Understanding Unions Across Our Nation

Did you know union workers are not just auto workers?

Approximately 16.3 million working women and men in the United States are represented by unions. Overall, more than one in nine U.S. workers are represented by unions. This representation makes organized labor one of the largest institutions in America.

Union members include not only the auto workers, but dental hygienists in Wisconsin, graduate students in Maine, firefighters in Illinois, television writers and scientists in California, security guards in Washington, D.C., journalists in New York, major league baseball players, and the list goes on.

Two-thirds (65.4%) or 10.6 million workers aged 18 to 64 covered by a union contract are women and/or people of color. Almost half (46.3%) are women. More than a third (35.8%) are African American, Asian, Hispanic, or other non-white workers. Nearly two in five workers (39.8%) age 18 to 64 and covered by a union contract work in education or health services. One in seven workers (13.9%) covered by a union contract work in public administration. One in eight workers (12.2%) covered by a union contract work in transportation and utilities. One in eleven workers (9.1%) covered by a union contract work in manufacturing.

Did you know many union workers have a college education?

More than half (54.5%) of workers age 18 to 64 covered by a union contract have an associate degree. Two out of five (42.2%) have a bachelor’s degree. More than 64,000 graduate student employees are unionized at 28 institutions of higher education in the public sector, including universities in California, Florida, Illinois, Iowa, Massachusetts, and Michigan.

Did you know who the largest private sector unionized employer is?

United Parcel Service (UPS) drivers, hub workers, pilots, and mechanics are the country’s largest private-sector unionized employer. Of the 440,000 UPS workers worldwide, nearly 250,000 (mostly drivers and hub workers) are represented by the Teamsters. UPS airplane pilots are represented by the Independent Pilots Association, and UPS mechanics are represented by the International Association of Machinists.

See PRESIDENT on Page 2
They say that the
Union is a weak top-
down organization
that is not needed
in today's work
environment. Yet,
"they" seem to miss
one simple element
– Unions are needed
because they ensure
DIGNITY:

- The degradation of
workers is a direct
result of a profit-
over-people idealism
embedded in the
highest levels of corporate leadership,
reflected daily at the lowest managerial
level. Dignity is respect, decency, and
morality. These are the same core, basic
principles that can be found within
the language of the first GM contract:
• "The Corporation hereby recognizes
the Union..."
• "The Corporation recognizes and
will not interfere with the right of
its employees to be members of the
union."
• "There shall be no discrimination,
interference, restraint or coercion by
the Corporation of any of its agents
against any employee because of
membership to the union."

Even in 2017, corporations are still
usurping the dignity of workers.

**Where is the resolution?**

The resolution, the resolve is within
us. Unions need you, I, us...US as
in a workforce that sticks together, a
workforce that knows its power and a
workforce that endures both hardships
and prosperity.

You see, all we ever had
was each other and our ability
to control throughput. When
we sat down, we sat down for
DIGNITY, for RESPECT, for
DECENCY...for US. It was
only through that action, through
the restriction of output that a
capitalistic corporation came to
respect US.

It wasn't just Walter Reuther at
the bargaining table for workers.
It was the workers themselves.
The corporation feared both
Walter and his membership.
The corporation feared both
Walter and his membership.
Walter without his membership’s
support was like a car without
gasoline...going nowhere fast.

Understand, to point the finger at
any level of our organization, our Union,
we must point three at ourselves. We
cannot allow the problems created
by management, by corporations, by
capitalists to usurp our dignity,
our respect, and our love for one another.

"They say" there is no solution
beyond OUR own power.

It is time we believe them.

Starting in November and cascading
into the new year, the Education
Committee will be hosting several
Lunch & Learn at various locations
across the site that will explore how we
empower each other through concerted
activities, actions that will put the “U” in
Union and drive resolution. Please
come out and support!

"They Say..."

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**Credit Unions... of the People. by the People. for the People.**

The appeal of the democratic concept is that
it puts people first. As cooperative financial
institutions based on democratic principles,
Credit Unions are true people organizations
that serve the common good. The people who use a Credit Union are
its members...and its owners, all with an equal say.

A Credit Union exists for the sole benefit of its members and among
all financial institutions, stands alone as the only one which operates
on a not-for-profit basis. Take advantage of Credit Union membership.
People always come first at the credit union.

---

**President Continued from Front Page**

And according to research firm Brand
Keys, UPS is number one in parcel
delivery loyalty, ahead of non-unionized
Fed Ex!

**Did you know the pay scale comparison between union and non-union workers?**

A worker covered by a union contract earns
13.2% more in wages than a peer with similar education, occupation, and
experience in a non-unionized workplace in the same sector.
Hourly wages for women represented by unions are 9% higher on average than for
non-unionized women with comparable characteristics. Minimum wage violations
for non-union workers is costing those workers to lose
collectively $15 billion a year.

**Do you know the Federal minimum wage?**

As part of the Fair Labor Standards
Act, the minimum wage (25 cents) was
enacted in the United States in 1938.
The Federal minimum wage today
stands at $7.25 an hour.

**Did you know many non-union workers have no health care coverage?**

More than 9 in 10 or 94% of workers
covered by a union contract have access
to employer-sponsored health benefits,
compared with just 67% of non-union
workers.

Union workers have greater access
to paid sick days. Almost 9 in 10 (87%)
of workers covered by a union contract
have access to paid sick days, compared
with 69% of non-union workers.
Almost all (97%) of union workers in
state and local government have paid
dick days, compared with 86% of their
non-union peers.

**Did you know many Americans cannot afford to retire?**

Roughly 6 in 10 adults (63%) say the
average working person in the United
States has less job security now than 25
years ago.

Nearly half of all families headed by
an adult age 32-61 have $0.00 saved in
a retirement savings. Nearly 90% of
union workers participate in a retirement
plan of some kind, compared with
75% of non-union workers. And 74% of
union workers who have pensions
participate in a traditional defined
benefit pension, compared with just
15% of non-union workers.

**Did you know Right to Work has stripped many workers of any collective bargaining power?**

Each state has its own set of laws
that govern collective bargaining for
state and local public employees. Some
states allow the full set of collective
bargaining rights, others (approximately
one-fifth of all states) prohibit collective
bargaining. About 1 in 10 states have no
state law addressing collective bargaining
rights in the public sector.

States with strong unions are now
being targeted by Right to Work (RTW).
Anti-union lobbyists have succeeded in
bringing RTW to heavily unionized
states such as Indiana, Michigan, and
Wisconsin to weaken worker power.

Wisconsin’s “Budget
Repair Bill” (Act 10)
largely eliminated
collective bargaining
rights for the state’s
175,000 public employees.
While the law does not explicitly
outlaw collective bargaining, it prohibits
public employees from negotiating much
more than wages. The share of workers
in unions in Wisconsin dropped from
15.2% in 2009 to 8.3% in 2015.

“National Right-to-Work” legislation
has been introduced in the House and
Senate – H.R. 785 by Rep. King (R-Iowa)
and S. 545 by Sen. Paul (R-KY).

From 2011 to 2015, 15 states enacted
legislation severely limiting or even
dismantling collective bargaining rights
for public-sector unions. Recently,
enacted laws have eliminated collective
bargaining rights for certain groups
of workers, like school teachers in
Tennessee, municipal employees in
Okahoma, farm workers and child
care workers in Maine, and home care
workers in Michigan.

**Did you know a union activist can face termination?**

Union activists bravely continue to
organize and fight for union rights, even
though one in six union organizers or
activists can expect to be fired as a result
of their activities in a union election
campaign. Roughly a third of employers
(34%) fire workers during campaigns.

-- Statistics: Economic Policy Institute, August 2017

**Why should we stand shoulder to shoulder with all union brothers and sisters across this great nation?**

Unions are essential to a fair economy
securing wage increases, better access
to health care, workplace safety, and
dependable work hours. Union work to strengthen
essential laws and programs, including
Social Security, child labor laws, health and
safety laws, insurance compensation for
workers who get hurt on the job, the
40-hour workweek, as well as discriminate
laws, housing laws, and voting rights.

Wishing you and your family a
safe and joyous Holiday Season!
Brothers and Sisters,

Recently, myself and several other members of the Shop Committee attended the UAW General Motors Sub-Council held in Detroit. I will give a brief and condensed report.

The Sub-Council was led off by UAW President Dennis Williams. In his speech, President Williams discussed how the confusion and lack of a coherent philosophy in Washington, D.C. affects the working people of our great nation. He pointed out the fact that 47 million Americans live below the poverty line and that “wedge issues” have successfully been used to divide the nation and distract us from important issues that have a direct impact on the daily lives of working people.

He also discussed the state of infrastructure and made a substantial argument that the education system should also be considered as part of our national infrastructure. He contrasted our education system to that of Germany, and how theirs was preparing its children for the economy of the next century while the American system, by and large, was not.

GM Department Vice President and Director Cindy Estrada was also a speaker at Sub- Council. She discussed in detail the push the UAW is making for product to be built here in the United States. She also stated, now that “In-Progression” wages are in effect, that the Company is making a concerted push to move work out of the country for cost reasons again. The Union and the Company appear to be diametrically opposite on the issue.

She also mentioned that only 53% of vehicles manufactured in the United States are made with Union labor, and discussed how this impacts the Union’s bargaining ability.

Sister Estrada also spent a significant amount of time discussing GMS. She very adamantly stressed the need for the Union-represented workforce to be engaged in GMS. If we don’t, GM will make decisions without our input. And, if history is any indicator, the decisions made without shop floor input are typically not the best ones. It was poor decisions that led GM to bankruptcy, and without GMS there is nothing to stop it from happening again.

Vice President Estrada also expressed her belief that GM needs to treat its workers as an investment and not a cost. She also felt GMS is instrumental in keeping our workers in the U.S. and enhances the Union’s position to negotiate improvements for the membership.

Vice President Estrada also spoke about the drop in car sales (as opposed to steady/improving truck and crossover sales) and the impact it has. Sister Estrada noted, at the time of Sub-Council, there had been 13 shifts reduced in GM’s U.S. operations. As the market continues to shift away from cars and towards crossover utilities, there are plants such as Lordstown and Detroit/Hamtramck Assembly that exclusively build “cars” that may be facing extended downturns.

Vice President Estrada continued by saying, “There should not be temps in the plants when there are 800 permanent members laid off.”

A topic that seemed to come up with every speaker was health care. Vice President Estrada stated that health care is a looming fight in the next set of National Negotiations in 2019. It was also mentioned that increasing health care costs will inhibit the ability of the UAW to get wage increases for the membership.

As an invited guest speaker of Leadership, Jessica Gubing (GM Labor Relations Director of Retirement, Profit Sharing, and Benefits) “went over the numbers” regarding what the costs of providing health care at General Motors are. Suffice to say the numbers were rather large. Gubing also shared some interesting statistics regarding health care in this country as a whole.

The United States spends 18% of its Gross Domestic Product on health care, which is roughly 8% higher than other industrialized nations. In other words, we spend almost double on health care. Needless to say, this represents a significant competitive impediment for manufacturers in this country. She also discussed some of the initiatives that are being jointly explored in order to reduce the staggering cost of health care.

David Shoemaker, Assistant Director of Benefit Plans, also did an extensive report regarding health care and pensions. Brother Shoemaker went through a comparison of our UAW-bargained health care benefits to others. I have come to realize why GM salary employees will switch to a spouse’s health care plan as soon as they can and why some of our members take a pay cut to come to GM.

Brother Shoemaker also discussed savings for retirement. While statistically UAW members who will be retiring only on a 401(k) when they retire are saving at a rate significantly higher than the general public, the saving rate is well short of what financial experts advise. Shoemaker stated, “If you take back only one thing from my presentation to your membership, it should be that they need to save more in their 401(k)s if they want to have a decent retirement.”

For me, one of the most interesting presentations (since it directly impacts bargaining) was the one given by Jennifer Kelly, Director of the UAW Research Department. She gave a report on the state of the industry and the future direction of the auto industry.

Just to touch on some of the points that are having or will have a direct impact on us as Union members: The domestic “Big 3” currently has 45% of the U.S. market share. Only 53% of all vehicles produced in the U.S. is done in UAW-represented plants. Even though UAW wages and benefits are currently better than the non-Union plants, such a high percentage of non-organized plants greatly diminishes the bargaining power of the Union to negotiate improvements for the membership.

Twenty-five percent of all UAW members work in parts manufacturing, and there are 3 parts jobs for every one assembly plant job. Wages in parts manufacturing have actually gone down 2% since 2015.

Perhaps the biggest take-away from Jennifer Kelly’s presentation was that electric vehicles are coming and have the potential of turning the industry upside down. The industry expectation is that electric car sales will go up by a seven-fold increase in the next 5 years.

Several European nations, along with China and India, have announced regulations that over time will essentially ban internal combustion engines. In the case of the Chinese, the regulations are as soon as 2030. However, the Chinese have also been pushing hard to become the global leader in battery technology.

In my opinion, the Chinese undoubtedly see these regulations as an opportunity to create a domestic manufacturing base and market that positions them as a dominant player in the global electric vehicle market, with the desire to be an exporter.

Besides the obvious ramifications of these vehicles being imported into the country is the fact that an electric vehicle’s powertrain has 80% fewer moving parts than that of an internal combustion powertrain. That and in of itself puts 35,000 UAW jobs in the United States at risk.

See JARMOLUK on Page 10
Annual Local 160 Golf Outing a Success

Brothers and sisters,

The Annual Local 160 Golf outing was held on September 17 at Rammler Golf Course and Country Club. Everyone had a good time and it turned out to be a great success. The golf course was in great shape and the people at Rammler treated us well.

This year, we held the event on Sunday instead of Monday. It was decided by the Executive Board that we would better serve our members by having it on the weekend. I think we will generate a little more excitement by moving the event back to the spring. So, the tentative schedule for next year’s outing is June 3, 2018. Hope to see you there next year.

The Recreation Committee is working on scheduling more events for our membership. Hopefully, we will be announcing another one soon. If you have any suggestions, please contact me.

GM Technical Center of Local 160 UAW

FINANCIAL REPORT
FOR THE PERIOD ENDING SEPTEMBER 30, 2017

Balance To Account For at 8/31/17 ............... $787,351.19
Excess Income Over Expenditures .................. 13,353.78
Balance To Account For at 9/30/17 ............... $800,704.97

INCOME
Dues ....................................................... $134,264.76
Dues - Other .......................................... 67.14
Initiation Fees ........................................ 650.00
Reimbursement-Supplies ......................... 55.50
Reimbursement-Utilities ......................... 16.00
Reimbursement-Registration Fee .............. 625.00
Interest - Savings Account .................. 57.23
Voluntary Contributions - CAP ............. 180.00
*Asset Transfer ................................... 1,337.11
Rebate - Insurance ................................ 1,676.56
Recreation Fund .................................. 2,100.00
Retiree Chapter Fund ............................ 446.75
Women’s Committee Fund .................... 451.00
G.M. Unit Fund ................................... 4,888.43
3rd Party Unit Fund ............................... 644.36
Caravan Unit Fund ................................. 5.97

GROSS RECEIPTS - SEPTEMBER 2017 ............. $147,465.81
*Less-Asset Transfers/Exchanges .......... (1,676.56)

NET INCOME - SEPTEMBER 2017 ............... $145,789.25

DISBURSEMENTS
GENERAL FUND EXPENSES:
Wages - President ................................ $2,551.64
- Financial Secretary-Treasury .......... 5,650.68
- Clerical ............................................. 8,337.80
Lost Time .............................................. 825.00
- Recording Secy ................................ 152.03
- Sergeant-at-Arms ............................. 42.53
- Ex. Bd. Delegates ......................... 69.16
- Committees, Member ...................... 3,739.60
Travel, Meals, Expenses, etc.
- President ......................................... 300.00
- Financial Secretary-Treasury ......... 300.00
- Vice President ................................. 15.00
- Recording Secretary ...................... 30.00
- Trustee .......................................... 45.00
- Sergeant-at-Arms ......................... 15.00
- Committees, Member ...................... 3,739.60
- Executive Board Delegates .......... 45.00
- Dues .............................................. 1,744.86
- Payroll Taxes ................................. 6,351.50
- Payroll Deductions Forwarded ...... 750.58
- Per Capita Taxes ............................ 83,885.22
- Bank Charge ................................. 2,617.93
- Refunds Dues/Initiations ................. 170.36
- Supplies ......................................... 3,554.73
- Technical/Support Fees .................. 581.20
- Telephone/Internet/Cable ............... 423.92
- Telephone/Internet/Cable ......... 423.92
- Voluntary Contributions ............... 150.00
- Maintenance – Office Equipment .. 302.72
- Donations ....................................... 392.92
- Fees & Licenses .............................. 20.00
- Pension/Severance - Local .......... 500.85
- Registration Fees ......................... 2,045.00
- Recreational Events ...................... 130.00
- *Asset Transfer .............................. 1,676.56

RECREATION FUND EXPENSES:
Recreational Events .............................. 3,418.05
Picnics .............................................. 328.67

BUILDING FUND EXPENSES:
Maintenance .................................... 1,404.22
Utilities ........................................... 1,379.49
Cleaning Service ............................. 1,275.00
Supplies .......................................... 84.80

WOMEN’S COMM. FUND EXPENSES:
Social/Recreational Events ............... 374.87

RETIREE CHAPTER FUND EXPENSES:
Recreational Events .............................. 92.33
Supplies ........................................... 10.60
Donations/Gift ................................ 250.00
Expense Allowance ......................... 440.00
Lunches / Refreshments ................. 29.50

UNITS FUNDS EXPENSES:
General Motors ................................. 4,041.17
3rd Party ........................................... 1,139.28

DISBURSEMENTS - SEPTEMBER 2017 ............... $142,076.17
LESS - Payroll Deductions ................. (7,964.14)
*Less-Asset Transfers/Exchanges .......... (1,676.56)

NET EXPENDITURES - SEPTEMBER 2017 ............. $132,435.47

ALLOCATION OF CASH ASSETS
CHECKING BALANCE PNC 5617 ............... $439,391.80
PETTY CASH ........................................... 200.00

SAVINGS ACCOUNTS
- Unity C.U. 6090 S-000 ................................. 70.98
- Unity C.U. 6090 S-005 .............................. 66,486.32
- Unity C.U. 4849 S-005 ............................... 42,671.12
- Unity C.U. 6460 S-000 ............................... 10.00
- Unity C.U. 6460 S-005 ............................... 38,946.14
- PNC Bank 8245 ..................................... 71,031.29
- Central Macomb 1:1525 ......................... 39,178.59
- Central Macomb 1588:2MM ............... 25,273.85

CERTIFICATES
- Unity C.U. 6090 S-705 ............................ 17,751.75
- Unity C.U. 6090 S-713 ................................ 59,693.13

TOTAL CASH ASSETS - SEPTEMBER 2017 ............... $800,704.97

FUND BALANCES
Current Fund Balance .............................. $457,394.37
Income Over Expenditures ....................... $13,230.90
Education Fund .................................... 3,146.85
(1,626.57)
Recreational Fund ................................. (10,118.88)
Retiree Chapter Fund ......................... 38,506.51
Building Fund ..................................... 18,213.66
New Member Orientation Fund .......... 5,184.22
Veteran’s Fund ..................................... 570.85
Women’s Committee Fund .................. 4,151.97
Community Services Fund ................. 368.93
G.M. Unit Fund .................................... 306,625.77
3rd Party Unit Fund ......................... 12,862.46
Caravan Unit Fund ............................... 225.58

TOTAL OF ALL FUNDS - SEPTEMBER 2017 ............... $800,704.97

Respectfully Submitted by STEVE RAWA,
Financial Secretary-Treasurer, UAW Local 160

Younger Members Participating

Greetings Brothers and Sisters,

It’s refreshing to see younger members participating and volunteering at events, put on by the Local and the Local’s standing committees.

There was an increase in members who took part in the Detroit Labor Day Parade.

As a reminder, Wednesdays are Red Shirt Day, to show solidarity. If you don’t have a red Local 160 shirt, they are available at Impressions at Impressionsgroup.com. The shirts are made with U.S. products and Union printers. They deliver directly to your home.

In Solidarity...

STEVE RAWA
FINANCIAL SECRETARY-TREASURER

[Image]
TAP – Knowledge is Power

Brothers and Sisters!

“Knowledge is power!” We have all heard that. If you have wondered how to become a more powerful Union person, there is a way! You could earn a Labor School certificate.

What is that, you may ask? The certificate program consists of 10 non-credit, 5-week, labor relation and liberal arts courses that may be taken either on the main Wayne State University campus or online, or a mix of the two. It has subjects such as U.S. Labor History, Basic Grievance Handling, Your Rights in the Workplace, and Collective Bargaining and Power & Politics. These are just a few of the courses that you would a few of the courses that you would cover.

These classes are covered through the UAW-GM Tuition Assistance Program (TAP). Scholarships are also available for people who do not have tuition assistance to pay a portion of their tuition, based on need, through the Ethel Schwartz Memorial Scholarship for Labor Education. To register call the Labor Studies Center at (313) 577-2191 or you can go to the following link and register online go.wayne.edu/LaborSchoolreg. Once on the site, you will see a registration form. If you scroll further down, it will have all the information you need to know about these classes.

The Tuition Assistance Plan can be used to pay for the labor classes. TAP can also be used to pay for college degrees and other educational endeavors, up to $5,000 a year. The best way to find out if your class is covered is to apply and that can be done on www.uaw-gm.org or on the MySocrates page. You should apply at least 21 days prior to the start of your class. Once the application is filled out, it can be faxed to (313) 324-5050 or emailed to TAPHelp@uaw-gm.org. If approved, a certificate will be mailed to you. You can take/send that to the cashier to pay for your classes.

I am here if you need any assistance with either of these programs. My phone number is (586) 986-7358, and my office is in the link building (just down the hallway from the union office, across from the time clock).

If planning to attend, please complete and return the bottom of this form.

DEADLINE TO REGISTER: FEBRUARY 9, 2018

Change the way you see yourself.

Michigan-based SVS Vision makes using your vision insurance benefits easy. Just come in, choose your perfect glasses and we’ll do the rest.

$15 off when you bring in this ad

Change the way you look.

(800) SVS-4600

THE 2018 PRE/POST RETIREMENT CLASSES

The 2018 Pre/Post Retirement Classes are scheduled to begin in mid-February and continue through March. The process of obtaining commitments from various speakers has already begun. Below is the registration form for this event. It is also available on the Local 160 website.

It will be cascaded to all GMS Team Leaders during the first week of December. Look for it to be posted on the Level 5 boards in your area.

DEADLINE TO REGISTER IS FEBRUARY 9, 2018

Spouses are encouraged to attend.

The 2018 Pre/Post Retirement Classes are scheduled to begin in mid-February and continue through March. The process of obtaining commitments from various speakers has already begun. Below is the registration form for this event. It is also available on the Local 160 website.

It will be cascaded to all GMS Team Leaders during the first week of December. Look for it to be posted on the Level 5 boards in your area.

DEADLINE TO REGISTER IS FEBRUARY 9, 2018

Spouses are encouraged to attend.

DEADLINE TO REGISTER: FEBRUARY 9, 2018

TOpIcS

Retirement issues discussed by Local 160 retirees, Social Security, Legal and Tax concerns, recognizing retirement pitfalls, Benefits/Pensions, 401(k) options from Fidelity and more.

Material is presented by experienced subject matter experts.

~ CLASSES ARE DEMAND DRIVEN ~

At least 25 participants (including spouses) are needed for each session.

WEDNESDAYS

February 21, February 28, March 7, March 14, March 21, March 28

12:30-2:30 p.m. and 3:00-5:00 p.m.

Link Building – Classroom A

Classes are intended to equip Local 160 members and their spouses with the tools necessary to make informed decisions about eventual retirement and planning for the future in general.

Pre/Post-Retirement Classes

YES, I will attend.

Name:

Email address:

Phone number: ____________________ Best time to call: ____________________

Years until retirement: _____ Shift: _______ Spouse will attend: yes _____ no_____

Desired time: 12:30-2:30 p.m. _______ 3:00-5:00 p.m. _______

Specific questions or concerns you would like addressed:

Pre/Post-Retirement Classes

Please return by February 9, 2018 to: Ann O’Connell

UAW-GM Joint Learning Center

M/C: 480-305-120

Phone: 586.986.4409 Fax: 586.986.5051

ann.m.oconnell@gm.com
Summer Events

Thank you for supporting our 2017 Picnic

Aquarius Services / Sharon Joseph
Beacon Health Options
Blue Cross / Blue Shield
Kropf Mechanical Service Company
Sterling Insurance
Unity Credit Union
Victory Inn Bar & Grill

GOLF OUTING '17

CAR SHOW
10 Things about General Motors

Within just a few years, Durant quickly built GM by buying Buick, Oldsmobile, Cadillac, and Oakland (now Pontiac). He then lost control of GM in just two years, then regained control six years later, only to lose it again (for good this time) four years afterwards.

In his old days, Billy Durant poured his time, energy, and money into his latest venture — bowling alleys. He believed that bowling was the next big thing and that everyone in America would spend their time at the bowling alleys. Needless to say, his last venture didn’t grow nearly as big as GM.

2. GM’s Logo: Mark of Excellence

In 1966, GM introduced a decal on the door jambs of its vehicles, with the phrase “Mark of Excellence.”

In the 1970s, GM started to produce shoddy cars. Its Chevy Impala cars (marketed as a “prestige car within the reach of the average American citizens”) had leaky windows and the penchant for developing a large crack in the dashboard that owners derivisely referred to as the “Mark of Excellence.” Soon after, GM phased out the phrase though it took a while longer to improve the quality of their cars.

3. Who Owns GM?

GM is a publicly traded company, with about 610.5 million shares outstanding. Today, ~91% of GM stocks are held by institutions. The top 10 institutional holders, made up of banks and investment firms, own more than 50% of the company. They’ve gotta be hurtin’ now as GM’s stock has tumbled from $30 a year ago to just about $2.

4. GM Built War Machines for the Allied Forces...

During World War II, GM led the largest commercial-to-military war production effort in American history. In 1942, the company converted all of its factories to produce $12 billion worth of airplanes, trucks, tanks, guns, and shells for the US military. No other company delivered as much material to the Allied forces.

5. ... and the Nazi

When he rose to power, Adolf Hitler knew that he had to have an industrial partner to make military vehicles and weapons. And that partner wouldn’t be Daimler or any other German automakers. The largest automobile manufacturer in Germany (actually, all of Europe) was General Motors.

In 1934, General Motors (through its German subsidiary Opel) started a lucrative partnership with the Third Reich that continued even after Nazi atrocities were revealed.

GM and Germany began a strategic business relationship. Opel became an essential element of the German rearmament and modernization Hitler required to subjugate Europe. To accomplish that, Germany needed to rise above the horse-drawn divisions it deployed in World War I. It needed to motorize, to blitz — that is, to attack with lightning speed. Germany would later unleash a blitzkrieg, a lightning war. Opel built the 3-ton truck named Blitz to support the German military. The Blitz truck and its numerous specialized models became the mainstay of the Blitzkrieg.

In 1935, GM agreed to locate a new factory at Brandenburg, where it would be geographically less vulnerable to feared aerial bombardment by Allied forces. In 1937, almost 17 percent of Opel’s Blitz trucks were sold directly to the Nazi military.

That military sales figure was increased to 29 percent in 1938 — totaling about 6,000 Blitz trucks that year alone. The Wehrmacht, the German military, soon became Opel’s No. 1 customer by far. Other important customers included major industries associated with the Hitler war machine.

Why did GM do it? It was for the money (surprise!).

A few weeks later, in May 1941, a year-and-a-half after World War II broke out, with newspapers and newsreels constantly transmitting the grim news that millions had been displaced, murdered or enslaved by Nazi aggression and that London was decimated by the blitz bombing campaign, GM President Sloan, then in his mid 60s, told his closest executives during a Detroit briefing, “I am sure we all realize that this struggle that is going on throughout the world is really nothing more or less than a conflict between two opposing technocracies manifesting itself to the capitalization of economic resources and products and all that sort of thing.”

6. GM Helped Build the First Car That Went Out of This World: The Lunar Rover

GM designed and built the mobility system for the Lunar Roving Vehicle, aka the Lunar Rover or (my favorite) the Moon Buggy. The rover was first successfully used during the Apollo 15 mission.

In a true GM moment, however, during the next mission, the rover’s rear fender fell off! The astronauts had to make an emergency replacement fender out of maps, duct tape, and clamps.

7. Big in ... China!

GM’s sales may have taken a nosedive in the United States, but it has become the top-selling foreign automaker in China. Chinese consumers snapped up more Buick cars in 2007 than any other automobiles by foreign car makers.

8. Birth of the United Auto Workers

GM is inextricably linked with the birth of the United Auto Workers union. In December 1936, the fledgling union staged a daring sit-down strike at GM’s plant in Flint, Michigan.

The move caught GM by surprise. After all, Alfred P. Sloan, the president of General Motors, considered his workers to be “among the most pampered in the industry.” Indeed, “Generous” Motors’ wages were high — about $1,500 per year — but work was hard and dangerous. Many workers suffered injuries that could’ve been easily prevented by wearing gloves, which weren’t supplied by the company.

The Great Depression also led to many layoffs, which caused the workers to worry about their job security.

About two weeks after thousands of
Automakers of Detroit draw closer and all their eggs in one basket – trucks and Detroit automakers also decided to put all their eggs in one basket – trucks and

Efforts to combat absenteeism by verifying whether the absent workers means that even if factories were closed, GM had to pay (almost full) wages and benefits of idled workers.

aren’t bad people; far from it. But when effort came to naught. UAW leaders, fearing layoffs might result, experts to a factory to explore

Ford dispatched a team of welding story that illustrates the point.

1915 Cadillac Limo

or downgraded to flying first class, remarked Rep. Gary Ackerman. And when asked what they wanted the $25 billion for, they couldn’t give a straight answer.

10. GM "Firsts"

Despite its current precarious financial troubles, GM had a long history of innovation and technological “firsts.” To end on a (more) positive note, here are but a few of General Motors’ achievements:

• First V-8 Engine (1914, a 70-horsepower engine for the Cadillac)

• First room air conditioner (remember to thank Frigidaire, then a GM subsidiary, who came up with the brilliant device in 1929)

• First barrier impact and rollover tests (1934).

• First concept car, the legendary Buick Y Job in 1938.

• First fully automatic transmission

SUVs – only to see sales dried up as consumers avoided buying gas guzzlers, because of the high gas prices.

That poisonous relationship with labor? It’s a two-way street. In 1987, GM Chairman Roger B. Smith remarked a “new spirit of cooperation” between management and labor. When journalist Paul Inglessia toured a GM engine plant in New York, he was “stunned to see that there were two [men’s room]: one for hourly workers, and a separate one for management.”

Then, there are things management did that are just plain dumb. GM CEO Rick Wagoner got a 64% salary increase when asked what they wanted the $2.5 billion for, they couldn’t give a straight answer.

JANUARY 2017

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FEBRUARY 2017

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MARCH 2017

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<td>Charles M. Lucas</td>
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APRIL 2017

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<td>Barry W. McQuitty</td>
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MAY 2017

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<td>Merle M. Warner, Jr.</td>
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JUNE 2017

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<td>Frank A. Moscone</td>
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1966 GM Electrovon (the Hydra-Matic in 1939).

• First to put turn signals as standard-equipment on its cars (1939)

• First mechanical heart pump (1952, built for Dr. Forest Dodrill by the GM Research Laboratory. The story is fascinating.)

• First company to make $1 billion a year (in 1955)

• First hydrogen fuel cell car (the 1966 Electrovon). After the project was scrapped because it was cost prohibitive. GM tried to give the Electrovon to the Smithsonian Institute. They refused the vehicle because they'd never heard of fuel cells before...

• First Anti-lock Brake System (ABS) in 1972.

• First Electronic Fuel Injection (1979)

I hope you enjoyed this article as much as I did.

Solidarity Forever...
Practicing Gratitude

Do you remember the last time you felt grateful for one of life’s small pleasures? For example: a day of sunshine after days of rain; a ripe tomato given to you by a neighbor; a thoughtful comment from a colleague. These gifts occur daily in our lives, but how often do we recognize and feel grateful for them?

Complaining is easy, problems seem clear, unwanted, and definitive. A cold in the summer, too many questions, not enough free time, a difficult co-worker, we can always find something that isn’t right or ideal. Noticing things in our life that are going right is not as easy, because good things don’t shout and beg for attention in quite the same way as the things we deem bad or negative. Good things often go unnoticed or unrecognized in our busy problem-solving lives.

Research shows that practicing gratitude has many positive effects on mental and physical health and overall well-being. Many studies have been conducted on the effects of expressing gratitude. People who regularly express gratitude experience fewer symptoms of pain and generally take better care of their overall health. They are also happier and have less intrusive negative emotions such as envy, resentment and regret. That’s not all, listed are some more of the amazing benefits of practicing gratitude:

- Improved sleep
- Positively affects self-esteem and self-worth
- Increases resilience
- Boost to the immune system
- Strengthens our emotions
- Boosts one’s career
- Makes us more optimistic

Now that we have covered the ways gratitude can impact many facets of our life, how do we begin to implement it? It’s not easy to make the switch from focusing on negatives to emphasizing positives, especially when we live in a culture that endorses near constant complaining.

One tried and true method to increase your daily dose of gratitude is to keep a gratitude journal. This simply means that each day write down five or so things that you are grateful for. To make it easier to stick to, do it either upon awakening or before going to bed. Things like having food to eat, a job and people that care for you will naturally repeat themselves. Other things that are smaller in nature or only occur occasionally are of particular importance because we often take such small things for granted. Big or small, paying attention to the little gifts that fall upon us every day will increase your awareness of them and you will begin to feel more grateful overall and reap the benefits of saying thanks.

You should also express gratitude aloud. This means doing things like telling people what you appreciate about them and sharing positive stories and feedback from your day. It also means when you feel the urge to complain or criticize, make an effort to find something positive to say or focus on instead. All this does not imply that you must put an end to telling people when something is wrong. It’s always beneficial to have the ear of a compassionate friend when times get tough as they sometimes do. That having been said, if you can eliminate some of the daily complaints and try to let gratitude be your attitude, you are sure to bring more positivity into your life and the lives of those around you!

We are your EAP/Work Family Reps: Nancy Kelly (586-436-0511) and Ken Jones (586-986-4166). We are here to help.
The Officers, Representatives, Staff and Members of UAW Local 160 wish to extend their deepest sympathy to the friends and families of these Local 160 Brothers and Sisters for their recent loss.
UAW LOCAL 160 in the 2017 LABOR DAY PARADE

marching in solidarity!