

Global Chevrolet Design Director Phil Zak (left) and Herrick introduce the 2021 Suburban (left) and Tahoe.

GM Unveils 2021 Tahoe, Suburban

Chevrolet's people and cargo haulers begin a new chapter with the introduction of the new 2021 Chevrolet Tahoe and Suburban.

The vehicles had their debut recently at Little Caesars Arena in downtown Detroit.

Each has been redesigned to be the ultimate SUV – offering the most interior space of any SUV, exclusive technologies and features, and the best driving dynamics in the full-size segment, said Barry Engle, executive vice

president and president, General Motors North America.

“There are no vehicles like Tahoe and Suburban – which have starred in Hollywood

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FCA Deal With UAW Brings End to 2019 Negotiations

DETROIT (AP) – Unionized workers at Fiat Chrysler have voted overwhelmingly to approve a new four-year contract with the company.

The ratification means the United Auto Workers union has settled with all three Detroit automakers. General Motors workers ratified an agreement in October after a 40-day strike, while Ford Workers settled in November.

About 71 percent of Fiat Chrysler workers voted in favor of the deal, the UAW said Dec. 11. The union has about 47,000 members at Fiat Chrysler.

The deal includes a \$9,000 bonus per worker upon ratification. The company also has promised \$4.5 billion worth of new investments in U.S. factories.

The union reached a tentative agreement with Fiat Chrysler on Nov. 30. The new contract also offers a mix of lump sums and pay raises for longtime workers, full top wages for new hires within four years and a path for temporary employees to become full-time after three years of work.

The Fiat Chrysler contract also adds 12.5 percent to the union workers' profit-sharing formula, giving them \$900 per 1 percent of

profit margin generated North American. That's up from \$800, and a \$12,000 cap was lifted. The UAW says the deal creates more than 7,900 jobs, including another \$4.5 billion investment previously announced at two factories in Detroit.

In a summary of the contract, the union said FCA agreed to extend a moratorium on outsourcing of jobs and will maintain its U.S. manufacturing presence through the life of the contract.

Also included is an agreement to build fresh models off the Jeep Cherokee SUV underpinnings and invest \$55 million into the Belvidere, Ill., assembly plant, where the Cherokee is built.

At the Toledo, Ohio, North Assembly plant, which builds the Jeep Wrangler SUV, the company will invest \$160 million and hire 100 more people to build a plug-in hybrid version of the Wrangler. The Toledo South plant gets \$120 million to keep building the Jeep Gladiator pickup.

At an assembly plant in Sterling Heights, Fiat Chrysler will invest \$210 million to keep building the light-duty Ram pickup and a new high-performance version of the truck.

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Endless Innovations Have Led to More Tech Jobs at Ford

Changing the future of transportation isn't easy. Just ask the folks at Ford Motor Company.

“A few years ago, we at Ford decided to disrupt our company in ways not seen in our industry since Henry Ford put the world on wheels 116 years ago to compete for an exciting future,” said Julie Lodge-Jarrett, Ford's chief talent officer.

To help do this, Ford brought in more than 3,000 team members with advanced computing, analytical and technical skills the past three years to help transform the company with its dedicated employees in a thriving traditional business, Lodge-Jarrett said.

“Today, this transformation is becoming much more visible as we launch the new Mustang Mach-E all-electric SUV, advanced connectivity technologies and new mobility solutions,” she said.

“We think our new talent behind these innovations is just as compelling, so I am pleased to introduce you to a few of them. And, we hope some of their cool work inspires talented job seekers as we hunt to fill hundreds more openings for software developers, data scientists, digital media specialists, app developers and more.”

Ford offers the chance to work on coding projects that come to life, including fun and futuristic projects like the Ford Performance app to make spirited driving more fun, new mobility solutions such as e-scooters and advanced city transportation planning tools, or even the Mustang and Bronco.

“Very few companies can offer this wide variety of opportunities

across the world,” Lodge-Jarrett said. “We also are modernizing our workplaces to make this work more enjoyable, led by our Dearborn campus transformation, dogs-at-work pilots and even free coffee. All combined, we plan to improve our retention rate that already is better than the tech industry.”

A key area of focus is hiring women in tech that are under-

represented in both the auto and tech industries, Lodge-Jarrett said. While the company is making progress, she said, and Ford is competitive with female employees, there are emerging pockets of even more diversity.

For example, there is a group of more than 25 women that are helping launch the Mustang Mach-E's new Ford Co-Pilot360 Technology feature that can

steer for drivers who keep their eyes on the road.

Tracie Conn has worked at Ford for nearly two years with the advanced engineering group that works on vehicle sensors

and algorithms. Before that, she worked as an engineer for NASA for nearly five years.

“This team has the highest per-

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Tracie Conn



Annette Liyana

GM Veterans ERG Decks the Cole Lobby With Toys for Tots

by Jim Stickford

A lot of kids will have a merrier Christmas thanks to the efforts of the GM Tech Center's Veterans Employee Resource Group (ERG).

The group was responsible for collecting toys for the Tech Center's Toys for Tots 2019 gift drive, said Veterans ERG leader Jon Alvarado, a specification analyst for Engine Design.

Alvarado himself is a veteran, having graduated from the U.S. Naval Academy in Annapolis. Upon graduation, he joined the Marine Corps and has been at GM for the past five years.

"The Veterans ERG has been around for about 20 years," Alvarado said. "The reason it was formed was to bring like-minded people at GM together who cared about veterans' issues. It's part of an employee outreach effort to make GM a veterans-friendly place to work."

Alvarado said that in addition to making GM a place where veterans can find a career, the group also gets together to do things like gather toys for the Marine Corp Reserve's Toys for Tots program.

That's where George Baker comes in.

"I guess you can call me the head elf on this project," said Baker, a Global Vehicle Security lead at the Tech Center. "While Jon is head of the Veterans ERG, I'm the one tasked with putting together this year's toy drive. We start the planning in early November and start collecting the toys for Dec. 9, the day the toys are picked up by the Toys for Tots crew. GM president Mark Reuss even made a cash donation."

Baker, a West Point graduate, said the Veterans ERG got the



Volunteers at the GM Tech Center in Warren were able to gather donations of toys for the Marine Corp Reserve's annual Toys for Tots drive.

message out about the toy drive through various means, including fliers and email blasts to colleagues.

"This is something we're proud to be a part of," Baker said. "Toys for Tots has been around since 1947, and we at GM have been doing this for 19 years. In addition to the Tech Center, the people at the RecCen headquarters also collect toys. Their goal is al-

ways to beat the previous year's efforts."

Baker also credited fellow Veterans ERG member Shannon McClintock for recently putting together a care package event for Marines in Afghanistan.

Volunteers worked to collect items useful to troops in the field, which will then be shipped to Afghanistan.

"It's things like this that are

very satisfying," Baker said. "When we started the toy drive, we all heard from people who wanted to donate and find out where to bring their gifts. That kind of generosity is something to behold."

Alvarado said that while the Veterans ERG works hard to help veterans within GM, the group also enjoys holding social events such as the Toys for Tots drive.

"We are also holding a special get-together this year in Royal Oak to watch and have fun during the annual Army-Navy game," Alvarado said.

Baker said the Veterans ERG provides a real synergy between GM and veterans.

"Through the Veterans ERG, we're able to practice a truly selfless ethos," Baker said. "That's something we're very proud of."

Art Moran

THE ART OF MAKING PEOPLE HAPPY

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Art Moran

THE ART OF MAKING PEOPLE HAPPY

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Buick Making Moves in Premium SUV Market

Buyers of premium SUVs want it all – design, engineering and safety, and Duncan Aldred says the new Encore GX grows Buick’s SUV portfolio, “as the brand strengthens its focus on beautiful, premium SUVs.”

Aldred, vice president of Global Buick and General Motors, said the Encore GX offers safety technologies, driver assistance and convenience features, functionality and style tailored around the size and space preferences of today’s small and compact SUV buyers.

“Premium SUV buyers are looking for features that fit their lifestyle priorities, and Buick is giving customers more segment choices with our new Encore GX,” said Aldred. “As we look to the future of Buick, and customer demand trends, our four-SUV portfolio puts us in a strong competitive position across the most popular SUV segments.”

The Encore GX will offer a suite of standard and available safety and driver assistance technologies and features that are typically offered in larger, more expensive vehicles, Aldred said.

These six safety technologies will be standard on all trim levels:

- Forward Collision Alert;
- Automatic Emergency Braking;
- Front Pedestrian Braking;
- Lane Keep Assist with Lane Departure Warning;
- Following Distance Indicator;
- IntelliBeam headlamps with automatically adjusting high/low beams;

Some of the available safety and driver assistance technologies and features for the Encore GX will include:

- Rear Park Assist;
- Rear Cross Traffic Alert;
- Lane Change Alert with Side Blind Zone Alert;

- Rear Camera Mirror, provides a wide, less obstructed rear view while parking and driving;
- Hands-Free Power Liftgate with logo projection, one of only two vehicles within the compact SUV segment to offer this feature;
- Adaptive Cruise Control – Camera (camera-based);
- Head-Up Display;
- Automatic Parking Assist with Braking;
- High Definition Surround Vision camera system.

The Encore GX will have the latest in infotainment and connectivity, such as Apple CarPlay, Android Auto, available wireless charging and Bluetooth pairing, which will allow up to two phones to be paired at the same time. The Encore GX will also support SiriusXM’s next-generation audio entertainment platform, SiriusXM with 360L5, which combines satellite and streaming to deliver more channels, plus access to both live and on-demand shows and musical performances. This gives drivers and their passengers more control over what they listen to and when, and improves listeners’ ability to discover more great content across SiriusXM, said Aldred.

“Filling the spot between the smaller Encore and the larger Envision and Enclave models, the Encore GX is another proof point that Buick is The Premium SUV Brand,” Aldred said. “Just as we did with the Enclave in 2008 and the Encore in 2013, we identified a growing market niche and moved quickly to introduce a new vehicle to fill it.”

The Encore GX has a confident stance, he said, with a wide, modern grille and 18-inch aluminum wheels. Buyers can also enhance the look with the optional Sport Touring package. The Encore GX ST will have ex-

clusive wheels, body-color surrounds and a distinctive black mesh grille with red accents connected through both the front and rear bumpers.

Inside, the Encore GX embodies the quality cabin experience that Buick customers expect, Aldred said, including the brand’s signature QuietTuning, which helps to minimize road noise inside the vehicle, as well as premium materials and available features, like leather-appointed seats, a heated steering wheel and an ionizing air filter.

The functional interior is designed to help you easily carry both passengers and cargo, he said, with 94.3 cubic feet for passengers and 25.3 cubic feet for cargo behind the second row. The Encore GX will have a standard, adjustable two-stage load floor, giving owners the flexibility for either more under-floor storage or a cargo floor that is level with the folded seats, depending on their specific needs.

For even more flexibility, the Encore GX’s front passenger seat folds flat and the 40/60 folding second row is optimized with the narrower section behind the dri-

ver’s seat to better accommodate an 8-foot-long object diagonally from the passenger seat to the rear driver’s side.

The Encore GX will come with either a standard 1.2L turbo or premium 1.3L turbo engine, and will deliver up to 155 horsepower, 174 ft.-lbs. of torque and offer a GM-estimated 31 mpg combined. (Figures are based on GM testing. Official EPA estimates are not yet available.)

In the front-wheel-drive models, both engines will come with a standard Continuously Variable Transmission that helps maintain peak performance for responsive acceleration and the power to pass and merge into fast-moving traffic, said Aldred.

For all-wheel-drive models, the 1.3L will be paired with a nine-speed automatic transmission. The AWD models will also have a disable switch, giving drivers the choice between AWD, when more traction is needed, or FWD, for improved fuel-economy when conditions allow.

The Encore GX arrives at Buick dealers across North America in early 2020.



2020 Buick Encore GX ST

China Reporting November Sales See Decline

BEIJING (AP) – China’s auto sales sank 5.4 percent in November from a year ago, putting the industry’s biggest global market on track to shrink for a second year, an industry group reported Dec. 10.

Drivers bought just over 2 million SUVs, sedans and minivans, according to the China Association of Automobile Manufacturers.

The organization has stated that demand for new motor vehicles has been dented by consumer jitters and concerns over cooling Chinese economic growth and a trade war with Washington.

Sales for the 11 months through November were off 10.5 percent from a year earlier at just over 1.9 million.

The slump is squeezing automakers that are under pressure to invest in electric vehicle development to meet government sales quotas.

Total vehicle sales in China, including trucks and buses, were off 3.6 percent at 2.5 million for the month.

Sales growth has been in negative territory every month since June 2018.

Purchases of electric and gasoline-electric hybrid SUVs and sedans tumbled 43.7 percent to 95,000.

Demand for vehicles using some sort of electric technology has plummeted since government subsidies ended in mid-2019.

After spending billions of dollars to promote the EV technology, regulators are shifting the burden to automakers by requiring them to earn credits for electric sales or buy them from competitors that exceed their targets.

For the 11 months through November, electric sales were up 1.3 percent at just over 1 million units. Earlier in the year, sales grew by double digits as drivers rushed to buy before subsidies ended.

November’s auto sales were a small improvement over the month of October, which saw 5.8 percent contraction in automobile sales.

Sales of SUVs, previously the industry’s strongest vehicle segment, were off by 7.1 percent for the 11 months through November. CAAM gave no monthly figure.

Sales of vehicles manufactured by Chinese brands fell 11.4 percent to 806,000. They lost 2.7 percentage points of market share from a year earlier to 39.2 percent.

Nissan Fined for Underreporting Executive Compensation

by YURI KAGEYAMA
AP Business Writer

TOKYO (AP) – Japanese securities regulators are recommending that automaker Nissan be fined 2.4 billion yen (\$22 million) for under-reporting compensation for its former chairman, Carlos Ghosn.

The watchdog, the Securities and Exchange Surveillance Commission, said Dec. 10 it made the recommendation to the government’s Financial Services Agency over disclosure documents from 2014 through 2017.

Nissan Motor Co. said it accepted the penalty and had cor-

rected its securities documents in May, although its final decision will come after it receives official notice.

“The company takes this recommendation extremely seriously,” it said in a statement.

Nissan was charged earlier with under-reporting Ghosn’s compensation.

Companies are required to report the money they pay executives in annual statements to the securities exchange.

The allegations involve money Ghosn could have received in the future after his retirement from the company.

Ghosn was arrested in Novem-

ber 2018 and is out on bail. He has been charged with under-reporting his compensation and other financial misconduct.

Ghosn says that he is innocent and has said the future compensation was never agreed upon or paid.

His trial has not yet started. Prosecutors in Japan say that they are confident they have a case against Ghosn but won’t disclose details.

Ghosn’s lawyers say the allegations made against him are a result of trumped-up charges rooted in a conspiracy among Nissan, government officials and prosecutors to oust Ghosn to prevent

a fuller merger with Nissan’s alliance partner, Renault SA of France.

Nissan, which makes the Leaf electric car, March subcompact and Infiniti luxury models, has seen the sales of its vehicles as well as its profits tumble and its brand image tarnished over the Ghosn scandal.

The company has acknowledged governance lapses and has promised to beef up transparency.

Ghosn, one of the auto industry’s biggest stars before his downfall, is credited with leading Nissan from near-bankruptcy to lucrative growth.



Members of UAW Local 160 show off just some of the winter coats they collected during their recent coat drive.

UAW Region 1 Annual Coat Drive Helps Unfortunate

Winter is coming and the UAW Region 1 annual “Warming the Community” coat drive will help those less fortunate.

Dave Small, president of UAW Local 160, said that Region 1 locals all held coat drives, this year between Nov. 4 and Nov. 15. The collected coats are then sent to Region 1 for distribution.

This year Local 160 was able to collect about 50 coats, Small said.

The drive asked for new coats as well as “slightly” used ones from people making their donations.

“We also held a couple of fundraisers and bought about 20 coats. So with the approximately 30 donated, we were able to get about 50 coats. I am proud of our membership, proud that we didn’t let this coat drive slip by after a 40-day strike.”

Small said the cost of new win-

ter coats ranges from between about \$35 and \$90 per coat. The reason for the wide price differences is simple.

“The range in prices is due to the fact that children’s coats start at \$35 and adult coats go for around \$90,” Small said. “It’s important that we got children’s coats because kids are constantly growing and often last year’s coat won’t fit a child.”

Small credits the Regional Advisory Council on Civil and Human Rights (R.A.C.O.H.R.) for holding the annual event. All donations are distributed to charities in Macomb, Wayne, Oakland and St. Clair counties.

“We have a lot of volunteers who give of their time,” Small said. “Everyone who is involved deserves some thanks. People like our executive secretary Lillian Hardy have really made this possible.”

GM Unveils 2021 Tahoe, Suburban

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movies, carried military heroes and world leaders, and helped create countless family memories,” said Engle.

“We’ve taken what people love about these pioneering SUVs and made them even better – adding more room for people and cargo, more advanced technology and an unrivaled driving experience.”

This was achieved through a complete transformation of Chevrolet’s full-size SUVs, combining the strongest aspects of its new full-size truck architecture with entirely new systems tailored to the needs of today’s SUV drivers and passengers, Engle said.

These changes result in class-leading interior space, said Engle, with 66 percent more cargo room behind the third row for Tahoe, and 19 percent more maximum cargo space behind the first row for Suburban – both best-in-class.

And, said GM spokesman Monte Doran, there are 10 additional inches of third-row legroom for Tahoe. Improvements to the Tahoe don’t stop with more space, he said. It was engineered to provide dramatically improved driving dynamics.

The most advanced suspension in the segment improves he driving dynamics with an independent rear suspension paired with available Magnetic Ride Control and first-in-class Air Ride Adaptive Suspension, said Doran. And a new Air Ride Adaptive Suspension offers load leveling at all four corners of the vehicle, and up to 4 inches of ride-height adjustment.

The new Tahoe and Suburban use an entirely new SUV-specific interior offering up to five display screens in total, Doran said. This includes a standard 10-inch diagonal central color touchscreen, the largest in its segment; an available 8-inch diagonal instrument cluster; an available 15-inch Head-Up Display, which no competitor offers, said Doran, and available dual 12.6-inch diagonal rear-seat LCD displays, part of the segment’s most advanced rear-seat media system.

Thirty safety and driver convenience features are highlighted by standard Automatic Emer-

gency Braking and new features, including HD Surround Vision and Rear Pedestrian Alert.

Included are technologies to optimize performance and efficiency, including a new 3.0L Duramax turbo-diesel engine, delivering, said Doran, an unprecedented combination of refinement, performance and efficiency, an updated V-8 engines with Dynamic Fuel Management, including the available 6.2L V8 offering best-in-class 420 horsepower and standard 10-speed automatic transmission for all engines with push-button electronic shift.

The Tahoe and Suburban will also come with best-in-class nine camera views and new trailering features, Doran said, designed to help improve the driver’s experience and confidence, including trailer profiles, trailer tire pressure/temperature monitoring and Side Blind Zone Alert for trailering.

“With an increasing number of SUVs on the market, we knew the all-new Tahoe and Suburban needed to reach higher than ever,” said Tim Herrick, vice president, global product programs. “We transformed Tahoe and Suburban to offer all-new technologies and features and deliver a better driving experience, while staying true to the versatility and capability that have earned people’s trust for generations.”

The 2021 Tahoe and Suburban go on sale in mid-2020 in North America, joining the new Silverado and Silverado HD to completely redesign Chevrolet’s full-size truck and SUV lineup within 24 months.

The changes for the new Tahoe and Suburban began with a new architecture featuring an independent rear suspension and longer wheelbase, Doran said. The new architecture targeted improvements central to the needs of full-size SUV customers, including passenger accommodations, cargo capacity, driving dynamics and exterior proportions.

The longer wheelbase and new chassis systems create greater ride smoothness, said Doran, particularly on uneven pavement and unpaved surfaces, with improved handling. The vehicles’ load floors are significantly low-

er, providing a more natural seating position and a remarkable gain of 10 inches of third-row legroom, he said, with big increases in cargo space.

With a 4.9-inch longer wheelbase and a 6.7-inch increase in overall length compared to the current model, Tahoe offers 40 percent more third-row legroom and 66 percent greater cargo volume behind the third row. While maximum cargo room increases 30 percent, Tahoe’s overall length increased less than 4 percent.

The 2021 Tahoe offers 25 percent more cargo room behind the third-row seat than the 2020 Ford Expedition (20.9 cubic feet), said Doran.

With a 4.1-inch increase in the wheelbase and a lower cargo floor, the new Suburban has the most passenger and cargo space of any SUV, he said. Legroom increases for both the second- and third-row passengers, and maximum cargo volume expands 19 percent while Suburban’s overall length increases less than 1 percent.

For the first time, Tahoe and Suburban’s second-row seat can slide, adjusting approximately 10 inches forward or rearward. Both the second- and third-row seats, said Doran, also fold more easily, and the load floor is now both flatter and lower than prior models – improving the ease of loading and unloading. The rear-door openings for the Tahoe are also larger, thanks to the increase in wheelbase.

The redesigned SUVs go on sale in mid-2020 in North America, with availability in other regions to follow. The all-new Tahoe and Suburban will be manufactured at GM’s Arlington, Texas, assembly facility, which has received more than \$1.4 billion in investments since 2015.

The Arlington plant employs approximately 4,800 hourly and salaried personnel, and was recently upgraded with a new paint shop, body shop and additional assembly quality improvements to support the production of the new SUVs.

Ford Looks to the Future of Transportation

As the year 2019 winds down, Ford has released a report that examines global trends affecting the future of the automobile industry. In the age of constant connectivity, consumers today feel more alone than ever – and find it harder to trust their peers and companies, said Ford spokeswoman Liz Kellogg.

In its “2020 Looking Further with Ford Trend Report,” released in mid-December as the 8th annual report, Ford Motor Company identifies trust as a dominant global theme and explores how companies are earning it back.

“The rate of change globally has been on the rise – and without the trust in the institutions, brands and peers to rely on, a majority of people are feeling extremely overwhelmed,” said Sheryl Connelly, Ford’s Global Consumer Trends and Futuring manager. Consumers want to believe that companies are doing the right thing, but companies also need to give them a clear reason to do so.

“At Ford, we remain deeply focused on improving the lives of consumers and their communities, so we can continue to have a trusted relationship that moves us forward together.”

Surveying 14 countries across the Americas, Asia, Europe and the Middle East, the global report suggests that people’s ability to trust peers, communities, elected officials and businesses has a crucial impact on their day-to-day lives.

Endless Innovation Powers Ford’s Technology Future

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centage of women of any team I’ve worked on,” said Conn. “For me, seeing other women in senior roles helps us envision ourselves in those spots one day. I hope we can serve as role models for even more young women.”

Ford also is encouraging girls to pursue careers in the field by expanding support of Science, Technology, Engineering, Arts and Mathematics (STEAM) programs through programs such as FIRST Robotics, Girls Who Code and Ford Girls’ Fast Track Races, Lodge-Jarrett said.

Annette Liyana managed the overall user experience for active drive assist – the first such feature for mainstream vehicles – and is heavily involved with STEAM. “It’s important to me to work for a company that helps encourage women, beginning in youth and mentorship, to go into technology and not lose their voice,” Liyana said.

Alexandra Taylor is the application owner for the new hands-free assistance feature and has found role models inside the company.

“Female mentorship has made a huge impact on my career at Ford and I believe this mentorship is critical for women as a whole to grow in engineering,” Taylor said. “Working on a new technology has been invigorating and a great opportunity to work with and inspire other young women in the field.”

As Ford adds more technology to vehicles, it is also racing to democratize artificial intelligence and machine learning across the company to further enhance new products, services and overall company fitness, Lodge-Jarrett said.

Nevi Kaja is a manager for building Ford’s AI platform and works with data, computer vision, machine learning and cognitive computing technologies. “It was a great opportunity for me to jump into building Ford’s artificial intelligence and ma-

chine learning platform,” Kaja said.

“This platform will help make our vehicles smarter and enable us to connect with people more deeply because we can understand them much better through data science.”

Dominique Meroux works on data analytics for sustainability projects as Ford begins launching a wave of new electrified vehicles. He recently received a Clean Air Champion award from the Sacramento Clean Cities Coalition, affiliated with the U.S. Department of Energy, for data-driven initiatives. For example, he helped secure grants for alternative fuel stations and cost-of-ownership analysis to inform fleet procurement of CNG/propane and electrified vehicles, many of which were Fords.

Ford also is launching unique over-the-air (OTA) updates, which are capable of quickly and wirelessly upgrading vehicles to stay current with technology and help customers reduce repair trips. Daniel Stahl helped engineer this advanced capability.

“This technology saves customers time by not needing to take vehicles in for updates, and we can deliver features to the vehicle they want and need in real time – even while they’re sleeping,” Stahl said.

The FordPass mobile app, which can remotely start/stop/unlock vehicles in addition to many other features, has opened several doors for team members at Ford, like David Harris – who plays a critical role in experimenting with ways to advance this technology.

“With the all-electric vehicles and many of the new Ford vehicles, customers have higher expectations for how they interact with it both on and off the road,” Harris said. “We have big plans to use a lot of what we’ve found in our research and experimentation – we want FordPass to be a major part of getting the customer where they want to go.”

Steelworkers’ Union Efforts to Change North American Trade Deal Pay Off

The United Steelworkers (USW) welcomes improvements in the revised Canada-U.S.-Mexico Agreement (CUSMA) announced today, but raises concern over the impact on Canadian aluminum and steel workers.

“We’re encouraged that the revised CUSMA appears to include some improvements to the previous version of the trade deal, including provisions on labour rights, environmental protections and pharmaceutical costs,” said Ken Neumann, USW National Director for Canada.

“No group has fought harder than our union, on both sides of the border, to achieve improvements to this trade deal. We will be particularly interested in determining the scope and effectiveness of the reported changes, particularly those aimed at enhancing and enforcing workers’ rights,” Neumann said.

While full details on CUSMA revisions have yet to be disclosed, the USW is disappointed that the new deal apparently does not include stronger North American automotive rules of origin requirements related to steel and aluminum.

The USW advocated for requirements that 70 percent of steel and aluminum components

in automobiles be melted/smelted and poured in North America in order for a vehicle to enjoy CUSMA benefits.

Neumann said that the agreement, though imperfect, reflects months of efforts by the union to protect workers from unfair trade practices.

UAW Finalizes Approval of FCA Contract

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Another truck plant in Warren will get \$2.8 billion, including engineering and development expenses, to keep building the Ram pickup and a new three-row SUV called the Wagoneer and Grand Wagoneer. A plug-in hybrid version of the SUV is coming in 2021.

The ratification comes as the International UAW is being rocked by a bribery and embezzlement scandal that began at the jointly run Fiat Chrysler-UAW training center.

Two former vice presidents who negotiated with FCA are alleged by federal officials to have taken bribes to influence contract negotiations.

Other consumer trends revealed in the report:

- All Alone: Loneliness has become an epidemic of global proportions. Loneliness is particularly prevalent among young people – 62 percent of Gen Zers globally agree with the statement, “I feel lonely on a regular basis” and 50 percent agree. saying, “I of ten feel lonely when I’m around other people.”
- Below the Surface: There’s growing interest in the un seen elements of building consumer trust. Consumers want to believe that companies are doing the right thing but they need to see behind the curtain to believe it. 67 percent of adults globally agree that “Once a brand loses my trust, there is no getting it back.”
- Call to Stand: People are asking brands to move from a product-based mindset to a values-based mindset – although it doesn’t always impact their decision to buy: 59 percent of adults globally say they care more about purchase convenience than brand values.
- Great Expectations: As internet commerce grows, so do expectations for brands. 67 percent of adults globally agree with the statement, “I have higher expectations for

brands than I did in the past.”

- The Green Paradox: World wide, consumers are increasingly worried about climate change. Yet, that worry isn’t translating into urgency: 64 percent of people who aren’t changing their behavior to help fight climate change say they think they can’t make a difference.
- Identity Matters: Conversations and language around identity are evolving – more specifically, understanding that identities are built from both visible attributes and invisible ones, like sexual identity, ancestry, religion and more. Only 67 percent of adults globally say, “I understand the concept of gender fluidity.”
- The Second Time Around: New upcycle companies around the globe have modernized resale shopping. The so-called re-commerce movement is on the rise for sophisticated and market-savvy shoppers, breathing new life into previously owned fashion pieces, appliances, electronics, household items and other goods – and more and more consumers are opting in. 60 percent of adults globally agree, “I am more open to buying used goods than I was five years ago.”

Lordstown Motors, meanwhile, plans to hire 400 production workers next year so that it can begin limited production of its electric trucks.

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Tesla on ‘Auto’ Mode Hits Parked Police Car

The car from the TV show, “Knight Rider,” is still fiction. Just ask the Connecticut State Police.

The Associated Press reported that on Dec. 6, the driver of a Tesla says the car was on autopilot when it struck a police cruiser and a disabled vehicle.

State Police said troopers responded to Interstate 95 northbound early Dec. 6 in Norwalk, Conn., for a disabled car on the highway and stopped their cruisers behind the car, with their emergency lights on to await a tow truck.

The Associated Press reported that no one was seriously injured.

Police did not publicly name the driver, who was issued a misdemeanor summons for reckless driving and reckless endangerment.

The Connecticut State Police posted the following statement on their Facebook page: “During the early morning hours of Saturday, Dec. 7, 2019, Troopers out of Troop G-Bridgeport responded to the area of Interstate 95 Northbound, North of Exit 15 in the city of Norwalk, for a disabled motor vehicle that was occupying the left center lane.

“Both Troopers on scene were stopped behind the disabled motor vehicle with their emergency lights activated, with an additional flare pattern behind the cruisers.

“While Troopers were waiting for a tow truck for the disabled vehicle, a 2018 Tesla Model 3, bearing CT Reg. MODEL3, traveling northbound struck the rear of one cruiser and then continued north striking the disabled motor vehicle.

“The operator of the Tesla continued to slowly travel northbound before being stopped several hundred feet ahead by the second Trooper on scene. The operator of the Tesla stated that he had his vehicle on ‘auto-pilot’ and explained that he was checking on his dog which was in the back seat prior to the collision.



This Tesla was seriously damaged after hitting a parked police car.

“The operator was issued a misdemeanor summons for Reckless Driving and Reckless Endangerment. Fortunately, no one involved was seriously injured, but it is apparent that this incident could have been more severe.

“Regardless of your vehicles capabilities, when operating a vehicle your full attention is required at all times to ensure safe driving.

“According to the National Highway Traffic Safety Administration, although a number of vehicles have some automated capabilities, there are no vehicles currently for sale that are fully automated or self-driving.”

Chevy Suburban Gets Own Star on Hollywood Blvd.

When is an SUV a movie star? When it’s the Chevrolet Suburban.

The Chevy SUV became the first vehicle ever awarded an Award of Excellence star at Hollywood & Highland, said GM spokesman Shad Balch. Presented by the Hollywood Chamber of Commerce and unveiled at a ceremony on Hollywood Boulevard in early December, the award recognizes Suburban for its 67-year career in Hollywood film and television.

“For six decades the Chevrolet Suburban has been Hollywood’s longest-working actor,” said Rana Ghadban, president and CEO of the Hollywood Chamber of Commerce.

“Appearing in classic feature films and on must-see television shows, the Suburban is a well-established industry mainstay. With the Chevrolet Tahoe also making an impact in movies and on television, it’s impressive to have both vehicles now join an illustrious group of actors and characters that are forever known as Hollywood legends.”

“There’s really nothing else like the Chevrolet Suburban in this business, for two reasons,” said Dennis McCarthy, Hollywood picture car coordinator. “First, it’s one of the most versatile vehicles in the business, able to fit with any type of character. Second, it can help instantly give a scene added importance. When a convoy of black Suburbans appears on screen, you know that’s not the time to leave your seat to buy popcorn.”

The Suburban has appeared in at least one television series every year since 1956, and at least one film every year since 1960. Suburban has also ap-

peared in more than 30 award-nominated films, Balch said.

The filmography is even more impressive when combined with the Chevy Tahoe. Together, Tahoe and Suburban have appeared in more than 2,500 films and television shows.

According to Tim Kozub, design manager for Chevrolet Suburban and Tahoe, their on-screen persona also influenced the all-new Suburban and Tahoe, which will be unveiled later this month.

“This is a great example of how life and art influence each other. The popularity of Suburban and Tahoe in film was first inspired by the real-life roles they played in the military, in law enforcement and family trips around the world.

“Today, their role in Hollywood inspired the design of the all-new models, as we integrated the sense of capability, action, and importance associated with Suburban and Tahoe on screen.”

According to the Web site Internet Movie Cars Database (imcdb.org), the Suburban has appeared in such movies as:

- “S.W.A.T.” in 2003;
 - “Mr. & Mrs. Smith” in 2005;
 - James Bond’s “License to Kill” in 1989;
 - “The Day the Earth Stood Still” in 1951;
 - “Lillies of the Field” in 1961;
 - “Easy Rider” in 1969;
 - “Back to the Future II” in 1989.
- The Chevy Suburban has appeared in such TV shows as:
- “The Man From U.N.C.L.E.” in 1965;
 - “Adam-12” in 1968;
 - “The Andy Griffith Show” in 1961;
 - “The Incredible Hulk” in, 1980.

Gamble Named as New President of UAW

DETROIT (AP) – Members of the United Auto Workers executive board have voted to appoint Rory Gamble as the union’s new president.

He will serve the remainder of former President Gary Jones’ term, which runs until the union’s convention in June of 2022.

Jones stepped down last month after being implicated in a widening embezzlement and bribery scandal at the union. He has not been charged with any crimes, but his Detroit-area home was raided by federal authorities last summer.

Gamble, 64, was a vice president who successfully led negotiations this year on a new contract with Ford Motor Co. Before that, he served as director of a regional office near Detroit. He was named acting president when Jones stepped down.

“This wasn’t planned, and it is a tall order,” Gamble said in a statement. “I promise one thing: when I retire and turn over this office, we will deliver a clean union on solid footing.”

The union’s International Executive Board voted unanimously for Gamble Dec. 5 at a meeting in the Detroit suburb of Southfield, UAW spokesman Brian Rothenberg said.

Ten people with ties to the UAW have been charged in the corruption investigation. Eight have pleaded guilty, including two former vice presidents and the widow of another.

Separately, three people who worked at Fiat Chrysler have been convicted.

Gamble has been acting president of the union for about three weeks, and has imposed additional financial controls and other measures to stop or root out corruption.

The union has been in a crisis for months since authorities raided Jones’ home and the home of former President Dennis Williams in an investigation that began in 2015.

Top union officials have been accused of embezzling hundreds of thousands of dollars through regional conferences that were held in Palm Springs, Calif. Vance Pearson, the former head of a region in St. Louis, has been charged in the case. Jones was president of the region before Pearson.

Jones’ lawyer has said that all expenses were submitted in detail and were not questioned by the UAW accounting department or the executive board.

Former Vice President Joe Ashton, who also served on the General Motors board, pleaded guilty Dec. 4, admitting he received \$250,000 in kickbacks after arranging a contract for 58,000 watches paid for by the General Motors-UAW joint training center.

Other union officials were charged in a bribery scheme involving payments from the Fiat Chrysler-UAW training center that were made to keep them “fat, dumb and happy,” according to court records.

As acting president, Gamble added an ethics officer to handle corruption allegations. He and

Secretary-Treasurer Ray Curry have replaced the 400,000-member union’s auditing firm, added four internal auditors and hired a big accounting firm to study its financial controls in an effort to prevent corruption.

The scandal brought a racketeering lawsuit against Fiat Chrysler filed by General Motors.

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National Bank’s Programs Designed to Help Detroit Grow

This year, JPMorgan Chase & Co. expanded the firm’s investment in Detroit’s economic recovery, committing to reach \$200 million by the end of 2022.

This comes as the firm exceeded its initial five-year, \$150 million commitment, said JPMorgan spokeswoman Stephanie Bosh.

The new data-driven investment builds on the initial progress that helped boost the city’s recovery through the creation of sustainable loan programs for small businesses. One of those businesses was the Entrepreneurs of Color Fund.

At the same time, the program increased access to affordable housing and job training, and targets the gaps in the city’s economic recovery, Bosh said.

Despite the city’s continued economic progress, in a city made up of almost 80 percent African Americans, only 25 percent of Detroit households are considered middle class, according to Detroit Future City.

JPMorgan’s new \$50 million in philanthropic and business investments will help further break down barriers to opportunity, said Bosh, so that more long-term residents of Detroit, especially black Detroiters, can access job training, become homeowners and grow small businesses.

“Too many people are being left behind, and we need to build an economy that works for everyone,” said Jamie Dimon, chairman and CEO, JPMorgan Chase. “Our new investment in Detroit will help the system work for more people – giving more Detroiters access to the tools they need to succeed, stay and benefit from Detroit’s continued recovery.

“A good education, the skills to secure a good job, a home, and the capital and assistance to

start and grow a small business are some of the tools to creating opportunity and a society where everyone benefits.

“I continue to believe Detroit is an example to our country and the world of what can be achieved through cooperation to solve today’s biggest challenges. And that is why we continue to invest here and apply what we’ve learned here in other cities.”

Detroit is where JPMorgan Chase tested, developed and refined its proven model for driving inclusive growth in cities, Bosh said.

The firm’s investment in Detroit yielded valuable insights that turned into new investments in other cities, including Chicago, Greater Washington and Greater Paris through an initiative called AdvancingCities.

The program is a \$500 million, five-year initiative focused on investing business and philanthropic capital in solutions that bolster the long-term vitality of the world’s cities – and the communities within them.

Since 2014, JPMorgan Chase has invested \$155 million in Detroit’s economic recovery.

This investment has made a significant impact, focusing on four main areas: jobs and skills training, neighborhood revitalization, small business growth and financial health, Bosh said. Specific results include:

- 15,469 Detroiters received services to improve their financial health;
- 13,573 Detroiters participated in job training programs aligned with high-demand industries;
- 5,111 businesses received capital or technical assistance;
- 2,130 jobs were created or maintained;

- 1,639 affordable housing units created or preserved;
- 296,000 square feet of commercial space developed;
- \$290 million+ in additional, outside funding leveraged to support residential and commercial development in neighborhoods.

“JPMorgan Chase stepped up to support Detroit at a critical time in our history,” said Detroit Mayor Mike Duggan. “There’s more work to do, and I’m glad JPMorgan Chase is expanding their investment in the Motor City. Their investment has proven to others that Detroit is a good bet.”

In addition to offering capital and philanthropic support, the skills and expertise of JPMorgan Chase employees has helped local nonprofits to solve challenges as part of its Detroit Service Corps, Bosh said.

Over the last five years, JPMorgan Chase deployed 146 employees from 16 countries to work on 40 projects for 28 Detroit nonprofits, totaling 21,900 hours of pro bono support.

Also since 2014, JPMorgan Chase’s Community Development Bank Group has facilitated nearly \$150 million in New Markets and Historic Tax Credit transactions and construction loans to affordable housing projects throughout Detroit for the development of 747 units of affordable housing, as well as grocery stores, schools and commercial space.

The Community Development Bank intends to facilitate an additional \$150 million to create affordable, sustainable neighborhoods in Detroit.

Signs of economic progress in Detroit are clear – the unemployment rate is down from 20 percent in 2013 to less than 9 percent in 2018 according to the Bu-

reau of Labor and Statistics, Bosh said.

For the first time in 17 years, home values have risen and mortgage lending is up. However, there is much work to be done to help long-term Detroiters share in the growth, and closing the wealth divide would benefit both long-term residents and the economy.

PolicyLink research found that in 2015, Detroit’s regional economy could have been nearly \$31.47 billion stronger had there been no racial gaps existed in income, Bosh said.

According to the same PolicyLink data, “people of color in the Detroit region as a whole are projected to see their incomes grow by 57 percent with racial equity. In the city of Detroit, people of color would see average gains of 30 percent.”

To give black families and more Detroiters more access to economic opportunity and upward mobility, JPMorgan Chase’s new, forward-looking investment will leverage the firm’s philanthropy and business activities, as well as the data and expertise of its employees, to support initiatives around several key areas, Bosh said.

One is improving Access to Homeownership & Affordable Housing (\$20 million).

Another is increasing access to affordable housing and homeownership, Bosh said.

This is critical to helping Detroiters build wealth and have the ability to stay in their neighborhoods.

Initiatives include partnering with Cinnaire, CHN Housing Partners (CHN) and Opportunity Resource Fund (OppFund), the firm will implement a lease-purchase pilot to help Detroit’s lower-income families achieve and sus-

tain homeownership through the Low-Income Housing Tax Credit program.

The investment will focus on phase one of the pilot to prepare 54 families to take title of their homes within the next three years (2019 – 2021). The firm previously supported this model in Cleveland, Ohio, through a collaboration with CHN.

So growing and preserving the supply of affordable, move-in-ready homes in strategic neighborhoods by increasing access to capital for community development organizations and minority developers.

Black entrepreneurs are far more likely to have trouble accessing the necessary financing and business tools needed to start and grow their businesses, Bosh said.

So that’s why it is so important to lend support to organizations that can help black entrepreneurs, Bosh said.

The Entrepreneurs of Color Fund, run by Detroit Development Fund and supported by JPMorgan Chase, among others, has made 84 loans to 68 small businesses worth approximately \$7.5 million.

New initiatives include increasing access for the number of small businesses with access to the Entrepreneurs of Color Fund.

The program also partners with local Community Development Financial Institutions to increase access to capital, technical assistance and real estate for small business to open and grow in strategic neighborhood commercial corridors.

Though such programs as these, it’s the hope of those at JPMorgan Chase that Detroit will continue to improve.

Lentz Retiring From Toyota

DETROIT (AP) – He was the face of Toyota in the U.S. during the automaker’s unintended-acceleration crisis. He steered it through the Great Recession, started and closed the youth-oriented Scion brand and reorganized the company’s North American operations.

Now, after 38 years in a number of leadership roles with Toyota, Jim Lentz is retiring, effective April 1.

Lentz, 64, will step down as CEO of Toyota Motor North America, and will be replaced by Tetsuo “Ted” Ogawa, who currently chief operating officer, Toyota said Dec. 11.

Lentz is most well known for his February 2010 testimony before a congressional committee investigating complaints about Toyota vehicles accelerating without warning. Lentz was candid, saying that recalls of some 8.5 million vehicles worldwide and more than 6 million in the United States might not solve the problems.

He said at the time that an electronic cause could not be ruled out, although Toyota and U.S. government agencies did make controversial determinations later that the problem was caused by sticky gas pedals and floor mats pushing on the accelerator, not electronics. Toyota was fined \$50 million for being too slow to report safety problems to U.S. regulators.

In an interview with The Associated Press, Lentz said the unintended-acceleration saga taught him that it’s important not only to listen to customers and government regulators, but to understand them.

“It’s important that you be transparent,” he said. “Make quick decisions, implement them quickly and move on.”

Lentz, who started his automo-

tive career at Ford Motor Co. in 1978, joined Toyota in 1982 and worked his way up through the sales operation.

In 2003 he launched the Scion brand to lure people 18 to 34 to the aging Toyota family. Scion, with funky designs, did appeal to some younger buyers, but sales slumped and it was folded into the Toyota brand in 2016.

After becoming chief executive of the North American region for the whole company in 2013, Lentz made the bold decision to combine Toyota’s siloed U.S. manufacturing, sales and finance operations. In 2017 he relocated the company’s North American headquarters from California to the Dallas suburb of Plano, Texas.

He called the move “One Toyota” and said it got all of North America on the same page, improving the speed of decision making to handle fast-paced industry changes.

“I’m convinced the new norm for any business is just chaos,” Lentz said. “It’s been chaos since 2009.”

Lentz said he has positioned Toyota in the United States to handle the shift away from cars to trucks and SUVs, as well as a pending shift to electric, hybrid or hydrogen fuel cell propulsion systems.

Toyota also has partnerships and is developing its own autonomous vehicles. Lentz said the move to autonomous or electric vehicles will take a long time, and even if he stayed longer, he wouldn’t be around long enough to see the company through the changes.

So now it’s time to leave Toyota to what Lentz said is a strong U.S. leadership team. He plans to stay in Texas, improve his golf game and see his two granddaughters more often.

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The Facts Behind U.S.-Mexico Trade Deal

WASHINGTON (AP) – After months of political wrangling, House Democrats agreed Dec. 10 to President Donald Trump’s revamped version of a 25-year-old North American free trade agreement. But they pried some concessions out of the Trump administration before saying they’d go along.

The Dec. 10 announcement by House Speaker Nancy Pelosi probably clears the way for congressional approval of Trump’s U.S.-Mexico-Canada Agreement, though pockets of resistance remain and powerful business lobbies said they still needed to study the details of the latest version.

With characteristic brio, the president took to Twitter to declare: “It will be the best and most important trade deal ever made by the USA.”

More than anything, though, USMCA would just restore certainty to \$1.4 billion worth of annual trade between the three countries more than two years after Trump began contentious negotiations on a new regional trade pact.

Some questions and answers about new agreement.

WHAT IS USMCA?

The pact is Trump’s replacement for the North American Free Trade Agreement, which took effect in 1994. NAFTA slashed tariffs and tore down most trade barriers between the United States, Canada and Mexico, unleashing a burst of trade between the three countries.

U.S. farmers especially enjoyed increased access to their neighbors’ large markets. But NAFTA also encouraged U.S. manufacturers to move factories south of the border to take advantage of low-wage Mexican labor. Trump and other critics called NAFTA a job killer.

Supporters of the deal said it created a powerful regional bloc – a competitive counter to Europe and East Asia – with each NAFTA country taking advantage of its strengths: low-cost manufacturing in Mexico; and high-skilled labor and proximity to cutting-edge research and to customers in the United States and Canada.

Trump insisted on a revamped deal and threatened to withdraw from NAFTA if he couldn’t get one he liked. Negotiations on a replacement began in August 2017. The three countries signed USMCA a year ago. Now Congress must ratify the deal.

HOW DOES USMCA CHANGE TRADE BETWEEN THE THREE COUNTRIES?

Trump’s version mostly continues to allow the free flow of trade across North American borders of the three countries. But it updates the pact to reflect the rise of e-commerce and other aspects of the digital economy that didn’t exist when NAFTA was negotiated.

For instance, USMCA allows U.S. companies to transfer data across borders without encountering discriminatory barriers. Jason Oxman, president of the

tech trade group ITI, said the pact’s digital provisions set “a new and important precedent for modern trade rules.”

DOES USMCA DO ANYTHING TO PROTECT U.S. MANUFACTURING JOBS?

Yes. To qualify for USMCA’s duty-free benefits, carmakers must get 75 percent of their automotive content from within North America – up from 62.5 percent under NAFTA. That means more content would have to be homegrown in higher-wage North America, not imported more cheaply from China and elsewhere.

At least 40 percent of vehicles would also have to originate in places where workers earn at least \$16 an hour. That would benefit the United States or Canada – not Mexico, where auto assembly workers are paid a fraction of that amount. The wage requirement is likely to push up the cost of cars built in North America.

Under USMCA, Mexico was required to formally authorize workers to form independent unions. Mexican unions had traditionally been co-opted by employers and the government and done little for workers. Laborers have been fired for trying to bargain on their own for better pay and working conditions. That is one reason Mexican wages remained so low – and attractive to U.S. manufacturers.

WHAT CHANGES DID DEMOCRATS GET?

Democrats complained that the deal with Trump’s team shared a defect with the treaty it was supposed to replace and improve upon: It would be hard to enforce. In negotiations with Trump’s top trade official, Robert Lighthizer, the Democrats successfully pushed to strike language allowing countries or companies to avoid sanctions simply by refusing to participate in dispute-settlement panels.

They also insisted on closing loopholes that would have made it hard to enforce provisions protecting workers from intimidation and violence and on a committee that will monitor Mexico’s labor reforms.

The Democrats also won a significant concession from the administration on drug prices. Gone is what Democrats considered a giveaway to the pharmaceutical industry: a provision that offered expensive biologic drugs – which are made from living cells – 10 years of protection from cheaper knockoff competition.

“If you go back and look at trade agreements over the last 20 years, most of the verbiage deals with protection for pharmaceuticals,” said Rep. Earl Blumenauer, the Democratic chairman of the House trade subcommittee. “They have been the big winners and they got shut out in this agreement.”

WHAT WILL USMCA MEAN TO THE U.S. ECONOMY?

Probably not much. Trade is a relatively small part of the U.S. economy and trade with Mexico

and Canada is smaller still. In an April analysis, the independent International Trade Commission calculated that USMCA would add 0.35 percent or \$68 billion, to economic growth and generate 176,000 jobs over six years – blips in a \$22 trillion economy with 152 million nonfarm jobs.

Gregory Daco, chief U.S. economist at Oxford Economics, dismissed USMCA’s economic benefits as “negligible.”

“The intrinsic importance of the deal is not what it does to modernize NAFTA but rather what it prevents: a potentially disastrous breakdown of trade between the U.S. and its most important trading partners,” Daco wrote in a research note Tuesday.

IS EVERYBODY HAPPY WITH THE NEW AGREEMENT?

No. But USMCA still probably has enough support to clear Congress. In an unusual move, the top U.S. labor group – the AFL-CIO, which routinely opposes trade pacts – came out in favor of the worked-over USMCA.

But business groups want to take a closer look at the text. And some Republicans may balk at the concessions made to win Democratic support.

“There are serious problems with this agreement,” Pennsylvania Republican Sen. Pat Toomey told reporters Tuesday.

Among other things, he objects to a so-called sunset provision that would end USMCA after 16 years unless the three countries agree to continue it and to the removal of the protection for biologic drugs.

Daniel Ujcz, a trade attorney with Dickinson Wright PLLC in Columbus, Ohio, said the concessions made to Democrats are likely to dampen the enthusiasm that businesses expressed while lobbying for the pact.

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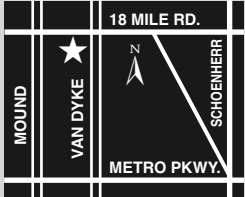
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FCA Celebrates Manufacturing Its 15-Millionth Minivan

Congratulations are in order. FCA is celebrating 15 million minivans sold and counting since the very first minivan – a Plymouth Voyager – rolled off the line at Windsor Assembly on Nov. 2, 1983.

Today, FCA continues to lead with more than half of the minivan segment in the United States, with a 54 percent share, selling twice as many minivans as any other manufacturer over more than 35 years, said Tim Kuniskis, global head of Alfa Romeo and head of Passenger Cars – Dodge, SRT, Chrysler and Fiat, FCA – North America.

“Reaching 15 million minivans sold isn’t just about hitting a number, it’s about the memories families have made and the children who have grown up driven to school or practice or on a family road trip in a Chrysler Pacifica or Pacifica Hybrid, Dodge Caravan or Grand Caravan, Chrysler Town & Country or Voyager over the past three-and-a-half decades,” Kuniskis said.

“We continue to lead and innovate to keep our current minivan lineup the absolute best at hauling people and things and help this generation of owners make memories that will last a lifetime.”

As the first company to introduce the minivan and through six generations of the vehicle, FCA has innovated 115 minivan firsts – features that continue to make life easier for owners and their entire families and push the segment into the future, Kuniskis said. FCA firsts include the class-exclusive Stow ’n Go seating and storage

system, Connect Theater, hands-free sliding doors and the only hybrid electric powertrain in the segment.

The Chrysler Pacifica and Pacifica Hybrid continue to revolutionize and reinvent the minivan segment, Kuniskis said. The Pacifica Hybrid is America’s first and only hybrid minivan and is among the top five best-selling plug-in hybrid electric vehicles (PHEVs) in the industry.

Pacifica Hybrid achieves 82 miles per gallon equivalent (MPGe) in electric-only mode, Kuniskis said – all-electric range of 32 miles and a total range of more than 500 miles.

New for 2020, the award-winning FCA US minivan lineup expands with the addition of the Chrysler Voyager, which offers even more value for those who seek the quintessential family vehicle.

Designed with budget-friendly family and fleet customers in mind, the Voyager is also the latest Chrysler brand minivan to earn a five-star overall safety rating from the U.S. National Highway Traffic Safety Administration (NHTSA), recently joining Chrysler Pacifica in the five-star category, Kuniskis said.

Celebrating the 15 million minivans sold, Kuniskis listed 15 interesting facts about the minivan:

- The original minivan concept was referred to within Chrysler as the “T-115”.
- The first minivan, a Plymouth Voyager, rolled off the

assembly line on November 2, 1983 (as a 1984 model year vehicle).

- FCA has been the No. 1 selling minivan manufacturer every year since inventing the minivan segment.
- FCA has produced enough minivans to drive the entire population of more than 100 countries, including Zimbabwe (14 million+), Belgium (11 million+) and Greece (10 million+).
- The 2020 Chrysler Pacifica is the sixth generation of the modern minivan.
- One out of every three

Chrysler Pacifica models sold features the popular S Appearance package.

- Chrysler Pacifica has earned more than 120 honors and industry accolades, making it the most awarded minivan over the last three years.
- FCA has innovated 115 minivan firsts.
- First luxury minivan (1990).
- First minivan to offer integrated child seat (1992).
- First minivan with Stow ’n Go seating and storage system (2004).
- First minivan to offer dual rear seat video system able

to play different media at same time (2007).

- First minivan to offer Blind Spot Monitoring System (2009).
- First and only electrified minivan with the Chrysler Pacifica Hybrid (2017).
- The Pacifica Hybrid ran the EPA test cycle without dipping into the gas tank.

The first Chrysler minivans were manufactured at the Windsor Assembly Plant in Windsor, Ontario. The original Plymouth Voyager was based on the S platform, which was, in turned, derived from the company’s K platform.



Chrysler introduced the Plymouth Voyager minivan in 1984, a move that is still paying off for the company.

Dodge Gear Celebrates 50 Years of Muscle

Fans of Dodge muscle are able to advertise that love to the world, said Tim Kuniskis, global head of Alfa Romeo and head of Passenger Cars – Dodge, SRT, Chrysler and Fiat – FCA North America.

A special Dodge Challenger 50th Anniversary Merchandise Collection is launching to coincide with the announcement of the brand’s new limited-production 50th Anniversary Edition of its iconic Challenger, shown for the first time recently at 2019 AutoMobility LA.

“We have an incredible enthusiast community that is as passionate about the Dodge brand as we are,” said Kuniskis. “With that in mind, we wanted to offer them a

50th anniversary merchandise line that they could proudly wear as Dodge celebrates this special moment in the iconic Challenger’s history.”

The Dodge Challenger 50th Anniversary Merchandise Collection is available now while supplies last at www.Dodge.com. Items include:

- Dodge Challenger 50th Anniversary Ogio 1/4 Zip Jacket;
- Dodge Challenger 50th Anniversary Hoodie;
- Dodge Challenger 50th Anniversary T-shirts for men and women;
- Dodge Challenger 50th Anniversary 3D Hat;

- Challenger 50th Anniversary Rubber Patch Hat.

In addition to the Challenger 50th Anniversary line, Dodge will also offer special holiday items, including the following:

- Dodge-branded “ugly” holiday sweater;
- (Hellcat) Reindeer t-shirt;
- Dodge Angry Bee; Hellcat; Redeye and Dodge Sleigh ornaments;
- Custom holiday M&M’s gift jar.

The 50th Anniversary Edition Challenger celebrates its Golden Anniversary with new exterior paint color, body-color shaker hood on Hemi V8 models.

BorgWarner One of ‘Top 100 Healthiest Place to Work’

BorgWarner has been recognized as one of the Healthiest 100 Workplaces in America, an awards program administered by Springbuk.

This national award celebrates companies who proactively invest in the health and wellbeing of their employees, said BorgWarner spokeswoman Kathy Graham.

The award recognizes the winners for their companies’ exceptional achievement and leadership in building a healthy and productive workplace committed to employee and community health and wellbeing, Graham said.

“We are thrilled to receive this award that recognizes the importance of employee wellness,” said Felecia Pryor, Chief Human Resources Officer, BorgWarner. “Our employees are our greatest asset and we’re committed to providing our employees with an overall outstanding work environment. We are investing in our company’s future by offering exceptional health and wellness programs.”

BorgWarner provides employees an exceptional work environment that cultivates engaged employees.

The company encourages individual growth through interdisciplinary teams, global opportunities, cross-functional moves, professional certifications, leadership coaching and opportunities for advancement.

Some of the world-class benefits BorgWarner provides to its U.S. employees include an available \$0 premium healthcare program for eligible employees who engage in healthy lifestyle behaviors, a variety of healthy lifestyle amenities depending on location, competitive wages and benefits including an above-market 401K plan, training and tuition reimbursement and supporting the larger community where BorgWarner’s facilities are located through charitable activities, Graham said.

More than 1,000 of America’s top well-being programs were evaluated for this award across the country. Award applicants were evaluated across six key categories: culture and leadership commitment, foundational components, strategic planning, marketing and communications, programming and interventions, and lastly, reporting and analytics. Applicants were evaluated with the proprietary Healthiest Employers Index, a 1-100 rubric for wellness programming.

The winning organizations have achieved lasting success through a wide array of employee wellness initiatives and corporate wellness programs. This year’s Healthiest 100 Workplaces winners include organizations as small as 32 full-time employees and as large as more than 150,000 employees. They span nearly every industry, size and geography and include both privately-held and publicly traded organizations.

BorgWarner Inc. is a global product leader in clean and efficient technology solutions for combustion, hybrid and electric vehicles.

With manufacturing and technical facilities in 67 locations in 19 countries, the company employs approximately 30,000 worldwide. For more information, on the company and its role in the international automotive supply chain, people should visit the company’s Web site borgwarner.com.

More than 5,000 organizations completed the Healthiest Employers Strategic Wellness Assessment in order to be considered for the Healthiest 100 Award.

The Healthiest 100 Award measures employers across six key values: Vision, Culture and Engagement, Learning, Expertise, Metrics, and Technology. Additional information on award criteria and selection process is available at Healthiest100.com, Graham said.

Report Names Ram as ‘Best Truck Brand’

The U.S. truck market is more competitive than ever, so having a neutral party declare your truck brand is the best around can only be good news for FCA, said Reid Bigland, head of the Ram Brand.

U.S. News & World Report has named Ram Truck the Best Truck Brand for 2020, Bigland said. The Best Vehicle Brand awards, evaluating 35 brands, recognizes industry-wide excellence for cars, SUVs, trucks and luxury vehicles.

“At Ram, we’re focused solely on building the best trucks and commercial vehicles in the market. This award from *U.S. News & World Report* acknowledges that effort,” said Bigland.

“In a highly competitive segment, Ram is committed to innovation and powertrain leadership. By offering more content, more comfort and segment-leading features, Ram is building trucks that meet and exceed the needs of the widest range of buyers.”

The rankings are based on an in-depth analysis by *U.S. News & World Report* of all credible, published reviews and test drives, as well as reliability and safety data, said Jamie Page Deaton, executive editor of U.S. News Best Cars.

“The Ram 1500 has the capability of a work truck with the in-

terior of a luxury SUV,” said Page. “It’s one of the few trucks that can do almost everything you ask of it, and do it all well.”

To determine the award winners, *U.S. News* Best Cars averaged the overall score of all the given brand’s products in each award class.

The brand with the highest overall average score was named the winner in the category, Page said.

The overall scores come directly from the *U.S. News* Best Cars rankings, which are based on a combination of safety scores, reliability data and the consensus of the automotive press.

U.S. News & World Report is the global leader in quality rankings that empower people to make better, more informed decisions about important issues affecting their lives, Bigland said.

A digital news and information company focused on Education, Health, Money, Travel, Cars and Civic, USNews.com provides consumer advice, rankings and analysis to serve people making complex decisions throughout all stages of life.

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Vehicles like the Ram 1500 earned the Ram brand top honors.



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Canada's Suing VW Over Its Diesel Scandal

OTTAWA, Ontario (AP) – The Canadian government said Monday that it is charging Volkswagen for importing cars into Canada that company executives knew violated emissions standards.

The German automaker faces 58 charges of violating the Canadian Environmental Protection Act for bringing 128,000 cars into Canada with illegal emissions between 2008 and 2015. The company faces two other charges of providing misleading information.

Volkswagen issued a statement saying that it has co-operated fully with Canadian investigators and that a deal is prepared ahead of the company's first court appearance in Toronto on Dec. 6.

"At the hearing, the parties will submit for the court's consideration a proposed plea resolution and seek its approval," the statement said. "The details of the proposed plea resolution will be presented at the hearing."

Environment Canada officials published notice of the charges Dec. 9, but said they would not comment further because the matter is before the courts.

Canada's case against Volkswagen comes more than four years after the company admitted to installing software on 11 million cars worldwide to trick emissions-testing equipment into concluding the cars ran more cleanly than they actually did.

Volkswagen pleaded guilty to charges in the case in the United States in March 2017 and was fined more than \$4.3 billion.

Several Volkswagen executives and managers involved in the deception were charged in the U.S. and Germany, and some have already been sent to prison.

In total, the elaborate scheme has cost the company more than \$30 billion in legal fines and civic lawsuits as well as compensation to customers who returned affected cars for refunds or exchanges.

Environment Canada's investigation, launched in September 2015, was repeatedly criticized by environmental experts and lawyers for taking too long.

The affected cars in Canada included diesel engine vehicles sold under Volkswagen, Audi and Porsche brands.

Nissan's Having Unpaid Leaves Over Low Sales

FRANKLIN, Tenn. (AP) – Nissan Motor Co. is making its U.S. factory and office employees take two days off without pay amid slumping sales.

The company's U.S. sales this year are down 7.8 percent through November. Nissan says nearly all of its 21,000 U.S. workers must take Jan. 2 and 3 off without compensation.

A company statement says the furloughs will "optimize business performance and competitiveness."

All of Nissan's U.S. factories and offices will be affected by the furloughs including the North American headquarters in Franklin, Tenn., near Nashville. Nissan and Infiniti dealerships will remain open.

Most Nissan and Infiniti luxury brand models in the U.S. are in a sales slump, including the company's top seller, the Nissan Rogue compact SUV, with sales down 12.6 percent this year.

Nissan's profit from July through September was half of 2018. Sales and brand power have crumbled following the November 2018 arrest of former Chairman Carlos Ghosn.

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\$282*
\$999 DOWN
WITH ANY LEASE IN HOUSEHOLD.
NO SECURITY DEPOSIT REQUIRED. TAX, TITLE AND PLATES ARE EXTRA.


Stk. #20B1146

NEW 2020 BUICK ENCLAVE
PREFERRED PACKAGE

- 3.6 V6 Engine • Apple Car Play • Heated Front Seats • 18" Aluminum Wheels • Remote Start and Entry • 7 Passenger Seating • Bluetooth for Phone • Power Seats • Rear Back-up Camera • LED Headlamps • Rear Park Assist

0% APR for 72 months Available

EVERYONE LEASE
24 MO. LEASE PRICE
\$309*
\$999 DOWN
WITH ANY LEASE IN HOUSEHOLD.
NO SECURITY DEPOSIT REQUIRED. TAX, TITLE AND PLATES ARE EXTRA.

36 MO. LEASE PRICE
\$342*
\$0 DOWN
WITH ANY LEASE IN HOUSEHOLD.
NO SECURITY DEPOSIT REQUIRED. TAX, TITLE AND PLATES ARE EXTRA.


Stk. #20B1318

GMC
WE ARE PROFESSIONAL GRADE

Employee Pricing to Everyone PLUS Big Bonus Cash Incentives on All Remaining 2019's and Select 2020's.

NEW 2020 GMC TERRAIN SLE
Employee Pricing To Everyone

- 1.5L Turbo • 9 Speed Transmission • Color Touch Radio w/ Apple/Android CarPlay • Rear Back-Up Camera • Push Button Start • Bluetooth • Forward Collision Alert • Lane Departure Warning System

24 MONTH LEASE
\$144*
\$999 DOWN
EVERYONE WITH LEASE CONQUEST

24 MONTH LEASE
\$179*
\$999 DOWN
EVERYONE WITH LEASE LOYALTY


Stk. #20T1008

NEW 2019 GMC SIERRA DOUBLE CAB 4X4
Employee Pricing To Everyone

- 4.3 Liter V6 • Keyless Entry • OnStar • Aluminum Wheels • HD Trailer Package • Locking Differential and Much, Much More!

0% APR for 72 Months PLUS \$2000 Cash Back Available

Was \$41,355 Sale Price **\$31,995***

24 MONTH LEASE
\$215*
\$999 DOWN

24 MONTH LEASE
\$255*
\$0 DOWN


Stk. #19T1822

NEW 2020 GMC ACADIA SLE

- Rear Captain's Chairs • Color Touch Screen Radio • Keyless Start • Bluetooth • XM Radio • Apple/Android CarPlay • Driver Alert Package • Rear Park Assist


Stk. #20T1155

Was \$34,999 Sale Price **\$27,455***

24 MONTH LEASE
\$259*
\$999 DOWN
EVERYONE WITH LEASE CONQUEST

36 MONTH LEASE
\$266*
\$999 DOWN
GMS WITH LEASE LOYALTY

SAVE BIG ON REMAINING 2019's!!

NEW 2019 GMC TERRAIN SLE
0% APR for 72 Months PLUS \$1500 Cash Back Available
ONLY 4 LEFT SALE PRICE **\$21,995** Was \$29,990
Stk. #19T2702 **SAVE OVER \$7,300!!**

NEW 2019 GMC CANYON CREW CAB 4X4 Z71 ALL TERRAIN
0% APR for 72 Months PLUS \$1000 Cash Back Available
ONLY 2 LEFT SALE PRICE **\$31,555** Was \$39,585
Stk. #19T2829 **SAVE OVER \$7,300!!**

NEW 2020 GMC CANYON CREW CAB 4X4 DENALI

- Dual Power Heated Leather Seats • Navigation System • Remote Start • Heavy Duty Trailer Pkg. • Spray-in Bedliner • Driver Alert Pkg. • Chrome Assist Steps • 20" Alum. Wheels


Stk. #20T1170

36 MONTH LEASE
\$299*
\$999 DOWN

SALES HOURS ▶
MON & THURS 8:00AM-9:00PM
TUES, WED & FRI 8:00AM-6:00PM
SATURDAY 10:00AM-3:00PM

OPEN THE LAST 2 SATURDAYS OF THE MONTH

SERVICE HOURS ▶
MON & THURS 7:00AM-7:00PM
TUES, WED & FRI 7:00AM-6:00PM
SATURDAY 8:00AM-12:00PM


JIM CAUSLEY BUICK GMC
16 MILE (Metro Parkway)

38111 GRATIOT (N. of Metropolitan Parkway at 16 1/2 Mile) CLINTON TOWNSHIP
586-465-8465 • 1-800-966-2287

www.jimcausley.com

*See dealer for details. Photos may not represent actual sale vehicle. All rebates and incentives, including GM loyalty & Conquest incentives have been deducted from the purchase price and are included in the lease payments, and are subject to change by the manufacturer without notice. Leases are through GM Financial and are based on A1 approval. GM Employee discount is required unless otherwise noted. All leases are for 10 k miles per year. GM Lease Loyalty requires a Buick, GMC, Cadillac or Chevrolet lease in the household. 1st payment, tax, title and plate fee are due at signing. All prices are plus tax, title and plate fee. No security deposit required. Sierra lease pricing includes Sierra/Silverado lease loyalty. \$2500 minimum for your trade-in on a 2007 or newer. No rebuilt or salvage title under 150k miles. See dealer for complete details on all incentives and offers. Deals good thru 12/23/2019 at 9pm.