

Local 1853 UAW Chairman

October 7, 2011

MIKE HERRON - BARGAINING CHAIRMAN'S REPORT

UAW LOCAL 1853 Manpower Update

I am pleased to announce that the Shop Committee has made significant progress in discussions with Senior Spring Hill Management on Manpower. Agreements to pull ahead some of the members needed for the LGE Engine Launch have been reached today. There will be 16 Assembly Team Leaders for the new LGE Assembly Plant that will be posted on October 17th, 2011. These were originally scheduled to be posted in January 2012 however due to an agreement between the parties, will now be pulled ahead.

In addition, there will be 47 more LGE Jobs that will be expedited ahead of schedule and will be filled by Laid Off UAW Members that will be returned to work. These members will be returned from Indefinite Layoff and will work in temporary jobs performing various work in which they will assist with the successful launch of the LGE Engine Program. There will also be one back fill required in Vehicle Interior Systems, bringing the total number to 64 members that will be returned to work from layoff. Laid Off members will be returned in seniority order. You can view the latest Seniority List dated October 7, 2011 at www.1853chairman.com in the members only section.

Members that are on six month assignments at other GM Plants will be required to fulfill these requirements prior to returning to openings in Spring Hill.

Management will send formal return to work notices as the specific return to work dates are established. As additional details become available, I will provide them to our membership immediately. I am extremely sensitive to the fact that there are additional Manpower requirements surfacing at some General Motors Plants such as Wentzville. I also recognize the impact to our indefinitely laid off members and their families in relationship to the required manpower timing for the LGE Engine Launch. I have been working very hard with our UAW Shop Committee for months to convince GM to put a protective box around the indefinitely laid off members that will be required for the LGE Engine and other near term staffing requirements.

This agreement to expedite a portion of the LGE hiring will protect some of our members. We will continue to work with the International UAW and GM to devise additional plans that will insure the success of the many launches that we expect will occur next year (2012). I will keep you apprised of all of these plans as they are completed.

Summary Of Current UAW Manpower

Total Headcount:	1563 UAW Members
Total Active:	1072 UAW Members
Total Laid Off :	491 UAW Members
Production On Layoff:	490 UAW Members (includes 46 on grow-in)
Skilled Trades on Layoff:	1 UAW Member(Electrical Apprentice)

These are the numbers as of 10-7-2011

Local Negotiations Update

I would like to provide our membership a brief update on our local negotiations. The bargaining Committee has been hard at work, both in our sub committees and at the main bargaining table, processing both the Union's Demands and Management's Initiatives that were submitted as part of this Collective Bargaining Process. Bargaining ramped up rather slowly, however

it has gained some momentum since the ratification of the new National Agreement. I know that there are many rumors pursuant to what is happening in Local Negotiations and I can assure that this negotiations is no different than any of the previous that I have been involved with. We have a very experienced and competent UAW Bargaining Team that is working

Local Negotiations Update

professionally through the issues. Both parties, Union and Management have changes that they want to make to the current local agreement.

Your Local Bargaining Team will work diligently through the issues to bring you a Local Agreement that you can all be proud of. There is no one on this UAW Bargaining Committee that is interested in concessions as we currently have a competitive, cost effective agreement in Spring Hill. The Union would like to strengthen key areas of this local contract that our members would like to see improved. Please do not be misled by rumors and innuendo, as the UAW Bargaining Committee will communicate directly to our membership as progress is made.

On behalf of the Bargaining Committee, I would like

to thank our membership for their support as we are away from the plant floor during negotiations. We also appreciate the elected UAW Alternates that are doing a great job in handling the day to day representation activities in our absence.

Local 1853 and our members are committed to working with GM Management to return Spring Hill Manufacturing to its Leadership position in Automotive Manufacturing in the South as we launch new products that are coming to Spring Hill. We look forward to the successful completion of this Local Agreement so that we can quickly get back to work on this plan.

Lump Sum Signing Bonus to be Paid on October 14th

There have been many questions regarding the payout date for the \$5000 Lump Sum Signing Bonus. The National Parties agreed that the signing bonus would be direct deposited on the second pay period after the ratification of the National Agreement. There had been widespread speculation that the bonus would be paid on October 21, 2011, however GM Payroll came out with clarification today. The official effective date of the new GM National Agreement is October 3rd, 2011. GM will therefore be paying the signing bonus to all of the eligible members on the October 14th, 2011 check. I have included language from the 2007 National Agreement, Document 92 as a reference to the eligibility requirements below.

You had to be in one of the following categories to be eligible.

- * Active Team Members
(excluding those hired pursuant to Appendix A, Section IX- These are long term temporary employees)
- * In Protected Status
- * On temporary layoff status
- * On Pre-Retirement Leave
- * On Leave pursuant to Family Medical Leave Act (Doc 125)
- * On one of the following leaves of absence not greater than (90) Days:
 - Informal Leave (Paragraph 103)
 - Formal (Paragraph 104)
 - Sickness and Accident (Paragraphs 106/108)
 - Military (Paragraphs 112 or 218a)
 - Educational (Paragraph 113)
 - Employees represented by the Union, otherwise eligible with retirements processed for an effective date of October 1st, 2011.

In addition, should the International Union, UAW GM Department raise any question of equity in application regarding specific employees who are represented by the union, the corporation agrees to meet on such cases in order to review the facts.

Automotive News

General Motors is delaying the addition of a second shift at its Michigan assembly plant that makes the Chevrolet Volt.

In May, GM said that it would add a second shift at its Detroit-Hamtramck plant by late this fall to double Volt production. Instead, a plant overhaul completed this summer, along with a more-modest addition of workers, will allow GM to double production starting early next year while remaining on one shift, the company said today.

GM said the move "will significantly reduce costs, and has no impact on the plant's ability to make 60,000 Volts and Amperas (the European version of the Volt) in 2012." In May, GM upped its 2012 production forecast to 60,000, from an earlier forecast of 45,000. GM said it still will add about 300 people at the start of the year to increase Volt production, but it will remain on one 10-hour shift, four days a week.

GM is pushing back plans for a second shift, which would have added hundreds more workers, until the second half of 2012. By then, it's expected that production of the next-generation Chevy Malibu will have begun at the plant.

George McGregor, president of UAW Local 22, which represents workers at the plant, said he had expected the addition of a second shift sometime in 2012, but GM had not specified when.

"The sooner the better, but I guess demand will dictate when that happens," he said. "Hopefully we'll get a third shift someday, too."

GM spokesman Chris Lee said in a statement: "This approach is just a more efficient way to make the same number of vehicles -- it's good for our business and good for our customers."

In May, GM said it eventually would add a third shift at the plant, which is scheduled to begin assembly of the next-generation Chevy Malibu, due out early next year, and a new Chevy Impala, which is expected in 2013.

Automated functions

The plant was idled for about six weeks over the summer to automate some functions in the body shop, such as the subassembly of doors. GM also took out roughly six miles worth of conveyor belts, which streamlined the operation and boosted its throughput, the source said.

Those changes have increased production even before adding workers. This year through early August, the plant produced 4,249 Volts. GM says total production will hit 16,000 by year end.

About 10,000 of those will be sold in the United States, GM has said. Another 2,500 will be used as dealer demos. The rest will have been exported to Europe and China.

Next year, GM expects to produce about 45,000 Volts for the United States, along with 15,000 units for export.

GM sold 723 Volts in September. GM sold 3,895 Volts through the first nine months of the year. The vehicle went on sale in December.

Mike Colias -- Automotive News

Skilled Trades Special Attrition Program Details Announced

The shop committee and benefits reps participated in a joint meeting with management from all GM Plants today that outlined many of the details of the recently announced National Agreement Skilled Trades Special Attrition Program. This SAP will be administered slightly different from the previous special attrition programs. This SAP is designed specifically with the intention of creating openings nationally that will allow skilled trades members to return to skilled trades jobs that have been either laid off or working in production jobs because no other job is available at their plants. This is a National Program and it will be determined by management whether each member that applies for this special program will be approved or not. The specifics are as follows:

- * Members that are eligible are those Skilled Trades Members that have 30 plus years of service, or who have 85 points with age and years of service combined or who are at least 60 years of age and have 10 years of service or skilled trades members that are 65 years of age.

- * Skilled Trades Members participating in this SAP are eligible for the \$10,000 lump Sum that will be paid to all hourly GM Team members that retire under the terms of the new 2011 National Agreement. In addition, the Skilled Trades Members that are approved for this SAP will receive an additional \$65,000 under the terms of this special offer. In total, trades members that are eligible will receive \$75,000.

- * Eligibility will be determined based on whether there is an ability to get a replacement for the retiring member from the pool of members (1300) that are either laid off or working in production.

- * Special Retirement Program for Skilled Trades will run from November 1st, 2011 to April 1st, 2012. All skilled trades members that take this SAP must be retired by April 1st of 2012 at the latest.

- * Skilled Trades Members that wish to Voluntarily Quit will also receive the \$65,000 bonus and must be gone by no later than March 31st of 2012. I do not encourage our members to take this option unless there are certain circumstances that would make this advantageous to our members. Approach this option with caution. Members taking this option will be severing their seniority rights and benefits with GM.

- * Members that are approved for the Skilled Trades SAP will be given a retirement date that will coincide with a replacement member being made available and trained. Retiring members will be given a date that is the first day of the month in which they are eligible to

retire after management approval.

- * Skilled Trades Openings created by these retirements will not be subject to back fill by the Normal Appendix A Transfer Process. These openings will be filled by members that are laid off or are working in a production capacity, once the determination is made by the National Parties that the job will be back filled. This is the primary goal of this SAP, to get trades members returned to work on a skilled trade jobs.

- * The Roll out for the Skilled Trades SAP will take place on October 14th in Spring Hill for all interested trades. Management will conduct the roll outs for each respective shift in the meeting area of the GA Cafeteria.

- Members will have 45 days to consider the Skilled Trades SAP. Once a member signs the forms, they have 7 days to rescind their offer. Remember the seven day clock starts as soon as the SAP Forms are signed.

- * It is highly unlikely that any skilled trades members will be retiring in either November or December due to the process that requires a trained back fill where necessary. Most will retire in 2012.

- * There is no retroactivity in any aspect of this SAP Program. In other words any trades members that retired in September or October or who have taken a previous SAP will not be eligible to collect the SAP Monies according to the plan documents.

- * There is no limit on the number of skilled trades members taking the SAP as long as they are approved by GM central office Management and there is a plan to back fill the vacant jobs created by this program.

Please take the time to consult with your UAW Benefits Rep, Financial professionals and/or legal advisor and your family prior to making a decision about this Special Attrition Program.

Local Roll Out meetings will be held in the GA Cafeteria on Friday October 14th at 5:30 AM for third shift, 1:30 PM for first shift and 4:30 PM for second shift.



UAW Legal Services IS Available to Assist You

There have been many misconceptions regarding the GM-UAW Legal Services Program since the ratification of the 2011 National Agreement . The Legal services program will not end until December 31st, 2013.

All of our members should take advantage of these great services over the next 2 years. The following UAW Members are eligible to receive these free services:

Retirees, Retirees Spouses, Surviving Spouses, Active Members, Active Members Spouses, and Dependent Children 25 and under that meet the requirements.

Services that are available and covered under this benefit program are:

- A) Suspension or termination of Social Security Disability Benefits
- B) Guardianship(s)
- C) Probate Proceedings, including writing Wills, Codicils and Trusts
- D) Adoption or Legitimization of a Child
- E) Name Changes
- F) Defense Of Collection action on personal or family debts
- G) Defense of Garnishments
- H) Repossessions and Replevin
- I) Assistance and litigation with Personal Bankruptcy
- J) Consumer Complaints and Warranties
- K) Contracts For Goods and Services
- L) Insurance Claims or Loss Of Coverage
- M) IRS Audits and administrative proceedings
- N) Tenet Representation and Leases for Tenets on Personal Residences
- O) Property Damage- Real and Personal
- P) Real Estate Matters relating to family or personal residences.
- Q) Medicare Appeals
- R) Uncontested Divorces
- S) Post Divorce Modification of Child Support and Alimony Orders
- T) Termination of Parental Rights
- U) Social Security Disability Applications and Hearings for active workers and retirees.

Services Offered Under These Benefits Where Only The Office Work is a covered Benefit:

- A) Other Social Security Claims
- B) Veterans Benefits
- C) Food Stamps or other public assistance claims
- D) Moving Violations- Traffic
- E) Other Traffic Offenses other than parking citations.
- F) Divorce, Separation, Annulment, Dissolution, Maintenance and Child Custody
- G) Misdemeanors
- H) Juvenile Offenses
- J) Naturalization, Immigration and deportation
- K) IRS Audits and Administrative Proceedings

The new Location for our Legal Services is at 3011 Harrah Dr. Suite A , Spring Hill Tennessee, 37174. This location is entered off of Campbell Station Parkway, behind where the Kroger in Spring Hill used to be Located. Hours Of Operation are Monday-Friday 8:45 am to 5:00 pm (cst)

Phone Number : (615) 302- 1443

Toll Free Number: (877) 501-4597

Fax Number : (615) 302-1446

Please make plans to utilize your collectively bargained benefits today.



Powertrain L-850 Takes Week of October 10th Down

The Powertrain L850 Plant will take the week of October 10th off as there are capital projects and volume stabilizing activity taking place. Production team members will be temporarily laid off for the week in both assembly and machining. Exceptions to this will be determined by the group leaders in each area. Skilled Trades will continue to work during the week on the many projects that are underway in Spring Hill including the installation of the new LGE Engine Program.

Unemployment Process for Powertrain Temporary Layoff

There have been a lot of questions that have been asked regarding the process for filing for unemployment for those members on temporary layoff on the week of October 10th in Powertrain.

In an attempt to make things easier to facilitate unemployment, the union has worked with the company to streamline the process. I have attached the process agreed to with the State of Tennessee and our benefits reps yesterday. Please see the attached process and I hope that this simplifies things for you.

FILING for Unemployment Compensation with State of Tennessee:

All team members who will be laid off for one (1) week, need to go to the Northfield Building and see the Department of Labor - Unemployment Rep. Members need to do this the week of layoff, to open Unemployment Claims. The state will have you fill out a partial claim form. You will need to bring 2 forms of ID. You also need to bring your last pay stub for proof of income. The hours for the State of TN, Dept. of Labor in Northfield are 8 - 4 Monday - Thursday. Their phone number is: 931-374-1328.

SPECIAL NOTE: If you go to another Career Center (Unemployment Office) your claim will not be handled in the same way. The Unemployment office in Northfield has been provided a list from your employer (GM) stating you have been laid off. We STRONGLY urge you to file at the Northfield office to make this smooth for you. If you go anywhere else other than Northfield, it may delay your payment process including SUB payments. The partial claim will open your Unemployment claim and apply for one week of unemployment.

Filing for SUB:

There are two different filing scenarios:

- 1.** If you have not been laid off for over 1 year, you should set up for a new claim with the State of TN, (Unemployment) If you get a new claim, before you can apply for the week of SUB pay, your State of TN Monetary Determination has to be entered into the SUB system at layoffbenefits.com, under set up monetary determination info. Once your state information has been entered you can then apply for the week of SUB pay. (You will have to wait until the State provides you with this information)
- 2.** If you have been laid off within the last year preceding your current lay off date from management, and you already have an open Monetary Determination with the State of TN, (you still have to open your claim with the State) your information should already be in the SUB system and all you have to do is apply for SUB pay, for the week ending in which you are laid off.

The Department of Labor will not enter your information from the partial claim form until 7 days from when you are laid off (when you have been laid off for the previous week) but they do need you to open the claim the week you are actually laid off.

VIS, Polymers, Paint down week of October 31st

Lansing Delta Township is planning the week of Oct 31st through Nov 4th as a down week. Process improvements, capital projects and volume control are all factors in taking the week off. Spring Hill's VIS, Polymers, and Paint all supply the LDT Plant with components. Production Team members in these three component areas will take the same week down as LDT. Skilled Trades in these areas will utilize this time to complete process improvements. Spring Hill group leaders will advise specific areas of any exceptions to this plan.

GM Plants That Will Have Job Openings Soon

There are three plants that I am aware of that will soon have job openings filled through the National Employee Placement Center (NEPC). The Plants are Wentzville, which has 400 job openings that they have started to fill, Fort Wayne and Hamtramck which are each expected to have openings filled utilizing the Appendix A Process in the near future as well. Anyone that is interested in an opportunity at any of these plants should immediately apply through the NEPC Website.

New Voluntary Offers Received For Wentzville GM Plant

We received 14 new voluntary offers for the Wentzville Missouri GM Plant. As I stated in my previous Chairman's Report, the Wentzville Plant plans on hiring 400 new members to staff a second shift of Van Production. The leadership has sent a request to the NEPC that they are processing now. All of the voluntary applications for the Wentzville Plant will be exhausted prior to the requirement to force any members that are indefinitely laid off throughout the country. The Appendix A flowchart will be used to determine priority of members flowing to the Wentzville Plant. Members will report from the end of October through the beginning of January 2012 according to initial reports. The 14 Spring Hill UAW Members that received VOLUNTARY OFFERS to the Wentzville Plant are as Follows:

<u>FIRST NAME</u>	<u>LAST NAME</u>
JAMES	GODWIN
WILLIAM	GEORGE
KENNAN	DRAKE
BUFORD	GIBSON
SHARON	WALKER
MARIANNA	STEEVER
ROSCOE	STIGGER
EDWARD	CHILDRESS
SYLVESTER	LENOIR JR
TERRY	ZELLARS
DAVID	DOWLER
ERNEST	WALKER
MACKLIN	JONES
RANDY	HUTTO

Seniority List Updated

I have posted a new seniority list for members of Local 1853 in the members only section of my website 1853chairman.com. The data is located under the downloads area. I have reflected all of the latest voluntary and involuntary moves on this list. If you are a member of Local 1853 and do not have a username and password for the "Members Only" section then please apply for access. We have protected this section of the website for security purposes.

Visit: www.1853chairman.com

In Solidarity,
Mike Herron
Chairman Local 1853

Michael D. Herron



GM Vehicle Advocate Program Coming to Spring Hill on November 4, 2010



What is the Vehicle Advocate Program (VAP)?

It is about YOU, educating, promoting and generating some excitement about our company through a physical experience. There couldn't be a more important time in our history, for us as employees, to be educated on and promote our products and truly become GM Advocates. During this program you will get an opportunity to physically experience some of our most exciting vehicles. We will focus on our launch products and will provide you with information to educate yourself and share with others. This will allow you to understand our company and products at whole new level. You will be given one of the new launch vehicles to take home and experience. No mileage limits, no salesman riding with you, no one telling you where you can go - it's just you getting familiar with why you should be so excited about GM! We want you to share this with your friends, family or social network. Take the neighbors for a ride or see how much luggage you can fit in the trunk and then post the whole experience on your favorite social media page. From this experience we will show you how to get information on all of our vehicles and how you can help someone who doesn't currently own a GM product. You will see and feel how we are blowing the competition away. Enjoy your experience; we look forward to hearing about it and improving the program. As an employee, show your excitement and be the face of GM!

**The VAP Program is Founded on
"The Power of One" Principle
"One Employee Reaching One Customer"**

How Can YOU Participate?

All active Spring Hill (Rep and Non-Rep) team members are eligible to submit their name for a drawing for an overnight or weekend drive. This year we will have the following vehicles to drive:

- **Chevy Cruze**
- **Traverse**
- **GMC Acadia Denali**
- **Buick Regal**
- **LaCrosse**
- **Cadillac CTS Coupe**

When a team member gets a vehicle it will be cleaned and full of gas and it should be returned the same way; there are no mileage limitations on these vehicles. We will also conduct a special drawing that will allow for 6 lucky employees to have a vehicle for the Thanksgiving weekend. Details of this drawing will be in an upcoming newswire.

The vehicles will be parked in a designate spot in the GA 2 parking lot, and all the paperwork will be filled out in the Hourly Employment Office. Team members who work the 3rd shift will pick up and deliver the vehicles at the end of their shift to the hourly employment office between the hours of 6:00 am and 8:00 am. Team members who are working the day shift will pick up their vehicles at the end of their shift (2:00-4:00pm) and return the vehicles at the beginning of their shift (5:00 -7:00am). Team members who work 2nd shift will pick up and deliver the vehicles at the beginning of their shift between the hours of 1:00 am and 3:30pm. If you have a question about the program, please contact Tony Mills @ 486-5582 or Bill Bechtel @ 615-400-1218. **The goal is to have every car taken home by a Team Member every night.**

GM Vehicle Advocate Program Spring Hill Assembly

Overnight Interest Form:

If you are interested in taking a vehicle overnight as part of the GM Vehicle Advocate Program, please fill out this form completely and drop it in one of the Transfer boxes or at the Hourly Employment office by 9:00 am October 28, 2010. If you have a question, please contact Tony Mills @ 486-5582 or Bill Bechtel @ 615-400-1218.

(PLEASE PRINT)

Name: _____

Area /Team: _____

Shift: _____ Start Time: _____

Group Leader: _____

Phone Number: _____

Seniority Date/Trades Date of Entry _____

Rank your preference using the #s 1-6, with 1 being your top choice.

- ___ Chevrolet Cruze
- ___ Chevrolet Traverse
- ___ GMC Acadia Denali
- ___ Buick LaCrosse
- ___ Buick Regal
- ___ Cadillac CTS Coupe

***If your name is drawn, you will be contacted and provided with date and more information.**