

Beyond Grand Rapids

GM introduces Chevrolet Equinox Fuel Cell Electric Vehicle to China

GM reinforced its commitment to the development and production of zero-emission vehicles in China by kicking off the Chinese tour of its Chevrolet Equinox Fuel Cell Electric Vehicle. Starting in Beijing, the vehicle will travel across China to introduce GM's clean-energy initiatives.



Chevrolet Equinox Fuel Cell Vehicle

The Equinox Fuel Cell Electric Vehicle, which produces water vapor as its only emission, is one example of GM's clean energy solutions, which also include the Chevrolet Volt extended-range electric vehicle. GM

is committed to producing electrically driven vehicles that help diversify energy sources, reduce emissions and improve fuel efficiency. Its solutions include hybrids, plug-in hybrids, extended-range electric vehicles and hydrogen fuel cell vehicles.

October sales down significantly

GM dealers in the U.S. delivered 170,585 vehicles in October, down 45% compared with a year ago. GM truck sales of 97,119 were down 51% and car sales of 73,466 were off 34%. The steep decline in vehicle sales was largely due to a significant drop in the market's retail demand as uncertainty over the deepening credit crisis impacted consumer confidence.

Despite the poor results in October, there were a number of bright spots for individual GM car and truck lines:

- Chevrolet Malibu retail sales were up 129%. For the year, Malibu retail sales are up 134% from year-ago figures.
- The all-new Pontiac Vibe recorded a 6% total sales increase in October. Almost 42,000 Vibes have been sold this year, up 36% from the prior year.
- GM sold 44,500 Chevrolet Silverado, GMC Sierra and Chevrolet Avalanche fullsize pickups in October, further solidifying its segment leadership.

GM hybrids continue to build sales momentum and the company has broken through the 10-thousand vehicle sales mark. A total of 1,496 hybrid vehicles were delivered in the month. Hybrid sales included: 372 hybrid Chevrolet Tahoe, 193 GMC Yukon and 230 Cadillac Escalade 2-mode SUVs delivered. There were 325 Chevrolet Malibu, 22 Saturn Aura and 354 Vue hybrids sold in October. GM has sold 10,549 hybrids so far in 2008.

Mitsubishi to produce electric vehicle

Mitsubishi Motors, the company that has created the i Miev, a small, snub-nosed hatchback that is powered by lithium-ion batteries – says it is confident enough in the range, power and safety of its prototype to bring it to market a year ahead of rival electric cars from General Motors and Renault-Nissan.

The i Miev can zip along at 81 mph and travel almost 100 miles on a single charge – far short of a petrol car's range but much farther than most people drive in a day, especially in cities. It can be recharged overnight from a regular household socket or in just a few minutes using a "quick charge" kit.

The i Miev is not for everyone.

Few will be available at first, and early adopters will have to pay for the privilege: the 2,000 or so units that Mitsubishi plans to make the first year (and sell only in Japan) will cost four times as much as the petrol-powered version of the car. Even after government green-vehicle rebates, buyers will still have to shell out about \$24,469.



Mitsubishi i Miev

Source: Financial Times, October 13, 2008

Toyota says new small iQ offers quality

Toyota says it's out to prove a tiny car can be top-notch with its new iQ "ultra-compact" that's just a bit smaller than 10 feet but offers quality safety features, mileage and handling. And it's asking a bit more in pricing for the iQ, which seats three adults and one child or luggage in the fourth seat.

It goes on sale in Japan November 20, starting at \$14,000. Toyota is targeting selling 2,500 iQ cars a month. It's planned for Europe early next year. Toyota President Katsuaki Watanabe said other markets, including the U.S., were not in the works for now. The iQ delivers 54.1 miles

per gallon, the best mileage for a Toyota that's not a gas-electric hybrid.

Source: Associated Press, October 15, 2008



Toyota iQ



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.

Document 8, National Agreement

One tough, rigid attendance policy, Part 2

What happens when I run into a situation that requires me to miss work that I didn't foresee in advance and does not fall into a contractual option (including using VR)? You will be scheduled for a Par. 76a interview and will receive the next step in the "Attendance Improvement Steps" that you are up for unless you believe you have a "documented extraordinary circumstance beyond your control," at which time you would ask that your absence, including submitted documentation, be reviewed at an Attendance Review Meeting (A.R.M.) for acceptance.

This is where the biggest change to Document 8, and probably the one that closed the most loopholes, comes into play. It is the change of threshold for excusing non-contractual absences from "reasonable cause" to "documented extraordinary circumstances beyond the employee's control."

"Reasonable cause" was a lower threshold in existence for many years. There were many types of excuses that qualified under "reasonable cause." One of the most common "reasonable cause" excuses was a note from your physician saying you were "unable to work" or "under my care," covering you for the dates you were off. If you had a doctor's note that was properly phrased, you were "golden" under the old policy. That is not the case anymore.

The UAW's own Educational Outline for Doc. 8 says, and we quote, "By example, a doctor's note explaining 'unable to work,' 'seen and treated,' 'totally incapacitated,' etc. will not meet the new threshold of 'extraordinary circumstances.'" It then lists three examples of documented extraordinary circumstances beyond the employee's control that, and again we quote, "are provided to elaborate that a doctor's note does not fall into this category."

The bottom line is that the traditional doctor's note, that was good for your entire career here at GM, is no longer enough to get a day off excused. The threshold is now much higher and therefore harder to reach.

Let's break down the phrase "documented extraordinary circumstances beyond the employee's control" word by word:

- Documented - to furnish with a document or documents; to support (an assertion or claim, for example) with evidence or decisive information
- Extraordinary - beyond what is ordinary or usual; highly exceptional; remarkable
- Circumstances - detail accompanying or surrounding an event having some bearing on it
- Beyond - to a degree that is past the reach, or scope of
- Employee's - a worker who is hired to perform a job
- Control - authority or ability to manage or direct; regulate

Many things are documented, but very few circumstances are extraordinary. Even if there are documented, extraordinary circumstances, are they truly out of your control? And did they really keep you from coming to work?

As you can tell, just by definition, this is a much tighter threshold. It is also the portion of Doc. 8 that is the least clearly defined and open to some personal interpretation. That is why if there is a question of whether an absence was for documented extraordinary circumstances, the decision is made jointly by participants of the Attendance Review Meeting. The Attendance Review Meeting is where the supporting documentation submitted by the employee is reviewed.

(continued on page 2)

Document 8

(continued from page 1)

The UAW's own Educational Outline for Doc. 8 says, and we again quote, "The burden of establishing that the absence represents a 'documented extraordinary circumstance beyond the employee's control' lies with the employee and therefore, the obligation is on the employee to provide documentation to substantiate his/her absence." This means that it is up to you, the employee, not the committeeperson or the supervisor, to furnish any documentation necessary to prove your assertion. It probably wouldn't hurt to have all that documentation together when you return to work as management will address your absence at that time.

The participants in the A.R.M. here at Grand Rapids are one union person and one management person. They were selected by the Chairman of the Shop Committee and the Personnel Director. Regardless of the decision that comes out of the A.R.M., an employee may file a grievance as a result of placement in the Attendance Improvement Steps.

The changes made to this policy are dramatic and tighten it up substantially. The loopholes are gone. There are a few things you can do that will make life under this policy a little more tolerable:

- First, come to work on a regular basis.
- Second, manage your VR time and save it for only when you need it. These days were negotiated to deal with unforeseen circumstances. VR time is very powerful and you only have 40 hours available, so don't waste it.
- Third, get as much of your time off scheduled in advance as you can. If you have to pursue other avenues for contractual time off when vacation is not an option, get with management as far in advance of the absence as you can and involve your committeeperson if necessary.

Hopefully, this information is helpful as you try to live under this attendance policy.

-- Larry Givens, UAW A.R.M. Participant

-- Lynne Welch, GM A.R.M. Participant

To all hourly employees: health care dependent eligibility audit — your response is required

Beginning this fall, GM will be conducting a confidential eligibility audit of all hourly dependents, including spouses. If GM records indicate that you currently have a dependent or dependents enrolled for health care coverage under the GM Health Care Program, **you will receive a package in the mail**, which will include instructions telling you what documents you need to provide to ensure the continued eligibility of all of your dependents for health care coverage. (This applies to medical, dental and/or vision coverage.)

This is simply not verification by telephone, but an actual audit. Documents will need to be mailed in or coverage will be dropped.

Through the audit you **MUST** provide documents for all of your eligible dependents and report any ineligible dependents that need to be removed from coverage. **If the audit shows you have not provided the requested eligibility documents, your dependent(s) will be deemed ineligible and removed from your coverage.**

Participating in this dependent audit will take some time and effort on your part and we sincerely appreciate your cooperation. Documenting everyone covered in our health care plans will reduce health care costs now and help to control rising costs in the future. (GM salaried employees and retirees recently completed the same type of audit.)

The audit begins Monday, November 3 and ends February 13, 2009.

Thanksgiving is creeping up!

Are you dreading those extra pounds that creep up? Do you want to find a way to enjoy Thanksgiving but keep those calories and pounds down? Stop by outside the cafeteria and see Robyn to get some information that can help you through this holiday season:

November 17: 11:00 a.m. – 7:30 p.m.

November 18: 6:00 a.m. – noon and 1:30 p.m. - 3:30 p.m.

If you have any questions, please call Robyn at (517)410-6607



Around Grand Rapids

Service Awards

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

25 Years of Credited Service:

• Eric Pierre	Engineering
• Daniel Boulton	WFG
• Charles Erway	WFG
• Myron Holmes	MH&S
• Dennis Jackson	MH&S
• Gary Leversay	MH&S
• Sylvia Lillard	MH&S
• Sharon Sheldon	Metal Assembly
• Maxwell Smith	Maintenance
• Michael Taylor	Maintenance
• Greg Zervoudakis	Maintenance
• Gary Elve	Press Room
• Greg Golembiewski	Press Room
• Dan Kelting	Press Room
• Ron Hill	Press Room
• James Buggs	TDO
• Pete Jauw	TDO
• Michael Jewell	TDO
• Michael Kawka	TDO
• Larry Osterberg	TDO
• Ricky Plite	TDO
• Mark Teska	TDO
• David Bustraan	Tech Support
• Craig Carigon	Tech Support
• John Gais	Tech Support
• Lee Gilbert	Tech Support
• Robert Reynolds	Tech Support
• Ernie Trevino	Tech Support

UAW-GM QN Suggestion Corner

3rd-Quarter Suggestion Program Drawing Winners

The Suggestion Department held a drawing of all teams (three or more employees) that submitted cost-reduction suggestions. Four prizes of \$500 each will be awarded to these teams:

Team 1

Michael Ramirez; Kyle Hinton; William Schram; Randy Sluja; Richard Emery; Patrick Dunning; Ed Slaktowski, Jr.; Janet Harris; Mark Napier; Timothy Pake; Clare Bourassa

Team 2

Tommy Steffes, Adam Rohr, David Castle

Team 3

Mike Yorton, Marc Webber, Darrell Cameron, Cally Sleight, Jack Dinkel, Dianne Johnson

Team 4

Gary Kooistra; Timothy Weaver; John Troost, Jr.; Arthur Neal; David Lozo; Terence Arndt; Ismael Figueroa; James Fischer; Doug Karnes

Safety Corner

Know Safety, No Accidents

	<u>2007</u>	<u>Through 11/06/08</u>
First-aid Injuries	454	270
Recordable Injuries	65	42
Lost Work Days	6	3
Near Misses Reported	232	348

Ladder Safety

Before you use a ladder, make sure to complete a visual inspection. Look to make sure there is no oil on the steps of the ladder. On portable stepladders, make sure the spreader bar is in place and not bent. Make sure the feet are in place on the bottom of the ladder and that there are no missing parts.

Please remember that a portable ladder should be used by only one person at a time. Always face the ladder when ascending or descending. Avoid over-reaching. The rule of thumb is at least one shoulder should always be within the side rails of the ladder.