



UNIT 1 (GM) SHOP CHAIRPERSON'S SUBCOUNCIL REPORT AUGUST 25, 2025



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UNIT 1 (GM) SHOP CHAIRPERSON

SUBCOUNCIL 2 – PRODUCTION

Shop Committees from all over America met in San Antonio to review the implementation of the 2023 UAW/GM National Agreement. We discussed topics like Appendix A, Document 8, Education and Training, GMS, Health Care, Wages, and many more. We read, discussed, and debated the issues and looked for items of resolution while meeting with the International Parties.

NATIONAL BARGAINING TEAM

Sub-Council 1 (CCA)	1 Top Negotiator	2,712 Members Represented
Sub-Council 2	3 Top Negotiators	27,666 Members Represented
Sub-Council 3	4 Top Negotiators	7,809 Members Represented
Sub-Council 4	2 Top Negotiators	2530 Members Represented
Sub-Council 5 (Skilled Trades)	2 Top Negotiators	6471 Members Represented

BENEFITS – PSP

Traditional Employees	October 16, 2007	Average PSP Balance \$220,000.00
In-Progression	2007 – 2011	Average PSP Balance \$175,000.00
In- Progression	2011 – 2015	Average PSP Balance \$140,000.00
In-Progression	2015 – 2019	Average PSP Balance \$100,000.00
In-Progression	2023 – Present	Average PSP Balance \$9,000.00

- Total of 52,255 loans have been taken out of the PSP with an outstanding balance of \$277,000,000.00.
- General Motors spent a total of \$1,040,000,000.00 on healthcare since the beginning of the year.

LMC – LEGAL TRUST

Onboarding additional classes to support training membership support staff in the near future.

TRAINING

- 471 - Tuition Assistance Program (TAP) has been applied for and completed.
- Don't forget to apply for the Dependent Scholarship program for eligible dependents.

GMS

- Completed 16 GMS audits year to date with an average score of 89.4%
- 11 on-site visits have been requested by the local unions this year.

SUGGESTIONS

- 579 paid suggestions to date totaling \$603,000.00.
- \$4,000,000.00 savings to the company.

SUBCOUNCIL 5 – SKILLED TRADES

There are breakthroughs with UAW/General Motors 2023 National Agreement regarding Apprentices, Manpower, Job Security, Journeyman-In-Training, Special Attrition Program, Document 136, Document 64.

MANPOWER

- 42,459 Overall UAW/GM Active members as of June 2025.
- 6471 Active Skilled Trades as of June 2025.

DOC. 63 – JOB SECURITY 650 APPRENTICES

- Currently, there are 697 Apprentices throughout General Motors.
- There are no In-plant Journeypersons.
- The commitment is to add 650 Apprentices during the life of the 2023 National Agreement.
- To date, of the 650 Apprentices to be indentured, 252 Apprentices have been placed.
- The Company owes 398 Apprentices for placement by April 30, 2028.

SKILLED TRADES SAP INFORMATION

SAP Total attrition 825

- Exited through phase 1 - 182
- Exited through phase 2 - 643
- 287 Skilled SAP Phase 2 New Hires through 8/6/2025
 - 165 Journeypersons
 - 122 JITS
 - Replaced roughly 45% of phase 2 SAP retirements to date

DOC. 136 – JOURNEYPersons-IN-TRAINING

As of 2/24/2025, there were 493 JITS throughout General Motors.

- Previously, the JIT hiring was done by Talent Acquisition.
- JIT 1 process was jointly agreed to take the JIT level determination out of Talent Acquisition's hands.
- The current process is a 20-, 50-, and 70-day evaluation.
- The local Apprentice committee will evaluate and submit for the 90-day placement at the appropriate JIT level.
- It is imperative, for safety reasons and for the integrity of Skilled Trades, that we have quality Journeypersons to protect our work.
- It's better to have JITS coming in as a JIT-1 and be adjusted, than to have T.A. bring people in as JIT-7s who should be a JIT-1/not hired at all.

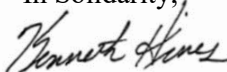
DOC. 64

Excerpt from Doc. 64:

During the current negotiations, the Union raised the question of Apprentices and J.I.T.s being assigned to work alone. The parties agreed that good judgment and a rule of reason should be used when making these assignments.

As a result of these discussions it was concluded that, consistent with existing training methods and facilities in the plant, Apprentices and J.I.T.s should not be assigned to perform work without a Journeyperson being present unless the Apprentice and J.I.T. have been trained to do the job; have been instructed in the proper safety procedures; and are considered competent to perform the assignment. Experienced Journeypersons will generally be available to assist the Apprentices and J.I.T.s in many of the normal floor assignments until that level of competence has been reached. This will not change or restrict any mutually satisfactory local practices.

In Solidarity,



KENNY HINES

UNIT 1 (GM) CHAIRPERSON