

TECH ENGINEER



JERRY GILLESPIE, President • DARYL L. HENSON, Financial Secretary-Treasurer
VOLUME 45 ISSUE NUMBER 3 JUNE 2011



Jerry Gillespie
President

Greetings:

After a long drawn out winter it is good to see the weather finally changed for the better. The Leadership of UAW Local 160 wishes a safe and healthy summer season to all our active and retired membership and their families. Hopefully, we can together partake in some of our Local 160 summer events, such as the Golf Outing and Family Picnic.

June 6, 2011, will mark the hiring date of the first 12 Skilled Support Operators (SSO) into PPO and Design facilities. Each week additional SSO's will enter our work arena, until we reach our total of 115, by the end of August, 2011. We welcome our new members to UAW Local 160, when you see them on the shop floor, please give them your personal

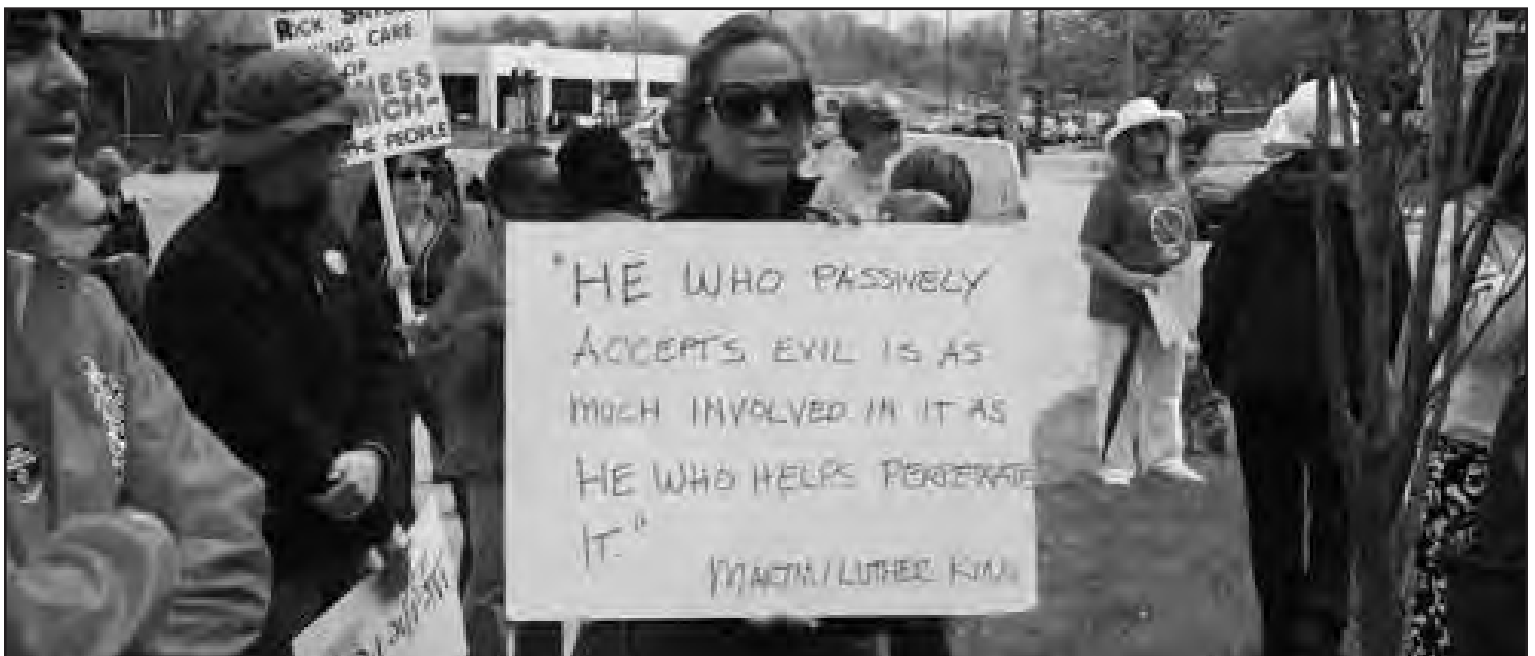
welcome.

Please keep track during the summer months of the important activities from the State of Michigan Legislative agenda, from Lansing, through our website and its links. (www.uawlocal160.org)

Thanks goes to our UAW Local 160 worker to worker program volunteers' who make sure that V-CAP information is distributed to our Membership on the shop floor.

Remember as always, Solidarity Forever, for it's the Union that makes us strong!

Grace and Peace.





Walt Jarmoluk
District #1
Committeeperson

Brothers and Sisters,

As I'm sure most of you are aware, there were two significant quality spills that occurred at the CCO Body Engineering Center. These spills impacted testing and development schedules and ran up a substantial tab to fix. These spills also got the attention of high level management. The immediate impact on the Bargaining Unit was that management vehemently tried to terminate the employment of several of our members relating to

sign offs in the build documentation. In the end, after many hours of argument with management, and providing them with much needed reality checks, these members kept their employment. However, I do not believe that Bargaining Unit members were entirely at fault in regards to these spills.

At the risk of wearing my heart on my sleeve I'll say this: In regards to what happened with these spills, as a representative I can't help but feel that in some way I failed the membership. I lost more than a few nights sleep replaying in my mind what happened and how I could have handled it differently. But at the end of it all I come to the same conclusion; I did the best I could given the circumstances and can't think of anything else that could have been done **at that point** for our members. All that the Union could do was mitigate the outcome. Most importantly, I also came to the conclusion that our membership should have never been put in the position of being held totally accountable for a process that is the joint responsibility of both Union and management. I ask you to consider what is being said to you with the events that have transpired: management feels that these build processes are so important that they are willing to fire someone and inflict that level of pain and suffering on an individual and their family.

I believe that several factors contributed to the occurrence of these spills. One of the spills was initially caught by Bargaining Unit people in the middle of January. In fact, one of the retirees working in the shop at that time raised the issue that the verification books did not reflect the capturing of the issue. Somehow, somewhere the ball was dropped. Another factor was we had a large influx of new people into the shop to handle the high workload. Some of the tool tables involved in these spills had been arduous and fraught with problems in addition to having been reassigned to different Model Makers several times. It is my personal belief that the build books on the floor were not 100% correct at the time of these spills. At the very least, these spills pointed out the need for a more clear and concise process that is more easily comprehensible. These spills involved people who were new to the CCO shop.

Another factor I believe contributed heavily to these spills is how the Pre-production business is being approached. I for one am sick to death of the production

plant mentality that has infected PPO. The Tech Center is an Engineering Center that should be concerned with saving GM millions of dollars and providing the highest quality product at start-up possible instead of fixing on saving a couple of dollars on an experimental property. Those of you that have been on the shop floor for awhile have probably seen a sign on somebody's toolbox saying something to the effect of, "You can have it: fast, cheap or right. Pick two because you can't have all three." This old adage still holds true today; but for the new enlightened era here at "the new GM" we should change the words fast for timing, cheap to cost, and right to quality. But it still applies. Yes I agree that schedule and cost are important. But the ability of the shop to indenify and to solve issues is where PPO provides the greatest value to the corporation. Unless there is a change of mentality in some members of management I think we are destined to have more spills.

So let me be perfectly clear to the membership: If management is this adamant (to the point of firing) about following the build process then we as Union members should be equally as adamant that the build process is correct and up to date. Truthfully, that's part of what we are being paid to do. Furthermore, the National Agreement stipulates that management **must** provide us with what we need in order to do our jobs in a quality manner. The build process at CCO was, in my opinion, broken down to some extent when these spills occurred. Consequently our membership did not always have what they needed to properly do their jobs. What I believe, and feel all of you should demand, is that if these processes are so sacred than they should be correct, complete, and fully functional. Quite frankly, I believe some of our membership just got plain old tired of trying to get action on problems and incorrect process books after making dozens of attempts to get things fixed. It is also my belief that schedule eventually took precedent. Some of these issues have entered the grievance procedure and I have the expectation that build process issues will be fixed.

In conclusion on this subject let me say this; if a member of management sweetly approaches you to do something that is out of process, you do so at grave risk to yourself. Furthermore, you not only have every right to expect that your build documentation is correct and accurate but I will argue that it is your responsibility to make sure it is. Follow the book and sign off only if you have been able to follow it. Raise a flag if you can't. I would also like to make the distinction that GMS is not the build book process and the build book process is not GMS. I've heard a number of people try to blame GMS for what occurred at CCO. Let me be clear: The build book process is how BIW work is defined and done, and GMS is a business system. They are separate and different. However, GMS is a tool to make these books right. As the saying goes, this too shall pass and tomorrow the sun will rise again. From something bad some good shall always come.

As it stands now, MTS is going to schedule to work a partial crew over the July shutdown. At this time the number is in the low fifties, but subject to go up. We

are currently in the process of working our way through this. Please note that when determining who is offered to work the shutdown it is done by seniority. However, the situation at MTS is complicated by the large number of specialty trained areas. As in past shutdowns, we are being diligent to make sure no ones seniority is violated.

CCO is scheduled to get 70 SSO's out of the 115 being hired. The SSO classification is a pilot program and I'm sure we'll hit a few bumps in the road. But based on the upcoming work load we need the people. From what I have seen of the 1st quarter of 2012 it will be a continuation of the last half of 2011. Currently the first group is scheduled to start on June 6th. Expect about a month's worth of training before these new hires hit the floor. As I'm sure most of you have heard there have been some issues that have surfaced during the process of hiring the SSO's. By the time you are reading this there should have been a posting or update put out discussing the details.

The work load for the second half of 2011 at CCO should make the first part of the year look paltry. Since December of last year we have been meeting with management to try to figure out how to get the work scheduled for the second half of the year done. We have run into equipment, people, and space issues. After a great deal of evaluation it became apparent that we could not physically put all the work into the building, let alone do it in a safe manner. Begrudgingly, the decision has been made that not all of the work would be done at CCO. Safety, due to lack of space became the big issue. Consequently some of the work will have to go outside. We have the expectation that this work is done by UAW members at other Bargaining Units. Details will be forthcoming as we work through it.

On a different note, management has made it be known to me that they are taking the position that if a person comes in on a day they have scheduled as a vacation day, then they have the right to send that person home. They base their position on the "mutual consent" language contained in paragraph 202i of the National Agreement. However, if a person cancels their vacation in a timely manner that allows someone else who requested that time off to get it, they will accept the cancellation. Management made a statement to the effect that they feel there are some employees with high seniority that put in for all the holiday blackout days whether they intend to use them or not just to cover themselves if they decide not to come in on a spur of the moment. Consequently, management ends up having to deny vacation days to lower seniority members and it complicates scheduling of vacation so that everyone has an opportunity to use their vacation time. I know I have dealt with many situations where a member tried to get a week off adjacent to a holiday and was approved for all the time except the blackout day. Also, considering that we have managed to get a fair amount of people paid for unused vacation the last couple of years I can see why management has an issue with it. Just to let everyone know, from a contractual standpoint a representative has their work cut out for them to take on this vacation policy. Schedule your vacation time thoughtfully.

By the time you are reading this the July shutdown should be fast approaching. I would like to take this opportunity to wish everyone an enjoyable and safe holiday break.

In Solidarity,

**UAW LOCAL 160
LEADERSHIP**

28504 Lorna Warren, MI 48092
Phone: (586) 751-4474

EXECUTIVE BOARD

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Pat Fagan

Retiree Chapter
Chairperson

We are sending a letter to the Region regarding changes in the VEBA. We are asking about the Trustees...who are they, how do they get elected or appointed, and can we contact them? Do we have anything to say? As soon as we know something, we will let you know.

Upcoming Speakers

June: Health Quest
Arthritis and You

July: Stress and You

UAW Local 160 Local Golf Outing on Monday June 20, 2011. Deadline for sign-up June 10th.

New Retirees This Issue

March 2011

John J. Baywall	Sen: 2/20/1978	Design
Jerry W. Graff	Sen: 7/31/1978	Design
Richard J. Saylor	Sen: 8/02/1972	GSB1

April 2011

Cluey D. Cooper	Sen: 1/07/1985	Research
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May 2011

Godfrey B. Washington	Sen: 3/20/1979	Engineering
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June 2011

Paul W. Jackson	Sen: 4/03/1981	Design
Ronald H. Kowalski	Sen: 1/21/1980	Parts Fab
Fredrick L. Schmidt	Sen: 12/26/1967	Design

July 2011

Richard H. Adair	Sen: 11/24/1980	GSB1
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UAW TECH ENGINEER Editor: Daryl L. Henson EDITORIAL POLICY

To Our Readers: This newspaper is published by UAW Local 160 in the interest of its membership to further the aims and programs of your Local and to promote the policies and programs of the International Union, UAW. This is a vehicle that brings to you, on a regular basis, the views and actions of the leaders you elected so you can evaluate them.

The Editor reserves the right to edit any article and to reject all materials submitted which are not in the best interest of the membership. All articles should contribute positively to the welfare of this Union and its members; we will accept no attacks on any Union Leader or Member. The Editor reserves the right to refuse or discontinue any advertisement which is deemed objectionable. Publication of advertisements in this newspaper does not necessarily signify endorsement by UAW Local 160.

ATTENTION

Retirees and Surviving Spouses!

A Dependent Audit is being conducted for dependent children between the ages of 19 and 26 by the "Medical Benefits Trust."

Failure to respond will result in the cancellation of your dependent children!

You must respond!

UAW RETIREE
Medical Benefits Trust

Dependent Audit Scope and Timeline

Auto	GM & Chrysler
Population only	19-26 Year old children
Approximate number of dependents	23,000

Timeline

Alert Post card	Mid June
Verification letter - deadline to return documents 7/30	End of June
Reminder Letter	Mid-July
Termination Notice	Early September
HIPAA Notice	Early September
COBRA Notice	Mid-September
Vendor Appeals Process End	End of November

Types of documentation to support audit	Proof of Residency 1040 Federal Tax Return Birth Certificate
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**Ken Jones &
Nancy Kelly**
EAP/Work/Family
Representatives

General Motors and the UAW on Diversity.... “I am GM”

As the auto industry continues on the road to recovery, there are some exciting things happening here at the Tech Center. Very shortly, testing for the employee

referrals will be completed and we should have new members entering our work force. This is exciting news for all of us IT HAS BEEN FAR TOO LONG! As these new members come in, we felt this would be a good time to talk about the importance of the UAW and GM’s diversity in the workplace initiatives.

GM’s Diversity Vision is: *“A winning culture of inclusion that naturally enables GM employees, suppliers, dealers and communities to fully contribute in the pursuit of total customer enthusiasm.”*

Diversity is further addressed in the UAW National Contract, which states: *“The UAW and General Motors have worked together for many years to understand and promote diversity in the workplace, a goal we absolutely agree on and are fully committed to. The parties have long recognized that diversity is the collective mixture of our similarities and differences. Both organizations recognize that diversity includes race and gender as well as broader dimensions such as family status, religion, sexual orientation, education, abilities, disabilities, military status, union, non-union, language and many others.”*

Diversity policies are often confused with Affirmative Action but there are substantial differences between the two. Though they both address discrimination, Affirmative Action is legal and numbers oriented, aimed at changing the demographics within the organization. Diversity policies are voluntary, behavioral driven and aimed at changing the organizational culture. It’s about developing skills and policies that get the best from everyone. Diversity is about embracing others talents and perspectives. It is about accepting those who are different from us and knowing we are all unique and have something different to bring to the table. Managing diversity does not replace affirmative action; rather, it builds on the critical foundation laid by workplace equality programs. Simply put, Affirmative Action means you can come to the party and get in the door. Diversity is what happens and how well you’re treated once you’re inside.

Remember, the United States is considered a melting pot of people. It is believed that companies employing a diverse workforce are in a much better position to understand the demographics of the customers they serve, making them better able to thrive in the marketplace.

Most people have been taught and believe in the golden rule: treat others as you want to be treated. The implicit assumption is that how you want to be treated is how others want to be treated. But when you look at this proverb through a diversity perspective, you begin to ask the question: what does respect look like; does it look the same for everyone? Does it mean saying hello in the morning, or leaving someone alone, or making eye contact when you speak?

It truly depends on the individual. We may share similar values, such as respect or need for recognition, but how we show those values through behavior may be different for different groups or individuals. How do we know what different groups or individuals need? Perhaps instead of using the golden rule, we could use the platinum rule which states: “treat others as *they* want to be treated.” Moving our frame of reference from what may be our default view (“our way is the best way”) to a diversity-sensitive perspective (“let’s take the best of a variety of ways”) will help us to manage more effectively in a diverse work environment.

The emphasis on diversity within the corporation is made more apparent when watching television. By now we have probably all seen the commercials entitled “I AM GM” which shows men and women of different cultures, ethnicities, ages, sexual orientations and physical abilities, giving a quick overview of who they are and what they stand for. “I am GM” was born from an idea that all employees are responsible for creating an environment of mutual respect and inclusion through their own behaviors and interactions with others.

We have all been blessed in our careers within the General Motors Corporation; we have been through some good times and have weathered the bad. As the company continues to prosper, let us open our arms and minds and embrace our new members as they come through the door.

Remember, Diversity is not an obligationIt is an opportunity.

Nancy Kelly, (586) 751-4474
Ken Jones, (586) 986-4166



Jaron Garza
V-Cap Committee
Chairperson

Hello Brothers and Sisters,
Spring has yet to be sprung, but regardless of the weather, it's time to check off or sign up for V-Cap!! I hope you all know what that is by now, but if you need a refresher:

V-Cap is how we fund our political end of our fight for labor rights, social and economic justice! In 2009 the Supreme Court over-turned a 100 year old rule on campaign finance laws stating that now corporations are now counted as citizens and can donate as much money as they want to campaigns. So, essentially they can buy democracy if they can flood the



general public with enough propaganda to sway the vote their way. V-Cap is how WE fight back! This is our fundraising part to back political candidates that are friendly to labor and the middle class. I know not everyone has the time or energy to go chase the Governor around and attend rallies everywhere, but this is how YOU can help the cause. It doesn't matter how much you give, just that you do! Every little bit counts, it truly does! Stop by the Local and fill out the V-Cap check off or get in touch with me at (248) 797-3569 and I'll be happy to come to you! Thanks again 160!

Your Brother in Solidarity,
Jaron Garza



SVS Vision is still your vision care provider.

And as always, we make using your benefits easy. Just come in, choose your perfect glasses, and we'll do all the rest. We also have exclusive discounts for non-covered UAW-GM retirees.

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|---|--|
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1349 Telegraph Road
734-243-0960 |
| Allen Park
6725 Park Avenue
313-382-0100 | Mt. Clemens
140 Macomb
586-468-7612 |
| Brighton
455 East Grand River
810-227-2376 | Oak Park
23140 Coolidge
248-399-1556 |
| Clawson
819 W 14 Mile Road
248-435-2189 | Shelby Township
52799 Hayes Road
586-247-2652 |
| Detroit
19173 Mack Avenue
313-882-7883 | St. Clair Shores
28624 Harper
586-778-7542 |
| Detroit
18645 West Warren
313-240-7551 | Sterling Heights
37120 Dequindre
586-979-8260 |
| Fraser
34505 Utica Road
586-293-4198 | Taylor
22320 Goddard Road
313-299-8870 |
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| Imlay City
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| Lake Orion
1186 S. Lapeer
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38110 Michigan Ave.
734-728-5940 |
| Livonia
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989-345-3680 |
| Marine City
6742 South River Road
810-765-3509 | Ypsilanti
2884 Washtenaw Ave.
734-572-8822 |
| Marysville
3160 Gratiot
810-364-5520 | |



PRE-POST RETIREMENT PLANNING CLASSES

INTEREST SURVEY

Employee Name _____ Active _____ Retired _____

Shift: 1st _____ 2nd _____ 3rd _____ Dept. _____ Bldg. _____ Hire Date _____

Spouse's Name _____ (if attending) I plan to retire in: _____ years

Daytime phone _____ Email address _____

Desired time to attend: 12pm _____ 2pm _____ 4pm _____ other _____

Desired day to attend: Tuesday _____ Wednesday _____ Thursday _____

Classes are intended to equip attendees with the tools necessary to make informed decisions about eventual retirement and plan for the future in general.

Which of the following topics are of interest? Check all that apply.

UAW Benefits/Pensions	Senior Housing/Assisted Living
Diet and Exercise	Wills, Trusts, Powers of Attorney
Funeral Planning	Political Involvement
Volunteering in the Community	Investment Options – 401K
Survivor Benefits	Starting a business after retirement
Leisure Living/Travel	Investment Opportunities
Saving for the kids' education	Social Security issues
Financial Planning/Investment Counseling	Medicare
Health Care/VEBA	Other – describe below

Comments/Suggestions:

Return to:
 Ann O'Connell – UAW Trainer
 M/C 480-305-120
 Fax: 586.986.5051
ann.m.oconnell@gm.com

UAW LOCAL 160 FAMILY PICNIC

SUNDAY, AUGUST 21, 2011

**Knights of Columbus Picnic Grounds
11541 21 Mile Road
(Just East of Old Van Dyke)**

GAMES - RACES & PRIZES -FREE RIDES!

Hot Dogs – Corn – Potato Chips – Ice Cream – Pop

GIANT RAFFLE AT 5:00 P.M. - \$1.00 DONATION

PRIZES INCLUDE: Color TV, Blue Ray, and many more prizes!!!

FUN FOR ALL!!

ADMISSION

\$5.00 PER CAR – Advanced Ticket Sales

\$8.00 PER CAR – At Park

Refreshment Tickets – 3 for \$1.00

TICKETS AVAILABLE AT LOCAL UNION OFFICE

OR SEE YOUR COMMITTEEPERSON IN PLANT.

GATES OPEN 11:00 A.M.

PARK CLOSES: 6:00 P.M.

ALL FOOD & DRINK CONCESSIONS CLOSE AT 5:00 P.M.

Jerry Gillespie, President

Daryl L. Henson, Financial Sec'y-Treasurer

Dennis Hulett, Recreation Chair

Pat Fagan, Retiree Chapter Chair

CONDOLENCES

The Officers and Members of UAW Local 160 wish to extend their deepest sympathy to the families of the following Local 160 Brothers and Sisters for their recent loss.

<u>MEMBER</u>	<u>BUILDING/UNIT</u>	<u>RETIRED DATE</u>	<u>SENIORITY DATE</u>	<u>DECEASED DATE</u>
ROBERT J. WESTFALL	MCD HEADQUARTERS	5/1/1989	6/8/1954	2/27/2011
PEARL E. REID	MANUFACTURING A	7/1/2002	6/7/1976	3/3/2011
PAUL E. SLACK	RESEARCH	Active Member	1/7/1985	3/6/2011
ARTHUR A. MILLER	PARTS FAB	1/1/1982	6/1/1953	3/7/2011
WILLIAM SOHNS	MCD HEADQUARTERS	2/1/1988	2/22/1957	3/9/2011
ANTHONY K. WOLAK	MCD HEADQUARTERS	1/1/1987	1/18/1960	3/9/2011
ERICH VOGL	DESIGN	8/1/1997	3/1/1971	3/11/2011
FLORIAN TYLAK	POWERTRAIN	1/1/2007	9/29/1969	3/17/2011
GEORGE G. MONTGOMERY	SITE OPERATIONS	8/1/2004	8/7/1972	3/22/2011
GRADIE WHITE	MCD HEADQUARTERS	6/1/2001	6/27/1983	3/26/2011
GEORGE H. COOK	POWERTRAIN	7/1/2005	5/17/1976	3/27/2011
FRANZ X. HOLZER	DESIGN	8/1/1982	2/3/1956	4/4/2011
NORMAN S. COZZA	MCD HEADQUARTERS	10/1/1997	9/18/1967	4/15/2011
DONALD J. DUSETT	POWERTRAIN	3/1/2002	10/25/1965	4/21/2011
LELDON BARTLETT	MCD HEADQUARTERS	1/1/1984	7/11/1958	4/23/2011
NORMAN L. VAN CLEVE	PARTS FAB	4/1/2001	6/11/1979	4/30/2011
ZLATIBOR (SAM) DAMNJANOVIC	MCD HEADQUARTERS	1/1/1986	11/19/1956	5/3/2011
ROBERT E. FEHER	ENGINEERING	1/1/1998	9/7/1959	5/11/2011
MILLARD S. JOHNSON	DESIGN	3/1/1993	5/11/1955	5/16/2011
ROBERT J. SHRIBER	DESIGN	11/1/2003	12/2/1968	5/20/2011
JAMES B. KERST	SITE OPS	5/1/2009	7/2/1979	5/26/2011

Tech Engineer
 UAW Local 160
 28504 Lorna
 Warren, MI 48092

Dates to Remember

June

- 15 - Retiree General Membership Mtg @ 10AM
- 15 - 3PM Women's Committee Mtg
- 20 - UAW Local 160 Golf Outing

July

- 4-15 - UAW Local 160 Closed for Shutdown
- 20 - Retiree General Membership Mtg @ 10AM
- 22 - Deadline for Tech Engineer newspaper articles
- 27 - Tech Center employee car show

August

- 17 - Retiree General Membership Mtg@10AM
- 21 - UAW Local 160 Family Picnic

For Change of Address Cut Out and Mail to:
Daryl L. Henson: Financial Secretary - Treasurer
 UAW Local 160 - 28504 Lorna - Warren, MI 48092

Date: _____

Name: _____

New: Address	Street and Number	Apt.
City	State	Zip Code

Old Address _____

Last 4 digits of SSN _____ (Verification Only)

