



UNIT 1 (GM) SHOP CHAIRPERSON'S REPORT FEBRUARY 2026

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



STANDDOWN COMPLIANCE CAMPAIGN

Next week, management will launch a **plantwide Safety Compliance Campaign**. Management stated that this effort is essential to ensure every team member (salary & hourly) understands safety standards. The focus will be on the following items:

- Raising awareness;
- Pointing out unsafe habits;
- Understanding of the Safety Rules; and
- Reinforcing expectations through leadership presence, communication and support.

Management's expectations after this week of awareness:

- Wearing PPE;
- Compliance with mobile phone policy;
- Following pedestrian and mobile-equipment rules;
- Speaking up immediately when something is unsafe; and
- Supporting teammates by reinforcing expectations respectfully.

We all deserve a safe work environment.

UNUSED VACATION PAYOUT

P.193b of the 2019 National Agreement states "*Payment of the unused portion, if any, of the employee's vacation entitlement, shall be made as soon as possible but not later than February 1 of the following year.*" Payment for all unused vacation for the calendar year 2025 will be made on JANUARY 30, 2026, for seniority employees only.

P.96 MOVES TO ORION

We have submitted paperwork to the Company to start the process to negotiate the P.96 moves of seniority members wanting to relocate to Orion Assembly. This is still in the beginning stages of negotiation and has to be approved by the International Union. Your shop committee felt like they needed to get in front of these issues to make sure our members are getting what's due to them and not left out due to other facilities laying off members.

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.

GM PROFITS / PROFIT SHARING – 2025

Pursuant to the terms of the UAW-GM National Agreement, each eligible member will receive up to a \$10,500 payout for 2025 Profit Sharing. We have been informed it is scheduled to be paid Friday, February 27, 2026. Each location will get written updates regarding the payments.

The reason for this payout is: First of all, it was proposed and negotiated by the UAW and ratified by our membership! Secondly, it is because of our membership and the hard work they do every day. Our UAW members produce the components for and build the finest GM cars, trucks, crossovers, SUV's, and vans in the world right here in the U.S.A. It is your skills, crafts, and hard work that make the profits for the General Motors Company and do not ever forget that.

VACATION APPLICATION PERIOD

The Vacation Application period is open from **February 1, 2026**, thru **February 28, 2026**, for all Seniority Members to make a vacation selection from April 1, 2026, through March 31, 2027. After this signup period, vacation will be handled on a first come, first served basis.

(202c) Management at each plant will establish a procedure whereby employees, during February, may make application in writing for vacation time off, indicating first, second and third choices. If Plant Vacation Shutdown Weeks are scheduled, the dates of such shutdown weeks are to be included in the employee's vacation schedule.

Pursuant to the terms of the UAW-GM National Agreement (202a), Plants that have an identified launch may schedule up to (2) two Plant Vacation Shutdown Week(s). Management will identify the specific week(s) such shutdown(s) will occur. For locations in launch, Plant Management may schedule the Plant Vacation Shutdown Week(s) to take place anytime during April through November, or, with the local union's agreement, during other week(s) more advantageous to plant operations.

VACATION APPLICATION PERIOD Q & A

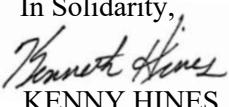
1. **The 2023 Local Agreement states that I can apply for vacation for "a minimum of three (3) consecutive days within the same calendar week". What is considered consecutive?**
 - A. 3 consecutive days refers to days within the same calendar week, being Monday through Sunday. For example, if you put in a request for a Thursday, Friday, Monday it Would not be considered consecutive since the Monday falls in the next calendar week.
2. **How do I identify what my first choices are on my application?**
 - A. If you are putting in for multiple weeks at a time on one form that are all your first choice, make sure that the dates are all listed under the 'First Choice" section of the vacation application.
3. **I am not sure how much vacation I have for the year. How can I find this information to make sure I do not request more than I am entitled to?**
 - A. Vacation entitlement information can be found in *Paragraph 191* of the 2019 UAW-GM National Agreement. You can also verify your vacation entitlement for the year by checking your paystub on ADP.
4. **I want to schedule all my vacation that I am eligible for. How do I identify if I want to use VP or VR time for the days I list?**
 - A. If you want to specify VR or VP hours, it is suggested that you put the appropriate code in parenthesis next to your vacation request. Please see the example below:

First Day of Vacation	Last Day of Vacation
9/21/26 (VR,VR)	9/23/26 (VP)
5. **How long does the vacation application period run?**
 - A. February 1, 2026, through February 28, 2026. Applications will be accepted through the end of employees' respective shifts on February 28, 2026 (Day 6).
6. **What are the dates that I can apply for vacation during the application period?**
 - A. You can apply for vacation beginning April 1, 2026, through March 31, 2027.
7. **What if I want to apply for a vacation day prior to April 1, 2026?**
 - A. If you want to apply for a vacation day prior to April 1, 2026, please submit the request on a separate vacation application as these requests will be honored on a first come first serve basis.
8. **What happens if I do not submit my vacation requests during the application period in February but after it?**
 - A. After the February application period, you may apply for any additional vacation dates, whether the application is for the entire week or one (1) day on a first come, first serve basis. A back-up list will be developed in seniority order for those vacation applicants that were denied their vacation request during the time period specified in the National Agreement for vacation approval in the event the vacation days denied during the vacation period become available before offering to other employees on a first come, first serve basis.
9. **I am a 3rd shift employee; how should I identify the dates I want off to avoid confusion?**
 - A. It is best to identify the day number of the day you are requesting off. For example, if you wanted to request Monday May 4th through Friday May 8th, you should write the following on your vacation application:

First Day of Vacation / Last Day of Vacation 5/4/26 (day 1) - 5/8/26 (day 5)

GRIEVANCE COUNT

- Grievances at Step #1 – 445
- Grievances at Step #2 – 98
- Grievances at Step #3 – 6
- Grievances at Step #4 – 5
- 183 Grievances – 6
- Health & Safety – 5

In Solidarity,

KENNY HINES
UNIT 1 (GM) CHAIRPERSON