

## **Mental Health**

In the last newsletter President Vonk talked about mental health and that the local is committed to taking an active role in providing resources to members who need assistance. We are proud to say we are working in a joint effort with the company in a training program called Mental Health First Aid. Mental Health First Aid teaches how to identify, understand, and respond to signs of mental illness and substance abuse. Our intent is also to continue the conversation about mental illness and perhaps tear down some of the stigmas that come with the topic. Let's face it, it's a difficult subject to talk about. One of the things we need to overcome is the idea that people with a mental disorder should be marginalized or are inferior. In fact, some of the most successful people have suffered from mental illness. Take for example bipolar disorder. March 30<sup>th</sup> was Bipolar disorder awareness day. Did you know many famous artists and business people suffer from this disease? These famous people admit to, were known to have, or showed classic symptoms of bipolar disorder. Mozart, Vincent Van Gough, Beethoven, Catherine Zeta Jones, Mariah Carey, Mel Gibson, Ted Turner, Winston Churchill, Ernest Hemingway, Marilyn Monroe, and Abe Lincoln to name a few. While bipolar disorder is recognized as one of the more severe, mood disorders are in fact quite common. And that is one category of mental illness. It is estimated in 2017 that 18.9% of adults aged 18 and over suffered from some form of diagnosed mental illness. Look around you. Odds are as you read this there is someone with in your scope of vision that is dealing with some type of mental illness. It's time we start treating this with the kind of respect it deserves.

## **Women of Steel**

As you may know, the Women of Steel Committee will be holding our annual Ladies Night event on Saturday, May 4, beginning at 5 PM at the Union

Hall. We've been working hard to get items lined up for our silent auction. We also have some prize drawings already available. We are currently selling tickets for four different cocktail baskets- Bloody Mary, Flavored Vodka, Margarita, and Crown Royal. Tickets are on sale, 1 for \$5 or 5 for \$20. You may choose which basket or baskets you would like tickets for. The other prize drawing we have is for 12 scratch-off lottery tickets. Tickets for that drawing are 2 for \$5 or 5 for \$10. (Must be at least 21 to purchase tickets). Proceeds from the silent auction and prize drawings will benefits Soaring Hearts Foundation, an organization that advocates for victims of domestic violence and other violent crimes.

We have a great night of food and beverages, music, games, and more planned for Ladies Night! It may be on the 4th of May, but we are going to call it close enough to the 5th and go with a Cinco de Mayo theme. Sisters, if you don't have to work that night, and you don't have other plans, we hope you can come and join us, and feel free to bring a family member or friend with you. Brothers, please invite your wives, daughters, or other honorary Women of Steel to come join us. There's no obligation to bring anything, but if you'd like to bring your favorite beverage, appetizer, or dessert it would be welcomed. We'll see you at Ladies Night!

## **Next Gen**

We would like to introduce you to our newest committee, Next Generation.

Emily Brannon	cc#10801	Dept 123
Brandon Thomas	cc#11991	Dept 146
Wilson Rairigh	cc#12098	Dept 124
Bruce Fleenor	cc#12489	Dept 179
Terrell Harris	cc#12283	Dept 123
Juan Flores	cc#12918	Dept 248
Rene Harry	cc#11384	Dept 793
Christina Glover	cc#11683	Dept 123
Gabrielle Shiner	cc#12774	Dept 793

Nathan Wright	cc#11199	Dept 831
Mike Paul	cc#12665	Dept 831
Scott Brannon	cc#10812	Dept 512
Chad Cline	cc#10837	Dept 412
Chris Tague	cc#11004	Dept 401

With all the recent retirements we have had and those that are planning to retire in the next few years it is clear the face of our union is changing. Local 310 is committed, as we always have been, to developing and strengthening our membership. The formation of this committee is one way that we not only secure the strength of our union but insure our union reflects the needs of our changing membership.

## Pension & Insurance

### *Lump Sum Pension*

In last winter's interim meetings, the Union and the Company agreed to raise the threshold for lump-sum pension from \$250,000 to \$315,000. This means that if your pension is worth less than or equal to \$315,000, you have the option to take it as a one-time, lump-sum payment. This agreement gives our members a longer window in which to have this option available.

### *New Hires*

We have had a handful of instances in which new hire benefit enrollments have not been processed. If you have been recently hired and still in your 90-day waiting period for benefits, we would encourage you to call myHR at 855-873-6947 to check the status of your enrollment or stop by the hall if you have questions.

A reminder for all New Hires with at least six months of service, you are now eligible for employer contributions to your Defined Contribution and to begin making your own contributions to your 401K. Log on to Fidelity at 401k.com to make sure your employer contributions have started and to designate a percentage to contribute to your 401K.

### *Retirements*

A tip for those planning their retirement in the near future: Many of the provisions of the Affordable Care Act do not extend into retiree insurance plans. One of these is the provision for Preventative Care. We have had a few retirees over the past few years

learn that routine procedures, such as colonoscopy, are not covered by their retiree plan after already having the procedure. If you are due for your routine colonoscopy, try to get that done before you retire while it is still covered at 100%.

We have been seeing many of our brothers and sisters moving into retirement. Congratulations and good luck to you all in your next chapter in life. This is what we all hope to be able to achieve!

## Civil and Human Rights

A cornerstone of any union is equality. The idea that every person has a right to equal treatment and opportunity is foundational to our mission. Growing up in a small town I had a limited view of the world. Starting at Firestone opened me up to a whole world of different culture. On my first job I met a guy who was a few years older than me. In conversation I shared that I was from Newton. He didn't know where that was, which surprised me. When you live in a small town you almost can't help but know the towns around you, as you often have to travel to get the things you need. I found out that he had only been outside of Des Moines a couple of times, in fact he rarely left the neighborhood he grew up in. That wasn't the only difference. Our family backgrounds were very different. While I came from a small family that rarely got together, he came from a very large family. He had 17 aunts and uncles, and many cousins. And his family loved to get together. They had parties, back yard barbeques, gatherings in the park, and nearly anything was cause to celebrate. Holidays, birthdays, anniversaries, graduations, and even special projects like helping Grandma and Grandpa clean up the yard in the spring would result in most of the family showing up with food on a Saturday or Sunday afternoon. I found it fascinating that we were two people who grew up in such close proximity of each other and so close in age and had such different life experiences and backgrounds. Within our membership we have so many people from different walks of life. We would like to celebrate our diversity by sharing a few stories of members in the next few newsletters. Every member has a unique story. And we look forward to sharing that.

*In Solidarity, Chris Tague*