



# UNIT 1 (GM) SHOP CHAIRPERSON'S REPORT DECEMBER 2025



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

## WELCOME BACK

The Bargaining Committee would like to extend a warm “WELCOME BACK” to the UAW Local 276 Membership. We ask everyone to take your time and be safe as we transition back into the working environment and to be your siblings’ keepers.

## GENERAL MOTORS PLANT POLICY REGARDING FIREARMS

There has been much discussion around whether a person can have a firearm on General Motors property. Although it is not against the law to have a firearm in your car and you will not be arrested or prosecuted, it is against General Motors Company policy to have a firearm on the property. They will not prosecute you, but they can terminate your employment.

## 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, each year**. Applications filed during the month of **December** of the current year will also be valid for the following calendar year.

## 2025 DECEMBER HOLIDAY PERIOD

Dear Union Brothers and Sisters:

During the 2023 National Negotiations, we negotiated the following eight (8) holidays for the upcoming Christmas Holiday Period:

**Wednesday December 24<sup>th</sup>**

**Thursday December 25<sup>th</sup>**

**Friday December 26<sup>th</sup>**

**Monday December 29<sup>th</sup>**

**Tuesday December 30<sup>th</sup>**

**Wednesday December 31<sup>st</sup>**

**Thursday January 1<sup>st</sup>**

**Friday January 2<sup>nd</sup> – Bridge Day**

This information, along with eligibility, is contained in Paragraph (203c) 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 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.

## DOWNTIME – RUMOR CONTROL

It has been rumored that we will have downtime during the month of December 2025. This is just a rumor; there is no scheduled Downtime for 2025 as we look to finish with a strong 4th quarter in orders and sales.

## ASK DON'T TAKE / FS

Year to date, our members have received **19,810** days off without using vacation due to the ask don't take/FS program.

## **SOCIAL MEDIA**

There are many types of social media that our members use to communicate, *Facebook, Instagram, Snapchat*, etc. Please be very vigilant as to the nature of what is shared and posted onto these various sites dealing with General Motors. General Motors has a corporate policy regarding social media and the sharing of its property, so doing something as little as taking selfies within the plant can have major implications on a person's employment. General Motors has dedicated a special team to the monitoring of social media and its intellectual properties.

## **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 have 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.

## **FMLA**

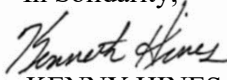
Be careful when applying for or using FMLA. We have had many employees fired over the past few months due to FMLA violations. Make sure that you are approved for the time off before you start taking any time; once you are denied they will not back up and cover the missed days. When calling in, you must call in 30 min before the start of your shift to the General Motors call-in-line and then stay on the line until it is turned over to FMLA. Keep both of your conformation numbers We say once again, **DO NOT TAKE ANY DAYS UNLESS YOU HAVE NO CHOICE, UNTIL YOU HAVE THE FMLA PAPERWORK APPROVED IN YOUR HAND!** Your job could depend on it.

FMLA **eligibility** requires the following criteria: The employee must have been employed with the company for 12 months. The employee must have worked at least 1,250 hours during the 12 months prior to the start of FMLA leave. We are urging the membership to make sure that they qualify for FMLA with 1,250 hours before they begin to use FMLA. Looking at your check stub is not the correct way to determine if you have a total of 1,250 hours needed to qualify for FMLA. The hours that are listed on your check stub contain both Vacation & VR hours, as well as some Jury Duty, 109, and Bereavement hours. None of these hours qualify to be counted in the FMLA calculation. The actual hours worked need to be 1,250 hours and it is a rolling 1,250 that moves each week as it looks at the last 52 weeks. Members must stay up to date and know what their hours are before initiating or taking any FMLA. To get an update on your hours you can go to Labor Relation and request what your hours are, or call Fidelity at 1-888-489-4646, hit the FMLA prompt and ask the advisor if you have enough hours to qualify.

## **GRIEVANCE COUNT**

- Grievances at Step #1 – 328
- Grievances at Step #2 – 62
- Grievances at Step #3 – 15
- Grievances at Step #4 – 2
- 183 Grievances – 6
- Health & Safety – 5

In Solidarity,



KENNY HINES

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