



UAW LOCAL 1250

INFORMATION BULLETIN

Wilma Thomas, President

Local 1250

uawlocal1250.com

February 13, 2023

UAW Region 2B Online Academy

The UAW Region 2B Online Academy is a web-based educational tool where members can log-in and learn about their union at their own pace and on their own schedule. This program is **FREE** to all UAW Region 2B members who are in good standing. Registration is open until Friday, March 24, 2023, for the Spring Session.

Workshops are broken down into three categories: *Building Our Union* (all members), *Leading for Change* (leadership positions), and *Standing Together* (standing committee members). For full descriptions of each workshop, visit: <https://region2b.uaw.org/education-0/education-workshop-catalog>

To register for the **UAW Region 2B Online Academy**, visit: <https://uawregion2b.talentlms.com/> Once your registration is approved, you will be notified by email this could take 48 hours. If you need assistance with registration, contact Karen Wade. Available workshops are:

Building Our Union	Leading for Change	Standing Together
Globalization 101	Effective Union Meetings	Keys to Effective Standing Committees
It Starts With me	Leading with Vision	Strategic Planning to Grow your Standing Committees
Lessons from Labor History	Roles of Officers	Strengthening our Union
Money Matters: Budget Planning for Life	Building Unionists	Union Label Committees
Money Matters: Consumer Tips	Member-to-Member in a Digital Age	Community Services Committee
Talkin' Union		Education Committee
The Ethical Consumer		Layoffs, Closings and Strikes
UAW 101 (English and Español)		UAW Region 2B V-CAP Program
UAW Basics (English and Español)		Disaster Preparedness
UAW Core Values		Conservation & Recreation
Understanding Bargaining Understanding Grievances Understanding Strikes		Consumer Affairs Committee
Union Meetings & Me		Building an Effective Women's Committee
Ending Sexual Harassment in the Workplace		Local Union Election Committee Training
Standing with our Sisters		Reinvigorating Your Women's Committee
Using the UAW Constitution		

Again, the UAW Region 2B Online Academy is free and available to all UAW Region 2B members who are in good standing.

WORK OR RETIRE CLASSES

The ESSP Representative and Benefit Representative are currently organizing a class to be held within the next three months, for those interested in learning more about Retirement Planning Preparation. We will inform you when the dates are confirmed and finalized.

MET-LIFE/OPEN ENROLLMENT

Reminder, open enrollment for Life Insurance is April 27 – May 26, 2023. Representatives from Met-Life will be scheduled in the plant. Further information will be forthcoming.

ADDRESS UPDATES

Reminder to make sure your address is current and updated in the Plant and at the Union Hall. Important upcoming 2023 UAW Local 1250, General Election Information will be mailed to your address on file.

PROFIT SHARING

Under the provisions of the 2019 UAW-Ford Collective Bargaining Agreement, all eligible hourly employees will receive a Profit-Sharing payment on **March 9, 2023**, Profit-Sharing payments will follow the distribution process of regular paychecks.

Ford's North American pre-tax profits will generate approximately **\$9,176** per eligible employee on a full-year basis. Individual Profit-Sharing payments will be higher or lower, **based upon employee compensated hours**.

Compensated Hours include hours that an eligible employee receives pay within the Plan Year for:

- Base Pay, Overtime (with each hour paid at premium rates to be counted as one hour), Vacation, Holiday, Bereavement Jury Duty, Short-term Military Duty, Family Day

You may elect your profit-sharing payment from three options. ***CASH (direct deposit, check), TESPHE or FIA (Ford Interest Advantage)***. Elections must be made in whole percentages, not a fixed dollar amount, and must equal 100% (example: 50% cash, 50% TESPHE). You may elect to contribute all or a portion of your profit-sharing payment to your TESPHE account, on either a pre-tax or Roth basis, subject to regulatory limits.

You must choose how you want to receive your 2023 Profit Sharing payment by:

Friday, February 24, 2023, at 4:00 pm Eastern time

If you have existing bonus election(s) on myfordbenefits.com, your Profit-Sharing payment will utilize your latest election.

Note: If you have outstanding child support or any other QDRO, any election you make to contribute all or a portion of your Profit-Sharing payment to TESPHE will not be processed.

- Cash payments (e.g., check, direct deposit, or deposits to Ford Interest Advantage (FIA) notes) are subject to the following deductions:
 - Federal income taxes – 22% (regardless of the number of claimed exemptions and exempt status)
 - Social Security and Medicare taxes – 7.65%
 - State and local taxes
 - Child support arrearages
 - Bankruptcy payments
 - Garnishments, wage deduction orders
 - Federal or state levies
 - Union dues
 - Money owed to the Company

Contributions to TESPHE for 100% of the Profit-Sharing payment will be subject to applicable Social Security taxes which will be deducted from the next regular paycheck.

If you have questions visit www.myfordbenefits.com or call the NESC at 1-800-248-4444 Monday through Friday, 9 a.m. to 9 p.m. Eastern Time.

In Solidarity,

WILMA G. THOMAS, PRESIDENT

PAUL DONOVAN, EP1 BLDG. CHAIRPERSON

UAW Local 1250 Bargaining Committee and Officers

**Ron Rose, Vice-President / Cynthia Fossett, Recording Secretary / Jack Federan, Financial Secretary
Pat Smith, Skilled Trades Chairperson / Jason Cullen, Bargaining Committeeperson / Aaron Levandusky,
Bargaining Committeeperson
Len Peterson, Retiree Chairperson**