

# ALL THINGS 160



**April 1st-**

**April Fools' Day**

**April 13th-**

**Women's Committee  
Meeting**

**April 14th-**

**GM Unit Membership  
Meetings**

**April 17th-**

**Easter**

**April 18th-**

**IRS Tax Deadline**

**April 20th-**

**Retirees' General  
Membership Meeting**

**April 24th-**

**General Membership  
Meeting**

**April 28th-**

**Aramark Membership  
Meetings**

**April 2022**

## **President's Praise** **UAW Local 160 Surges Ahead in Skilled Trades Membership**

The Warren GM Global Technical Center (GTC) and UAW Local 160 continue its rapid pace of adding unprecedented numbers of skilled trades members to our rank and file during one of the most challenging times in our nation's history.

In 2020, along with 22 Skilled Support Operators, there were 42 GM trades brought on board. This included 21 Metal Model Makers, 3 Molders, 3 Stationary Engineers, 12 Wood Model Makers, 3 Experimental Laboratory Paint Technicians, and 1 Machine Repair Technician.

In 2021, with additional Skilled Support Operators being hired, there were 47 Assembly Inspectors, 11 Machine Repair Technicians, 52 Metal Model Makers, 8 Millwrights, 4 Pipefitters, 2 Stationary Engineers, 5 Wood Model Makers, and 1 Electrician.

In just the first quarter of 2022, the number for Skilled Trades members added to Local 160 rank and file are 1 Pipefitter, 2 Machine Repair, 6 Wood Model Makers, 9 Metal Model Makers, 13 Assembly Inspectors, 2 Molders, and 1 Millwright. There are 12 more trades scheduled to be hired in the first half of April 2022, and this trend should continue into the summer months.

Adding these hiring numbers to the world's largest skilled trades workforce at a single location signals a strong future for not only the skilled trades workforce, but for **every Local 160 member in every classification** sitewide as well.

This also signals a contingent of strong Local 160 union representation!

*In Solidarity,*

*David Small*  
President of Local 160



# 2022 UAW Constitutional Convention Information

## *Fact Sheet*

*The UAW Constitutional Convention happens every four years and allows delegates from each local union across the UAW to debate and vote on resolutions and amendments to the UAW Constitution.*

*The 2022 UAW Constitutional Convention will be held at COBO / TCF Center in Detroit starting on July 25th and concluding on July 29, 2022.*

## *UAW Local 160 will elect 5 UAW Constitutional Convention Delegates.*

*GM Unit will elect three delegates and Aramark will elect two delegates. A mail out on the election will be sent to all UAW Local 160 members and retirees.*

## *All Local 160 members have the right to submit Amendments to the 2022 UAW Constitution.*

*Amendment forms are how you can add or change language inside the UAW Constitution.*

*Forms can be picked up from the Local 160 office. Members can also obtain forms from their committee representatives.*

## *Where can I find more information?*

*All information on the UAW Constitutional Convention and Con-Con Delegates can be found in Article 8 of the 2018 UAW Constitution (pictured above).*

## This Month in Labor History

# International Harvester Strike of 1979–1980

The International Harvester strike of 1979–1980 was a strike by the United Auto Workers (UAW) against the International Harvester (IH) company over work rules. The strike began on November 1, 1979, and ended after 172 days on April 20, 1980. As of May 2008, it was the fourth longest strike of national importance ever held by the UAW.

Negotiations opened on August 9, 1979, in Chicago, Illinois. UAW International Vice President Pat Greathouse and two veteran IH negotiators—Art Shy and Cletus Williams—led a union bargaining team composed of 20 representatives from 51 IH local unions.

Early negotiations did not go well. McCardell and Chandler (IH representatives) were inexperienced negotiators, not picking up on the private signals the union sent and did not understand the importance of the signals when they did become aware of them. Even company-side negotiators complained about the inexperience of McCardell and Chandler, arguing that this inexperience lessened the company's ability to define the union's real bargaining positions. Other company actions unintentionally hardened negotiating positions and decreased trust between the two parties. International Harvester also unintentionally disempowered the union negotiators, making it harder for them to agree to company demands. For example, the company repeatedly went public with its bargaining proposals, which made it harder for company negotiators to back down later and reach compromises.

The union called a strike on November 1, 1979. 35,000 UAW workers (36 percent of International Harvester's workforce) at 21 plants in eight states—Georgia, Illinois, Indiana, Kansas, Kentucky, Minnesota, Ohio, Tennessee, and Texas—struck International Harvester at noon rather than accept the new work rules and mandatory overtime provisions. But McCardell was not alarmed, seeing the strike as a way to challenge the union's power in the workplace and as an opportunity to improve efficiency by regaining concessions the company had made in the past.

In mid-December 1979, the Fort Wayne Journal Gazette quoted an internal International Harvester memorandum (written in January 1979) in which the company appeared to advocate manufacturing plant decentralization as part of a plan to break the union. The memo specifically mentioned a new IH plant to be built in Wagoner, Oklahoma (a right-to-work state) which would eliminate unionized jobs at the company's Fort Wayne plant. The memo said the Wagoner plant was only the first step in a scheme to slowly dismantle the Fort Wayne plant. The memo outraged the union, which felt the company had intended to bargain in bad faith over its contract extension proposal.

But the strike continued and International Harvester reported a first-quarter loss of \$222.2 million. The company also admitted that unfilled orders of \$4.2 billion, up from \$2.8 billion a year earlier, attributed to the loss and backlog to the effects of the strike. The annual shareholders' meeting, held at the First Chicago Center in Chicago on February 21st, was described by the press as "turbulent." On February 20th, the union obtained a court order requiring International Harvester to set up closed-circuit television facilities so members of the UAW and other shareholders could observe the meeting. IH once more altered its overtime proposal, suggesting that employees be required to work up to 14 Saturdays a year and establishing a voluntary pool of part-time workers to fill in shifts when not enough full-time workers volunteered to work a particular Saturday shift. But the company withdrew its proposal when the union declared its opposition.

On March 18, 1980, negotiators for both sides announced they had reached a tentative agreement on the mandatory overtime issue. According to the Associated Press, full-time workers and retirees could volunteer to become part of a special overtime pool which could be drawn from to fill vacant weekend work shifts. Seniority, holiday pay and the ability of piece workers to go home after fulfilling their quotas were still outstanding. The UAW ratified the three-year contract by a vote of 15,494 in favor and 3,877 against on April 19, 1980.

UAW chief negotiator Pat Greathouse called the contract an "overwhelming victory" for UAW members. Nearly all independent commentators saw the agreement as a losing proposition for International Harvester. The company had incurred deep financial costs, lost market share, and achieved none of its key demands despite McCardell's assertions that the proposals were critical to the company's success. "There is no question the company is the big loser in this one," one Wall Street analyst said.

The strike lasted 172 days, making it (at the time) the longest in UAW history and the longest strike in International Harvester history. International Harvester made key errors—including using inexperienced negotiators, going public with bargaining demands, and attacking key union issues such as seniority and the lack of mandatory overtime without giving itself room to negotiate—which greatly prolonged the strike. The seeming arrogance of top company officials is considered by many to be a serious strategic error on the side of the company. Company officials underestimated that the union could hold out as long as it took.



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R.J. Rabbit Easter Grass

\$7.95

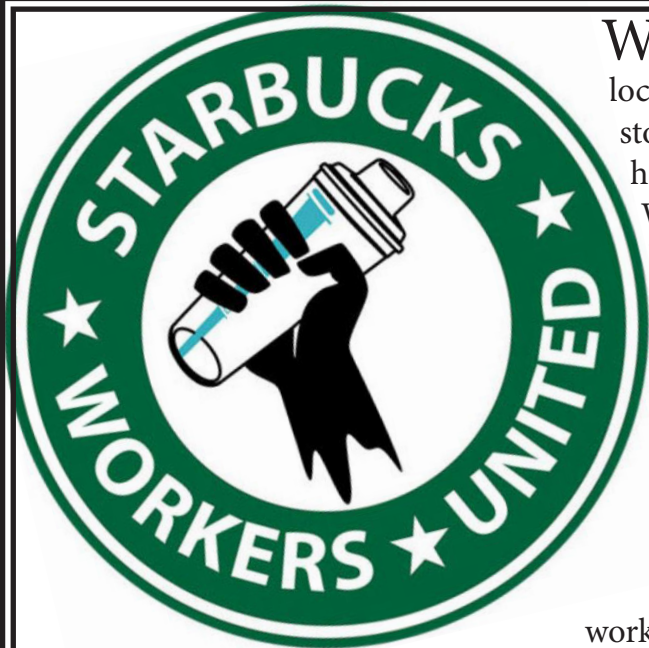
[www.amazon.com](http://www.amazon.com)



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<https://www.sees.com/>



Workers at Seattle's Broadway and Denny Starbucks location unanimously voted to unionize, making the store the first unionized location in the company's hometown, a symbolically important win for Starbucks Workers United, the organization helping locations unionize across the country. The Capitol Hill store is the first company-owned location in Seattle and the seventh in the country to unionize. Out of 13 eligible voters in a National Labor Relations Board vote held Tuesday, nine voted in favor of unionization, while three did not turn in signed ballots. One was challenged by Starbucks' corporate counsel. The nine votes were enough to achieve the simple majority needed for the

workers to win the election. Partners (what Starbucks calls

its employees) at the Broadway and Denny location initially announced

plans to unionize last year in solidarity with workers at a Starbucks location in

Buffalo, New York, which became the company's first unionized corporate location in December after a highly publicized months-long battle, which sparked a wave of unionization efforts at locations across the country.

"There's a right side of history and a wrong side of history, and right now, Starbucks is on the wrong side of history," said Sydney Durkin, a shift lead at the Broadway and Denny location, in a press conference Tuesday. Durkin, who has worked at the company for six years, said the successful unionization efforts at Starbucks can serve as a blueprint for other food service workers seeking to unionize.

Now that the store is unionized, the workers will negotiate with the company for a contract.

Durkin says workers plan to demand better health care benefits and to allow credit card tipping, something that's not currently an option at corporate-owned Starbucks locations. They are also likely to demand higher pay.

Starbucks has consistently opposed unionization. "We will respect the process and will bargain in good faith... We hope that the union does the same," a company spokesperson said in a statement. Durkin and coworker Rachel Ybarra, a barista who's worked at Starbucks for almost two years, said they faced less pushback from corporate for their unionization efforts when compared to the aggressive anti-union tactics used at some other locations, including those in Buffalo. They believe they were protected due to their proximity to the company's corporate headquarters, less than a 10 minute drive away in SODO.

"We had planned for ways to protect ourselves and our teams, and coached others on how to protect themselves," Ybarra said. "But none of the blatant union busting lasted much longer than a month."

As of March 22, 156 stores across 27 states have filed union elections with the Starbucks Workers United movement. Five Starbucks stores in Buffalo and one in Mesa, Arizona, voted "yes" to unionization, while one voted "no". There are unionization efforts at six other Starbucks locations in the Seattle area, including Capitol Hill's Starbucks Reserve Roastery, and five of them have filed petitions with the National Labor Relations Board.

**Visit <https://sbworkersunited.org/> for more information.**

*article credit to <https://seattle.eater.com/>*





# Welcome New Local 160 Members!

This month we welcomed 1 Apprentice and 20 new Local 160 Members.

*Welcome, Brothers, to the GM Global Tech Center  
and to the Local 160 Family!*



- **Jeremiah Bush**
- **Phillip Yeary**
- **Roy Drager**
- **Robert Hill**
- **Alec Jackson**
- **David Serwatka**
- **Dewayne Wilkes**
- **Laszlo Simo**
- **Garrett Cooper**
- **Gerald Usiondek**
- **Anthony Ducharme**
- **Brian Sobczyk**
- **Chad King**
- **Douglas McClive**
- **James Malkiewicz**
- **Leszek Jakubowski**
- **Matt Dunham**
- **Sheldon King**
- **Terry Ahlstrom**
- **Uliian Parvanov**
- **Chad Woods**



## Dear Rosie, *Ask Rosie*

*How do we determine how many delegates each unit sends to the Constitutional Convention?*

*-Amendment Amanda*

*Dear Amendment Amanda,*

*The number of delegates per unit is determined by the per capita each unit sends to the International UAW each month. Article 8 of the UAW Constitution gives all the details of the convention and delegate system.*

*-Rosie*

## Events

In And Around The Metro Detroit Area

### Tiger's Opening Day

April 8, 2022  
Comerica Park  
Detroit, Michigan

### Greenfield Village Opening Day

April 16, 2022  
Dearborn, Michigan

### Bunnyville

April 15 & 16, 2022  
Detroit Zoo  
Royal Oak, Michigan

### Blue Man Group

April 19-24, 2022  
Fox Theater  
Detroit, Michigan

### Bringing Back the '80s

April 22, 2022  
Downtown Frankenmuth  
Frankenmuth, Michigan

### Michigan Antique Festival

April 30 – May 1, 2022  
Springfield Oaks County Park  
Davisburg, Michigan

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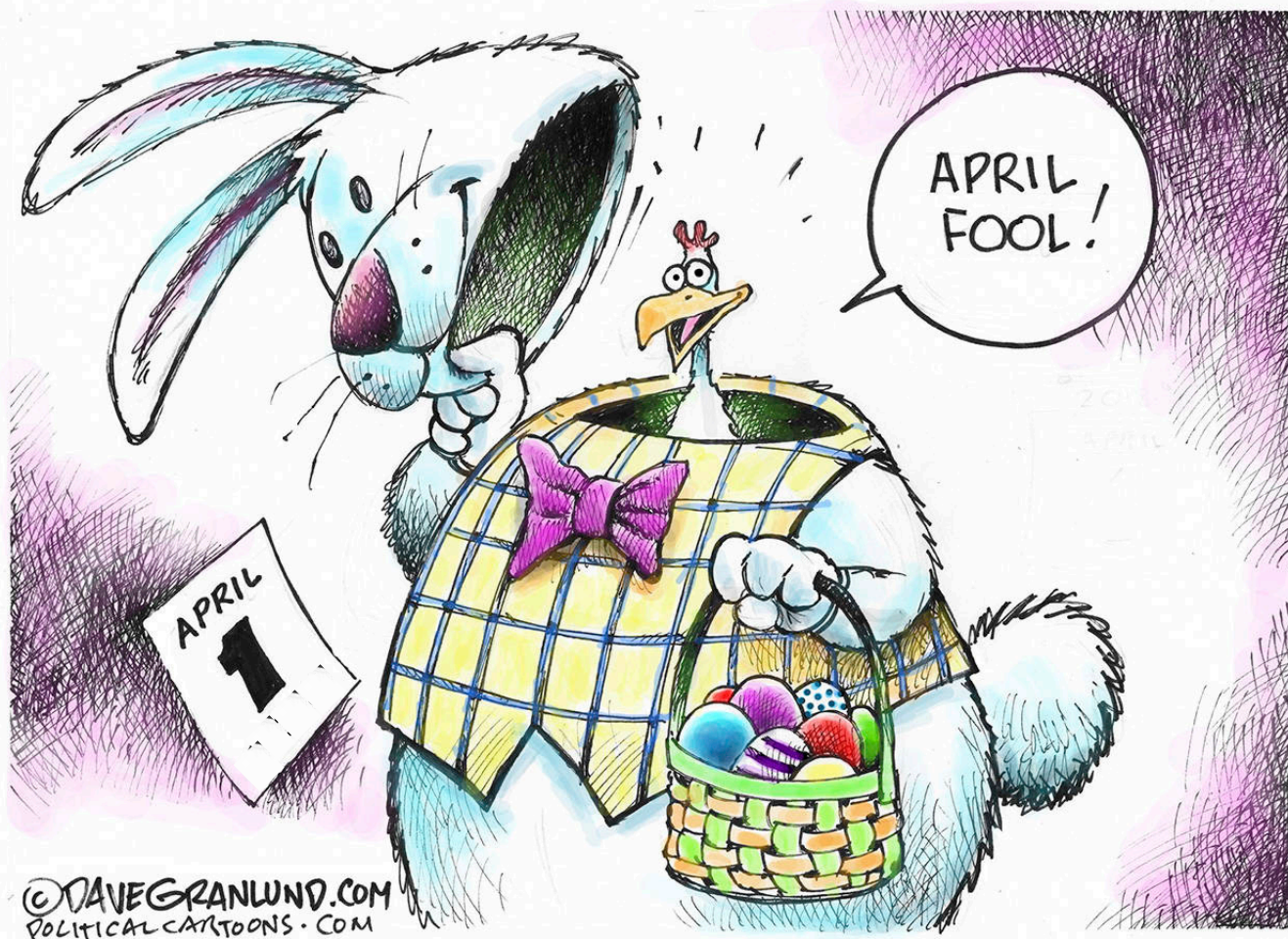
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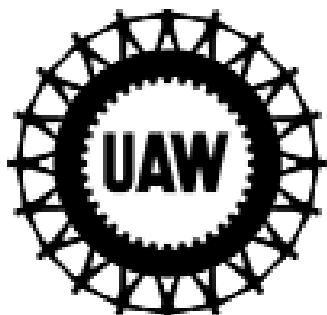
HAPPY EASTER

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