



# UNIT 1 (GM) SHOP CHAIRPERSON'S REPORT NOVEMBER 2024



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

### **PHASE II SAP**

During the 2023 UAW-GM National Negotiations, it was announced that the parties had agreed on an SAP program for retirement eligible members and that the details would be released at a later date. On October 30, 2024, the International Union released the following details about Phase II of the SAP program to all Chairmen, Presidents, and Benefit Representatives.

The details are as follows:

- You must be retirement eligible by March 31, 2025, to be able to participate in Phase II of the program. Eligibility requirements are 30 years of credited service, 85 Points of Eligibility or 60 years of age with 10 years of service.
- The signup period to participate in the program will open on November 22, 2024, and run through January 5, 2025. You must sign up within this window to be considered for Phase II of the SAP.
- If you signed up for the previous SAP and were not eligible you must sign up again for Phase II to be eligible.
- You can only sign up electronically through Workday once the window opens.
- Members have 7 days from their application date in which to withdraw their application for participation in the SAP. If they do not withdraw their application within the 7 days of their application date, they are locked in and must retire with the SAP. If you don't withdraw in time you must RETIRE.
- All withdrawals MUST be submitted no later than January 5, 2025. If you don't withdraw in time you must RETIRE.
- The window of retirement will be between March 1, 2025, and September 1, 2025, with management selecting the dates for each member to retire.
- Management will determine the members' retirement dates between January 13, 2025, and January 17, 2025.
- There will be no other SAP windows for retirement during 2025 calendar period.
- ALL EMPLOYEES WHO ARE ELIGIBLE WILL RECEIVE THE SAP IF YOU SIGN UP DURING THE SIGNUP PERIOD. There is no cap on Production or Skilled Trades who wish to participate in Phase II of this program.
- Labor Relations will roll out the specific details at a later date.

### **CHASSIS AND TRIM OVERTIME**

Due to the nature of the business, and the manpower needed for the launch, effective immediately the Shop Committee has negotiated that all **Team Leaders**, **Team Leader AR's** and **Regular AR's** in the Chassis and Trim Departments will have 12 hours available to them daily and 8 hours on Sunday to work through issues and constraints within the Departments.

### **LETTING SOMEONE INTO THE PLANT – PIGGYBACKING**

Access to the facility has become a topic of discussion nationally due to some of the violent incidents that have occurred at other facilities. Letting someone else access the plant off of your ring is a violation of Shop Rule #4. Please do not allow anyone to piggyback or access the plant with your badge. We're having a lot of these cases that we are defending in Labor Relations; the penalty is from two weeks to discharge so please do not put yourself or your job in a bad situation from just being kind trying to let somebody else enter the facility.

**MODEL CHANGE MANPOWER FREEZE / DOCUMENT 70**

The manpower freeze that was in effect from September 9, 2024, through November 15, 2024, has been completed and you can now bid on jobs and Departments effective November 15, 2024.

**63A & 63B**

Applications for transfer under the provisions of Paragraph 63(a) and 63(b) of the National Agreement will be **voided on January 1, of each year**, except applications filed during the month of December of the current year; those will also be valid for the following calendar year.

**2024 NOVEMBER AND DECEMBER HOLIDAY PERIOD**

Dear Union Brothers and Sisters:

During the 2023 National Negotiations, we negotiated the following twelve (12) holidays for the upcoming Election Day, Veterans Day, Thanksgiving, and Christmas Holiday Period:

- |                                   |                                    |
|-----------------------------------|------------------------------------|
| <b>Tuesday November 5, 2024</b>   | <b>Wednesday December 25, 2024</b> |
| <b>Monday November 11, 2024</b>   | <b>Thursday December 26, 2024</b>  |
| <b>Thursday November 28, 2024</b> | <b>Friday December 27, 2024</b>    |
| <b>Friday November 29, 2024</b>   | <b>Monday December 30, 2024</b>    |
| <b>Monday December 23, 2024</b>   | <b>Tuesday December 31, 2024</b>   |
| <b>Tuesday, December 24, 2024</b> | <b>Wednesday January 1, 2025</b>   |

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.

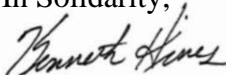
**SOLIDARITY WEDNESDAY**

We would like to thank all members who 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.

**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 has 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 Committeeperson to discuss the issue to determine if it is a grievance or a complaint. If management’s response to the Committeeperson is not acceptable, the grievance shall be reduced to writing.*

In Solidarity,  


KENNY HINES  
UNIT 1 (GM) CHAIRPERSON