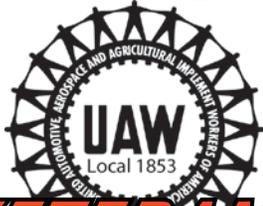


# Local 1853 UAW Chairman

Nov. 11, 2012

MIKE HERRON - BARGAINING CHAIRMAN'S REPORT

## Sunday November 11th - Veterans Day



### VETERANS

On behalf of the Local 1853 Shop Committee and Executive Board, I would like to extend a heartfelt thanks to all of our Military Veterans.

Spring Hill Manufacturing and Local 1853 has many military veterans both currently active and retired, that have proudly and honorably served our nation. General Motors and the UAW combined have over 5000 active members that are Veterans and 45,000 retirees that are Veterans of our United States Armed Services. We are proud of all of you and thank you for your distinguished service to our nation and defending us all, so that we may live safely in the a free country that is the world's greatest democracy.

The sacrifices that these patriotic men and women and their families have made for all of us is immeasurable. It is extremely important that we thank them today and everyday for their military service. It is also critical to recognize the active military members that we have in harms way in danger zones all around the world around right now. May God continue to protect them and keep them safe as they carry out their missions to secure safety for citizens of the United States, both home and living abroad.

We would also like give special recognition to our UAW Local 1853 Veterans Committee which is one of the most active committees in our Local Union. Their many efforts to assist military veterans in Tennessee, Alabama and Kentucky is an outstanding example of commitment that the UAW has to our Military Hero's.

### The History of Veteran's Day

Many people confuse Memorial Day and Veterans Day. Both holidays were established to recognize and honor the men and women who have worn the uniform of the United States Armed Forces. But Memorial Day, which is observed on the last Monday in May, was originally set aside as a day for remembering and honoring military personnel who died in the service of their country, particularly those who died in battle or as a result of wounds sustained in battle.

While those who died are also remembered on Veterans Day, which

is observed on November 11, Veterans Day is intended to thank and honor all those who served honorably in the military - in wartime or peacetime. In fact, Veterans Day is primarily intended to thank living Veterans for their service, to acknowledge that their contributions to our national security are appreciated, and to underscore the fact that all those who served - not only those who died - have sacrificed and done their duty.

U.S. President Woodrow Wilson first proclaimed Armistice Day for November 11, 1919. In proclaiming the holiday, he said "To us in America, the reflections of Armistice Day will be filled with solemn pride in the heroism of those who died in the country's service and with gratitude for the victory, both because of the thing from which it has freed us and because of the opportunity it has given America to show her sympathy with peace and justice in the councils of the nations."

The reason for this date being selected is that coincides with other holidays such as Armistice Day or Remembrance Day, which are celebrated in other parts of the world and also mark the anniversary of the signing of the Armistice that ended World War I. (Major hostilities of World War I were formally ended at the 11th hour of the 11th day of the 11th month of 1918 with the German signing of the Armistice.)

In 1945, WWII veteran Raymond Weeks from Birmingham, Alabama, had the idea to expand Armistice Day to celebrate all veterans, not just those who died in World War I. Weeks led a delegation to Gen. Dwight Eisenhower, who supported the idea of National Veterans Day. Weeks led the first national celebration in 1947 in Alabama and annually until his death in 1985. President Reagan honored Weeks at the White House with the Presidential Citizenship Medal in 1982 as the driving force for the national holiday. Elizabeth Dole, who prepared the briefing for President Reagan, determined Weeks as the "Father of Veterans Day."

Armistice Day officially became a National Holiday called Veteran's Day.



# Team Member Recognition is Coming

The Union and Management have reached an agreement to recognize the tremendous efforts of our UAW members to launch two world class products simultaneously and with the highest of quality. The efforts by our team members to launch the Chevrolet Equinox in the shortest period of time ever for a vehicle launch, while at the same time launching the all new LGE Next Generation Ecotec 4 cylinder engine, has once again underscored Spring Hill's tremendous competency in quickly and flawlessly executing new product launches. Being able to launch new products in this manner was one of the top five initiatives that General Motor's Board of Directors have been working with GM Executives and the Union Leadership to attain. To all of the members of Local 1853--Thank you once again for showing that the Spring Hill Plant has an awesome workforce that continues to lead the way in excellence for Automotive Manufacturing in North America.



One aspect of this appreciation will be a Recognition T-Shirt with our UAW/GM Logos and the Union Pride Label logo on it. This is the same logo that was designed by Spring Hill Tennessee Local 1853 Member Mike Bragg and is applied to every vehicle that we build. There will be other activities that will be announced in the future that will further thank our members for their outstanding world class performance with these new product launches. Please take the time to fill out your T-Shirt order forms as they are due by November 14th, 2012 to facilitate a timely order. One other point of interest, these shirts are 100% cotton, so please select sizes accordingly. They are American Made and Union Made by Impressions Clothing.

Team Leader and Group Leaders have the order forms. Completed forms need to be put in the PRD (Job Application) boxes that are posted throughout the plant before the deadline. You MUST fill out a form to get the shirt.

## General Motors Outperforms WallStreet's Profit Expectations \$

GM recently reported Profitability in North America of 1.8 Billion Dollars which was down from last year's 2.2 Billion in profit for the 2011 North America 3rd Quarter performance report. This profitability far exceeded the analysts predictions. This is great news for UAW-GM Active Members that will be receiving profit sharing bonuses based on the entire 2012 financial performance in North America EBIT (earnings before interest and taxes). This formula was finalized during the outstanding collective bargaining conducted by the International UAW in which the company agreed to share an increased percentage of the profits in lieu of base wage increases which GM was unwilling to raise. The National Agreement Profit Sharing formula paid out \$7000 for our fully vested active members last year (2011) and it appears that based on financial projections for the 4th Quarter of 2012, our members are in store for another very good year. General Motors business reorganization while painful for all of the parties, was necessary and has proven to be nothing short of amazing with such a significant business recovery in a very short period of time. GM continued to create cash flow, recording 23.3 Billion Dollars in cash as of September 30, 2012 up from 16.1 Billion at the end of 2011.

### Performance Year to date for General Motors North America

1st Quarter 2102	1.7 Billion EBIT For N.A.
2nd Quarter 2012	2.0 Billion EBIT For N.A.
3rd Quarter 2102	1.8 Billion EBIT For N.A.



In Solidarity,  
Mike Herron  
Chairman Local 1853

*Michael D. Herron*

