

TECH ENGINEER



JERRY GILLESPIE, President • DARYL L. HENSON, Financial Secretary-Treasurer
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Jerry Gillespie
President

State of our Union – February 2011

Greetings: I sincerely hope and wish all UAW Local 160 active and retired membership and their family members a healthy and prosperous new year. Serving as your President and representative, of this great local union, is still to me, a great honor. Looking back over the last 18 months and the events we have gone through, I can truly say that today:
The State of Our Union is Strong.

It's Still All About the Work!

Back a couple years ago, we wrote an open letter in the Local 160 Tech Engineer to our Management counterparts called “*It's all about the work.*” At the time we were facing the reality of our historical work moving to other PPO facilities around the globe, we were also facing a cost per vehicle (CPV) higher than any other in PPO. At the time we did have the best quality and time of completion, than any other facilities, but the cost issue was being used as a stumbling block in our job security. So collectively we announced to management: give us the work and we will make the necessary agreements to make the Warren Tech Center PPO and UAW Local 160 the most productive and progressive and competitively operated PPO facility on the globe.

This Management, under the leadership of Terry Miller and his sidekick Bob Warner took on the challenge and with the ratification of the Historical 2007 Local Agreement we made the necessary changes, under the guidelines of the Competitive Operating Agreement (COA), to compete with the world on our cost per vehicle (CPV).

In our future, there will be more implementation of the provisions of our local agreement that will allow us to increase our membership headcount, insure that we maintain and increase our current skills sets, which make a good business case to the company to make more capital investment in machinery and additional floor space, that will increase our capacity and at the same time make us even more competitive, insuring more work.

In 2010 the Tech Center was assigned 36% of the Global PPO properties, in 2011 we are projected to grow to 50% of all Global PPO properties. In 2010 Tech Center was assigned 1,985 PPO properties, in 2011 we are projected to grow to 3,600 PPO properties.

It's Still All About the Work!

The proof is in the pudding, we have shown together that being more competitive, by making the small changes in how we do business, has brought the work back to the UAW Local 160 Bargaining Unit. No one person or group can take the credit, we all collectively, on both sides have worked very hard to make the turnaround story one of **good success**. If we continue on this path we can insure this decade will be one of continuous improvement and growth for our Great UAW Local 160.

As always, Solidarity Forever, for it's the Union that makes us Strong!



Happy New Year!

Grace and Peace.



Nicole Perkins

Recording Secretary
Bylaws Chairperson
Women's Committee
Vice Chair

Greetings Brothers and Sisters,
Another year has come and gone. As we embark upon a new year and reminisce on the past year, remember that life and all it has to offer is precious. Every moment should be cherished as if it were our last, rather the moment be joyous or sad. None of us are promised tomorrow, so let's make today count for all it's worth.

2011 is looking good, thus far. Jobs are being created in

Michigan. Business is booming at the Tech Center, our membership is growing and everyone is working. Considering what our membership has been through over the last few years, we're doing pretty well. Let's keep up the good work and keep the river of prosperity flowing through the Tech Center. Keep in mind, that Solidarity is the key to prosperity. "United we stand; divided we fall."

The next GM Unit meeting is Thursday, February 10, 2011. If you're concerned about where our membership is headed, what our bargaining unit is doing for our membership, or if you just have questions in general concerning the GM Unit, this is the forum to have those questions answered. Don't settle for second hand information. Come to the meeting and get the information first hand.

The next General Membership meeting is Sunday, February 27, 2011. It's always a pleasure to see our GM Unit members, Knight Unit members, Retirees and our Local /International Appointed representatives gathered at one meeting place. Appointed and elected members, please remember to sign in at every meeting that you are required to attend. If you have a valid reason, per our bylaws, for not attending a meeting, please remember to turn in your excuse letters before meetings take place.

In Solidarity,

Nicole M. Perkins

**UAW LOCAL 160
LEADERSHIP**

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UAW TECH ENGINEER

Editor: Daryl L. Henson

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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.



Pat Fagan

Retiree Chapter
Chairperson

I and the Executive Board wish everyone a Happy New Year!

The Region 1 trip to Black Lake for Retirees will be the 16th thru 19th of May. The cost this year will be \$350; the Region will pay \$100, the Local will pay \$100 and the Chapter will pay \$100. The Chapter will also pay for the spouse. Dues

paying members will end up paying \$50 each or \$300 a couple.

At the February meeting, we will have the nomination and election for the Alt. Delegate to the Region 1 Retirees meeting.

The Women's Committee will have their Fish Fry on March 11th and March 25th.

Upcoming Speakers

February: Residential Home Health
Falls & Home Safety
March: Beaumont Hospital
Lymphadema and You
April: Mt. Elliot Cemetery Assoc.
Making Final Arrangements

Recent Retirees

November 2010

Dale L. Cook
Archie L. Joseph

Sen: 05/04/1976
Sen: 03/01/1973

Parts Fab
Research

December 2010

Thomas Povich

Sen: 10/24/1964

South Campus

January 2011

Michael A. Gudith

Sen: 05/30/1977

GSB1

February 2011

David A. Koller
George R. Kubasinski
Alexander A. Smith

Sen: 09/16/1991
Sen: 07/22/1974
Sen: 01/02/1990

Design
Parts Fab
Design

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FROM THE DESK OF VICE PRESIDENT JOE ASHTON

GM Investment Announcements

During the last six months, it appears that the auto industry and GM are beginning to rebound from our troubled past and show positive financial performance. As a result of the hard work and dedication of our members, the company has been able to make some positive announcements about investments in new products, our plants, and ultimately, our members.

- In August, General Motors announced a \$20 million investment in Bay City, Michigan Powertrain operations to produce camshafts for the next generation Ecotec engine, bringing new investment at the plant to \$62.5 million this year. This specific investment results in 15 jobs at the plant, but the cumulative employment impact of these three investments is 113 people.
- In September, General Motors announced that it will spend \$483 million and add 483 jobs at the Spring Hill plant building current- and next-generation Ecotec four-cylinder engines at its Powertrain complex.
- In October, General Motors announced a \$37 million investment in Lansing Delta Township assembly plant earmarked for tooling and equipment to enhance the plant's manufacturing capabilities.
- In October, the company announced an investment of \$145 million for Lake Orion to build the all new Buick Verano. This investment will help retain 1,550 jobs.
- In November, Flint, Bay City and Defiance received new work in order to increase production of small gas engines. 184 jobs will be created with the \$160 million investment.
- This week GM announced it was adding a third shift at Flint Assembly. 750 jobs will be added as a result of increased demand for the Chevrolet Silverado and GMC Sierra heavy-duty pickups. Considering that this additional volume could have been produced in Mexico, we are pleased that GM has chosen to invest in Flint.

These six announcements have resulted in the creation of over 2,100 new jobs, the retention of 1,550 jobs, and over \$1 billion in new investment in our membership. In addition to these investment announcements, the company had a better than expected Initial Public Offering (IPO) for shares in GM, deposited \$4 billion into the pension fund, and successfully launched the Chevrolet Volt that won North American Car of the Year honors. We are confident that there will be more good news in our future.

Profit Sharing

As you know, 2010 was a good year for GM. The company had three straight quarters of positive earnings and positive cash flow. The earnings announcement for the 4th quarter will occur soon and the expectation is that GM will "post solidly profitable results for 2010." This is further good news for our members, who it appears will be eligible to receive a profit sharing check for the first time since the 2004 calendar year. We expect an announcement of the exact amount when the 4th quarter financial results are announced.

Willow Run Plant Closing

We note with sadness the closing of the Willow Run plant where UAW Local 735 represented the work force for nearly 70 years. The facility had a unique history as it opened as a Ford plant, built bombers during World War II, assembled Kaiser and Frazer cars during the post war period, and manufactured transmissions for GM since 1953.

During its finest hour in World War II, the Willow Run plant could make an operational B-24 heavy bomber in just 59 minutes. Automakers retooled plants in World War II to make planes, tanks and munitions as part of the U.S. war effort, earning Detroit the nickname the "Arsenal of Democracy." That term was first coined by U.S. President Franklin D. Roosevelt in a December 29, 1940 radio address calling for material support for American allies. The Willow Run Plant was at the center of the effort to defeat Fascism during World War II.

2011 National Negotiations

The GM Sub Councils will meet in Detroit in early February to review demands that have been submitted by the locals. In March, the Special Bargaining Convention will be held in Detroit and the delegates will hammer out a collective bargaining resolution that represents the best interest of every sector of our union including our members who work for GM. I look forward to meeting with the Sub Council delegates and I am sure we will have a very productive meeting.

GimmeFIVE

The UAW has launched a new member mobilization activism program called "GimmeFIVE." It is designed to recruit and engage members to organize, build power and win justice.

"A major challenge we have is to show the broader public that the union movement is a vital leader for economic change," said UAW President Bob King, who launched the program during the union's 35th Constitutional Convention. "We need to have members involved not only in their local union issues, but in some of the broad policy issues that impact the lives of families in our communities."

GimmeFIVE simply asks members to re-commit to the union by devoting five hours of volunteer time in the following areas: organizing, mobilizing, and political action. Members are also asked to recruit five members to do the same. Members who complete each segment will receive recognition buttons. But the real reward is a stronger union that has the power to win justice for working families, King said.

"Our hope is that the 'GimmeFIVE' program's national scope, use of new technology, and increased participation will generate renewed commitment for the work of our union," King said. "It will also broadcast our greater solidarity to the public."

Joining GimmeFIVE is as simple as sending a text:

- Enter (313) 288-9979 in the "To" field of your text.
- Enter your name and local union number in the message box.
- Press send. You will receive a confirmation text welcoming you to the program.

Future Communications

The plant leadership's input is vital if this communication effort is going to be successful. I want this to be a two-way communication, not a one-way communication. I have no set schedule for sharing information. I simply want the information to be timely and relevant. Again, please share your suggestions as together we seek to improve this two-way communication.

opeiu494



Walt Jarmoluk

District #1
Committeeperson

Greetings Brothers and Sisters,

I would like to wish everyone a Happy New Year and hope that each of you had an enjoyable holiday season. As I write this, the second week of the year has just passed and this year is already starting to fly by. But 2011 should be a good year for this Local, albeit one of continuing changes. As the Chairman said in the last membership meeting, we are

expecting to put Apprentices on this year and hope to get at least some of our long-term Temps hired. With the projected workload, the biggest issue of 2011 will be manpower (or lack thereof). After the trials and tribulations of the last few years, I for one am ecstatic to have these types of issues to deal with. A portion of the membership has had issue with the new way of doing business. Well the proof is in the pudding. After literally decades of decline the Local is increasing its membership and has more work on the docket than we have seen in quite a long time. In 2009 (if memory serves) the Warren Tech Center did 28% of GM's global Pre-Production volume. With our new Agreement, that rose to 36% in 2010. In 2011 we are slated to do 50% of GM's global Pre-Production volume; and that 50% is of a substantially bigger pie than in past years as GM returns to good health and has significantly increased spending for vehicle development. The Warren Tech Center has gone from Old GM to the place where the Engineering community wants to do its work instead of the four corners of the globe.

The Body Engineering Center at CCO and BIW in GSB1 have a mountain of work in front of them for 2011. As it stands now, there will be a little bit of a let up in the March/April time frame and then the work load is projected to rise above what it has been in December and up to this point in January. Remember these are projections and are subject to change, but overall 2011 should be a very good year. Let's all hope that gas doesn't go to \$5.00 a gallon like some of the pundits are predicting. If it does, then there could be a devastating impact on our work load for the second half of 2011 and a good part of 2012. Having retiree Temps in the area has caused some friction out on the floor especially since the 1st of the year. As I have said to some of you, last year we were confronted with a workload that was well above what we could do even on extremely heavy overtime. The Shop Committee's position is that we keep subcontracting to a minimum. We did some "out of the box" things to keep the work in-house and it has not been without unforeseen problems. You live and you learn, and we are currently working to rectify the issues that have arisen. Another issue that confronts CCO this year is a lack of floor space for the amount of work in the second half of the year. We've been meeting regularly with management since December to work through this problem.

The last article I wrote generated a great deal of response. The vast majority of it has been positive, but not all. What I wrote was not intended to offend. All I can say is that if you feel some of what I said was directed specifically towards you as an individual, then it probably was. But quite

frankly I have no intention of changing. I will repeat what I have said before: Part of my responsibility as your representative is to be straight up and truthful with you. Unfortunate as it is, the requirements put on a representative have changed and increased dramatically with the new joint involvement of the Union in the business, and consequently limits the time I am able to spend on the floor. I therefore try to use the Tech Engineer as a way of communicating with everyone in the District. Unfortunately this requires a more general message than being able to talk to everyone individually. The old way of being adversarial and reactive (and writing grievances by the pound) did however leave ample time for being on the floor to watch the work go to the other global engineering centers.

MTS has been in overdrive with issues, several of which I will try to address here. Probably the biggest issue has been overtime. Look, I don't like seeing work on the street and the shop not running at full capacity any more than the next guy. I'm talking specifically about stampings here. But the truth is we no longer have a utilization agreement like years past and even when we did we still didn't do all the work. But I would also like to point out that up to Thanksgiving 2010, 90% of PPO's OT budget was spent in MTS. Another issue in regards to overtime has been that some at MTS feel that they should have the ability to go over to CCO since that shop was on heavier OT at the moment. This was in fact brought up early on when Temps were being discussed for CCO. But understand that for that to happen, the Union would have to agree to a "reduction in force" at MTS in order for people to go to CCO. For the Union to agree to a reduction in force when there is work being subcontracted would have a devastating effect on MTS. It would essentially open the door for management to exit the business. Logically, how can you agree to a reduction in force while work is subcontracted and then claim that the work is yours? Based on past umpire rulings in regards to this type of issue this would surely be a loser for the Bargaining Unit. Sending people for the last couple of hours of the day or on Saturday from MTS to CCO has also been brought up, but this is something that management categorically opposes. I know that there are quite a few ill feelings on the floor about this, especially after the sacrifices that were made by the good people of MTS when their brothers and sisters from other areas came there during the layoffs, cold shutdowns, etc. that occurred. Please try to keep the big picture in mind on this matter.

I would be remiss if I didn't mention something that was said by someone on the stamping side of the business that I found unsettling. After explaining to the member what the repercussions would be if the Union pursued getting MTS folks over to CCO, a statement to the effect of "I have seniority and I should be allowed to go to CCO and make the money. I have X years in and I just want to make as much money as I can before I retire in Y years. I don't care what happens to MTS." This statement was made to me, the Zone, and several members of management. I choose to believe that this was said in the heat of the moment and not really meant. The statement is disturbing for obvious reasons, but what alarms me the most is that the Union is being seen by a member with high seniority as a vehicle to achieve a personal

agenda instead of an institution that strives for the greater good of all. There was no sense of obligation to those that follow us.

Also understand that management has in the past had significant financial heartburn with MTS. In the last set of negotiations management vehemently took up the fight to exit the work that is done at MTS. It's really quite simple to see why. One of the ways that Warren is compared to the other global tech centers is on vehicle cost. The other GM PPO shops around the world do not include the cost of tooling and stampings in their vehicle cost since almost all of them do not do this work in-house. You can see how in one fell swoop Warren could become the low cost provider by simply exiting the MTS end of the business. Through a great deal of hard work by everyone the situation has changed. **The Union has tried to position MTS as a competitive and strategic advantage. However, to be that strategic advantage MTS has to move to where the money is and where it can provide the greatest value.** GM is the ONLY one of the Big 3 that still does in-house prototype stampings and tooling. In fact, both Ford and Chrysler have for all intents and purposes exited all aspects of prototype and simply contract it all out including body-in-white and general assembly.

The question often arises as to how the parts end of the business can go from being one of the darlings of the Volt program to the scrutiny it is getting today. The answer is simple. When the Volt came through, GM was going broke and literally did not have the money to get a lot of this work done on the outside. Remember the buzz words "saving green dollars". Nobody looked at what the parts were costing compared to the outside; all they cared about was not having to pay outside suppliers who in some cases were demanding money up front to work on GM stuff for fear of the bankruptcy. What the Volt did for the membership is that it provided a stage to show upper management the capability that exists here and gave us a second chance. Part of that were the first baby steps taken towards GMS. Call it PR if you like, but it opened doors and reversed the course we were on. The second chance we got was time to get our costs competitive and to position ourselves to be a viable and sustainable operation for the long term.

The large panel strategy has been a challenge and unquestionably resulted in slow periods in the shop. But it's like anything else in life; the first time you do something usually does not yield the best results. Management has acknowledged that the "mix" of the size of parts was "off" and resulted in major inefficiencies that have hurt our metrics. There were issues everywhere in the shop doing these parts. But even with all the problems the shop experienced, the return on investment went from negative 59% to a negative 18% in a less than a year by just changing the mix of the parts. That is astounding progress towards competitiveness. (All people meetings will be held in the near future to go over the cost analysis in detail.) Large panels also bring tremendous opportunities for future growth. With the new top leadership at GM it is likely that there will be more frequent updating of the product lines due to a cut-throat marketplace. With common architectures many of the parts we used to make will become carry-over from production and only the upper structure will change. The

other global tech centers currently out source this work, and when dealing with high value parts the cost of shipping becomes much less of an issue. The manufacturing world sees a great potential here to improve and speed the development of production tooling. More than once I have heard that the prototype parts coming out of MTS exceed the quality of production parts. Do you think that the executive who is in charge of all global stampings and body-in-white dropped in just because he was in the neighborhood? From my perspective as a representative I would rather compete on skills and technical expertise rather than purely on cost. This is not to say we can't compete on the smaller stuff eventually. We just can't compete right now given the decrepit state of much of our capital equipment.

I would say the biggest hullabaloo in the old "Parts Fab" group has been the comments made by Terry Miller at the close of the GMS class that occurred in the second week of January. That class heard firsthand from management what has gone on in the last few years. Many of you didn't believe the dire straits MTS was in when you heard it from the Union. But you could hear a pin drop in the room when Miller said "three years ago there was a For Sale sign up". I believe that the reaction on the floor when his words got there were completely 180 degrees off. Take what he said at face value. GMS is giving you the tools to deal with your day to day issues and more importantly to run your own business. A negative 18% return on investment isn't squat when you look at our first go around with large panels and how easily we can improve from what happened. But Miller put it quite plainly that 2011 is the year. Without getting that return on investment closer to profitable business cases for new equipment just can't be made downtown. What we do control and can fix right now is the process issues we have. **THAT IS WHAT GMS IS FOR!** And that is how I took Miller's comments. I can't urge you strongly enough to take control of your own destiny.

I know I have said this to a good many of the former Parts Fab folks and I will say it again: I sincerely believe that no other shop on this site has endured a greater amount of, or more dramatic change than the old Parts Fab. There has been turmoil, and it's been painful and unsettling. It's been fraught with missteps and errors. But one thing still remains unquestionably true: If the stamping business had continued on as it was then it would have absolutely been exited by management by this time. In the end, each person at the Fab has a decision to make, do you succumb to the negativity that is out there or do you move forward. I find it ironic that I, who didn't "grow up" in the Fab, have more faith in the people of Parts Fab than many of you seem to have in yourselves. I have seen the skills and talents that exist in this group and they are second to none. But the world has changed, and we too must change in order to secure a bright and prosperous future. So it all boils down to this question: Do you keep looking in the rearview mirror or do you put your eyes on the road ahead? I know one thing for sure, if you drive by only looking in the rear view mirror one of two things happen: You either crash or you end up in the ditch.

In Solidarity

Walt Jarmoluk



**Ken Jones &
Nancy Kelly**
EAP/Work/Family
Representatives

COPING WITH GRIEF AND LOSS

(Taken from Helpguide.org)

Losing someone or something you love is very painful. After a significant loss, you may experience all kinds of difficult and surprising emotions, such as shock, anger,

and guilt. Sometimes it may feel like the sadness will never let up. While these feelings can be frightening and overwhelming, they are normal reactions to loss. Accepting them as part of the grieving process and allowing yourself to feel what you feel is necessary for healing.

There is no right or wrong way to grieve — but there are healthy ways to cope with the pain. You can get through it! Grief that is expressed and experienced has a potential for healing that eventually can strengthen and enrich life.

The five stages of grief:

Denial: “This can’t be happening to me.”

Anger: “*Why* is this happening? Who is to blame?”

Bargaining: “Make this not happen, and in return I will _____.”

Depression: “I’m too sad to do anything.”

Acceptance: “I’m at peace with what happened.”

Common Symptoms of Grief

While loss affects people in different ways, many people experience the following symptoms when they’re grieving. Just remember that almost anything that you experience in the early stages of grief is normal – including feeling like you’re going crazy, feeling like you’re in a bad dream, or questioning your religious beliefs.

Shock and disbelief – Right after a loss, it can be hard to accept what happened. You may feel numb, have trouble believing that the loss really happened, or even deny the truth. If someone you love has died, you may keep expecting them to show up, even though you know they’re gone.

Sadness – Profound sadness is probably the most universally experienced symptom of grief. You may have feelings of emptiness, despair, yearning, or deep loneliness. You may also cry a lot or feel emotionally unstable.

Guilt – You may regret or feel guilty about things you did or didn’t say or do. You may also feel guilty about certain feelings (e.g. feeling relieved when the person died after a long, difficult illness). After a death, you may even feel guilty for not doing something to prevent

the death, even if there was nothing more you could have done.

Anger – Even if the loss was nobody’s fault, you may feel angry and resentful. If you lost a loved one, you may be angry at yourself, God, the doctors, or even the person who died for abandoning you. You may feel the need to blame someone for the injustice that was done to you.

Fear – A significant loss can trigger a host of worries and fears. You may feel anxious, helpless, or insecure. You may even have panic attacks. The death of a loved one can trigger fears about your own mortality, of facing life without that person, or the responsibilities you now face alone.

Physical symptoms – We often think of grief as a strictly emotional process, but grief often involves physical problems, including fatigue, nausea, lowered immunity, weight loss or weight gain, aches and pains, and insomnia.

Coping with Grief and Loss

Tip 1: Get Support

The single most important factor in healing from loss is having the support of other people. Even if you aren’t comfortable talking about your feelings under normal circumstances, it’s important to express them when you’re grieving. Sharing your loss makes the burden of grief easier to carry. Wherever the support comes from, accept it and **do not grieve alone**. Connecting to others will help you heal.

Finding support after a loss

Turn to friends and family members – Now is the time to lean on the people who care about you, even if you take pride in being strong and self-sufficient. Draw loved ones close, rather than avoiding them, and accept the assistance that’s offered. Oftentimes, people want to help but don’t know how, so tell them what you need – whether it’s a shoulder to cry on or help with funeral arrangements.

Draw comfort from your faith – If you follow a religious tradition, embrace the comfort its mourning rituals can provide. Spiritual activities that are meaningful to you – such as praying, meditating, or going to church – can offer solace. If you’re questioning your faith in the wake of the loss, talk to a clergy member or others in your religious community.

Join a support group – Grief can feel very lonely, even when you have loved ones around. Sharing your sorrow with others who have experienced similar losses can help. To find a bereavement support group in your area, contact local hospitals, hospices, funeral homes, and counseling centers.

Coping with Grief and Loss

Tip 2: Take Care of Yourself

When you're grieving, it's more important than ever to take care of yourself. The stress of a major loss can quickly deplete your energy and emotional reserves. Looking after your physical and emotional needs will help you get through this difficult time.

Face your feelings. You can try to suppress your grief, but you can't avoid it forever. In order to heal, you have to acknowledge the pain. Trying to avoid feelings of sadness and loss only prolongs the grieving process. Unresolved grief can also lead to complications such as depression, anxiety, substance abuse, and health problems.

Express your feelings in a tangible or creative way.

Write about your loss in a journal. If you've lost a loved one, write a letter saying the things you never got to say; make a scrapbook or photo album celebrating the person's life; or get involved in a cause or organization that was important to him or her.

Look after your physical health. The mind and body are connected. When you feel good physically, you'll also feel better emotionally. Combat stress and fatigue by getting enough sleep, eating right, and exercising. Don't use alcohol or drugs to numb the pain of grief or lift your mood artificially.

Don't let anyone tell you how to feel, and don't tell yourself how to feel either. Your grief is your own, and no one else can tell you when it's time to "move on" or "get over it." Let yourself feel whatever you feel without embarrassment or judgment. It's okay to be angry, to yell at the heavens, to cry or not to cry. It's also okay to laugh, to find moments of joy, and to let go when you're ready.

Plan ahead for grief "triggers". Anniversaries, holidays, and milestones can reawaken memories and feelings. Be prepared for an emotional wallop, and know that it's completely normal. If you're sharing a holiday or lifecycle event with other relatives, talk to them ahead of time about their expectations and agree on strategies to honor the person you loved.

When Grief Doesn't Go Away

It's normal to feel sad, numb, or angry following a loss. But as time passes, these emotions should become less intense as you accept the loss and start to move forward. If you aren't feeling better over time, or your grief is getting worse, it may be a sign that your grief has developed into a more serious problem, such as complicated grief or major depression.


Contact a grief counselor or professional therapist if you:


- Feel like life isn't worth living.
- Wish you had died with your loved one.
- Blame yourself for the loss or for failing to prevent it.
- Feel numb and disconnected from others for more than a few weeks.
- Are having difficulty trusting others since your loss.
- Are unable to perform your normal daily activities.

Remember, Loss is an inevitable part of life, and grief is a natural part of the healing process. If you find yourself needing to talk to someone, we are here to help.

Nancy Kelly: 586-751-4474

Ken Jones: 586-986-4166





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- \$59.00** - Single Vision Lenses & Frame (complete)
- \$79.00** - Bifocal Lenses & Frame (complete)
- \$40.00** Exam Only

Ask about our affordable contact lens price.

Fraser Optical is a long standing eyecare provider for all auto workers in Macomb County and throughout Michigan. For those employees who have vision benefits...Fraser Optical is an approved provider for: Eyemed/Cole, Davis Vision, NVA, BCBS, HAP, VSP, Great-West, Cigna, Spectera and many other plans

Present this coupon at one of the locations listed on the back.

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32925 Groesbeck
Fraser, MI 48026
586-293-8888
586-296-0726 Fax

Sterling Heights
3602 15 Mile Road
Sterling Hgts., MI 48310
586-977-9010
586-977-2692 Fax



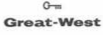


Romeo
71150 VanDyke
Romeo, MI 48065
586-752-9898
586-752-6997 Fax

Richmond
66751 Gratiot
Richmond, MI 48062
586-727-7555
586-727-4152 Fax

Shelby
51026 VanDyke
Shelby, MI 48316
586-254-9620
586-254-9291 Fax

Oscoda
211 N. State St.
Oscoda, MI 48750
989-739-2020
989-739-9215 Fax

Web Address: www.fraseroptical.com
**Emergency while you wait service can be arranged
at our main office in Fraser in most cases.**



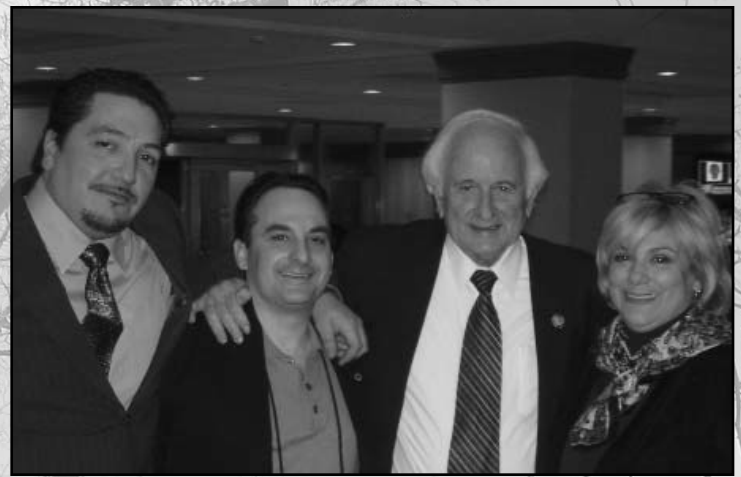
Jaron Garza
Cap Committee
Chairperson

Hello brothers and sisters,
I have just recently returned from our 2011 National CAP Meeting in Washington D.C. this week. I was escorted by our last two CAP Chairpersons, Brother Gerald Rowe and Sister Becky Ervin. I would like to first start by thanking you, our membership, for sending me and second, Gerald and Becky, for all

their help and guidance since I've taken this position.

Well, wow where do I start? It was our first conference in three years and it was awesome! We heard from many great and motivating speakers that made you want to jump out of the chair and go talk to our brothers and sisters about the fight we have on our hands going forward as a Union. We heard from CWA President Larry Cohen, SEIU President Mary Kay Henry and AFL-CIO President Richard Trumka, Representative Luis Gutierrez, D-Ill and Representative Nancy Pelosi, D-Calif. UAW President Bob King talked about defending the middle class and all working families and doing that by talking to our fellow workers about the problems we face. And how organizing is the key to galvanizing us as a power in the political battle arena and how we go out and WIN those battles!

I'd like to quote my personal favorite Mr. Ed Schultz of the Ed Show on MSNBC "We need to invest in workers. We should be standing up as leaders in this country. We should be saying that we value your education, your training, your on-the-job treatment, your pension and your health care." he told Delegates. "If we value all of that, then the whole country changes, but for some reason we've allowed people to get in power who advocate taking your job and sending it to another country so the big guy at the top can make more money." he added. "That's not the America that I



grew up in. That's not the America I want my grandkids to grow up in." So true!!

I've thought about how it is I can best inform you all on the pressing issues we face – Health Care, the right to organize, the attacks on state workers and other Unions. And the best way I can see is simply e-mail me so I have your address or start a face book page and add me as a friend. I'm always uploading video and articles about current events that affect us as workers and the people attacking our way of life. This is a fight brothers and sisters, they are going after state workers pensions and their unions next here in Michigan. And there is sure to be "right-to-work" legislation coming next or as I call it right to work for less! These are fights we can win if we have the information and take a little time to talk with our co-workers.

I'm looking forward to hearing from you all, your brother in solidarity!

Jaron Garza E-mail: jaron@uawlocal160.org





Bob Mayer
UAW Local 160
Retiree

On July 28, 2010 GM Tech Center had their Employee Car Show. The show was a great success thanks to the GM Tech Center Car Show Committee, workers and participants. At the show donations were collected. With the donations collected and the pop cans the committee collected, the committee was able to donate \$500.00 to the *Warren Good Fellows* and \$500.00 to the *Juvenile Diabetes Research Foundation* (JDRF).

support throughout the corporation. With all that happened to GM in 2010 and the restructuring of GM, the morale was low. Tom Stephens, Vice Chairman of GM, championed the Tech Center Employee Car Show in 2010, increasing morale greatly. We would like to thank Tom, the committee, workers and participants and UAW Local 160 leadership for all of their support and wish them a great and blessed New Year.

PS The Employee Car Show has been approved and funded for 2011. Mark your calendars for Wednesday, July 27, 2011. Save the date.

The Tech Center Employee Car Show is a joint effort between UAW Local 160 and the GM Tech Center and has great

Submitted by Retiree Bob Mayer, member of the GM Tech Center Car Show Committee



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517-265-8086 | Marysville
3160 Gratiot
810-364-5520 |
| Allen Park
6725 Park Avenue
313-382-0100 | Monroe
1349 Telegraph Road
734-243-0960 |
| Brighton
455 East Grand River
810-227-2376 | Mt. Clemens
140 Macomb
586-468-7612 |
| Clawson
819 W 14 Mile Road
248-435-2189 | Oak Park
23140 Coolidge
248-399-1556 |
| Detroit
19173 Mack Avenue
313-882-7883 | Shelby Township
52799 Hayes Road
586-247-2652 |
| Detroit
18645 West Warren
313-240-7551 | St. Clair Shores
28624 Harper
586-778-7542 |
| Fraser
34505 Utica Road
586-293-4198 | Sterling Heights
37120 Dequindre
586-979-6260 |
| Garden City
5932 Middlebelt
734-458-5181 | Taylor
22320 Goddard Road
313-299-8870 |
| Imlay City
1813 S. Van Dyke
810-721-9411 | Trenton
3100 Van Horn Road
734-675-8197 |
| Lake Orion
1186 S. Lapeer
248-693-0666 | Waterford
7180 Highland Road
248-666-4020 |
| Livonia
16128 Middlebelt
734-421-2844 | Wayne
38110 Michigan Ave.
734-728-5940 |
| Marine City
6742 South River Road
810-765-3509 | Ypsilanti
2884 Washtenaw Ave.
734-572-8822 |



Denise Blue

Women's Committee
Chairperson

By the time you read this, Christmas will have been long past. But we did have our annual Breakfast with Santa and we would like to share that with you. Again, it was a great event. All 165 kids had such a great time sitting on Santa's lap, opening their gifts, making their picture frames all while having breakfast with their families. We

really want to thank Buffalo and Sally Henry for giving their time to play Mr. and Mrs. Claus. It means so much to us that you two have such a passion for the kids and for your support for us. And also to everyone who took part in wrapping and decorating all those gifts and to Daryl and Nancy for

decorating the hall...it looked amazing!!! Oh yeah, and we even made the Tech Center News!!

By popular demand, and with the help of Brother Robert Bethea and our Women's Committee Men, we will be having another Fish Fry during Lent again this year. We will have two dates for this event, March 11th and March 25th. We will have perch or catfish, and again tickets are available in advance for \$8.00 or \$10.00 at the door. I can't stress to you enough to please get your tickets in advance; it makes it so much easier for us to get a more accurate count. Please check your postings for all of the details.

In Solidarity,

The Women's Committee



UAW LOCAL 160 WOMEN'S COMMITTEE FISH FRY



Date: Friday, March 11th, 2011

Time: 11AM to 1PM and 7PM to 9PM

Place: UAW Local 160 Union Hall
28504 Lorna, Warren, MI 48092

Price: \$8.00 in Advance or \$10.00 at the door

Advanced tickets must be purchased by March 9, 2011 and specify what type of fish you will be eating.

Purchase tickets UAW Local 160 or from one of the Women's Committee members.

Menu: Catfish or Perch (3 pieces of your choice)
Cole Slaw, Green Beans, Mac & Cheese or Potatoes, Bread,
Beverages

Help support the Women's Committee Fundraiser!

UAW Local 160 Women's Committee

Denise Blue, Chairperson

Nicole Perkins, Vice Chairperson

Sharon Fishburn, Recording Secretary

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>
JERRY L. ASHBY	SITE OPERATIONS	8/1/2009	1/7/1985	9/30/2010
DALE J. FAUPEL	DESIGN	6/1/2008	4/27/1962	9/30/2010
HELEN T. KARDAS	MCD HEADQUARTERS	4/1/1982	8/24/1955	10/6/2010
ALVIN M. GUITAR	STEAM PLANT	4/1/2009	1/3/1984	10/7/2010
JAMES R. CURTIS	POWERTRAIN	10/1/2003	1/7/1985	10/12/2010
ROBERT E. SMALSKAS	MCD HEADQUARTERS	3/1/1993	4/12/1960	10/25/2010
ANTHONY POSAWATZ	MCD HEADQUARTERS	3/1/1993	3/4/1957	10/31/2010
ROBERT L. LEONARD	MCD HEADQUARTERS	5/1/1989	5/9/1956	11/2/2010
ALLAN K. SEIBERT	POWERTRAIN	3/1/1995	7/15/1968	11/2/2010
EDWARD S. SOLLOSE	MCD HEADQUARTERS	10/1/1995	9/3/1968	11/5/2010
JOHN D. COMBS	POWERTRAIN	1/1/1998	5/29/1966	11/10/2010
ARTHUR D. BROUGHTON	MCD HEADQUARTERS	10/1/1991	3/11/1960	11/10/2010
ANTHONY R. KRAKOSKY	RETIREE TRANSFER		2/28/1950	11/15/2010
ROLAND M. AUGUSTINE	MCD HEADQUARTERS	1/1/1983	12/6/1957	11/16/2010
EUGENE S. LORTT	MCD HEADQUARTERS	5/1/1995	6/11/1952	12/1/2010
EDWARD D. WALDROP	DESIGN		8/11/1975	12/17/2010
JEROME BOWENS	DESIGN	1/1/1996	11/8/1982	12/21/2010
ALFRED JAROSLAW	RESEARCH	4/1/1986	1/26/1949	12/22/2010
DAVID L. DENYS	POWERTRAIN	3/1/2002	5/5/1974	12/23/2010
RONALD G. FOUGNIE	DESIGN	1/1/2001	7/22/1963	12/31/2010
WALTER BOBIK	PARTS FAB	6/1/1985	8/8/1955	1/7/2011
WILLIAM J. JANSEN	POWERTRAIN	7/1/1987	4/14/1969	1/10/2011
ALAN R. MASON	PARTS FAB	4/1/2009	8/29/1977	1/17/2011
ROBERT L. PROPER	CCO	8/1/2006	8/27/1968	1/20/2011
ROBERT L. MC CAFFREY	MCD HEADQUARTERS	1/1/2004	11/11/1968	1/22/2011

FEA

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Fortney Eyecare is offering the following discounted program:

- \$79.00** Comprehensive Eye Exam, Single Vision Lenses & Frame
- \$99.00** Comprehensive Eye Exam, Bifocal Lenses & Frame
- \$45.00** Single Vision Lenses & Frame (without exam)
- \$65.00** Bifocal Lenses & Frame (without exam)

For those employees who have vision benefits... Fortney Eyecare is an approved provider for:
Eyemed/Cole, Davis Vision, National Vision Administrator & many other plans.

**Fortney Eyecare Associates is a long standing
Eyecare Provider for all of Southeast Michigan**

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Dearborn, MI 48124
(313) 565-5600

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37673 Five Mile Road
Corner Newburgh Road
Livonia, MI 48154
(734) 464-4441

WARREN
3824 Thirteen Mile
Corner Ryan Road
Warren, MI 48092
(586) 751-2600

WESTLAND
6565 Wayne Road
Wayne & Hunter.
Westland, MI 48185
(734) 729-4600

YPSILANTI
2 North Huron Street
Corner MI Avenue
Ypsilanti, MI 48197
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\$35⁰⁰
EYE EXAM

Not valid with any other offer or discount.
See store for details.



Tech Engineer
 UAW Local 160
 28504 Lorna
 Warren, MI 48092

Dates to Remember

February

- 10 - GM Unit Mtg @ 1:30PM & 3PM
- 14 - Valentine's Day
- 16 - Retiree General Membership Mtg @ 10AM
- 24 - Knight Unit Mtg @ 1PM & 3PM
- 27 - UAW Local 160 General Membership Mtg @ 10AM

March

- 10 - GM Unit Mtg @ 1:30PM & 3PM
- 11 - Women's Committee Fish Fry
- 13 - Change Clocks Forward
 Daylight Saving Time Begins
- 16 - Retiree General Membership Mtg @ 10AM
- 17 - St. Patrick's Day
- 24 - Knight Unit Mtg @ 1PM & 3PM
- 25 - Women's Committee Fish Fry
- 27 - UAW Local 160 General Membership Mtg @ 10AM

April

- 14 - GM Unit Mtg @ 1:30PM & 3PM
- 17 - UAW Local 160 General Membership Mtg @ 10AM
- 20 - Retiree General Membership Mtg @ 10AM
- 22 - UAW-GM Holiday Off – Good Friday
- 24 - Easter Sunday
- 28 - Knight Unit Mtg @ 1PM & 3PM

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)

