

# Local 1853 UAW Chairman

October 23, 2011

## MIKE HERRON - BARGAINING CHAIRMAN'S REPORT

### Spring Hill No Longer Closed Plant Status For Transfers Comprehensive Manpower Report For Spring Hill

The National Parties have removed Spring Hill from the "Closed Plant Status for Transfers" effective immediately. Local 1853, approximately 14 months ago, made a formal request to the National Parties to receive Closed Plant Status ONLY for the purpose of transfers which allowed our members that wanted to transfer to another location the ability to do so at a higher priority on the Appendix A Flowchart.

Many Spring Hill Members would have been left behind even though they had higher seniority than some of the members that were applying for these same jobs because of being in different hiring regions. This was very important due to the high number of members that were on indefinite layoff in Spring Hill at the time and that had no opportunity to work and with benefits that were quickly dissipating. Today, the future employment picture in Spring Hill is much different. The future looks great and sub pay has been restored.

A continued Closed Plant Status would also have created an unwanted higher priority on the Appendix A flowchart for forcing our members to other locations. Given the return to work prognosis, this status would have been detrimental for members that otherwise are trying to stay in Spring Hill with their families until their return to work date.

Therefore, this Closed Status has been removed due to the new products coming to Spring Hill and the forecasted return of our members to staff the new LGE Engine, new business for VIS, Paint and Polymers and additional new business for Steel Stamping. All of this work will require additional workers to return from indefinite layoff including those with return rights in seniority order.

There are many positive things happening with regard to manpower in Spring Hill. I have reached an agreement with the company to bring back 64 of our Indefinitely laid off members early to assist with the LGE Engine Launch Activities. This is a pull ahead of the workers required for the staffing of the LGE that was originally planned to take place next year.

These Members have been laid off for nearly two years since the loss of the Chevrolet Traverse on November 30th, 2009. This is really good news for these members and their families and we are extremely pleased that they are returning to work. We are also working with the International UAW in Detroit and with the Region to try to get a box put around the rest of our members that are indefinitely laid off to avoid being forced to another location. As you are aware, we have been trying to get an agreement with the company to do this for about a year now.

With the imminent return of all of our members that have return/recall rights, we are working hard to avoid the requirement of having to go to another plant. I will keep our members apprised of how these discussions are going. We are grateful for the support that we have received from the National Parties on this issue.

#### 64 Members that are returning on October 31st:

Aites Jr, Richard N	Harris, Charles W	McKenney, Ronald	Tate, Mary A
Barnard Jr, Thomas W	Hassan, Linda L	Mills, Matthew S	Thrain, Patrick
Beasley, William G	Henry, Vance E	Minor, Michael	Verser, Arnold
Beeny, Dennis A	Hise, Douglas	Montgomery, Wendell W	Walker, Sharon R
Bilderback, John R	Hogan, Darryl Q	Motil, David	Ward, Joseph
Childress, Edward	Jackson, Anthony	Neighbors, Jim K	Williamson, Timothy S
Coan, Stanley A	Jackson, Cynthia D	Pella, Paula J	Wood, John W
Cox, Patrick A	Johnson-Lockhart, Kimberl	Porter, Steven M	
Crawford, Cheryl	Kinsman, Willard D	Reding, Kimberly S	
Ebosele, Mathew S	Landers, Tony L	Rogers, Milton J	
Franks, Michael H	Legg, Betty K	Romo, Leonardo	
Furden, Joseph M	Locker, Susan S	Ruiz, Chris A	
Garrison, Kenny T	Logan, Gary W	Russell, Patricia	
Gatlin, Danny M	Lory, Ronald L	Sampson, Parthelia Hatha	
Gibson, Buford A	Madden, Kermit J	Schmidt, Dean	
Gibson, Daniel R	Madrid, Alberto E	Steever, Marianna	
Goodwin, Sandy J	Martin, Robert A	Stigger, Roscoe	
Gouldin, Carl E	Masters, David W	Swanner, Joey P	
	McClellan, William A	Swift, Jeffery B	

## 16 Team Leader Positions Posted for LGE Engine

This past week there were 16 Team Leader Positions that were posted for the LGE Engine Area. These are the first 16 team leader positions that have been posted for Assembly and Materials. These posting's will come down at 9 AM on Monday, October 24th. These leaders are temporary and will be responsible for getting the engine launched. Once the teams are staffed and operations reach steady state, the teams will select their own permanent team leader in accordance with our Local Agreement.

# Temporary Layoffs In Paint, Polymers and VIS

Volume Configurations, Equipment Upgrades and New Vehicle Launch Activities at the plants which Spring Hill is supplying components, have caused the need for a temporary layoff in Paint, Polymers and Vehicle Interior Systems. The local union has worked with management to allow for volunteers from these areas to accept this temporary layoff in order to minimize the impact on our members and the business. Please keep in mind that contractually, the weeks spent on temporary layoff do not count towards your job security provisions. In other words, a member having 52 weeks of job security provisions will not experience any erosion of this number due to a temporary layoff. Final information pursuant to the number of volunteers for each area will be shared with the shop committee this week after the canvass of all members working in those areas is complete.

## Suggestions Pay Off Big For Spring Hill UAW Members

The GM-UAW Quality Network Suggestion Program has yielded tremendous payouts recently for Spring Hill Members. The GM Corporation has saved millions of dollars as a result of Spring Hill UAW Members offering their suggestions to improve the business operations in Spring Hill. Employee ideas that lower costs and improve the efficiency and safety in our plant all lead to greater job security. In the case of several UAW Members in Spring Hill last week, the suggestions were rewarded with monetary payouts of nearly \$100,000 as there were several Maximum award winners approved. This award money is derived from the savings that were achieved by the corporation as a result of the UAW Members great ideas being implemented.

There was a period of time in 2009 and 2010 that the suggestion program was suspended and there were no monetary payouts. During this time frame, the suggestion program participation waned and there was very little activity. This is no longer the case as the suggestion program is paying out awards as a result of savings from your ideas. I encourage every UAW member to submit their ideas and collect extra income from the savings that are generated. In addition, you make GM a more profitable company which helps everyone's job security and will also result in greater profit sharing for all of our members. This is a true win for everyone.



### NEW SENIORITY LISTS POSTED ON CHAIRMAN'S SITE

There are new seniority lists posted at [www.1853chairman.com](http://www.1853chairman.com) that reflect all of the changes that I have described in this report. The complete updated lists are available in the members only section to protect information security.

## **Workers From Foreign Transplant Companies Should Take Notice**

Non Unionized Autoworkers in the south, working for the Transnational Car Companies should pay special attention to the actions that are being taken by their auto companies pursuant to retirement. When a young person gets their first job in an auto plant, the last thing that anyone thinks about is retirement or the need to have a contract that outlines their pension or health care. Retirement seems so far away, a remote idea that most workers in their twenties and thirties can hardly imagine. Health care during retirement is just an after thought and is given very little weight when considerations are being made about whether to join a union or to just TRUST a company to take care of you and your family when you retire.

Many workers do just that, and trust their employers to act in their best interest. This is the biggest mistake a worker could ever make. If there is anyone that thinks that these companies have a social conscience and care about you and your family during your retirement years, you are wrong. At the point of retirement, a dedicated loyal worker that spent 30 years or more helping their company generate a profit, becomes nothing more than a liability or legacy cost, as it commonly referred to in the world of business. You are now an expense to the company that generates no return on investment to the stockholders in the eyes of the bean counters. The real truth is many companies actually employ actuaries that project your age of death so that the company can determine when their profits will increase due to you no longer being a liability to them on their balance sheets.

The recent Bankruptcy of GM and Chrysler provided a tremendous education and insight into the world of failed corporate promises to retirees. There is a tale of two entities that played out during the Bankruptcy proceedings and depending on whether you were represented by the United Auto Workers Union or another smaller union, your fate was very different. Those workers that were Non- Represented or members of management with no union representation at all, also fared far worse in the Bankruptcy settlements.

When the Federal Government loaned GM the money necessary for restructuring, the Pension Benefit Guarantee Corporation (PBGC) considered taking over the Billions in pensions that were promised to the GM and Chrysler retirees. The UAW fought against this takeover, knowing that it would result in severe reductions in the pensions of the members that it represents. The UAW prevailed in their argument for GM and Chrysler Workers as the corporate restructuring took.

The PBGC ultimately took over the Delphi Pensions even though most of these members had been lifelong GM Workers, and had only recently become solely Delphi employees during the spin-off in 1999. The Delphi Employees that were represented by the UAW were topped off or made whole through contract agreements with the United Autoworkers. In contrast, workers that had no union representation or were represented by the IUE, IBEW and IAM all faced benefit reductions while their UAW counterparts were protected through strong contract negotiating. Many workers had reductions in their pensions that ranged from 30%-70% of their total compensation which is brutal loss during your retirement years at a time when their families were counting on these pension checks.

What many people do not know is that the UAW Leadership did a great job of protecting our members during the bankruptcy proceedings that could have resulted in a total pension takeover by the PBGC. If the PBGC would have taken over the pensions of our workers, this would have been devastating as benefits would have been drastically cut. This did not happen to the GM or Chrysler workers. The Delphi workers that were represented by UAW got their pensions protected even though the PBGC took over the Delphi Pension Liability.

Some Delphi Retirees have asked "why do the United Autoworkers Retirees enjoy full benefits thanks to their UAW Collective Bargaining Agreement, yet the rest of us face benefit reductions as our pensions are turned over to the PBGC. The UAW clearly was the difference maker in this scenario and has never fully gotten the credit that it deserved for protecting our members.

## **Workers From Foreign Transplant Companies Should Take Notice - continued**

Pensions and Retiree Medical Benefits are the most important elements of a retirees survival in their golden years. It is a fact that unionized employees have far better benefits, and their pensions are protected during their retirement years much better than those workers that have no union working to protect them.

Autoworkers in the south really need to consider whether they are better off with or without a union. The widespread use of temporary workers that these foreign companies use to build cars leads to a distant relationship between a company and its workers that has no commitments to them or their families. This leads to lower pay, minimal benefits and very few retirement obligations for any of its workers. There is no job security for autoworkers at these foreign transplants without a union and the retirement and health care benefits will continue to be poor without a collective bargaining agreement.

Any worker that has no contract language protecting their rights is working entirely at the whim of their employer in a right to work state. The UAW represents workers to make sure that they have a contractual basis for their working relationship with the company they work for. Most American Citizens would not consider going to court with their life on the line in a trial without a lawyer, yet many workers in the south question the need for unions. It makes no sense because your financial livelihood is at stake and it is wise to have someone protecting your rights as a worker and negotiating for you.

That is why the CEO's of all of the companies have an employment contract written by a lawyer prior to starting their job. This contract defines the conditions of employment for the manager such as rate of pay, retirement pension, hours of work, vacation allowances, bonuses, and severance or golden parachutes as they commonly refer to it in the industry. If this sounds a lot like a union collective bargaining agreement-- it is. The only difference is that union agreements represent the entire workforce in most instances while a CEO's Employment Contract protects only one person at the top of the food chain. I say that if it is good for the CEO, then it is good enough for the workers.

I shared this story as an insight for those that have ever questioned whether being a member of the UAW is a good idea. In the case study of the GM, Chrysler and Delphi Bankruptcies, it was clearly the UAW's Leadership in negotiations that made a difference for our members.

## **15 Temporarily Laid Off SPO Members to Return**

There are 15 Members that have been temporarily laid off since February that will be returning on Monday October 24th. These members were working in SPO at the time that GM ceased Saturn Operations in Spring Hill. The Union negotiated a plan with management that allowed these members to take a temporary layoff until November of this year. Some of these members have taken the Retirement Grow-in while others are coming back in to staff the LGE Engine Needs. We welcome these members back to work. If you are interested in being a team leader in the LGE Assembly area, please make application upon your return on Monday morning before 9 AM.

### **SPO Members Returning To Work October 24th**

Eldon Anderson	Frank Morris
Ella Beasley	Dennis Poole
Carl Bradford	Harold Shelton
Arthur Calhoun	Rosie Wagner
Linda Cole	Leatrice Washington
Donal Evans	George Williams
James Fultz	
Vaughn Jessie	
Tom McCallum	

# Wentzville Assembly Extends Four Voluntary Offers

Four Spring Hill Members received voluntary offers from the Wentzville Missouri GM Assembly Plant this week. Wentzville recently was awarded a second shift of Van production due to increasing demand for their popular cargo van. After returning their members from layoff, Wentzville will still need approximately 400 members to fill job vacancies at the plant. The NEPC is offering everyone with voluntary applications on file a job in seniority order as defined by the National Agreement Appendix A Flowchart. The members that received voluntary offers this week are as follows:

William "Scott" Magner, Denise Knight, Rhonda Smith & Delenia Lemmons

Responses are due by 10-25-2011 and report to work dates in Wentzville are 11-28-2011.

---

## LOCAL 1853 Manpower Status As of 10-21-2011

Total Spring Hill Team Member Headcount:	1560
Total Active Team Members:	1073
Total Laid Off Team Members:	487

### Production

Active Members:	767
Laid Off including 44 on Pre-Retirement:	486

### Skilled Trades

Active Members:	306
Laid Off Members (Electrical Apprentice):	1

### History Of Employment Offers For Spring Hill UAW Members in 2011- Year to Date

Voluntary Offers:	144
Forced Offers:	192
Total Job Offers:	336
Total Accepts:	229 = 68.2%
Total Declines:	97 = 31.8%

Members taking \$4800 Basic Relocation:	210
Members taking \$30,000, 3 year Relocation:	19

### Location Of Our Spring Hill Members

Members Working at Fairfax:	128
Members Working at Flint Assembly:	73
Members Working at Arlington Texas:	17
Members Working at Lordstown Stamping:	32
Members Working at Lansing Delta Township:	23
Members Working at Marion Stamping:	11
Members Working at Toledo Powertrain:	29
Members Working at Wentzville Missouri:	22



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.**