

Beyond Grand Rapids

Fight to produce the cheapest car

Renault SA, France's second-largest carmaker, and its affiliate Nissan Motor Co. will build a \$2,500 car in India with partner Bajaj Auto Ltd., which will challenge Tata Motors Ltd.'s Nano as the country's cheapest car.

Bajaj and other automakers are proposing to introduce ultra-low cost cars in India to entice the nation's 45 million scooter and motorcycle owners to trade up to four wheels. Tata unveiled its \$2,500 Nano in January in a market where passenger car sales are expected to triple by 2015.

India's passenger car sales, which doubled in the past five years, are set to triple to three million cars annually with the introduction of low-cost cars.

Source: Bloomberg.net, May 12, 2008

Toyota invests big in China

Toyota, the fastest-growing overseas automaker in China, and China FAW Group Corp. will invest \$215 million to boost the capacity at their venture because of surging demand.

One of the venture's three plants will be able to make 150,000 vehicles annually by the end of next year, from 100,000 now. It will also add 1,500 employees.

Toyota, the world's second-largest carmaker, has boosted production in China to keep up with rising sales in the world's second-largest auto market. The carmaker aims to sell 700,000 vehicles in the country this year.

Toyota intends to raise its total capacity in China to more than 690,000 vehicles a year by the end of 2009.

Source: Bloomberg, May 13, 2008

Hyundai Motor shelves plan to make pickups in U.S.

Hyundai Motor Co. has shelved a plan to make pickup trucks in the U.S. as demand for that type of vehicle declines amid high oil prices. The largest South Korean automaker had considered producing pickups at a plant that is now under construction in the state of Georgia, near a Hyundai plant in Alabama. The factory is expected to be completed in 2010. The spokesman said the company would consider the plan again if the market situation improves.

Source: Associated Press, May 13, 2008

Toyota delays U.S. plant

A senior Toyota executive said Monday that plans for a new auto assembly plant in Mississippi are being delayed by worries about slumping American auto sales and a broader U.S. economic slowdown. The vehicle assembly plant

being built in Blue Springs, near Tupelo, Miss., was initially to be up and running by late 2009 or early 2010. That has now been pushed back to mid-2010 after Toyota reviewed the plans and considered the signs of a slowdown in the U.S. market following the subprime mortgage crisis.

Source: Automotive News, May 12, 2008

GM needs to raise \$9 billion

GM will need to refinance close to \$8.7 billion of debt due between now and January 2010, as well as absorb additional cash burn of close to \$11 billion, Lehman Brothers analyst Brian Johnson said. Last week, Fitch Ratings said both GM and Ford will continue to face heavy cash drains in 2008 and are likely to burn cash through 2009 unless industry sales rebound. GM will likely see its liquidity eroded due to operating losses in the North American market and restructuring costs.

Source: Reuters, May 14, 2008

Lucerne is powerful but comfortable

Buick's Lucerne is about as American as a car can be. It's a big, wonderfully roomy car in the tradition of the grand American sedans of the fifties and sixties. It has a powerful V-8 suitable for easy cruising across the continent, from sea to shining sea. And the car is built in General Motors' Detroit-Hamtramck Assembly Center.

Overall, the Lucerne's look, inside and out, is one of simple, refined elegance that most of us journalists at the press preview found attractive. The Lucerne Super is a fine American alternative to European and Japanese luxury sedans. Score one for the home team. —

Source: The Dallas Morning News, May 15, 2008

Ford plans to debut small, light pickups

Ford is planning a major revamping of its truck lineup in the U.S. in response to rising fuel prices and a consumer shift toward more fuel-efficient vehicles. The automaker is developing a smaller, lighter version of its bread-and-butter F-150 pickup. The company also is designing a new global compact pickup in Australia that it plans to manufacture in South Africa and Thailand that could be imported to the U.S.

As a result of record oil prices, full-sized pickup sales have fallen nearly 23% during the past three years. That hurts Ford the most because its top-selling vehicle is the full-size F-series pickup. The F-series remains the best-selling vehicle in the U.S., but demand already is down 15.5% this year.

Source: The Detroit News, May 20, 2008



AutoKnow



General Motors Vision Statement: GM's vision is to be the world leader in transportation products and related services. We will earn our customers' enthusiasm through continuous improvement driven by the integrity, teamwork and innovation of GM people.

Changes Made to Transfer Provisions in Local Agreement

Local transfer provisions were a major topic of discussion during local negotiations. There is a recognized need to balance an employee's opportunities to transfer to more desirable work/departments with the need for the business to run efficiently without unnecessary workforce turbulence. That balance, as well as compliance with National Agreement transfer provisions, resulted in lengthy discussion between the parties.

A synopsis of the changes is as follows:

For the purposes of applying Paragraph 62 and 63 of the National Agreement, one form and process will be used. **Employees may have up to a total of two applications on file.** Employees may make application for transfer on request forms available in the form center and in Personnel. Employees will be given a copy of the request. It is the employee's responsibility to ensure that the application is filled out correctly. Invalid applications will be noted on the posted 63 application list. The 63 application list will be posted at least monthly. Once an application is honored, the remaining application is voided because the "present classification" is no longer applicable. **Cancellation of a 63 application must be on file by 8:00 a.m. Wednesday** to be considered for the next week's manpower moves. Remember, 63 applications are your (the employee's) stated desire. Therefore, manpower moves will be based upon the 63 application list. **Employees may no longer request to return to their former classification after the fact,** as demand settlement 90-SK-78 is no longer applicable. Under normal circumstances, the initial weekly manpower move sheet will be published on Wednesday.

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New Work to Grand Rapids

As part of the plan to cease operations at GM's Pittsburgh Metal Center, work is being reallocated to other GM stamping plants. As part of this reallocation, we're pleased to tell you that some work will be moved to Grand Rapids. At this point, one die set (to be run in one of our conventional presses) is scheduled to move here in the near future. All of the Pittsburgh reallocations to other GM stamping plants are targeted for completion by the first half of next year.

This is good news for Grand Rapids. Congratulations on making this plant a strong performer in safety, quality, throughput and cost and therefore a location that GM feels good about sending work to.

Special Attrition Plan

GM Announces Results

Today, General Motors announced initial results of the 2008 Special Attrition Program. The results are preliminary because those signing up on the last day still have a seven-day window to change their mind. Overall, approximately 19,000 employees signed up for the program.

At Grand Rapids Metal Plant, 330 employees have decided to participate in the program. As stated earlier, most of those team members will leave the plant by July 1. In a few cases, employees will remain in the plant until December 31, when they are eligible to retire under option 1.

"As we enter this transitional phase, we need to ensure that we have solid plans in place to make sure we don't miss a step when it comes to safety, quality and productivity. Our customers deserve our best," said Tim Lee, GMNA Vice President, Manufacturing. "I also would like to thank all of those employees who are moving on to retirement or other opportunities. I appreciate all you have done for the GM team."

Social Media, Wikis, Blogs, Podcasts... and You

A whole new vocabulary — broadly defined as “social media” — has emerged over the last few years describing how people are getting information, staying connected, and, more significantly, “being a part of the conversation.” GM is an active participant in this dialogue. The GM Fastlane and FYI blogs, launched in January 2005, have led the industry and set the standard for corporate blogs. This year, GM is continuing the social media conversation with GMnext.com.

As individuals, many of us are already participating in online communities. Although only a select few employees have the responsibility or authority to speak on behalf of the company, we all have the ability to give our personal opinions about GM and our products. To help guide this movement for our workforce and our business, GM has established a Social Media Policy for all GM employees. Please review this policy prior to participating in any online forum: http://communicator.gm.com/socrates/global/communicator/harris/en/comm_policy.html



One important requirement is that when you engage in a discussion about GM, be transparent — identify yourself as a GM employee and let everyone know you're sharing your opinions. The foundation for the Social Media Policy is GM's guidelines for business conduct as outlined in *Winning with Integrity*.

Transfer Provision Changes

(continued from page 1)

Transfer provision changes will be effective June 6, 2008. **All 63 applications filed prior to June 1, 2008 will be voided effective June 6, 2008.** Should you wish to reapply for a classification(s), you may do so beginning June 2. The combined list of “old” (filed prior to June 1) and “new” (filed after June 1) applications will be used when determining manpower moves for June 9, 2008. Subsequent manpower moves will be based upon the “new” applications only.

Remember, **transfers are final and you are in control of the 63 applications you have on file.** Applications must be filed after June 1, 2008 to be valid.

Safety Corner

From a strictly measurement perspective, we cannot have more than **17** additional recordable injuries between now and the end of 2008 if we want to meet our Recordable Injury Rate stretch goal of 2.20.



Washing of Bump Caps

As a cost savings initiative, bump caps like the one in the picture below are now being washed by an outside vendor. If your bump cap gets dirty, take it to the #3 crib and exchange it for another one. The bump caps cost roughly \$20 new. It costs us about \$7.50 per cap to have them washed. This process will extend the life of the cap and ultimately save the Grand Rapids Metal Plant money.



No Graduation Issue in 2008

Because of a change to my job responsibilities, I will not be able to publish a graduation issue of the *AutoKnow* this year. In my new role, half of my job is supporting the plant as I always have. The other half of my job is as a writer for the corporation.

--Gary Evey

Around Grand Rapids

GMS calibration rescheduled to '09

The 2008 GMS Calibration schedule has undergone a complete mid-year revision that begins this month. As a result of this change, the Grand Rapids Metal Plant calibration will be postponed to the first or second quarter of 2009. Our GMS implementation has shown evidence of great momentum and this change should allow us to raise the bar even further. We are jointly working on a proposal to informally calibrate our plant with outside resources and will keep you posted on our progress.

Good Memorial Day energy shutdown

The Memorial Day weekend's energy shutdown was the best shutdown on record for the Grand Rapids Metal Plant (we began keeping records on January 1, 2000). We got down to about 34% of our production load. Over a typical weekend we get down to about 44% of our production load. Everyone's efforts to properly shut down equipment made a difference.

The Memorial Day weekend comprised four of the top five days ever in terms of the least energy used. This is a big step in the right direction, and continued effort is necessary in order to meet GM's corporate goal for shutdowns.

Thank you to everyone who contributed toward the results of the Memorial weekend shutdown.

Help is here

If you need a referral to a counselor or have questions about your mental health insurance, please call your EAP (Employees Assistance Program) representative **Angie VanArnam** at 246-3151.

From the Child Care Office

2008 Summer Guide: Are you looking for fun summer activities for your children and teens? Stop by the Child Care Office for a great Summer Guide that will help you search for the perfect camp, summer activity or special event to meet your family's needs. Eighteen pages of information about football camps, science day camps, animal camps, overnight camps and more!

Stop bullying: Get information about ways parents can promote healthy relationships in very young children and older youth from these websites:

- <http://stopbullyingnow.hrsa.gov/index.asp>
- <http://www.eyesonbullying.org/>

UAW-GM QN Suggestion Corner

| | 05/22/08-05/30/08 | YTD |
|----------------|-------------------|--------------|
| *Awards Paid: | 32 | 409 |
| \$ Paid Out: | \$ 2,296.99 | \$159,299.64 |
| Savings to GM: | \$ 0.00 | \$761,302.48 |

*Tangible and intangible awards

Supervisor Promotion

In a new program to help reduce our suggestion processing time, two supervisor each received \$75 for processing the most suggestions in April: **Dale Metzner** and **Gary Cooper**.

Our year-to-date suggestion participation rate is 76%.

Service Awards

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

30 Years of Credited Service:

| | |
|-----------------------------|-------------------|
| • Robert VandenBosch | Powerhouse |
| • David Pung | WFG |
| • Timothy Schroeder | WFG |
| • Joseph Pompa | Press Room |
| • Patricia Russell | Press Room |
| • Jeff Proctor | Blanking |
| • Edwin Dunneback | TDO |
| • John Wiseley | TDO |
| • Leonel Gonzalez | Material Handling |
| • Dale Simon | Material Handling |

25 Years of Credited Service:

| | |
|---------------------------|--------------|
| • Scott Wingler | WFG |
| • Craig Johnson | Press Room |
| • Mike Schuitema | Press Room |
| • William Balk | TDO |
| • John Barron | TDO |
| • Randy DeHaan | TDO |
| • Joe Eichorn | TDO |
| • William Hovarter | TDO |
| • John Gerencer | Tech Support |
| • Craig A. Johnson | Maintenance |