



UNIT 1 (GM) SHOP CHAIRPERSON'S REPORT
NOVEMBER 2021



KENNETH D. HINES, UNIT 1 (GM) SHOP CHAIRPERSON

QUALITY PERFORMANCE BONUS PAYMENT (DOCUMENT 11) UAW-GM NATIONAL AGREEMENT

Eligible employees will receive the Quality Performance Bonus payment of \$500.00 in their paycheck's week ending December 12, 2021. Eligible employees are defined as those whose status with the company as of the eligibility date of November 15, 2021 is one of the following:

- Active with Seniority
- On leave Pursuant to FMLA
- On any contractually approved leave which has not exceeded ninety (90) days as of the eligibility date.

**No Bonus will be paid in any year in which GM determines that targets were not met.*

For your reference, Document 11 can be found on pages 331 and 332 of the National Agreement.

SKILLED TRADES TOOL ALLOWENCE PAYMENT

In accordance with the terms of the 2019 UAW-GM National Agreement, eligible seniority skilled trades employees will be paid \$1,000.00 tooling allowance in years 2019 & 2021.

The first payment for tools, books and supplies was paid on Friday, December 6, 2019, in the amount of \$1,000 for eligible seniority skilled trades members. **The second and final payment of \$1,000 will be paid on Friday, December 3, 2021, to eligible seniority skilled trades members.**

Eligible employees are defined as those who are active on roll with the company, as of the eligibility date of November 22, 2021. Those who are not active as of the eligibility date will be deemed eligible for payment upon their return to active status.

The terms and details of this agreement can be found on Page 304 of the White Book.

FULL TIME TEMPORARY RETURNED TO PART TIME STATUS

Due to the large number of sick leave returns in the past few weeks, management has started to return some full-time temps to a part-time status. This should be temporary as they make adjustment to the amount of people in the plant. As we look to the end of the year when we have some retirements, separations, and returns to sick leave those temps that have been move to part-time status should have the opportunity to return to full-time status in the 1st quarter of next year.

2021 NOVEMBER AND DECEMBER HOLIDAY PERIOD

Dear Union Brothers and Sisters:

During the 2019 National Negotiations, we negotiated the following nine (9) holidays for the upcoming Veterans' Day, Thanksgiving, and Christmas Holiday Period:

Thursday, November 11, 2021
Thursday, November 25, 2021
Friday, November 26, 2021

Friday, December 24, 2021
Monday, December 27, 2021
Tuesday, December 28, 2021

Wednesday, December 29, 2021
Thursday, December 30, 2021
Friday, December 31, 2021

This information, along with eligibility, is contained in Paragraph 203 of the National Agreement. UAW-GM Members will, again, be able to spend a maximum holiday period with their families.

In solidarity, **Terry Dittes**

SOLIDARITY WEDNESDAY

We would like to thank all members that are participating and wearing their Red Shirt on Wednesdays. This shows a form of SOLIDARITY and is an important statement to the membership as well as management.

GRIEVANCE COUNT

Grievances at Step #1 – 264
Grievances at Step #2 – 28

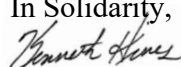
Grievances at Step #3 – 10
Grievances at Step #4 – None

183 Grievances – 3
Health & Safety – 2

DO YOU KNOW THE GRIEVANCE PROCESS...?

Simply stated, a grievance is: A violation of either the contract, supplementary agreements, state and federal laws, health and safety regulations, National Labor Relations Board rulings, arbitration or umpire decisions, past practices and policies or General Motors own regulations. The purpose of this process is to ensure that the employee's complaints are heard by management and discussed through a dignified and mutually accepted process where complaints are handled fairly without fear of retribution toward any employee.

First Step - The employee to have a verbal discussion about the problem with management to give them an opportunity to resolve the issue. If an agreement cannot be made, then the employee places a committee call for their district committee person to discuss the issue to determine if it is a grievance or a complaint. If management response to the committee person is not acceptable, the grievance shall be reduced to writing.

In Solidarity,

KENNY HINES

UNIT 1 (GM) CHAIRPERSON

