

Honored in 2019 for Outstanding Achievement by The Local Union Communication Association

All Things 160



Pictured Above: Local 160 Executive Board

Top Row: David Small (President), Chuck Merz (Guide), Steve Rawa (Financial Secretary-Treasurer), Mike Stephens (Sergeant-At-Arms), Mike Dempsey (Vice President), John Hall (Trustee), Earl Fuller Jr. (GM Unit Chairman)

Bottom Row: Lisa R. Henderson (Recording Secretary), Jessica L. Merz (Trustee Chairwoman), Bob Maher (Retiree Chapter Chairman), Angila (Fox) Coley (Trustee), Wykeyma Lash (Women's Committee Chairwoman)

President's Praise

Local 160 Members,

Unforeseen challenges our Members have faced over the last year has substantiated one most very important factor. Our UAW Local 160 Members are warriors of strength and fortitude. Together, there is no challenge we cannot overcome.

Your UAW Local 160 Leadership wants to take this opportunity to wish every one of our Members a safe and joyous holiday season.

December 2020

Christmas In Detroit

Magic Of Lights 2020

DTE Energy Music Theatre

33 Bob Seger Dr., Village Of Clarkston, MI

November 13-January 2

Sun-Thursday 5PM-10PM

Friday-Saturday 5PM-11PM

Canterbury Village Holiday Stroll 2020

Canterbury Village

2359 Joslyn Ct., Lake Orion, MI

Through the Weekends of December

Friday-Saturday 6PM-10PM

Sunday 6PM-9PM

Big Bright Light Show

Downtown Rochester

November 23-January 3

5PM-Midnight Daily

Detroit Zoo Wild Lights

Detroit Zoo

8450 W. 10 Mile Rd., Royal Oak, MI

November 20-January 10

Sunday-Thursday 5:30PM-9PM

Friday and Saturday 5:30 PM-10:30PM

Holiday Nights In Greenfield Village

Greenfield Village

20900 Oakwood Blvd., Dearborn, MI

December 4-6, 11-13, 15-23, 26-28

6:30PM-10PM



Member Of The Month

Randy Van Assche



Randy Van Assche, a Wood Model Maker at Design, started his career in the Warren Pattern Makers Union and spent 10 years there until he was employed at the GM Warren Tech Center 32 years ago. Randy has been married for 26 years and has 5 children and 11 grandchildren ranging from the ages of 6 months to 21. Randy's biggest hobby and

deepest passion is his volunteer work and giving back to the community. Randy became a member of the Utica/Shelby Township American Legion Post 351 in 2011 as a SAL (Son of an American Legion Veteran). Randy grew up in a family of 5 children and, in 1972 when Randy was a small child, his father became blind and his family found themselves in an extremely unfortunate situation. It was during this time that Randy remembers a knock at the door. When he answered it, he noticed two men walking to their car and a note on the many boxes that were left on the porch that said "The Goodfellows." This is what instilled a passion in Randy to give back and serve anyway he could -- because he knows what it feels like to be a child that would have gone without a Christmas. This is what led to Randy's personal mission of what he calls "No Child Without A Christmas." Randy's father passed away in April of this year, but his memory will live on through Randy and all the work that he does for the community. Two and a half years ago, Randy was presented with a Volunteer of the Year award from Macomb County (pictured above). This shined a light on his efforts and grew the charity work in the American Legion Post 351 exponentially.

The American Legion Post 351's charity efforts gained so much traction that they ended up outgrowing their building. They then teamed up with Trinity Lutheran Church of Utica to provide a food pantry and toy collection for families in need. Last year this effort collected more than 4,400 toys, along with canned goods, dry goods, turkeys and hams. This action was not the sole effort of The American Legion and Trinity Lutheran Church, but rather the efforts of the whole community. This includes friends, family, acquaintances, many local businesses and groups such as the Shelby Lions, American Legion Post 499 of Port Austin, VFW Post 4659 of Shelby Township, Gator Jakes, Samaritan House, Petite School of Knowledge, Kids with Cancer Royal Oak, Painted Wings, SUIDs/SIDs and Turning Point, just to name a few. There are numerous volunteers who donate and take the time out of their life to give back and raise up our community. It's impossible to do it all alone, It truly takes a village.

Randy, The American Legion and Trinity Lutheran Church realize that many families need help more times than just at Christmas. This is why these efforts are a year-round event. Currently, they are offering lunches and a hot shower every Sunday at the church. In September, they created a drive-through food donation and passed out 150 prepackaged boxes with 40 pounds of frozen food, milk, ice cream and other necessities. They are in constant communication with families in need and step up whenever they are called to do so. Randy has created a nonjudgmental zone where anyone in need has a place to turn, no questions asked.

If you know a family in need, or someone who's looking for community service hours who would like to donate or volunteer with these efforts, please feel free to contact Randy Van Assche by emailing him at rjv7@att.net. Randy, Thank you! It's people like you that change the world!

American Made Holidays

Union Made!

BEAUTY PRODUCTS

- **Avon (UFCW)**
- **Caress skin care (UFCW)**
 - **ChapStick (USW)**
- **Dove beauty products (UFCW)**
 - **Revlon (UAW)**
 - **Old Spice (UFCW)**

WINE AND BEER

(Wines brought to you by UFW)

- **Chateau Ste. Michelle (IBT)**
 - **Columbia Crest**
 - **St. Supery**
 - **Charles Krug**
 - **CK Mondavi**
 - **Gallo of Sonoma**
- **MILLER BEER (UAW AND IBT)**
 - **Miller High Life**
 - **Miller Genuine Draft**
 - **Miller Lite**
 - **Milwaukee's Best**
 - **Icehouse**
 - **Red Dog**
- **ANHEUSER-BUSCH (IBT AND IAM)**
 - **Budweiser**
- **Budweiser American Ale**
 - **Bud Light**
 - **Michelob**
 - **Shock Top**
 - **Busch**
 - **Rolling Rock**
 - **O'Doul's**

GAMES

(All made by RWDSU/UFCW)

- **Barrel of Monkeys**
 - **Battleship**
 - **Candy Land**
- **Chutes and Ladders**
 - **Clue**
 - **Connect 4**
- **The Game of Life**
- **Hi Ho! Cherry-O**
 - **Monopoly**
- **Mouse Trap**
- **Operation**
- **Pictionary**
 - **Risk**
- **Scrabble**
- **Sorry**
- **Taboo**
- **Twister**
- **Yahtzee**

SPORTS EQUIPMENT

- **American Athletic (Russell Brands) (UAW)**
- **Louisville Slugger (USW)**
- **MacGregor golf clubs (IBB)**
 - **Standard Golf (IAM)**
- **Top-Flite golf balls (IBB)**

STOCKING STUFFERS

- **Rayovac batteries (IBT and UAW)**
 - **Bic lighters (USW)**
- **Ghirardelli chocolates (BCTGM)**
 - **Jelly Belly (BCTGM)**
 - **Laffy Taffy (BCTGM)**
- **Tootsie Roll Pops (BCTGM)**
- **Allan peppermint candy canes (BCTGM)**
- **Hershey's chocolates (BCTGM)**
- **See's Candies (BCTGM)**

APPAREL AND ACCESSORIES

- **Brooks Brothers (UNITE HERE)**
- **Joseph Abboud (UNITE HERE)**
- **Majestic Athletic (UNITE HERE)**
 - **Timex watches (IAM)**
- **Naturalizer shoes (UFCW)**
- **Nunn Bush shoes (UFCW)**
- **Red Wing shoes (UFCW)**

THE 'BIG SPENDER' CATEGORY (UAW)

- **Hummer**
- **Corvette**
- **Cadillac**



The "Cadillac Tax"

Did you know that it has been over ten years since the Affordable Care Act has been signed into law? And do you remember the "Cadillac Tax" that was included in this piece of legislature? We are reminded every year through the mail around tax time, when the form shows up in our mailbox, that it still exists. Just in case any of us forgot, the Cadillac Tax is a 40% tax on employer-based health insurance benefits (approximately \$11,000 for individual coverage and \$30,000 for family coverage). If you look closely at the form, although mostly blank, it gives us an estimate of how much our health insurance is worth from General Motors. The tax was originally supposed to take effect in 2013 but was immediately delayed until 2018 following the ACA's enactment. However, a 2016 federal budget bill enacted on December 18, 2015 further delayed implementation of this tax until 2020. It was again postponed until 2022. The intention behind this tax was to discourage employees from overusing services provided by their high-cost employer provided plans, as well as reduce employer incentive to overspend on health insurance plans and to also raise revenue to help finance the Affordable Care Act.

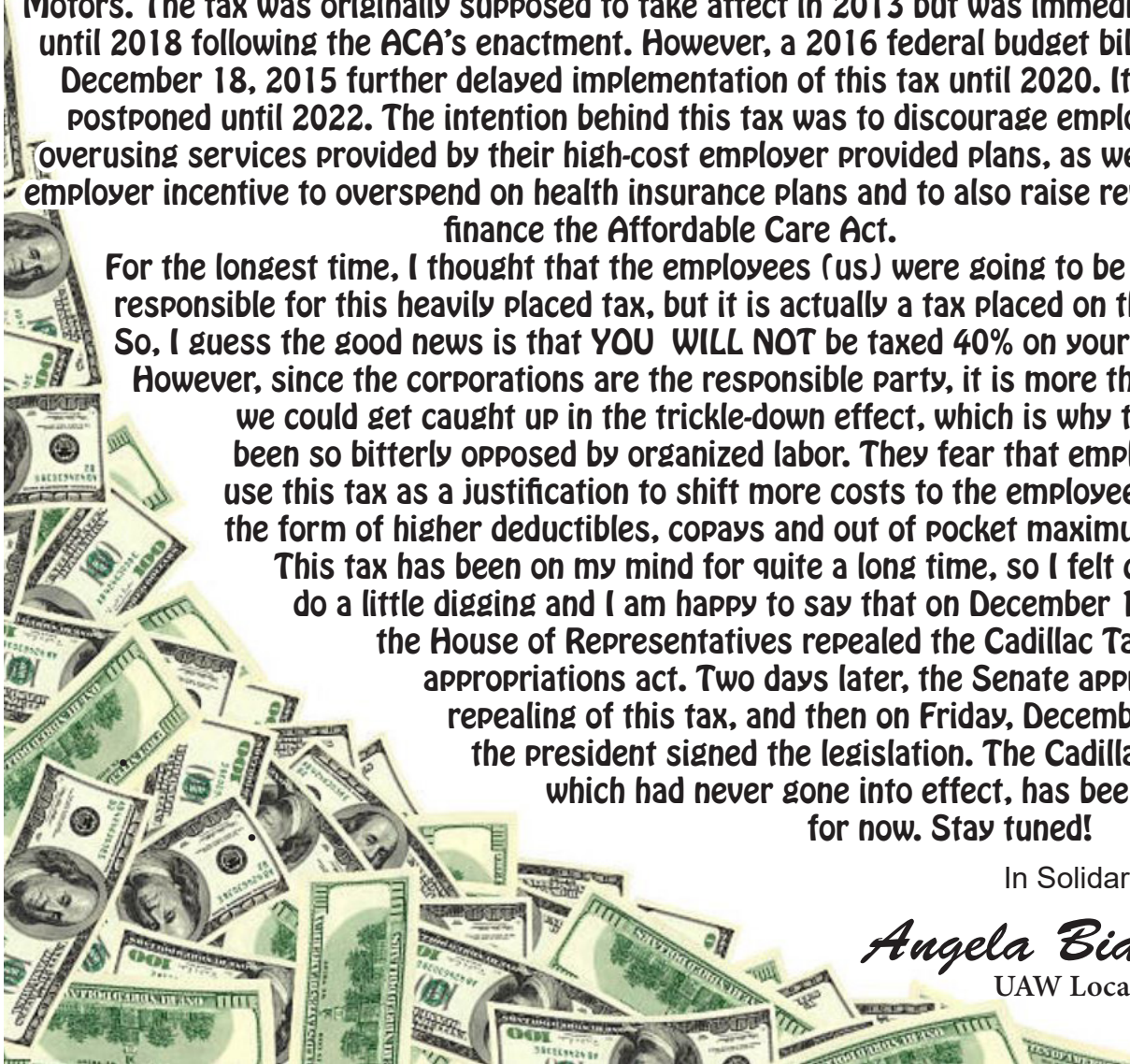
For the longest time, I thought that the employees (us) were going to be the ones responsible for this heavily placed tax, but it is actually a tax placed on the employer. So, I guess the good news is that **YOU WILL NOT** be taxed 40% on your healthcare! However, since the corporations are the responsible party, it is more than likely that we could get caught up in the trickle-down effect, which is why this tax has been so bitterly opposed by organized labor. They fear that employers will use this tax as a justification to shift more costs to the employees in the form of higher deductibles, copays and out of pocket maximums.

This tax has been on my mind for quite a long time, so I felt compelled to do a little digging and I am happy to say that on December 17, 2019, the House of Representatives repealed the Cadillac Tax via an appropriations act. Two days later, the Senate approved the repealing of this tax, and then on Friday, December 20, 2019, the president signed the legislation. The Cadillac Tax, which had never gone into effect, has been eliminated for now. Stay tuned!

In Solidarity,

Angela Bia-Shock

UAW Local 160 J.A.R.



The White Gold Rush

Electric vehicles are driving demand for lithium. So what is lithium exactly? Lithium is a chemical element with the symbol Li and atomic number 3. It is a soft, silvery-white alkali metal. Under standard conditions, it is the lightest metal and the lightest solid element. Like all alkali metals, lithium is highly reactive and flammable and must be stored in mineral oil. When cut, it exhibits a metallic luster, but moist air corrodes it quickly to a dull silvery gray, then black tarnish. It never occurs freely in nature but only in compounds such as pegmatite minerals, which were once the main source of lithium. Due to its solubility as an ion, it is present in ocean water and is commonly obtained from brines. Lithium metal is isolated electrolytically from a mixture of lithium chloride and potassium chloride. The most common battery type in modern electric vehicles are lithium-ion and lithium polymer because of their high energy density compared to their weight.

So this might leave you wondering, where does lithium come from for electric cars? Lithium is found in the brine of salt flats. In order to obtain lithium, holes are drilled into the flats to pump the brine to the surface. That brine is then left to evaporate for months, which creates a chemical concoction containing manganese, potassium, borax, and salts, which is filtered and placed into another evaporation pool. Toxic chemicals can leak from the evaporation pools to the water supply, such as hydrochloric acid, which is used in the processing of lithium. The remaining mix will take another 12 and 18 months before it's filtered enough for them to extract the lithium carbonate. Unfortunately, this comes with many environmental consequences.

Another one of the biggest environmental dangers posed by lithium mining is the amount of water the process uses: an estimated 500,000 gallons of water per ton of lithium extracted. This can endanger the communities where the lithium is being mined because it can cause droughts or famine if operations are not kept in check. In addition, toxic chemicals are needed to process lithium. The release of such chemicals through leaching, spills or air emissions can harm communities, ecosystems and food production, and can even cause air pollution. In Argentina's Salar de Hombre Muerto, locals claim that lithium operations have contaminated streams used by humans, livestock, and for crop irrigation. There are also concerns around how to recycle it. Eco-nonprofit Friends of the Earth notes that lithium recycling is fraught, as the metal is "toxic, highly reactive and flammable."

The only functioning lithium mine in North America is about 2,100 miles away in Clayton Valley, Nevada. However, most of the lithium used for batteries now comes from the so-called Lithium Triangle of South America (Argentina, Bolivia, Chile and Peru) accounting for more than half of the world's lithium — a region that also includes the world's largest salt flats.

All lithium batteries are considered Class 9 "Hazardous Materials" or "Dangerous Goods" for shipping either domestically or internationally. Lithium batteries are either classified as "lithium metal" (primary/non-rechargeable) or "lithium ion" (includes lithium polymer; these are secondary/rechargeable). Most lithium-ion battery fires and explosions come down to a problem of short circuiting. This happens when the plastic separator fails and lets the anode and cathode touch. And once those two get together, the battery starts to overheat.

In a formal response to the drilling proposal, a dozen environmental organizations expressed concerns about the effects on ground and surface water if exploration leads to an industrial-scale mine. Cristina Dorador, a Chilean biologist, told Bloomberg, "We're fooling ourselves if we call this sustainable and green mining."

**In Solidarity,
Jessie Kelly**

"The White Gold Rush" will be a continued series in "All Things 160." Stay tuned.

Five MORE Reasons Why You Should Buy American-Made Products

Because the National Economy is Important!!!!



- ***Guaranteed Quality of Goods***

The term “Made in the USA” speaks of quality, excellent craftsmanship and a superior product. Continuing to use foreign imports gives no guarantee of quality. While shipments and products can be monitored, there is no true guarantee of the imported goods quality and longevity. While price tags will often be higher for made in USA products, the cost per use is actually often lower as the made in USA quality will last far longer than a foreign made alternate

- ***Guaranteed Safer and Fair Working Conditions***

Government acts like OSHA oversees safe working conditions in the manufacturing industry. There are controls and regulations in place to minimize accidents, while granting rights to employees. Foreign countries may not have the same level of health and safety, and imports may be contributing to unsafe conditions for thousands of workers.

- ***Helps to Reduce the Deficit***

Whether we like it or not, the USA has a trade deficit that needs to be addressed and eliminated. Investing in American-Made products will boost the American economy which, in turn, will reduce the deficit.

- ***Avoid Foreign Political Debates***

Importing goods into the country can produce a whole host of barriers and obstacles, particularly with nations whose diplomatic relationships may be tense. Manufacturing in the USA means these potential obstacles can simply be removed.

- ***Outsourced Manufacturing Plants Rarely Return to the US***

One less considered factor is that once a product has been outsourced to a foreign country, in too many cases it will never again be manufactured in the US. That avenue of potential business has vanished. This must be avoided at all costs in order to strengthen our economic standing domestically, while eliminating our reliance on foreign goods.

AMERICAN MADE STATISTICS

80%

CONSUMERS WHO PREFER TO BUY MADE IN USA PRODUCTS

60%

CONSUMERS WILLING TO PAY TEN PERCENT MORE FOR AN AMERICAN MADE PRODUCT

85%

CONSUMERS THAT THINK MADE IN USA PRODUCTS ARE HIGHER QUALITY THAN THOSE MADE OVERSEAS

For more information, please visit <https://www.americanmadematters.com/>



Welcome New and Returning Members!

Local 160 would like to welcome back the members who came home from Flint. Welcome Brothers and Sisters to UAW Local 160 and to the General Motors Global Technical Center.

- Grant Harris
- Jonathan Miron
- Marc Leyser
- Steven Zajicek
- Damon Graham
- Jeffery Steinhauer
- Timothy Stapleton
- Ryan Adams
- Tricia Cate
- Chauncey Davenport
- Kunta Ford
- David Gizar
- Heather Hernandez
- John Hirschberger
- Scott Jenkins
- Maurice Jones
- Rachel Jungwirth
- Brandon McGee
- Louie Powell
- David Sabbagh
- Thomas Scott
- John Steverson
- Matthew Wallington
- Ronnell Ware
- Mary Weglarz
- Beverly Weir
- Walter Wilson
- Andrew Baxter
- Patrick Doroshenko
- John Mackinnon
- Andrew Dyer
- Amy Edwards
- Rusty French
- Eric Harrel
- William Hein
- Sandra Jones
- Albert Lulguraj
- Greg Perry
- Christopher Redlin
- Kelly Schneider
- Matthew Schweikhart
- Anthony Scianna
- Jay Thiry
- Joshua Trosper
- Robert Vanlerberghe
- Gjon Ivezaj

Correction to
November's Edition:
Steven Hengy and
Matt Bobbitt





Ask Rosie

Dear Rosie,

If I accrue additional time off by working the holiday and deferring the holiday, do I have to use it by the end of the year?

-Deferred Dale

Dear Deferred Dale,

Yes, all ATO (additional time off) days must be used by the end of the year, unless you deferred Christmas Holiday days. Christmas Holiday days can be used the next calendar year.

In Solidarity,
Rosie

American-Made Product Of The Month



Of the 32.8 million Christmas trees sold in America in 2018, 23.6 million were artificial.

An estimated 90 percent of those artificial Christmas trees sold were manufactured in

China. There seems to be no American companies currently manufacturing artificial Christmas trees in the USA. Sure there are hundreds of American companies selling artificial Christmas trees; they just aren't manufactured in the USA. They are nearly all made in China.

Are there any artificial Christmas trees made in America then? The answer is yes, there now is!

Modern Christmas Trees is now manufacturing all its trees in America. This wasn't always the case though. Modern Christmas trees were made available to the world in 2012. In the first 2 years of business, the trees were made in America but because of scaling challenges and manufacturing costs, manufacturing was moved over seas. Now each tree will be made from acrylic factories in the

USA. The rings from these acrylic sheets will be cut by Laird Plastics in Denver, helping to contribute to the local economy. The trees will also be assembled using ball chain from an American manufacturer helping to create additional American jobs.

Please visit: <https://www.modernchristmastrees.com/made-usa-christmas-trees/>

SHOP LOCALLY!

DOLLARS SPENT
AT SMALL
BUSINESSES...

...RETURN THREE
TIMES MORE MONEY TO
THE LOCAL ECONOMY...

...AS DOLLARS
SPENT WITH
CORPORATE CHAINS.



Happy

Holidays!



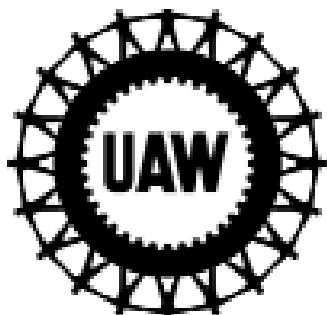
All Things 160 is Brought to you by:

Local 160 "All Things 160" Committee

David Small Jessie Kelly Angela Bia-Shock

EMAIL US AT;

Member2Member160@gmail.com



Local Union Communication Association

DS/JK/ABS/ldh-opeiu42aflcio

