



Women's
History
Month
2021

President's Praise

In late 2020, the following message was sent out from the UAW International President Rory Gamble to all UAW Locals across the country regarding union meetings and events. The message reads as follows:

November 20, 2020

TO: All UAW Local Unions

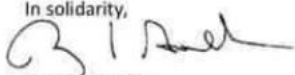
RE: Local Union Update - Meetings and Events

Greetings:

As the persistent surge of Covid-19 cases increase throughout our country, hospitals near capacity and multiple state restrictions, we are requesting that all local union meetings and events continue to be suspended until April 15, 2021, due to these Coronavirus concerns.

We will communicate any adjustments or modifications to this policy if encouraging changes occur with the status of this pandemic.

We would also like to personally thank you for your hard work and dedication in serving the membership during these extremely difficult and challenging times.

In solidarity,

Rory L. Gamble
President

Local 160 will continue to operate under normal business operations as we have throughout the entire pandemic. When we receive updated information from UAW International President Gamble on Unit/Membership meetings and events, notification on this matter will go out immediately. As we move ever closer to bringing a sense of normalcy to our lives, we as a Local must continue to BE SAFE, STAY STRONG!

In Solidarity,

President of Local 160

March 2021

Member Spotlight

*Your chance to get to know
a member of Local 160*

Deborah Jacob



Deborah Jacob is one of our MSOs located at Dock 9. Deborah started GM in 2015 when she came in through the referral process. She hired in as a temporary employee and recalled this as one of the most stressful times of her life. Luckily, she was quickly picked up as a seniority employee and can't even express how thankful she is for GM giving her a job. Deborah felt this opportunity was life-changing because she hasn't always been this fortunate. She spent many years being a single mother and often holding down three jobs while going to school. Some of these jobs included working for the Farmington School District with special needs children. Although she was always rich in love and gratitude in her life, she recalls receiving help from many churches and knows what it's like to struggle. Despite these struggles, she has never wavered in having the most positive and grateful attitude. In 2002, she was awarded the Women's Opportunity Soroptimist Award for never allowing these struggles to defeat her. Deborah was born in Louisiana at the Barksdale Air Force Base. Her father was in the Air Force for seven years and is currently retired and living in Ohio. Her military upbringing provided her with an extremely strong work ethic. She currently lives in Macomb, Michigan with her boyfriend of six years, Kevin. Kevin is living his calling of being a registered nurse. Together, their blended family has 24 fish and three children: Michael 37, Vinny 28, and Jenny 26. Deborah and Kevin will soon be empty nesters with their son Michael, who is buying his first house in Denver, CO. Jenny just moved to Ypsilanti, and Vinny is in the process of buying his first house and getting married as soon as COVID-19 stops crashing their plans. Deborah is so excited to be able to spend the rest of her life with her best friend, Kevin. Deborah's hobbies include traveling, exercise, yoga, meditation, puzzles, reading books, watching the Hallmark Channel, rustic tent camping, hiking and trying to visit all the national parks. She has visited the Appalachian Trail, Mount Rushmore, Pikes Peak, The Great Smoky Mountains and more. She also loves music and dancing. If you are lucky, you may even catch her dancing in the aisles of the grocery store. Deborah loves sloths. She appreciates that they are slow but loving. She loves the idea of moving slow and taking the time to appreciate the things that are around you. The best part about Deborah is her unwavering positive attitude and warm heart. If you are around her for even a moment, you already feel like family. She is a people person and believes family is anyone who looks out for you and supports you. Although this is the first time she has ever been part of a union, she believes our union brothers and sisters should always be treated as family, and she will always look out for them. This is the reason why she decided to be the Safety Champion on Doc. 9. She takes this role very seriously because she wants to make sure that all our union members stay safe and cared for. During the 2019 UAW-GM strike, even while she was out with the rest of us, she was constantly dropping off food and home goods to the pantry at the Region, as well as volunteering her time. Wonder Woman is more than just the outfit Deborah chose to wear during her picket duty. Deborah is a real life wonder woman not only to her children, but to the membership as well.

March is Women's History Month

WOMEN IN THE UNITED STATES WORKFORCE

The 19th Amendment was passed by Congress on June 4, 1919, and ratified on August 18, 1920. The Nineteenth Amendment granted women in the United States the right to vote. This hard-won right foretold the increasing presence of women not only at the voting booth, but also in the workplace. At the beginning of 2020, women's labor force participation was at 58%, nearly a three-fold increase since 1920. If it wasn't for the increasing participation of women in the workplace, household income growth of the middle class would have remained largely stagnant since the late 1970s.

Women Earn More Degrees Than Men

- For the class of 2017-2018, women earned more than half of bachelor's degrees (57.3%), master's degrees (60.1%), and doctorate degrees (53.5%).
- In 2016-2017, women earned just over half (50.7%) of all professional degrees, including 49.6% of degrees in law (LLB or JD) and 47.4% of degrees in medicine (MD).
- More than half of management positions are held by women. In 2019, women held 51.8% of all management, professional and related occupations.
- In 2019, women held 26% of the S&P 500 board seats. In 2020, the Fortune 500 list published in May revealed a record high for the number of women CEOs at 37.

The Union Advantage for Working Women

- Women make up a large and growing proportion of labor union members and have been closing the gender gap in Union membership. In 2014, 6.6 million of 14.6 million union members were women.
 - Women are projected to be the majority of union members by 2025.
- Among full-time workers ages 16 and older, women represented by labor unions earn an average \$212, or 30.9%, more per week than women in nonunion jobs.
- Generally, the share of women who are union members or covered by a union contract are in states that do not have "Right to Work" laws.
- Union women experience a smaller gender wage gap. Women represented by labor unions earn 88.7 cents on the dollar compared to their male counterparts.
 - In Michigan, the median weekly earning for full-time wage and salary female workers in a union is around \$910.
 - Women's union advantage is largest in natural resources, construction, and maintenance occupations.
- Median weekly earnings are at least 20 percent higher for women working in production, transportation, material moving occupations, service occupations, and office and administrative support occupations. For women in professional and related occupations, the weekly wage advantage is 13.7%, and in all of these major groups it is at least seven percent compared with nonunion women in the same broad occupation.
- Women who are labor union members, or covered by a union contract, are more likely to participate in a pension plan and have healthcare benefits through their job than those who are not unionized. Approximately three in four unionized women (74.1%) have a pension plan.
 - Despite their growth as a percentage of union members, women are still not as likely as men to hold leadership positions in unions.

Covid-19 Is Disrupting Women's Labor Force Participation

- Millions of women were already supporting themselves and their families on meager wages before coronavirus lockdowns sent unemployment skyrocketing and a million of jobs disappeared.
- Women without a college degree suffered more job losses than men and bore significantly greater responsibility for childcare during the COVID-19 pandemic.
- One study found that one-third of working mothers in two-parent households reported that they were the only ones providing care for their children, compared to one-tenth of working fathers.
- The pandemic has devastated service-oriented sectors that employ more women like restaurants, hotels and hospitality, leading to more job losses.
- Women have long reported higher levels of psychological distress than men, but the COVID-19 pandemic is associated with even greater feelings of anxiety and depression among women with children. Studies found that more women than men took on child care duties after schools closed due to the pandemic.
- Before the pandemic, women made up more than 90% of the child care sector, with an average annual income of roughly \$24,000. After COVID-19 tanked the economy, a third of these care providers lost their jobs. This also placed the stress of child care on millions of parents of children under 18, who make up a third of all US workers, with single mothers being hit the hardest.

Women's Labor Force Participation Is Critical for the Future of Work

- Over half (58%) of the workers in the most at-risk occupations are women.

While the role of women in our economy has shifted over the last 100 years, our systems have not similarly evolved to support them. Because the conditions have been longstanding, the solutions put in place should not exclusively focus on short-term COVID-19 recovery. There is a need for long-lasting changes aimed at closing the wage gap, improving working conditions, family leave options, and better alignment of childcare and schooling with the needs of working parents so mothers who want to work can do so. Policy needs to reflect that women have fundamental roles in both the workplace and in families, and the policies need to support women in those roles.

In Solidarity,

Angela Bia-Shock



GREAT MOMENTS IN LABOR HISTORY

The Month of March In American Labor History

- March 4, 1801: In his inaugural address, President Thomas Jefferson declares: “Take not from the mouth of labor the bread it has earned.”
- March 31, 1840: President Martin Van Buren issues an Executive Order providing for a 10-hour work day for all employees on federal public works projects.
- March 7, 1860: Several thousand shoemakers in Lynn, Massachusetts begin a strike that soon spreads to 20,000 shoe workers all over New England. The strikers, who include men and women, eventually win higher wages, but not the recognition of their union.
 - March 6, 1885: Founding of the Sailors’ Union of the Pacific, a union of mariners, fishermen and boatmen working on U.S. flag vessels, in San Francisco.
- March 22, 1886: Samuel Clemens (pen name Mark Twain) gives a talk in Hartford, Connecticut, praising the Knights of Labor’s commitment to fair treatment of all workers, regardless of race or gender. Clemens was a lifelong member of the International Typographical Union (now part of the Communications Workers of America).
- March 15, 1887: Founding of the Brotherhood of Painters and Decorators of America, which grows to 7,000 members in over 100 local unions in its first year. The union is now known as the International Union of Painters and Allied Trades and has over 160,000 active and retired members.
 - March 1, 1900: The Granite Cutters National Union begins a nationwide strike, which results in numerous benefits, including recognition for the union, wage increases, a minimum wage scale, an eight-hour day, and a grievance procedure.
- March 9, 1902: Rail and ship freight workers begin a sympathy strike with striking freight handlers and clerks in Boston who had walked out over their co-workers being fired for refusing to handle freight by a company using scab labor to replace union freight drivers. Within three days, 20,000 freight workers are on strike in the city and the dispute is quickly settled.
- March 8, 1908: On the anniversary of an 1857 protest by women garment workers, 15,000 women needle trades workers demonstrate in New York City seeking higher wages, a shorter work day and an end to child labor. Since 1910, May 8 has been celebrated as International Women’s Day.
- March 25, 1911: A fire breaks out on the top floors of the Triangle Waist Company’s Asch Building in New York City, killing 146 workers, most of them young immigrant women, in large part because the employer locked the doors leading to exits and stairwells to prevent theft and unauthorized breaks. The tragedy leads to a movement for increased workplace safety.
- March 27, 1912: More than 8,000 construction workers represented by the IWW walk off their jobs with the Canadian Northern Railway from work camps spread over 400 miles. Meanwhile, the IWW organizes picket lines across the U.S. and Canada at employment offices to prevent the employer from recruiting scabs.
 - March 2, 1913: Congress grants postal workers an eight-hour work day.
- March 6, 1913: The IWW publishes the Little Red Song Book, which includes the song “There Is Power in a Union,” by Swedish-born labor activist Joe Hill.
- March 3, 1915: Congress approves the Seamen’s Act, providing the merchant marine with rights similar to those gained by factory workers, including a 56-hour week and minimum standards of cleanliness and safety. The law was drafted by International Seaman’s Union President Andrew Furuseth and its passage was spearheaded by Senator Robert LaFollette.
 - March 19, 1917: In *Wilson v. New*, 243 U.S. 332 (1917), the U.S. Supreme Court upholds the constitutionality of the Adamson Act, which established an eight-hour work day, with overtime pay, for interstate railway workers.

Amazon workers are organizing the biggest unionization push at the company since it was founded in 1995. And it's happening in the unlikeliest of places: Bessemer, Alabama, a state with laws that don't favor unions. If organizers succeed in Bessemer, it could set off a chain reaction across Amazon's operations nationwide, with thousands more workers rising up and demanding better working conditions. But they face an uphill battle against the second-largest employer in the country with a history of crushing unionizing efforts at its warehouses and its Whole Foods grocery stores. Attempts by Amazon to delay the vote in Bessemer have failed. So too have the company's efforts to require in-person voting, which organizers argue would be unsafe during the pandemic. Mail-in voting started in the beginning of February and will go on until the end of March. A majority of the 6,000 employees have to vote "yes" in order to unionize. The last time Amazon workers voted on whether they wanted to unionize was in 2014, and it was a much smaller group: 30 employees at a Amazon warehouse in Delaware who ultimately turned it down. Amazon currently employs nearly 1.3 million people worldwide. These efforts are happening in Alabama and it happens to be one of 27 "right-to-work states" where workers don't have to pay dues to unions that represent them. In fact, the state is home to the only Mercedes-Benz plant in the world that isn't unionized. Unions have been forming in unusual places recently. Last month, about 225 Google engineers formed a union, a rarity in the high-paid tech industry. Google has fired outspoken workers, though the company says it was for other reasons. At Amazon, things haven't ended well for outspoken workers either. We wish the best for the Amazon workers and will keep you up to date as more information comes in.



Union Plus is a nonprofit organization founded by the AFL-CIO in 1986 to provide excellent consumer Union Plus benefit programs exclusively to union members (current and retired) and their families.

Union Plus benefits were selected by union members, for union members. Our staff are members of Office and Professional Employees International Union (OPEIU), Local 2 in Washington, D.C. and our volunteer board of directors is made up of top union leaders from more than 60 international unions and chaired by AFL-CIO president, Richard L Trumka.

Register and start saving now at <https://unionplus.abenity.com/perks/register>

Congratulations!

The following UAW-GM Apprentices graduated in 2020

- Huvairo Bush
- Gerald Setter
- Daniel Forbes
- Dennis Mezin
- Sarah Ardoin
- Thomas Earl
- Mark Kapushinski



IUE-CWA Local 84704 workers in Bucyrus, OH are fighting to keep jobs and their plant's LED light bulb line from being offshored. These members work at GE-Savant Lighting, where they make LED light bulbs exclusively for Walmart. The lightbulbs are currently stamped "Made in the USA." This facility is one of the only residential lighting facilities left in the United States and we are working hard to keep it from shutting down.

Big corporations like Walmart love to send jobs to other countries where they can increase their profits by exploiting workers and the environment. Walmart is driving this race to the bottom for wages and the environment, while our communities and our planet suffer, and good union jobs disappear.

Because Walmart has the power to demand that these bulbs remain made in America, we are bringing the fight to Walmart. Join the fight by writing to Walmart at <https://corporate.walmart.com/store-corporate-feedback>



CONGRATULATIONS

To the newly elected Local 160 GM Unit
Alternate District #6 Committeeman

BLAKE ROBERTSON

Blake is an AI out of GA. Blake was sworn in at Local 160 and will now be the Alternate Committeeman for Rich Ardoin, representing Local 160 GM Unit members on second shift



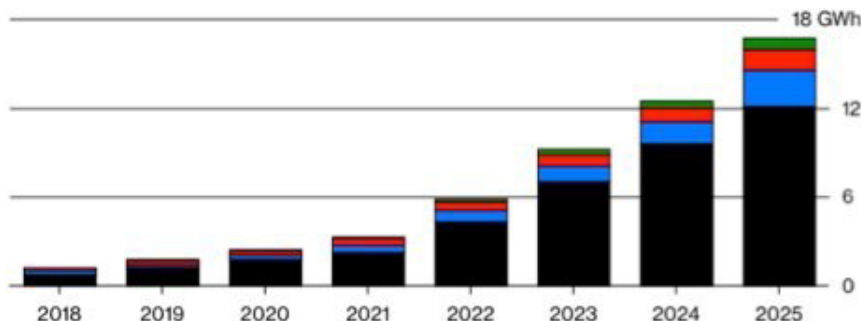
The White Gold Rush

By 2040, more than half of new-car sales and a third of the global fleet—equal to 559 million vehicles—is projected to be electric. This poses serious challenges. Electric vehicle batteries typically must be replaced every seven to ten years for smaller vehicles and three to four for larger ones, such as buses and vans. This can become very costly as the replacement can cost anywhere from \$1,000 to \$6,000. And this may also come with major environmental consequences regarding recycling and disposing of the old batteries. Declining performance for an electric vehicle battery is evidenced by fewer miles of driving per charge and more frequent plug-ins by owners. The global stockpile of these batteries is expected to exceed 3.4 million by 2025, compared with about 55,000 in 2019. This is almost a 62-fold increase in 7 years. Automobiles have overtaken consumer electronics as the biggest users of lithium-ion batteries. Because batteries contain toxic chemicals that should not be placed into landfills, they need to be either recycled, which involves an intensive manufacturing process, or repurposed for other uses. We can look to China who has the largest electric vehicle market in the world and the largest number of electric vehicle manufacturers. They believe electric cars make sense in China. Because of its dense and crowded cities, that often mean shorter driving distances. China has made carmakers responsible for expired batteries. Batteries can be recycled, but recycling them is not easy due to the sophisticated chemical procedures involved. If not handled properly, the heavy metal contained in the battery can lead to contamination of the soil and water. Batteries can be recycled through smelting, direct recovery, and other newer processes. A smelting process is used to recover many minerals (e.g. lithium, cobalt, nickel) contained in the battery. After a battery is smelted, the lithium ends up as a mixed byproduct and extracting it is costly. Batteries have a limited life for electric vehicles. However, because they still have 70 percent of their capacity after electric vehicle use, there is a secondary market for them for home storage, street lights, elevators, data centers and other uses. Once these uses have expired, the battery can be recycled to obtain reusable materials, such as lithium, cobalt, and nickel, but advanced processes are still needed to make recycling more economic. Several companies are working on the technology.

China's Prize

Country will dominate second-life capacity from retired car and bus batteries

■ China ■ Europe ■ U.S. ■ Rest of the world



However, if the electric vehicle market grows as these projections indicate, the resulting significant increase in the demand for battery and battery materials may be a major challenge for suppliers.

In Solidarity,
Jessie Kelly

The “White Gold” Rush is a continued series in “All Things 160.” Stay tuned.



Welcome to our new 160 Members!

This month we welcomed 19 new Local 160 Members.

Welcome, Brothers, to the UAW Local 160 Family and to the General Motors Global Technical Center.



- Stanley Francis
- David Lynch



- Eric Britt
- Frank Zombo
- Michael Allemon
- Michael Justice
- Scott Vanmoen
- Paul Gretkierewicz



- Warren Dix
- Mark Wetmore
- Jacob McClure
- James Reaves
- Dennis Perm

- Lindol Lim
- Jeff Couture
- Sebastian Ghiurau
- Joseph Stewart
- Anthony Handloser
- Ryan Weir



UAW Consent Decree has been Issued.

Referendum Vote on One Member One Vote is Coming!

The 30-page decree, issued on 1/26/2021, gives the UAW 30 days but no more than 60 days to select a monitor and an adjudication officer to supervise the union's internal elections and finances as well as the conduct of its officers and representatives for the next six years. **We as UAW members could vote by September 2021 on whether to amend the UAW's constitution to allow a direct vote for top officers.** This amendment is often referred to as "One Member One Vote". Once the monitor and the adjudication officer are in place, the UAW will have six months to hold the referendum on whether to amend the constitution. The monitor, with help from the U.S. Department of Labor's Office of Labor Management Standards, will have the responsibility of preparing the language of a referendum question and setting up the rules under which it is conducted. The decree also gives the monitor and the Labor Department the right to review the results and order a re-run if there are complaints about the conduct of the vote. If the direct election system is approved by the referendum, it will be implemented shortly after the UAW Constitution is officially amended at the UAW's next regularly scheduled Constitutional Convention in June of 2022. Other important language in the decree includes, "The parties agree that it is prohibited from using union assets or using union employees' time for use in the internal election of any candidate for office in the UAW or its constituent entities. No monies held or deposited in union-designated accounts for charitable purposes may be used to promote the candidacy of any individual for elective office." The decree also states the, "Monitor will ensure that any contributions from any member, employee, or officer of the constituent entities in support of candidates or slates of candidates for union office are collected on a fully voluntary basis."

2021 STARC Semester Start and end dates

STARC (Skilled Trades Apprenticeship Readiness Certificate) will be offering online courses for the following dates

- 4/5/2021 - 7/26/2021 or 9/20/2021
- 5/3/2021 - 8/23/2021 or 10/18/2021
- 6/7/2021 - 9/27/2021 or 11/22/2021
- 7/5/2021 - 10/25/2021 or 12/20/2021
- 8/2/2021 - 11/22/2021 or 1/17/2022
- 9/6/2021 - 12/27/2021 or 2/21/2022
- 10/4/2021 - 1/24/2022 or 3/21/2022
- 11/1/2021 - 2/21/2022 or 4/18/2022
- 12/6/2021 - 3/28/2022 or 5/23/2022

GM-UAW Seniority Employees can apply for their TAP voucher at <https://UAWGM.EdAssist.com>. Employees can complete an online application at www.pennfoster.edu/partners/GM-UAW. Once approved the learner will receive an email confirming enrollment and next steps.



Dear Rosie,

Can I delay my bereavement?

-Grieving Gary

Dear Grieving Gary,

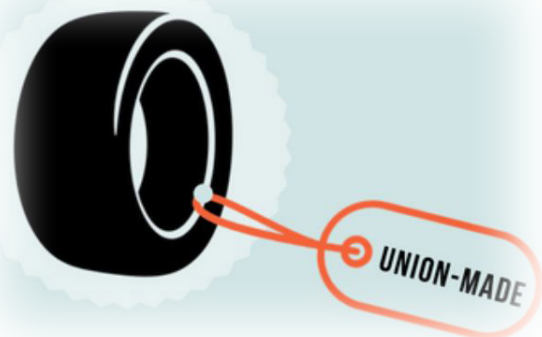
Bargainers reached agreement with the company to allow members entitled to bereavement to delay the period in which they take it, based on reasonable circumstances, such as scheduling of services or readings of wills. The bereavement still must be taken on consecutive days and used within six months following the date of death. The union also won agreement from the company that members are entitled to five days bereavement for a stillborn child.

*In Solidarity,
Rosie*

American-Made Product Of The Month

The U.S. Department of Transportation (DOT) has made it very easy to find union-made tires by requiring that each tire carry a code that shows the company and the location of the plant that manufactured the tire. DOT requires that each tire sold in the United States carry a code that looks something like this: DOT BE XX XXX XXX. The two letters or numbers that follow the DOT identify a particular factory as listed below:

- BE: B.F. Goodrich – Tuscaloosa, Ala.
- BF: B.F. Goodrich – Woodburn, Ind.
- VE, YE, YU, 8B: Bridgestone/Firestone – Des Moines, Iowa
- D2, E3, W1, Y7: Bridgestone/Firestone – La Vergne, Tenn.
- 2C, 4D, 5D: Bridgestone/Firestone – Morrison, Tenn.
- UP: Cooper – Findlay, Ohio
- UT: Cooper – Texarkana, Ark.
- JU, PC, UK: Goodyear – Medicine Hat, Alberta, Canada
- JJ, MD, PU: Goodyear – Gadsden, Ala.
- DA: Dunlop – Buffalo, N.Y.
- JN, MJ, PY: Goodyear – Topeka, Kan.
- JE, MC, PT: Goodyear – Danville, Va.
- JF, MM, PJ: Kelly-Springfield – Fayetteville, N.C.
- CF: Titan Tire – Des Moines, Iowa
- JH, MN, PK: Titan Tire – Freeport, Ill.
- B plus serial #: Titan Tire – Bryan, Ohio
- CC: Yokohama Tire – Salem, Va.



All tires made at the above locations are made by members of the United Steelworkers (USW). Make sure you use this easy-to-follow guide to buy union-made tires.

Thanks to Union Plus and the Union Label and Service Trades Department for this guide.

We Can Do It...

and She

DID

WOMEN'S HISTORY MONTH



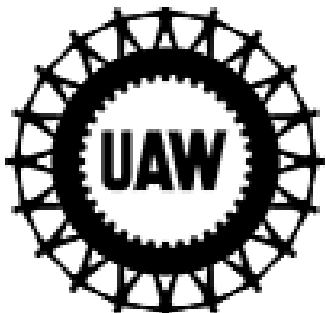
All Things 160 is Brought to you by:

Local 160 "All Things 160" Committee

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Local Union Communication Association

DS/JK/ABS/ldh-opeiu42aflcio

