

Beyond Grand Rapids

Silverado 200,000 Mile Club--and 1,000,000 miles

Talk about finding a good used car. Frank Orsenick bought his 1991 Silverado in 1996. At that time it had 41,000 miles on the clock. After 11 years of service (and a lot of driving), the old pickup is about to reach a milestone. Frank



had the oil changed last week, just as he has every 3,000 miles since acquiring the Chevy, and it's sure to be the last one it receives as an everyday-use vehicle. You see, it's just 1,200 miles away from spinning past the 1,000,000-mark on the odometer. When it hits the big number, Frank is going to put his faithful ride into retirement. As for how he got this far, Orsenick credits regular maintenance and "a little luck." We should all be so lucky.

Chevrolet formed the Silverado 200,000 Mile Club in 2006, but a million miles is certainly remarkable.

Toyota and GM sales race

General Motors just managed to keep Toyota from overtaking it as the world's biggest carmaker after the two companies reported virtually identical 2007 sales.

But Toyota has been the winner in financial performance. Its stock market value of \$151 billion is more than 10 times that of GM. The Detroit carmaker's finances remain on shaky ground, with a credit rating deep in junk territory.

Toyota sold only 24% of its vehicles last year in Japan, where total sales were at their lowest since 1982. Markets outside the U.S. made up 59% of GM's sales.

Source: *The Financial Times*, January 24, 2008

Rebound progress still lags for GM

General Motors Vice Chairman Fritz Henderson, in a blunt assessment of the automaker's standing, said that the company is still falling well short of a full-fledged turnaround.

The No. 1 U.S. carmaker is two years removed from its catastrophic performance of 2005, when a \$10 billion loss left the company floundering in red ink and fending off rumors of bankruptcy. GM has made laudable progress since — narrowing operating losses, raising cash for a turnaround, bolstering sales in emerging markets and generating positive buzz at home.

Even success in some of the world's fast-growing emerging markets, such as China, India and Brazil, won't deliver a viable bottom line. GM has been growing consistently in foreign markets, with 59% of its sales now outside the United States.

"We've got to get the job done in the United States," Henderson said. "The emerging markets cannot carry GM."

Source: *The Detroit News*, January 30, 2008

GM reports January sales up 2.1%

GM dealers in the U.S. delivered 252,565 vehicles in January, an increase of 2.1% compared with the same month last year. The company continued its efforts to focus on improved retail sales, showing an increase of more than 11%.

Very strong retail sales of 186,187 vehicles were driven by a more than 31% surge in retail car sales.

GM retail share in the U.S. has remained essentially stable for the past two and one-half years. Total truck sales of 148,191 were up more than 3% compared with a year ago.

GM's new launch vehicles, including the award-winning Chevrolet Malibu and Cadillac CTS, had a sensational month, as did the Chevrolet Cobalt, Pontiac G5 and G6, Saturn AURA, Buick Lacrosse and Cadillac STS. Overall, GM has had year-over-year retail sales increases in four of the past five months.



AutoKnow



General Motors Cultural Priorities: Enhance Our Product and Customer Focus, Act as One Company, Embrace Stretch Targets, Move With a Sense of Urgency

Want Time Off? Here's How to Request It.

Everyone is reminded that the "rule of thumb" regarding time off from work is that it should be scheduled in advance. "Rule of thumb," which is the preferred method, may be defined as meaning that an employee should have an approved vacation slip prior to leaving work on the shift preceding the absence. Employees need to submit a written vacation request slip in a timely manner to management, and in turn, management needs to get the response back to the employee in a timely fashion.

With increased emphasis on vacation approval before the fact, a hot topic of conversation has become how to receive vacation (VP), if available, when something arises between the end of your shift one day and your next scheduled day that causes you to determine you will not be at work that next shift.

Guidelines for an emergency vacation call-in request have been established with input from the joint parties.

In the past, employees were instructed to contact their supervisor or department to inquire if vacation slots were available. Due to inconsistencies in this method, guidelines for an emergency vacation call-in request have been established with input from the joint parties.

Starting February 18, if a circumstance occurs in your personal life that prohibits you from being at work on your next scheduled shift, the following process may be used to request an emergency vacation day (VP) if available:

- Due to an emergency situation, the employee makes the decision to not be at work on his or her next scheduled shift.

- The employee calls in at least one hour before the start of his or her shift using the General Motors Call-In System (1-800-222-8889).
- The employee selects reason code #7 using the GM Call-In System. Please note that the interactive voice response system will state that reason code #7 is for personal time off. At the Grand Rapids Metal Plant only, reason code #7 means "Emergency Vacation Request" (if available).
- The employee enters the next work day as his or her return to work date in the GM Call-In System. Because this process allows you to request one day off, your return to work date will be the next scheduled day.
- The employee should note the sequence number provided by the GM Call-In System. An emergency vacation request will be processed in accordance with local practice, with the time of the call-in documented by the sequence number.
- The disposition of the Emergency Vacation Request will be communicated to the employee upon his or her return to work.



- Enter your Absence Reason code:**

1 = Late	5 = Injury
2 = Sick	6 = Death in Family
3 = Sickness/Accident in family	7 = Emergency Vacation Request
4 = Car Trouble	(Note: Voice response will state personal time off)

Enter your expected Return To Work date
2-digit Month & 2-digit Day

Record your Call-In Sequence Number

Hang up

Contact Gary Evey (616-246-3132) or Rick O'Rourke (616-246-3124 - UAW). Fax 616-246-3150.
Grand Rapids GM Metal Fabricating Plant, 300 36th Street SW, Grand Rapids, MI 49548.
E-mail: gary.d.vey@gm.com, or rick.orourke@gm.com

How Much is a “30 and Out” Pension?

The following table is an estimate for a “30 and Out” pension from GM. Please note:

- **This example is for estimating purposes only.**
- Estimate represents a Class Code “C,” not yet eligible for Social Security.
- Estimate is for an employee who is married with a spouse the same age.
- An 85-point retirement is calculated differently with age reductions and never pays as much. Age 57 with 28 years gets about \$900 less per month due to age reductions. Age 60 to 61 works out to be closer to the “30 and Out” amount.

For an accurate pension estimate, contact Fidelity’s Pension Department at 1-800-489-4646. Ask for a “Benefit Model” for your specific retirement date.

To order final pension papers, see your benefit representative.

Basic Pension	\$53.40 x 30 years	\$1,602.00
Supplement	\$3,140.00 – Basic Amount	1,538.00
Subtotal	Now through Oct. 2008	3,140.00
Surviving Spouse Premium	5% of Basic Pension	-80.10
*Surviving Spouse Pension	65% of Basic Minus Premium	989.23
Health Care Premium	\$22 Married, \$10 Single	-22.00
Union Dues		-2.00
Taxes Federal Only	Estimated	-300.00
Net Amount Per Month		\$2,735.90

* In the unfortunate event that the employee passes away, his or her surviving spouse will receive a “surviving spouse pension” of this amount *instead of* the amount listed above.

Know Safety, No Accidents

	<u>2007</u>	<u>Through 2/07/08</u>
First-aid Injuries	454	38
Recordable Injuries	65	6
Lost Work Days	6	0
Near Misses Reported	232	24

Safety Corner

Health & Safety Core Elements

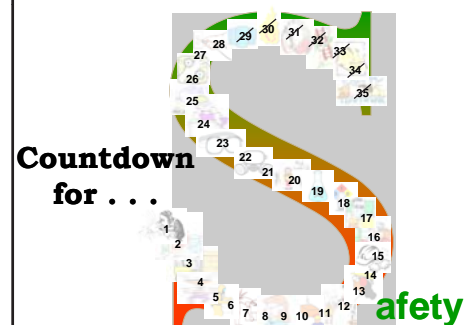
There are five Health & Safety Core Elements. This week we look at the **Plant Safety Review Board (PSRB):**

Definition: A UAW-GM Health and Safety steering committee that supports UAW-GM local leadership and improves efforts to protect and improve working conditions at GRMP. This group meets monthly and includes Health and Safety sub-committee report outs.

Members: Jason Allen, Steve Andreen, Russ Bolthouse, Mike Carlson, Roger Chalk, Tom Collins, Bill Dau, Lisa Donovan, Clint Evans, Nancy Fopma, Liz Gutierrez, Barb Henderson, Pat Humphreys, Nick Kassanos, Doug Lail, Dave Martin, Dan McLaren, Paul Mercieca, Max Miller, Harold Nestle, Ron Reese, Steve Rop, Louie Schreuder, Jim Scrimger, Duane Sprague, Barry Stephan, Jim Store, and Fleur Zylstra

Countdown for Safety

What does the graphic below represent? See next week’s *AutoKnow* for the answer.



Around Grand Rapids

Bennette Gay is a Giant

Grand Rapids Metal Plant employee **Bennette Gay** (Material Handling) was among 11 people selected by representatives from Grand Rapids Community College and the community for a 2008 Giants Award.

Bennette won the Martha Reynolds Labor Award for his past work as a high school basketball coach with Central, Union, and Creston high schools.

Congratulations Bennette!



Service Awards

Congratulations to the following employees who have recently celebrated a milestone in their years of service to General Motors and this plant.

35 Years of Credited Service:

- Al Smith Press Room

30 Years of Credited Service:

- Sharon Gay WFG
- Jackie Valdez WFG
- Danny Lucas Press Room
- Christopher Carey Metal Assembly
- Richard Scharphorn Metal Assembly
- Doug Hallerberg Tech Support
- Floyd Love Tech Support
- James McPhail Tech Support
- Jerry Clark Quality Control
- Barb Henderson UAW Local President
- Robert Davis Material Handling
- Steven Hytinen Material Handling

UAW-GM Quality Network Suggestion Corner

	<u>01/26/08-02/01/08</u>	<u>YTD</u>
*Number of Awards Paid:	44	134
\$ Paid Out:	\$ 6,208.89	\$ 18,964.57
Savings to GM:	\$22,269.64	\$106,680.47

January Scorecard:

- Participation Rate: 21%
- Number more than 90 days old: 0

*Tangible and intangible awards

WANTED

Team Leader/Advisor Candidates

To continuously improve this plant’s team process, a team leader/advisor candidate pool is being developed for the Press, Metal Assembly, Movement Team, Skilled Maintenance, Tech Support Die Maker, Material Handling, Blanking, Quality and Salvage Departments.

Any employees who work in these departments and are interested in one of these positions must self nominate by filling out a Team Leader/Advisor Nomination Form and dropping it in the locked box, which will be located near the clerk’s desk in the center office complex. The posting will be removed at the end of second shift on Tuesday, February 19, 2008.

The assessment process for those interested in a leader/advisor position is tentatively scheduled for February 21 through March 7, 2008. Leader/Advisor training is tentatively scheduled for April 28 through May 16, 2008.

If you have any questions about being a leader/advisor, feel free to contact any current team leader/advisor or a supervisor.