UAW Local Unions representing GM plants from all across America convened in Detroit two weeks ago to strategize concerning the upcoming National Negotiations. Resolutions from every local were submitted and a total package containing all of the bargaining issues that our members want to see bargained for, both Production and Skilled Trades were discussed, questioned and clarified during this week long meeting. These were all added to a Master Plan for our Upcoming National Negotiations.

International UAW Vice President Joe Ashton addressed all of the sub councils and communicated the importance of the negotiations that will soon kickoff. The UAW’s Agenda in this round of negotiations will set the tempo for years to come as this is the first negotiations since General Motors declared Bankruptcy in 2009. While the 2010 financial performance has yet to be announced, GM is expected to have made its single largest yearly profit in decades, earning somewhere in the neighborhood of 6 Billion Dollars.

Vice President Ashton who was prevented by law from discussing GM financial performance numbers or specific profit sharing amounts, did state to the UAW Leadership that the press was reporting inaccurate numbers. VP Ashton stated that GM had mounted a tremendous business turnaround with the help and support of UAW Members all across our country and that he expected that our membership was going to be rewarded well under the profit sharing formula in the National Agreement. Many news outlets were reporting profit sharing amounts of $1775 and $3000 for GM UAW Members, both of which were wrong according to our International UAW Leaders responsible for these discussions with the company. Later in the week, VP Ashton stated that “profit sharing amounts for GM-UAW Members would be upwards of $4000.” This news was very well received by the UAW Leaders in attendance at the Sub Council.

Vice President Ashton covered many other topics during his State of the Union address to our leadership. He is a very approachable person with outstanding people and communication skills. VP Ashton was very passionate and energetic about the need to add members to our union and repeatedly discussed the vision of the new International UAW Leadership including our President, Bob King and the plans that they have to organize the Foreign Car Manufacturers in the United States. It was stated that the UAW is going to work in a professional manner to market our union and we will mount campaigns to tell America what our value system really is. The Union never trumpets its own horn, however look at the good work that is performed by UAW Members in every community that has the UAW in it. When there is a need to help people that are less fortunate, or who need help - you will find a UAW Member there to donate their time and money to assist. It is time that we let others know what we are about, what our value systems are and what we stand for. Lets not let the media or our opponents define what the UAW stands for.

The next topic that VP Ashton discussed was that we should not forget where we have come from. While the car industry is rapidly healing from the recent bankruptcies for two of the three American Car Manufacturers, let us not forget that without the efforts and leadership of President Barack Obama, GM and Chrysler would have died. “Make no mistake” emphasized Ashton, “GM would not have had the chance to mount one of the greatest turnaround stories in American History without the support of the President of the United States believing that the risk of loosing 3 million Americans Jobs was far more important than his own political livelihood and stood up for working people of America when it counted. It is easy for people to stand back now and criticize him but the man took over a financial train wreck when he was elected - a country that was on the verge of a Depression. We have President Obama to thank for being able to last long enough to recover and protect our jobs. We would not be here today without him.”

The topic then turned to how we treat each other as UAW Members. VP Ashton said that “UAW members are like a family”. You may not agree with every family member on every issue however you do not try and publicly humiliate your fellow family members in the press and on every website. “Families disagree with each other internally and keep their debates...
and discussions internal to their family. As union members we could learn from this example. We need to democratically debate, discuss and get mad at each other just like families do, however it only weakens our ability to grow and protect working families if we are destroying the very people that are representing us. The UAW has great people in it. We are all passionate about our jobs, wages, working conditions and rights as members of the Greatest Institution protecting workers rights today - the UAW. We need to work on strengthening solidarity within the ranks and protecting all of our brothers and sisters even during those times of disagreement. Growing Jobs and Representing People is our Fundamental Mission!”

Vice President Ashton stated that this National Negotiations is going to be a tough one. “We need JOBS and this will be our highest priority in this negotiations. A commitment to keep our plants open and add products to the facilities that need products will be the focus of this negotiations for the UAW. We must demand that products that are sold in America are made in America. Foreign Car Manufacturers move their money back to Japan, Mexico, Korea and China and this money does not stay in the US to create jobs and opportunities for America’s citizens. Tell your neighbors and friends that you see buying foreign made products that it effects not only you but the rest of the American Economy when this happens. Education is what we must spend our time on, educating our members, friends and neighbors about the need to create jobs in this country by buying American Products.”

UAW Members have made a lot of sacrifices throughout history and this most recent bankruptcy at GM threatened our very existence. Our members expect that they will have some of the concessions that were given up, returned to them in this upcoming negotiations. The foundation was laid for such an expectation by our union members when management began returning many of the ‘so called shared sacrifices’ unilaterally to their management members early last year. This negotiations is shaping up to be an epic one to determine the future compensation and profit sharing systems. Both parties may have a chance to do something unique at the table that will lead to workers sharing a greater responsibility for performance while at the same time being given a larger share of the pie when the corporation performs financially and exceeds quality measurements.

Manpower Updates From The UAW Sub Council in Detroit

The following manpower numbers were shared with the UAW leaders in attendance at the Sub Council meetings in Detroit. These numbers were updated as of January 1st, 2011.

<table>
<thead>
<tr>
<th>Category</th>
<th>Total 41,794</th>
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</thead>
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<tr>
<td>Production</td>
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<td>Skilled Trades</td>
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<td>Temporary UAW Workers</td>
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<tr>
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<tr>
<td>Skilled Trades</td>
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<td>Indefinitely Laid Off UAW Members</td>
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<td>Time for Time</td>
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<tr>
<td>Production</td>
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<tr>
<td>Skilled Trades</td>
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</tr>
</tbody>
</table>

| Total UAW GM                    | 49,778      |
| Production                      | 38,531      |
| Skilled Trades                  | 11,247      |

Other topics that were of importance at the UAW Sub Council Meeting

- Our members only had 18 months to use their Car Vouchers from the last Special Attrition Program. We have a whole group of vouchers that are expiring at the end of this month. There are over 100 vouchers that must be used or they will have no value. These $15,500 car vouchers may be sold if you do not want to buy a car. But do not let them go back to the company.
- New work that the International UAW and Local 598 in Flint were successful in getting returned from Mexico will result in up to 700 new jobs on third shift at the Flint Assembly Plant. These new trucks will require a full 3rd shift of assembly. This will enable the Orion workers that were concerned about the two tier special agreement to build small cars, to be made whole and work at full rated jobs in a GM Plant close to home.
- The jobs in Flint will create opportunities at the plants that will return members to fill the openings in Flint. This should allow for some extended area hire moves at these locations as back fills.
- Fairfax expected to add some permanent jobs in the next few months.
- Vacation Pay and GM’s refusal to pay members all across the country that earned vacation but were unable

Continued on next page...
to use it caused a lot of discussions at the council meetings. The Local Unions agreed to all collect a list of members that were not paid for earned vacation allocations due to the new “use it or loose it strategy from the company. The International UAW vowed to assist the locals where there was an attempt made to plan these vacations to get all of our members paid. Each case would stand on its own merit.

- Document 8 or the attendance language was a cause of great concern and prompted significant discussions from local union leaders in attendance. Most felt that there should be a change in this language. Inclement weather in particular was a widely debated topic as it pertains to document 8 provisions in the white book. Indiscriminate policies created by management at each plant and inconsistencies in the application of the language from plant to plant and from person to person was discussed. Working straight time hours after inclement weather conditions were not favorably received by the locals.

- Many Locals brought up issues related to management unilaterally deciding to change the schedules worked in each plant without involvement from the local unions.

- Several Locations brought up the Document 159 - Exiting of non core work and the challenges that are related to this in each local. Many felt that having a common supplier approach would benefit both parties.

- Discussions pursuant to Document 112 and the retraining requirements of skilled trades. There are many different issues and obstacles in most plants regarding this language.

- There was a lot of discussion about further Special Attrition Programs and the International UAW said that while they consider all of the requests that they get from the locals, that they were demanding offsetting job creation from GM if the corporation wanted to offer SAP Programs. An example that was cited was the limited skilled trades SAP recently approved and how the corporation was required to return Jobs to America in Flint before approval was given from the UAW to offer this SAP for Trades.

- Discussed GM’s new business model and the impact to the bottom line profitability. GM as a result of the bankruptcy restructuring has set the business up to make money at 10.5 million units sold in North America. This is the lowest break even point that GM has had in decades as they were at a 15.5 million break even prior to the bankruptcy. The UAW played a key role in helping to lower the fixed costs in GM with their contractual changes agreed in 2009. This lower break even for costs means that anytime the market goes above 10.5 million units in this country, GM is making a profit.

- 4 GM Brands have generated a 21% increase in sales year to year. The US Auto Sales Market is not the largest but it is the most lucrative.

- 2011 Sales in North America expected to be 12 - 12.8 million Units SAAR.

- GM has product development on fast track and is spending a tremendous amount on new vehicles and technology. Some of this was stifled during the bankruptcy. GM is back on track and moving fast to the market place for new products.

- Master Bargaining Plan for UAW National Collective Bargaining is quickly coming together as a result of well written thoroughly thought out resolutions from each local that were submitted.

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**ELECTION COMMITTEE ELECTION**

SAMPLE BALLOT for UAW LOCAL 1853 ELECTION COMMITTEE

**VOTE FOR FIFTEEN (15), plus, Five Alternates (5)**

**VOTING**

**Date:** Sunday, February 27th, 2011  
**Time:** 12:00 P.M. - 5:00 P.M.  
**Place:** Union Hall (During the Monthly Membership Meeting)  
**Photo ID Required**

1. Gary Grove “Grumpy”  
2. Sherry Creps  
3. Tammy Sampson  
4. Ben Dobbs Jr  
5. Jim McVeigh  
6. Rosa Alexander Murriel  
7. Ray Moss  
8. Mary R. Ford  
9. Greg Sanderfer  
10. Evon Heath  
11. Cathy Busbee  
12. Richard Petrusha  
13. Patti Terry Hood  
14. Brian Bradley  
15. Joe Agosta Sr  
16. Greg Roche
As I reported out at our previous union meeting and published in a recent Chairman’s Report, the Lansing Delta Township Plant is in the process of adding permanent production members to build the Chevrolet Traverse, Buick Enclave and GMC Acadia. Therefore, several Spring Hill members that had Extended Area Hire applications on file for the LDT Plant were sent offers this last week for employment in Lansing Michigan. There were 33 offers sent to Spring Hill Members this past week and 15 current Spring Hill Members opted to accept these offers.

The breakdown of the 15 acceptances to the LDT Plant is 2 active team members and 13 laid off members that have decided to transfer. The vacancies that will be created by the active team members transferring to Lansing will result in two more laid off members returning to work.

Report to work dates for these Spring Hill members transferring to Lansing will be March 7th, 2011. Return to work notices for laid off Spring Hill Members required to backfill the departing transferees, will be sent to the affected members next week.

Any member that wishes to Permanently Transfer to another GM Plant should have an active application on file with the National Employment Center. We are entering a period of time that has been historically very busy in regards to movement of people and job opportunities at GM Plants throughout the Nation.

For our members that are interested in the possibility of temporary jobs at other GM Plants, stay tuned as there will be more news on this front soon.

The Lansing Delta Township Plant recently filed a Request with the National Employment Placement Center (NEPC) for permanent job openings at LDT. Spring Hill members received 33 Job Offers to LDT due in part to the agreement recently reached with GM on providing Spring Hill, “closed plant status” for job transfer purposes only! This agreement gave Spring Hill Members a priority on the opportunities to transfer through an extended area transfer process. Friday was the deadline for accepting these job offers and we had 15 members that accepted the opportunity to go to the Lansing Plant.

There were 2 active members and 13 Laid off members that accepted. Back fills will be notified next week to return from the layoff list to replace members that will be transferring to the LDT Facility. We wish all of our members that accepted these jobs the very best and hope that you do well at the LDT Plant. The leadership of Local 1853 will help you in any way that we can to assist you with a smooth transition. Please contact us should you need any help!
There remains one week left to sign up for the special retirement leave Option for Production Members. Next Friday, February 25th will be the last day to sign up for one of these options that was negotiated during the latest negotiations between the local parties in Spring Hill. The cutoff date for the sign up will be 2:30 pm at the hourly personnel office at door number 2 in GA above the ICF Facility.

The options are as follows:

OPTION #1: Any Member that could retire under the normal voluntary retirement plan can leave in March and will be allowed under the terms of this package to take the last 8 months off with pay until they retire under the new contract on November 1st, 2011. Compensation will be provided through Sub and Unemployment and the member will be deemed temporarily laid off until they retire on November 1st. All members that choose this option shall be entitled to receive any and all signing bonuses that may result from the National Negotiations, any Special Attrition Incentives should they arise from 2011 National Negotiations and all credited service earned through November 1st. Members eligible for this option will have any one of the following:

A) Members with 30 or more years of credited service or  
B) Members that have 85 Points or  
C) Member having 60 Years of Age and at least 10 Years of Service or  
D) Member having 65 Years of Age and at Least 1 Year of service

This Special Leave option is an extremely good option for any member that meets one of the above requirements and would like to retire under the 2011 National Agreement Economics. This program will amount to a paid leave that will allow a member that is planning on retiring to do so now but will gain all of the benefits of waiting until the new agreement, however without having to work. This agreement also has a provision negotiated in it by the Local Union that guarantees the return of a laid off UAW member from the street for every active UAW Member that chooses to accept this Special Retirement Program For Production.

OPTION #2: Retirement Grow In For Members with 29 Years of Service

The Local Union negotiated a program for our members with 29 years of service or more by February 2011 to grow into retirement. Members choosing this plan will be put on temporary layoff and will be allowed to continue being compensated at approximately 85% (same as above) until the member reaches 30 years of credited service and will then retire under the new 2011 National Agreement provisions. Current Medical, Optical and Dental benefits would remain active until the members official date of retirement.

All members that choose this option shall be entitled to receive any signing bonuses that may result from the National Negotiations, any Special Attrition Incentives should they arise from 2011 Collective Bargaining and all credited service earned through this leave that will enable the member to achieve their 30 years of service and retire from GM with a full 30 year retirement.

Members contemplating either of these Special Retirement Programs should plan to see a UAW Benefits rep to assist them. Hourly personnel will continue to hand out applications until the Friday February 25th Deadline of 2:30pm.

This agreement also has a provision negotiated in it by the Local Union that guarantees the return of a laid off UAW member from the street for every active UAW Member that chooses to accept this Special Retirement Program for Production.

If you have any questions at all, please call one of your elected officials to assist you. There are 143 members at Local 1853 that are eligible for the 29 year grow-in plan and 326 members that are eligible for the 30 year (option1) Plan. The total number of UAW Members working in Spring Hill eligible for one of these two programs is 469 Members.

*Any member that has exhausted their Full SUB Benefits will be moved back to Full SUB Benefits for the purposes of either Option 1 or Option 2 Retirement Plans and will receive the 85% compensation until retiring.