

Beyond Grand Rapids

Employee discount for everyone is extended

GM has extended the GM 100th Anniversary Sales Event on virtually its entire lineup of 2008 model year Chevrolet, Pontiac, Buick, GMC, Saturn, Cadillac, Saab and HUMMER vehicles through September 30, 2008. For more information about GM's current offers, visit: www.gm.com/vehicles/currentoffers/.

Chevrolet Cobalt SS is "Hottest Car per Gallon"

The hits just keep on rolling for GM vehicles in the eyes of the automotive press. The most recent example appears in the August edition of *Road & Track*, in which the Chevrolet Cobalt SS landed at the top of the list of the magazine's "10 Hottest Cars per Gallon." The Pontiac Solstice GXP and Chevrolet Corvette Z51 also made the list, giving GM three of the top ten spots.

See what's next on September 16

You can watch a live GM global broadcast at 8:30 a.m. (EDT) Tuesday, September 16, at www.gmnext.com. The broadcast will show how GM is shaping the future of transportation through its advanced technology, products, and leaders.

Following the broadcast are several virtual events throughout the day, including Web chats with executives and GM employees and a Future of Transportation Roundtable that will also be streamed live.

GM to offer Chevy Orlando?

GM is thinking of offering a Chevrolet-badged compact minivan-cum-SUV in Europe to target one of the fastest-growing segments. We'll reveal a concept version at the Paris car show next month to gauge the reaction of the press and public. Called the Orlando, the show car is built on the underpinnings of the new Chevrolet Cruze compact sedan but can transport seven.

No decision had been reached whether to put such a vehicle on the market, but it appears likely. GM has been reluctant in the past to bring small vehicles it sells in Europe, Asia and Latin America to the U.S. market. But officials are not excluding the possibility after seeing big shifts in the U.S., where demand for small vehicles has risen sharply.

Over the past 15 years, automakers in Europe have developed a wide array of minivans, SUVs and other models on a compact scale. GM's Opel brand produces a compact minivan seating seven called the Zafira.



GM's Fact and Fiction website

GM has launched a new external website designed to make a distinction between facts and rumors surrounding the company. The site uses a conversational style to help clarify misconceptions. Visitors can e-mail information they hear about GM and request that issue be addressed on the site. It can be accessed internally by employees via the Fastlane blog as well as the "Answer Me Now" internal website, which is located on the global Socrates home page. Currently there are 10 myths and responses posted, including:

- GM is looking for a government bailout
- GM is not actively pursuing energy-saving technologies
- GM didn't anticipate the growing demand for fuel-efficient vehicles
- GM no longer matters to the U.S. or its economy

Others will continue to be added. Go to www.gmfactsandfiction.com/.

Correction to last week's AutoKnow

Last week's *AutoKnow* ran an excerpt from the August 22, 2008, issue of the *New York Times*. In that excerpt, the president of UAW Local 1112 in Lordstown was quoted as saying that "about 1,000 workers--a combination of new hires, transfers from closing plants and people called back after being laid off--are on the second-tier wage scale that was created by last year's contract. Those workers start out earning about \$14 an hour . . ."

This is NOT a true statement. Roughly half of the 1,000 workers mentioned above are new hires. These people were hired in at the second-tier wage. However, transfers from closing plants and people called back from layoff continue to make Tier 1 wages.

We're sorry for any confusion or alarm this caused.



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.

New Team Recognition Process Begins at GRMP

The new Team Recognition and Award process begins October 1 in Grand Rapids. Unique to our plant, just as the name indicates the process is designed to recognize and reward teams that meet certain criteria. The process has been explained to supervisors and team leaders, who in turn are rolling it out to team members this month.

There are primarily two areas of emphasis to this process: identifying team SPQRC contacts and meeting team goals. Teams that meet the required levels of performance in these two areas are eligible to win prizes, including dinners, clothing and more.

SPQRC Contacts

For the last couple of years the Grand Rapids Metal Plant has been encouraging people to volunteer to serve as SPQRC (Safety, People, Quality, Responsiveness, Cost) contacts for their teams. The goal has been to have an S, P, Q, R, and C contact on each team. Unfortunately, the response has been less than hoped for.

"Right now only about 25% of our SPQRC contact positions are filled," said Assistant Plant Manager Nick Kassanos. "Our goal is 100%. The only way this plant will succeed in a competitive environment that gets tougher every day is if every employee is fully engaged in our business.

"We absolutely need people to step up and say 'I'm going to be the ambassador for safety for my team,' or 'I'm going to be the ambassador for quality.' We need teams to continue to increase their level of ownership for their business, and the way to do that is through SPQRC contacts."

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Smoking Policy Reminder

Since December 1, 2002, the Grand Rapids Metal Plant has been a non-smoking facility. This change was made to ensure a healthier environment for all of our employees and visitors.

Please remember that smoking is allowed only during designated break and lunch times and only in the smoking cabins in these areas: columns L1 (outside TDO), Q17, Z27, Q38, and N55 (outside). If an area is not listed here, you can't smoke there. Doing so is not only against plant policy but also presents a health risk to your coworkers and may pose a safety risk to yourself (for example, smoking in an area where there is vehicle traffic).

If you see an employee smoking in a non-designated area, you have the right to politely remind them of our non-smoking policy, encourage them to put the cigarette out in an acceptable place, and remind them of the smoking cabins located throughout the plant.





GM Facts
Gas-friendly choices.

The most 2008 models with an EPA estimated 30 MPG highway or higher.

V8 and V6 engines with Active Fuel Management, which saves fuel. It deactivates half the engine cylinders when they're not needed and reactivates them when extra power is needed.

To view GM 30+ MPG vehicles or to learn about GM engine advances, visit www.gm.com/explore/fuel_economy.

2008 Charitable Giving Campaign Runs Through September 30

Local UAW leadership and General Motors, in partnership with Heart of West Michigan United Way, would like to thank you for your past participation in the annual campaign and invite you to participate in this year's "Live United" campaign. The 2008 Charitable Giving Campaign runs through Tuesday, September 30.

We are asking that you look into your hearts, count the blessings you have, and help the Heart of West Michigan United Way meet the needs of those in our community. We're not asking you to give until it hurts, but to give until it helps.

You can enroll or change your current donation on mySocrates or call **Mike Vincent** at 3177/Nextel 287 or **Larry Melville** at 3112/Nextel 295.

Tip of the Week--Control Blood Pressure

High blood pressure is the number one cause of stroke. Yet nearly 60 million Americans – 29 million women – have high blood pressure, and almost a third do not even know it. To improve your chances of surviving high blood pressure:

- Have your blood pressure checked at least once a year – more often if you have a history of high blood pressure, have had a heart attack, are diabetic, or are overweight.
- Know your family medical history. If high blood pressure runs in your family, it's important that you ask your doctor about how to control your blood pressure.
- If you have high blood pressure it's important to follow the recommendations of your doctor, which may include changes in diet, regular exercise and the use of medication.

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Enhanced PMP is Coming to GRMP

Production operators/team member/leaders are the first point of response to deal with out-of-standard conditions with machinery and equipment, including quality, material, or maintenance according to the 2007 UAW-GM National Agreement. Production operators use tools identified by Standardized Work to address out-of-standard conditions or perform repetitive activities to sustain production (such as cleaning, minor maintenance or material tasks).

The plant has jointly selected the Cut-to Length line in Blanking, OO-3 & PP-3 in the Press Room, and the Rail lines in Metal Assembly as our pilot areas.

Many of you are probably wondering why we do PMP (Production Maintenance Partnership). Well, PMP ensures a safe, neat, clean, and organized workplace. PMP also helps us reduce losses from breakdowns, quality and throughput issues. PMP helps the company use the operator's knowledge and skills in maintaining their equipment. PMP also helps us better utilize the skilled trades person's knowledge and skills to improve the reliability and maintainability of our equipment.



Board for PMP at Cut-to-Length line in blanking

Around Grand Rapids

GM Car Fair Coming to GRMP

Don't forget that the GM Car Fair takes place at the Grand Rapids Metal Plant on September 23-25 (between noon and 8:00 p.m. each day). Sitting in the 36th Street hourly parking lot will be virtually every 2009 Buick, Cadillac, Chevrolet, GMC, Hummer, Pontiac, and Saturn vehicle.

Also on display will be the GM Futurliner and the UAW-GM Center for Human Resource's "Buy American" display, which includes NASCAR driver Kevin Harvick's Chevy Monte Carlo and a virtual race track.

Please stop by and take a look at what's new on dealer lots. Just as importantly, please tell your friends and family about this great event that is open to the public.

Also, organizers of the Car Fair are looking for volunteers to help with the event. If you're interested, please contact **Larry Melville** (3112) or **Larry Givens** (3198).

Parking Lot Change for Non-GM Vehicles Red Line Painted in Lot

As part of this year's local negotiations, a change has been made to the hourly parking agreement. Employees driving non-GM vehicles are now required to park in the last six rows of the Clay Avenue parking lot (the southern portion near the former Tannewitz building). This allows the 36th Street lot and the front rows of the Clay Avenue lot to be used by the employees that buy our products.

To make it easier to identify where to park non-GM vehicles, a red line has been painted in the Clay Avenue lot (see photo below). Non-GM vehicles are to be parked on the south side of the line.



Safety Corner

Know Safety, No Accidents

	2007	Through 9/12/08
First-aid Injuries	454	225
Recordable Injuries	65	31
Lost Work Days	6	2
Near Misses Reported	232	300

Strains and Sprains

We have had team members experience neck and back strains that have become serious and classified as OSHA recordable injuries. It's important that we lift carefully, use proper ergonomic assists, and use the specified tools in our JES. If you experience anything unusual, please seek help from our plant medical professionals. It's a well-known fact that immediate treatment to injuries is the most effective prevention to a more serious injury. Examples of this include first-aid treatment to a laceration, ice packs applied to a muscle strain, or flushing a foreign body from your eyes.

--Nick Kassanos, assistant plant manager

Team Recognition and Award

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Points will be awarded to teams that meet specific "absolutes," including having all of their SPQRC contacts in place and fully functioning, how often these contacts attend contact meetings, and to what level the contacts participate in the team process. Specifics behind these criteria will be explained to team members by their team leaders and supervisors.

Goal Setting

As mentioned, for a team to be recognized and receive an award, it must also achieve certain team goals. In general, each team must have one team goal under S, P, Q, R, and C that it meets in order to accumulate points toward a team award. Again, leaders and supervisors will share the specifics behind this with team member this month.

"Ours is a measurement-based business," said Nick. "Our plant is judged by how well we meet plant goals. And how well we meet plant goals is determined by how well our teams meet their goals."

The first measurable period for the Team Recognition and Award Process is the fourth quarter of this year.