceremony. Other members presented with awards not pictured are Greg Baier, Brian Brimmer, Wayne Carbone, Lewis Clark, Maurice Cordeau, Dennis Dwyer, Norman Kozak, Bill Dwyer, Paul Neves, Donald Noel, Phil Shaughnessy, Al Wagner and Joseph Wessell.



Partners participate by planning and conducting events and activities that will recognize and honor the service, valor, and sacrifice made by Vietnam Era veterans and their families.

Local 571 chose to honor our service members at the December 7th General Membership meeting to specifically highlight the men and women who served during the Vietnam war era and their families, former Vietnam prisoners of war, the families of unaccounted for personnel, and the brave men and women who made the ultimate sacrifice. In his speech before presenting the 18 members with a certificate and pin, Bill May stated "With more than 1600 of our service members still among the missing, we pledge as a nation to everything in our power to bring these patriots home." He continued by calling upon "our patriots to come forward and receive their commemoration certificates."

Currently, there are more than 5,200 Commemorative Partners throughout America.

Thanks to our Veterans Committee's dedication and participation, we can be part of the 665 thousand Vietnam Era veterans and 430 thousand of their families so far that have been thanked & honored across America.

Contact Melvin Hicks at 433-4888 or Tom Montgomery at 433-3951 if you are interested in receiving this recognition award or know someone who is.

WARTIME SERVICE MEDAL

A special ceremony was held recognizing Vietnam Veterans who received The Connecticut Veterans Wartime Service Medal (requested by State Senator Catherine A. Osten) took place in Gales Ferry, CT on December 7, 2015. Three retirees were honored at this ceremony, they are: Wayne Burgess, Douglas Morrisette and Charles Woods.



Pictured above are State Senator Catherine A. Osten and Trustee Wayne Burgess, former MDA-UAW Local 571 Financial Secretary.





EVENTS

MDA BALL GAME, DOD STADIUM SEPTEMBER 08, 2015



New Hire Class 18



New Hire Class 20



New Hire Class 19



New Hire Class 22



MDA GOLF OUTING SEPTEMBER 14, 2015

For more photos of any of our events, please visit the MDA-UAW website.
If you would like a copy of the image, please contact the Union Hall.





MDA-UAW LOCAL 571

RIGHTS continued from page 7

under the Constitution (and derived primarily from the First Amendment), to speak freely, think, assemble, organize, worship, or petition without government interference or restraints.

Civil Rights are rights guaranteed by the Bill of Rights, the 13th and 14th, 15th and 19th Amendments to the Constitution. Civil rights include civil liberties (such as the freedom of speech, press, assembly, and religion), as well as due process, the right to vote, equal and fair treatment by law enforcement and the courts, and the opportunity to enjoy the benefits of a democratic society, such as equal access to public schools, recreation, transportation, public facilities, and housing.

White Privilege is that part of critical race theory that focuses on the advantages that white people acquire from society more than on the disadvantages that people of color experience. Whites view their social, cultural, and economic experiences as a "norm" that everyone should experience, rather than as an advantaged position that must be maintained at the expense of others.

Many whites take this so much for granted that they don't even realize it is an issue in the way they view the world, or how the world views them.

Race is an important part of some

areas of Civil Rights. However, Race is very hard to define except for skin color, there are very few identifiable "biological markers" common to all members of a specific Race.

Some see Race as Biblical in origin, a belief based on Scriptural interpretation. It is a "hot-button" issue for those involved in the debate and the two sides will never reach agreement.

The terms multiracial and mixed-race describe people whose ancestries come from multiple races.

As anyone who studies genealogy knows, at some time in the past, we are all connected.

INTERPRETING DISCRIMINATION

The Supreme Court plays a crucial role in interpreting the extent of civil rights. A single Supreme Court ruling can change the very nature of a civil liberty throughout the entire country. Supreme Court decisions can also affect the manner in which Congress enacts civil rights legislation. The federal courts are crucial in mandating and supervising programs established to rectify state or local discrimination.

The Courts have handled many Native American civil rights issues differently. Much of the legal action

on their behalf has been about the government honoring the original Indian Treaties.

Before 1964, most white Northerners thought racial discrimination against Blacks was a Southern problem. Social events in the 1960s made it painfully obvious that racial prejudice and discrimination was a national problem.

Farming is highly labor intensive, even with modern machinery. Before the Civil War, the Southern agricultural economy depended on slave labor. Many food crops still require hand harvesting. Much of this work today is done by "migrant" workers.

Although the United States is slowly becoming more liberal toward gay rights, this minority group faces legal and social challenges not experienced by other minorities. For most of its history, the Civil Rights Movement has not included gay rights.

Great strides had been taken to reduce racial discrimination by the beginning of the twenty-first century. However, prejudice is a part of human nature – no matter one's skin color.

All of us have a "group" of friends and know people we do not include in that group. We feel comfortable

around our friends and enjoy their company. If we have more friends of one race than another, does that make us a racist?

Tolerance, courtesy, and good manners are personal traits – and very hard to legislate, for or against. But they play a major role in our relationships with others.

There IS a difference between being a bigot or a racist and being politically correct. We should ALL understand that.

THE UNIVERSAL DECLARATION OF HUMAN RIGHTS

In 1948, shortly after World War II, a set of basic principles was established and placed before the United Nations (UN) declaring the inalienable rights of all people around the world and attempting to document the lessons learned from past decades of violence and injustice. The document, known as the Universal Declaration of Human Rights (UDHR), contains thirty articles, which serve as a set of principles for governments to use to remain accountable for their duty to protect the rights and freedoms of all people.

(For a full review of the UN Articles, please see <http://www.un.org/en/charter-united-nations/index.html>)

Womans Committee continued from Page 4

to the minutes as well. They make great gifts and the committee was very proud to accomplish this. Proceeds from these bracelets will go to the Region 9A UAW Women's Council Fund.



If you are interested in purchasing a bracelet, like pictured to the left, please contact any of the Women's Committee members.

In Groton: Shelby Dubois-Jenness 3-3216, Paula Gilger 3-5385, Jen Wessell 3-5460.

In New London: Nicole Wilcox 7-2812 or Anne Wurzbacher, 7-4901.

New Hire Class 23
was our largest so far with 30 people attending!



CONGRATULATIONS TO THE MDA-UAW 101 NEW HIRE CLASSES

This year, we had over 225 students attend our MDA-UAW 101 Classes. A special thanks to our Education Committee Members: Kim Deschamps, Velma Williams, Rick Gianfrocco and Aaron Pearson for all your time and effort for getting our members both old and new educated on union!



COMMUNITY SERVICE



EMPLOYEES COMMUNITY SERVICES ASSOCIATION



Thank you to all the hard working volunteers that made it to the EB Employees' Community Services Association food drive last Thursday at Mohegan Sun. I was concerned with such little notice we would be there very late, but over 50 volunteers gave their time, so we finished in under two hours! The results? We collected over 23,000 pounds of food!

Our wonderful drivers brought it all to the Gemma E. Moran United Way/Labor Food Center. Another set of volunteers weighed and sorted it all, so that the over 70 feeding sites and sister programs will be able to get those needed supplies. Kim Deschamps

CIVIL AND HUMAN RIGHTS WORD SEARCH WORDS USED TO DESCRIBE CIVIL AND HUMAN RIGHTS



ACCEPTANCE	EQUAL RIGHTS	IDENTITY	RESPECT
ADEQUATION	EQUALITY	IMPARTIALITY	SAMENESS
BRAVERY	EQUIPOISE	INTEGRATE	STRUGGLE
CHARACTER	EQUIVALENCE	LIBERATION	SUFFERAGE
CIVIL RIGHTS	EVENNESS	LIBERTY	TOLERANCE
COMMENSURATENESS	EXPRESSION	NON VIOLENCE	UNIFORMITY
CONSTITUTIONAL	FAIRNESS	PARALLELISM	VIOLENCE
FREEDOM	FREEDOM	PARITY	
CONSTITUTIONAL	FREEDOM OF FEAR	PEACE	
RIGHTS	FREEDOM OF RELIGION	PREJUDICE	
DEMOCRACY	FREEDOM OF SPEECH	PROTESTORS	
DISCRIMINATION	FREEDOM OF WANT	RACISM	
EQUAL OPPORTUNITY	HUMILIY	RESOLVE	

(Answers to Word Search in online version only on Page 17. Soundings Newsletter [http://region9a.uaw.org/local571/Soundings Folder](http://region9a.uaw.org/local571/Soundings%20Folder))

FOOD DRIVE

Thank you to all the hard working volunteers that made it to the EB Employees' Community Services Association food drive at the Stop & Shops in Colchester, Groton, Montville, Norwich, and Waterford. Over 80 volunteers came out, for our cold, but sunny event.

At the Colchester Stop and Shop with lead Jim Newman: Annika Savage, Ashley Matulnik, Erica Montie, Eric Cooper, Joan Gaynor, John Savage, Joe Salvatore, Mark Ciliano, Matthew Salvatore, Nicholas Goodwin, Sharon Murphy, and Tom Erick.

At the Groton Stop and Shop with lead Joe Wessell: Anne Wurzbacher, Carol Canova, Eli Archille, Etay Orlander, Ferdi Baez, James Hickling, James White, Jen Wessell, Josh Barrett, Josh Wessell, Laurie Williams, Linda Rutan, Louvens Archille, Lynn Kanyock, Nicole Canova, Paula Brown, Paula Gilger, Robert Canova, Robert Neill, Saleh Zeidan, Timothy Holmes, and Zeke Wessell.

At the Montville Stop and Shop with lead Sherri Biro: Brandon Terpe, Caleen Lavin, Corey Reynolds, Julia Lavin, Neil Lavin, Rich Nelson, Teresa Hamilton, and Wayne Burgess.

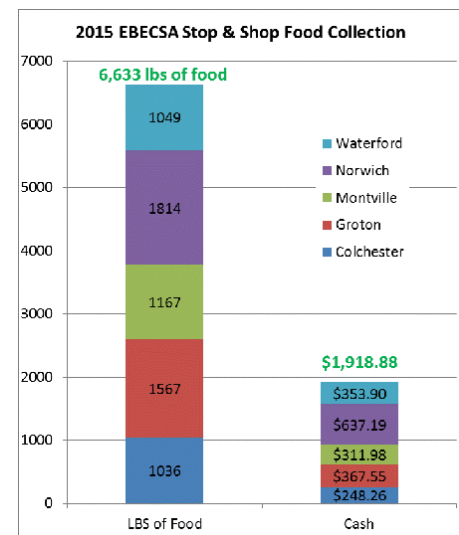
At the Norwich Stop and Shop with lead Charlie Witt: Carol Esidore, Chuck Henry, Jed Carty, Peter Butler, and Rich Caron.

At the Waterford Stop and Shop with lead Kim Deschamps: Alan Wagner, Carrie Traynham, Christina Clark, D. Neil Whittington, Dante Piccione, David Balbat, Dawn Gray, Diane Balbat, Deborah Traynham, Dominic Piccione, Elizabeth Hawkins, Isabella Piccione, Jaelyn Deschamps, James Piccione, Jeremy Deschamps, Joshua Arce, Katie Hawkins, Kim Kenyon, Logan Wood, Mark Gaynor, Mohamed Elobaid, Paul Balbat, Paul Scott, Peter Balbat, Ray Hamilton, Rodney Rowe Jr, Samantha Rizza, Tobie Files, and Vicky Hawkins,

Volunteers taking pictures & helping at the warehouse were Linda Widstrom, Peter Dickson, and Sharon Peccini. Others also lent their time and energy, but did not sign in. It was amazing to see the pallets of food unloaded by our volunteers at the food center.

I sincerely thank all of you for coming to help. We hope to see everyone again in the future.

Kim Deschamps





MDA-UAW LOCAL 571

EXECUTIVE OFFICERS

President	
William E. Louis	860-448-0552
First Vice-President	
Kenneth Rowland	860-448-0552
Second Vice-President	
David M. Reagan	860-448-0552
Recording Secretary	
Patricia A. Clay	860-448-0552
Financial Secretary	
Bill May	860-448-0552
Treasurer	
Robert J. Faraci	860-448-0552
Trustees	
Paul Smith	860-867-3057
Wayne Burgess	860-501-7736
Eric Straub	860-867-4607
Sergeant At Arms	
Mark Ciliano	860-867-1831
Guide	
Pamela Gonski	860-433-3688
Retiree Chapter Representative	
Dan Hall	860-448-0552
Secretary	
Joanne Basile	860-448-0552

MEMBERS AT LARGE

Mike Garduno	860-867-4564
Mark Sperry	860-867-2431
Beau St. Hilaire	860-867-1779

GRIEVANCE REPRESENTATIVES

Jack Bond	Second Shift	860-433-3021
David Evans	Bldg 800, Shaws Cove	860-867-1754
Bill Stamp	Bldg 800, Shaws Cove	860-867-1999
Wayne Carbone	Bldg 801	860-867-2691
Paul Ryan	Bldg 801	860-867-2898
Paul Smith	Bldg 801	860-867-3057
Mike Garduno	Bldg 802	860-867-4564
Joe Husereau	Bldg 1, 1A, 1B, 7,8N	860-433-4098
	8S, 30, 38, 113, 128	
	129, 130, 184, 260	
	Coates, Hospital, Machine	
	Shop, Robinson, Cloud 9	
Martha Fletcher	Bldg 221, 793, Blackhole	860-433-5086
Rich Gianfrocco	Bldg 88, 128, 129, 189	860-433-3951
Joe Wessell	Kings Highway	860-433-6274
Dan Ogden	CSC	860-823-2458

FOR ANY ISSUES CONTACT YOUR GRIEVANCE REP OR YOUR NEAREST COUNCILLOR.
FOR A COMPLETE LIST OF COUNCILLORS, PLEASE VISIT THE FOLLOWING MDA-UAW LOCAL 571 WEBSITE:
WWW.REGION9A.UAW.ORG/LOCAL571. ALSO "LIKE" US ON FACEBOOK: MDA-UAW LOCAL 571.



	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
1	M	N	O	Q	Z	S	A	M	E	N	E	S	S	R	A	C	I	S	M	W	C	E	T	B
2	M	O	D	E	E	R	F	L	A	N	O	I	T	U	T	I	T	S	N	O	C	C	Y	A
3	U	I	H	E	P	E	A	C	E	E	R	I	I	Y	I	C	L	E	M	R	P	N	T	Q
4	C	T	N	Q	E	B	P	X	Q	E	C	N	T	M	T	R	E	M	M	A	O	E	I	N
5	H	A	P	U	K	X	L	F	S	S	T	N	P	A	P	I	E	P	R	A	E	L	M	A
6	A	R	T	I	R	N	P	O	E	E	S	A	E	R	N	N	T	A	S	L	B	A	R	D
7	R	E	O	P	F	V	L	R	G	Q	R	E	E	O	S	I	L	N	G	E	I	V	O	E
8	A	B	L	O	Q	V	H	R	E	T	U	J	N	U	L	L	M	G	E	K	R	I	F	Q
9	C	I	E	I	E	W	A	C	I	S	U	A	R	N	E	I	U	I	E	D	Z	U	I	U
10	T	L	R	S	Q	T	Y	A	E	D	S	A	L	L	E	R	V	C	R	G	I	Q	N	A
11	E	F	A	E	E	Q	L	T	I	E	T	I	I	I	T	V	N	N	G	C	X	E	U	T
12	R	R	N	T	I	I	F	C	E	E	P	S	O	S	T	E	E	K	O	S	S	S	A	I
13	S	E	C	L	T	T	E	W	N	I	M	S	P	N	L	Y	V	E	G	N	B	I	M	O
14	R	E	E	Y	C	K	I	E	T	N	A	W	F	O	M	O	D	E	E	R	F	T	D	N
15	O	D	F	C	O	N	S	T	I	T	U	T	I	O	N	A	L	R	I	G	H	T	S	O
16	T	O	R	A	L	S	P	P	D	U	R	V	L	D	M	S	U	F	F	E	R	A	G	E
17	S	M	Y	E	N	O	I	G	I	L	E	R	F	O	M	O	D	E	E	R	F	T	P	B
18	E	O	T	V	D	N	B	B	X	D	Y	S	Y	D	E	A	D	L	O	I	N	G	A	R
19	T	F	N	F	U	S	T	H	G	I	R	L	I	V	I	C	T	E	I	P	V	E	R	A
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21	R	E	E	Q	U	A	L	O	P	P	O	R	T	U	N	I	T	Y	V	R	E	W	T	E
22	P	A	J	A	C	C	E	P	T	A	N	C	E	Q	V	D	M	U	N	U	F	R	Y	R
23	R	R	R	P	Z	T	W	V	N	B	T	S	T	H	G	I	R	L	A	U	Q	E	T	Y
24	I	M	T	F	A	I	R	N	E	S	S	Y	H	E	U	Y	H	U	M	I	L	I	T	Y

CIVIL AND HUMAN RIGHTS WORD SEARCH

WORDS USED TO DESCRIBE CIVIL AND HUMAN RIGHTS

FROM PAGE 15. THE WORDS BELOW ARE LISTED WITH THEIR STARTING ROW AND COLUMN

ACCEPTANCE 22:4	EVENNESS 12:17	PARALLELISM 3:21
ADEQUATION 5:24	EXPRESSION 4:5	PARITY 17:23
BRAVERY 17:24	FAIRNESS 24:4	PEACE 3:5
CHARACTER 4:1	FREEDOM 11:2	PREJUDICE 5:15
CIVIL RIGHTS 19:16	FREEDOM OF FEAR 11:2	PROTESTORS 22:1
COMMENSURATENESS 1:21	FREEDOM OF RELIGION 17:21	RACISM 1:14
CONSTITUTIONAL FREEDOM 2:21	FREEDOM OF SPEECH 22:21	RESOLVE 3:11
CONSTITUTIONAL RIGHTS 15:4	FREEDOM OF WANT 14:21	RESPECT 8:21
DEMOCRACY 20:11	HUMILITY 24:17	SAMENESS 1:6
DISCRIMINATION 14:23	IDENTITY 10:21	STRUGGLE 12:14
EQUAL OPPORTUNITY 21:3	IMPARTIALITY 3:15	SUFFERAGE 16:16
EQUAL RIGHTS 23:22	INTEGRATE 3:13	TOLERANCE 6:3
EQUALITY 6:9	LIBERATION 10:2	UNIFORMITY 11:23
EQUIPOISE 3:4	LIBERTY 18:18	VIOLENCE 16:12
EQUIVALENCE 11:22	NON VIOLENCE 13:20	