

Local 1853 UAW

Sept. 17, 2012

Chairman

MIKE HERRON - BARGAINING CHAIRMAN'S REPORT

Spring Hill Successfully Launches The Chevrolet Equinox

The General Motors Plant in Spring Hill Tennessee has been a plant that for years has earned a reputation for building high quality vehicles and components and flawlessly launching new products in the market place. Spring Hill, a five time Chairman Award winning plant has a workforce that has worked hard to earn this distinction. This reputation dates back to the Saturn Years in which vehicles were retooled and launched without losing a single product and where new products were built back to back with the outgoing products - saving millions. The Spring Hill Workforce has always been the difference maker in achieving these tremendous world class results. This success extended to the Launch of the Chevrolet Traverse in 2008, when the General Motors Corporation awarded the Spring Hill Plant and our UAW Workforce for having the highest quality product launch recorded by GM to date.

This past week, trucks and trains began rolling out of the Spring Hill plant once again, loaded with world class vehicles for the first time since November of 2009, when in a somber event, the last truckload of Chevrolet Traverses were shipped. Spring Hill's Workforce over the last six months has been quietly launching the Equinox in record time and with the highest of quality. The Chevrolet Equinoxes being loaded up this past week and heading down Saturn Parkway towards dealerships throughout the country was an emotional sight especially when you consider that one of GM's most technologically advanced and flexible vehicle assembly plants was once again back in business after sitting idle for 2 years.

The Cami Plant, in Ingersoll Ontario began building the Equinox in 2008 and production was added to the Oshawa Plant when production requirements could not be met by a single plant.

An opportunity to build the highly popular vehicle in the United States resulted in an announcement in November of 2011 that the Spring Hill Assembly Plant would reopen and build 4 cylinder versions of the Chevrolet Equinox in Tennessee. The announcement made by top leaders of the United Autoworkers (UAW) and General Motors, cited a 68 million dollar investment and over 600 new jobs being added to the Spring Hill Plant. This has materialized as the work to launch this new product has been completed.

Spring Hill has just successfully launched the Equinox in an innovative flexible plant that can produce just about any product that GM's customers demand. Spring Hill also builds the fuel efficient 4 cylinder engines that power the Equinox.

On Behalf of the UAW Shop committee and the Executive Board, I would like to extend my thanks to the UAW Workers of Local 1853 that continue to do things that many have said could not be done. The Spring Hill Team has made the impossible --Possible! You have once again launched a new vehicle and a new engine simultaneously in record time and under budget. This challenge could not have been accomplished without a highly trained and skilled UAW workforce that is deeply committed to being the very best. We have a great mix of seasoned veterans, newly hired workers and union represented (or soon to be represented) supplier team members all working together to achieve superior results.

Thanks for all that you do on a daily basis to make Spring Hill Successful!



Know Your Rights As A Union Member

One of your most important rights as a union member is your right to representation during any interview with management that could result in the possibility of you being disciplined or terminated. Your rights to representation are protected by law under what is known as the Weingarten Rights Act. Sadly, workers that are not in a union have no rights to assistance during these interviews that could lead to their discharge. Any person that works in a non-unionized environment is at the mercy of Management when it comes to job retention and having any workplace rights. People working in a non-unionized business are like people going to court without any right to an attorney.

Labor Relations Act (NLRA) gives employees the right to assistance from union representation during investigatory interviews. Although not explicit in the Act, the right was declared by the US Supreme Court in 1975 in *NLRB vs. J. Weingarten, Inc.* The legal rules that the court has declared are known as Weingarten rights.

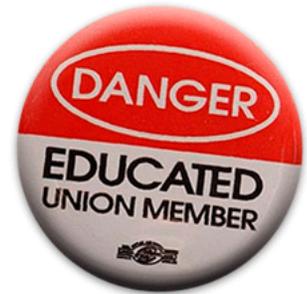
Employees sometime confuse the Weingarten rules with the Miranda rules. However there is a big difference in the two rules. Under Miranda rules police who question criminal suspects **MUST** notify them of their right to remain silent and to have an attorney present during questioning. **Under the Weingarten Act, employers have NO obligation to inform the employees of their rights to union representation. The employee must ask for union representation in such meetings. You as a union member must know your rights and demand to have your union representative present during any investigatory interview.**

An investigatory interview occurs when:

1. Management questions an employee to obtain information and
2. The employee has a reasonable belief that discipline or other adverse consequence may result from what he or she says.

Investigatory interviews relate to such subjects as:

- absenteeism
- accidents
- compliance with work rules
- damage to company property
- drinking
- drugs
- falsification of records
- lateness, poor attitude
- poor work performance
- sabotage
- slowdowns
- theft
- violations of safety rules



Not every discussion with management is an investigatory interview. For example, a supervisor may speak to an employee about the proper way to do a job. Even if the group leader or supervisor asks the employee questions, this is not an investigatory interview as the use or possibility of discipline is remote. If you are unsure, then ask for representation!

However a routine conversation changes character if a supervisor becomes dissatisfied with an employee's answers and takes a hostile attitude. If this happens, the meeting becomes an investigatory interview and Weingarten rules apply.

When a supervisor calls an employee to the office to announce a warning or other discipline that has already been decided it is not an investigatory meeting since the supervisor is just informing the employee of a previously arrived-at decision. Such a meeting becomes an investigatory interview, however, if the supervisor asks questions that are related to the subject matter of the discipline.

Having a Committee Person present can help in many ways. The Union Representative can:

- Serve as a witness to prevent supervisors from giving a false account of the conversation
- Object to intimidating tactics or confusing questions
- Advise (when appropriate) an employee against blindly denying everything. Thereby giving the appearance of dishonesty and guilt.
- Help an employee to avoid making fatal admissions.
- Warn an employee against losing his or her temper.
- Raise extenuating factors

The Employee Rights under the Weingarten Act are as follows:

1. The employee may request union representation before or during the interview. **Remember the company does not have to offer union representation. The Employee MUST Request it.**
2. After the request, the employer must choose from among three options.
 - Grant the request and delay questioning until the union representative arrives.
 - Deny the request and end the interview immediately.
 - Give the employee a choice of:
 - Having the interview without representation (**This is a mistake--Do Not Do This**) or
 - Ending the interview (best choice if no union steward is coming)

1. If the employer denies the request for union representation and questions the employee, the employer then commits an unfair labor practice and THEN the employee may refuse to answer.

Although some supervisors sometimes try to assert that the only function of a union rep at an investigatory interview is to observe the discussion, in other words be a SILENT witness--**THIS IS WRONG**. The union rep has the right to counsel the employee during the interview and to assist the employee to present the facts. Legal cases have established the following rights and obligations of the union rep.

1. When the union rep arrives, the supervisor must inform the employee and the union rep of the subject matter of the interview: for example, the type of misconduct, which is being investigated. (The supervisor does not, however, have to reveal management's entire case.)
2. The union rep can (and should) take the employee aside for a private pre-interview conference before the questioning begins.
3. The union rep can speak during the interview. (But, the union rep has no right to bargain over the purpose of the interview or to obstruct the interview.)
4. The union rep can advise the employee not to answer questions that are abusive, misleading, badgering, confusing or harassing.
5. When the questioning ends, the union rep can provide information to justify the employee's conduct.

If called to a meeting with management, every employee should read the following statement to management BEFORE the meeting starts!!

**"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Without representation present, then...
I choose not to participate in this discussion."**

LGE 4 Cylinder Engine Launch Exceeds Expectations

The New LGE Engine Launch in Spring Hill is exceeding expectations in Quality, Cost and Timing as our workforce delivers on GM's newest engine launch. Additional volume has been secured for Spring Hill as process capability is ahead of the launch plan and Spring Hill is carrying a large share of the powertrain requirements for GM's fuel efficient 4 cylinder product lineup. The new 2.5L LGE engine is a gas miser that provides greater horsepower and better fuel efficiency and noise reduction from it's predecessor. Spring Hill UAW Members are on overtime making sure to meet the customer demand of this great new engine that goes into the New Chevrolet Malibu as our first customer. As GM continues to launch multiple new products this year and next, Spring Hill will be adding additional shifts to meet the increasing 4 Cylinder Engine demand. Ultimately this engine will be shipped to several different plants located in multiple countries including the United States. I have attached a related news release for our new engine. Thanks to all of our UAW Members that continue to work tirelessly to make this new engine launch a success!

SPRING HILL, Tenn. – General Motors literally started from the ground up in building its new \$460 million engine plant where the Ecotec 2.5L engine that debuts in the 2013 Chevrolet Malibu will be assembled.

It is the latest milestone in the plant's 23-year history of 4-cylinder engine production.

GM and UAW employees are demonstrating the flexible manufacturing that will enable high-quality production and quick changeovers from one engine product to another. There are about 10,000 items to track to ensure launch

quality and timing. "This state-of-the-art engine plant builds on GM Spring Hill Manufacturing's reputation for producing high-quality, fuel-efficient 4-cylinder engines," said GM Manufacturing Manager Arvin Jones. That includes a new concrete floor that led to the recycling of some 250 million pounds of clean, crushed concrete from the old floor used to support area road construction projects.

GM expects to create or retain approximately 450 jobs within the new Spring Hill engine plant. Currently, 188 employees are working there. More hiring is expected as additional shifts are required to meet demand for the all-new Ecotec engines.

"The combination of fuel efficiency and power of the Ecotec 2.5L engine in the 2013 Malibu make this a great value for consumers," Spring Hill Complex Manager Ken Knight said. "The Ecotec 2.5L direct injection engine is more fuel efficient than the previous 2.4L engine, has 16 percent more horsepower and the engine's noise intensity has been reduced by 40 percent."

Said UAW Local 1853 Chairman Mike Herron: "I am very proud of our entire Spring Hill Team for successfully launching the all-new Ecotec engine, which has great fuel efficiency and superior quality. Our hardworking and intelligent UAW workforce understands the importance of exceeding customer expectations, which has a positive, direct impact on the cost and quality of the products we produce here."

GM also highlighted community activities during the event, including the awarding of \$25,000 in grants to local charities by the General Motors Foundation.

Anniversary of the First Saturn Sedan

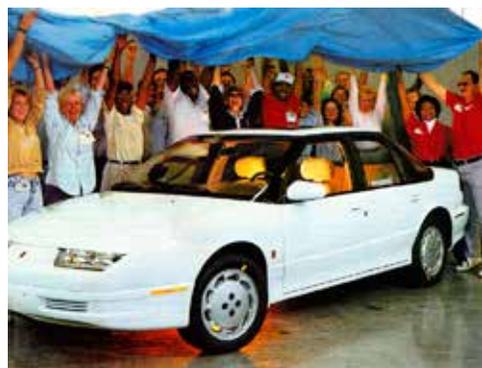


SATURN®

July 30, 2012 marked the 22nd anniversary of the launch of the first Saturn Vehicle in 1990. It was a very special day in 1990 for those that saw the first vehicle roll off the production line to a celebration held by team members in the Spring Hill Plant that had worked so hard to create a different kind of Car and a different kind of

company. This was a company that was designed to compete with the foreign automakers that were conquering the domestic Small car market in the United States in the late 70's and 80's.

Led by General Motors Chairman Roger B. Smith, the General Motors Board of Directors approved the Saturn Project on January 7th, 1985. GM and the United Autoworkers Union formed a partnership designed to completely recreate the way that automobiles were designed, built and sold in the United States of America.



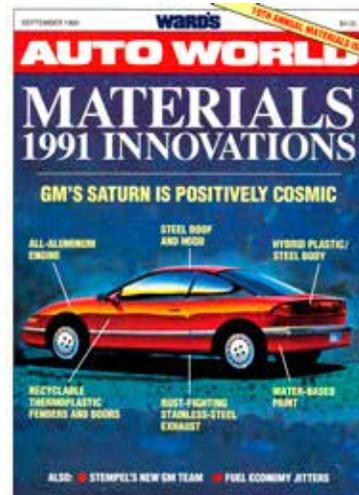
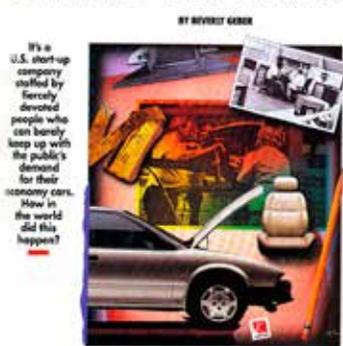
International UAW President Owen Beiber and Vice President Donald Ephlin agreed with GM to turn a new page on the labor front with the creation of Saturn. This included a unique set of principles on how employees, customers, suppliers and the community were treated. GM and the UAW threw out the old contracts and practices that were counterproductive to making profitable small cars in America and started with a clean sheet of paper, redesigning manufacturing processes, technologies, labor agreements and Customer Sales and Service strategies. This included the elimination of symbolism between managers and workers. NO more neckties and white shirts. Everyone wore golf shirts or tee shirts proudly displaying the new company logo. No more executive parking places, salaried car garages or separate cafeterias. Everyone was treated the same. Only five levels of leadership existed between the Saturn Car Builders called operating technicians and the President of the Company,

Skip LeFauve. It was a flat organization designed to eliminate the bureaucracies that exist with multiple unnecessary levels of management.

Starting as far back as 1982, a Group of 99 as it became known was a joint team of Visionary UAW and Management Leaders that scoured the world compiling a list of best practices. Benchmarking Ideas and best practices were collected from a multitude of people and many different diverse businesses that were considered the top performers in their respective industries. This study became the framework for a new independent "Different Kind Of Car Company" called "Saturn". The company was named after the "Saturn Rocket" which propelled American Astronauts into space and ahead of competing countries in the 60's and 70's . This was the reason that the company was named Saturn even though the company symbol mimicked the rings of planet Saturn.



SATURN'S GRAND EXPERIMENT





Spring Hill Tennessee was chosen as the site for the new Saturn Plant after the site selection committee led by GM VP Guy Briggs toured the country looking at perspective locations in 37 different states for a suitable location to build the largest contiguous plant in the United States of America. The agreement to purchase 2400 Acres of picturesque farm land in Spring Hill, a town with just over 1000 residents at the time of the announcement was huge news. Spring Hill was a town best known for its agricultural economy and historical significance in the civil war prior to this announcement. Now this town would also be known as the birthplace of Saturn.

On October 1st, 1990 the first Saturn "S" series sedans were shipped to retailers as Saturn called their dealerships, for sale to the public. Being able to buy a an American Made-Union Made car with the highest domestic content for \$7999 and \$8999 quickly made the Saturn Products very popular. Their "no haggle" pricing promised a great value for everyone and the company guaranteed their products including a pain free,

fun experience when purchasing a new car. The innovative plastic polymer "dent resistant panels" made the car a sensation with new car buyers. Folksy homegrown advertising created by Hal Riney and associates distinguished the Saturn Brand as an American Car, Made in the American Heartland by American Workers. Sales were booming at such a brisk pace that the plant could hardly keep up with production requirements. Consequently, Saturn retailers would often lease back cars that they had sold previously so that they had new products to demonstrate.

Another factor that differentiated Saturn from other companies was its emphasis on empowering the workers. Assembled in teams, all workers were expected to rotate through each job in their teams and were expected to be self managed. This drastically cut down on the number of managers required to run the production operations. Each worker was responsible for their own quality and was expected to stop the line for any non compliance. The objective of building quality first and not just Quantity was a absolute requirement of this Saturn System. Build it right the first time and repair your own work was the expectation. In previous companies, these same workers had long been plagued by managers telling them to just run the production even if the worker saw a defect. Production numbers were met however often at the expense of quality. This led to a belief by many that American workers were incapable of building quality products. The Outcome would be that managers would often be promoted for reaching production goals and workers would hit the streets when the products that they built were inferior and unacceptable to the customer. Therefore, empowering the UAW Team Members was a critical component of this Different Kind of Car Company.



Starvation Diet

Saturn was starved for new products through the next twelve years where only minor changes were made due to the cash constraints by Saturn's Parent Company. Saturn survived in the face of this adversity due to it's extremely loyal customer base, a world class workforce and outstanding retailers coupled with unique practices that changed the way that many companies did business at that time. The lessons that were learned during this time frame through the creation of Saturn are being utilized in many instances today as GM recreates itself today. There will always be a debate as to whether Saturn was financial success or not. One thing that is indisputable is that 80% of the Saturn's sold were purchased by customers that would have otherwise bought a foreign brand had Saturn not been created. One can only imagine what would have happened if the brand had been renewed and further new products allocated to the plant as originally envisioned.

Promise Made -- Promise Kept

The leaders of Saturn, General Motors and the UAW promised then Governor Lamar Alexander in 1986 that they would maintain the beautiful property and protect the farm, wildlife and antebellum mansions located on the new Saturn site. GM would later donate the Rippavilla Mansion, a historically significant home to the Maury County Historical Preservation Society along with enough money to pay for 10 years of maintenance. The Rippavilla Mansion is where the Nathaniel Cheairs family hosted the Confederate Officers for breakfast on the Morning of November 30th, 1864, prior to departing for the Battle of Franklin. This battle would be one of the deadliest in the entire Civil War with both the Confederate and Union Armies suffering tremendous casualties. The Rippavilla Mansion serves as a key civil war historical property and is located right across from the Spring Hill Plant on US Highway 31. It was promised that the property would not turn into a Industrial smokestack eyesore. Great steps were taken to locate the plant on the property in such a manner as to be hardly able to see it from the beautiful countryside. Saturn received several environmental awards throughout the years for the efforts that were taken and continue to be taken to protect the environment.



It's different in a Saturn.

The End Of An Era

Spring Hill built the last Saturns in March 2007 before converting the General Assembly and Body Systems plants over to a facility capable of building multiple different General Motors vehicle architectures with a flexible manufacturing process. The plant would be retooled over the next year with nearly a billion dollars of new investment making the Spring Hill Plant one of the most technologically advanced in the United States. The plant was now ready to build whatever the marketplace desired however gone forever were the unique Polymer clad Saturn Sedans and Vue's Sport Utility Vehicles. History will ultimately determine the whether the success of new ideas spawned by Saturn and the lessons that came from this Different Kind Of Company were financially worth it or not. What is not in dispute is how uplifting it was to work for a company that truly empowered its workers and actually listened to their ideas.

Canadian Autoworkers Set Strike Timing



There is a showdown looming in Canada that could impact our plant in Spring Hill, as the Canadian Autoworkers Union (CAW) has imposed a 11:59 PM deadline on Monday, September 17th to reach an agreement with GM, Ford and Chrysler. The CAW Represents over 18,000 workers in Canada.

The CAW has opted not to target a single automaker at this point but is simultaneously negotiating with all three of the major OEM's according to the CAW's Secretary Treasurer, Peter Kennedy. If the negotiations fail to yield positive results by Monday evening, the CAW could strike, one, two or all three automakers depending on the circumstances that exist in each of the bargaining teams. If progress is being made, then it is possible that extensions could be set.

The impact of a strike to GM would be felt almost immediately in Spring Hill Tennessee as major stamping and components are manufactured in Canada for the Equinox. The Chevrolet Equinox, the highly popular crossover sport utility vehicle which achieves a 32 mile per gallon fuel efficiency, continues to lead the segment in sales.

Progress was made over the weekend on the new hire hourly rate proposals according to those familiar with the negotiations. The current starting rate for a new hire in Canada is \$24 an hour and this new proposal would lower that rate to what would be the prevailing two-tier rate in the workplace according to the CAW's Kennedy. According to news reports, the new proposal would extend the time to at least six years and possibly as long as ten years to achieve the top hourly rate of \$34.33 for a Canadian Autoworker.

The CAW is also looking for future product commitments at its Canadian Plants in these Canadian National Negotiations. However, the Automakers maintain that Canada is one of the most expensive places to manufacture a car or truck today given the current labor agreement and the other cost drivers in Canada. The value of the Canadian Dollar this week rose to a 13 month high which compounded the cost problem for the CAW. Detroit automakers clearly want a competitive agreement that reduces labor costs similar to the agreement that was achieved with the UAW in the United States during the bankruptcy proceedings. The CAW has vehemently balked at such an agreement up to this point.

In Statements that were made by the CAW this weekend, they maintain that while a little progress has been made, the parties remain far apart. GM, in a statement on Saturday said that it remains optimistic that working with the CAW to overcome obstacles and find creative solutions will improve our competitive position.

Time will only tell as the clock ticks closer to the Monday night showdown.

Breaking News: The CAW Says "Ford Is Our Target"

In a Press Conference held in Toronto yesterday, the Canadian Auto Workers union said it will focus bargaining efforts on Ford Motor Co. because it believes it has the best chance of reaching an agreement with the company before a strike deadline at 11:59pm on Monday September 17th .

"We are going to go after Ford with the idea of getting a collective agreement," union President Ken Lewenza told reporters at a press conference today in Toronto. Ford has shown Initiative, respect and dignity to our bargaining team and they have shown our members respect through their actions. We look for signs that one of the three Detroit Automakers wants to take a lead in these negotiations and during the talks in the last 72 hours, Ford has been that company. We are going after Ford to get a respectful, modest and reasonable contract for our members.

The CAW which represents over 21, 000 Canadian Autoworkers and thousands more in component suppliers insisted however that it will continue to have ongoing talks with Chrysler Group and General Motors as well. CAW President Lawenza stated that "I have told our GM and Chrysler Bargaining Teams to keep prodding forward and continuing the negotiations."

The CAW President reiterated the fact that his members suffered in 2009 economically and that they did their part to save the Detroit Three as he referred to the domestic automakers. CAW Leaders stated that "Now that these same companies are making significant profits, we would like a modest agreement. It is our job to take back a reasonable collective bargaining Agreement that reflects the improvements in the financial positions of the companies that we represent back to our members."

The CAW also stated that they are interested in securing future capital investment and product commitments during this negotiations for Canada. They did admit that they have a hurdle to clear in cost with the escalation of Canada's Currency. There is at least a 5% overall cost penalty to manufacturing products in Canada at the present time given the currency exchange rate and contractual differences. The CAW Leadership correctly pointed out that while

all of the discussion about cost reduction and competitiveness was focused on the labor agreement--Only 10% of the cost of building a vehicle is attributed to the labor to do so. The argument from the union was the other 90 % of the cost was receiving no focus. The companies have not said publicly how they propose to reduce expenses.

The companies have said Canada is the most expensive place in the world to build vehicles and labor costs must fall to match their workers in the United States, or future production and investment will be put in question.

When asked about specific negotiating issues, the CAW stated that they would not agree to a permanent two tier wage structure. "We have proposed a wage progression plan that has new employees phasing into the higher wages over a period of time. Ford understand's the CAW's basic premise that two tier wage systems do not work long-term. We are not interested in a permanent two tier wage structure whatsoever. Ford wants a deal in Canada and they do not want to stop the momentum that have achieved." They are willing to talk and we are confident that we will be able to get an agreement with Ford as long as these efforts continue by both sides.

The union said the Detroit 3 want to permanently eliminate the cost-of-living allowance, move current and new hires to a defined contribution pension plan from a defined benefit pension plan, and eliminate a provision that allows workers to retire after 30 years under any circumstances.

The CAW had said it will stage an unprecedented simultaneous strike at all three automakers unless there is a deal with at least one company by the contract deadline of 11:59 p.m. EDT tomorrow.

Lewenza said strikes at GM and Chrysler could be averted if an agreement were reached with Ford and the other two automakers gave a "firm commitment" before the deadline that they could "live with the framework" of such a deal. "We hope to get a reasonable deal. We hope to get a modest deal," he said.

The Ty Cobb 5th annual Fish Fry will take place this Thursday, September 20th at 5:30 PM. Ty is running for the Tennessee State Senate and would like to invite all of the members of Local 1853 to come out for an evening of fun. As you all know, Ty has been a tremendous supporter of working men and women in middle Tennessee. His efforts to work with the leaders of Local 1853 and GM during his last elected position as a Tennessee State Representative led to very positive achievements for our members. If you are available to attend on Thursday evening, please come by and show your support for a leader that has supported our efforts to grow jobs and improve the economy in this area. This event will be held at the 4-H Center located at 850 Lion Parkway, Columbia Tennessee.

WWW.TYCOBBSENATE.COM



Ty Cobb for
State Senate

5th Annual Ty Cobb Fish Fry!

September 20th 5:30 PM
4-H Center Columbia TN
850 Lion Parkway

Early voting October 17-November 1
Election Day
Tuesday November 6



New Team Leader Selection Process Starts Monday, September 17, 2012

The Process starts Monday, Sept., 17 and will run for seven days. It will end on Monday September 24th. Any Member that has an interest in becoming a team leader should make application. The applicants that apply for this process and complete the following Production Team Leader Pool Selection Process will be considered for future team leader openings as they occur for both Regular and Entry Level Team Leader Positions. It is also important to note that the bargaining committee is pursuing improvements to this position during the collective bargaining process.

Per the 2009 UAW/Spring Hill Local Agreement, The Team Leader Pool posting processes occur semi-annually in March and September.

- You can find the Team Leader Position posting on Area boards and the site-wide electronic Hourly Job Posting site. This will include a posting for both regular Production Team Members as well as a posting for Entry Level Team Members
- The posting will up for seven days beginning Monday, Sept. 17, 2012.
- To be considered, Team Members will need to submit a Team Leader application and other supporting documentation. (Team Members will be pre-screened based on what documentation they submit)
- Team members can only apply for this position semi-annually in March and September of each year, so if at any point in the next 6 months a Team Member may consider becoming a Team Leader they should apply for the pool at this time.
- If a team member has already been pre-screened and met the 75 point criteria, they do not need to apply again.
- As openings occur within the 6 month window, we will submit names from the list of team members who have met the criteria for consideration by the team.

Selection Process:

- Team Members will be pre-screened base on the information submitted on their Team Leader Application.
- An interview on the GMS components as outlined for the position in the Local Agreement.
- There will be two questions asked of each candidate for the 5 elements of GMS as outlined in the Local Agreement.
- Team Leader candidates will have to score a minimum of 75 points to be considered for the position.
- Those candidates who meet the minimum criteria will be given to the team for consideration as an opening occurs. The team will select their team Leaders in accordance with our local agreement.

September 17th Manpower Report

The Total active Headcount for the Spring Hill Plant is 1618 Members. This includes 1288 Production Op-Techs and 330 Skilled Trade Techs. The breakdown of the skilled trades by classification is 122 Mechanical (MRs) 128 Electrical (EL), 67 Tool and Die (T&D) and 13 Stationary Engineers (SE).

There were 14 Skilled Trades that started in Spring Hill on September 4th. These new 1853 Members transferring from other GM Plants consisted of 7 electricians, 2 Machine Repair, 2 Tool and Die and 3 Stationary Engineers.

Thirteen (13) Production Op-Techs transferred from Shreveport Louisiana under the provisions of a paragraph 96 move on September 4th also. These paragraph 96 moves for both production and skilled trades were related to stamping dies that moved from Shreveport to Spring Hill.

Please note that there are 7 newly approved requisitions for electrician openings that are being processed by the National Employee Placement Center (NEPC) for Electricians that are needed for Spring Hill Manufacturing.

The shop committee is working to get agreement with management on additional manpower requirements for both production and skilled trades. We will let you know as the outcome of these discussions yields results.

Did You Know about the IRS Changes?



For our members that sell on the Internet, be aware that there are changes that are being instituted by the Internal Revenue Service this year that are drastically different than ever before. Be aware that if you sell more than \$20,000 dollars in gross sales annually AND 200 transactions with EBAY, PAYPAL, AMAZON, or any payer where money is transferred, they will be reporting your gross sales this year to the IRS under new guidelines. You will then receive a 1099K that will require you to account for these sales on your tax returns if they are above the stated limits.

If you are at risk of exceeding these amounts you need to keep good records of your expenses (any costs of doing business) to offset the sales, otherwise all of your sales will be counted as profit and therefore taxable as ordinary income. This will also require you to pay a self-employment tax. Special Thanks to UAW 1853 Member Tom Rosenburg for this information.

UAW Local 1853 To Hold Annual Retiree Picnic

Our UAW 1853 Retiree's are having their annual picnic this month. This is always a great event for the Retiree's, as a lot of friends get together to have a day of fun, food and fellowship. Some of our Retiree's return to Spring Hill from all corners of America where they have retired to, and come back just for this event each year.

This years Retiree's picnic will be held on Wednesday September 26th at 3 p.m. to 9 p.m. The picnic will be at the UAW 1853 Union Hall.

This years picnic will have a Pig Roast" theme. Tickets are on sale now!

Diane Carpenter will be in the UAW 1853 Banquet Hall this coming Tues. Sept. 18th, Wed. Sept. 19th and Thur. Sept. 20th from 10 a.m. until 3 p.m. selling tickets. Mike Martinez will be at the Banquet Hall on Mon. Sept. 17th and Fri. Sept. 22nd. Please visit the union hall for tickets if you are a retiree and would like to attend this event.

As much as a lot of people would like to attend, this is a UAW 1853 Retiree Only event.

All the Retiree's are invited and encouraged to come out have some food and drinks, listen to some music, and visit with friends on September 26th.

For more info or if you have any questions you can call the hall at either 931-486-0125 or 931-489-3161.

On behalf of all the active UAW 1853 members, we thank you for leading the way for us, for all the years you worked and now it's your turn to enjoy this great event!



In Solidarity,
Mike Herron
Chairman Local 1853

Michael D. Herron

