



POWERNEWS

SPECIAL EDITION

2017 Profit Sharing



February 6, 2018

Message from Cindy Estrada and Scott Sandefur

Dear UAW-GM Team Members,

Congratulations on another successful year. When GM delivers strong business results, we are rewarded for our efforts through the UAW-GM negotiated profit sharing program. In recognition of our 2017 performance, eligible UAW team members will receive a profit sharing payout of up to \$11,750. The payout is targeted for the February 23rd paycheck.

Although we were slightly below the record breaking payout for 2016, we should all be proud of what we accomplished in 2017. Last year, fewer people were injured thanks to our team **making safety personal**. We continued to take **GMS to the next level**, especially in the areas of team leader engagement and business plan deployment/problem solving processes. We moved closer to **BIQ IV** at all our manufacturing plants and nine plants have achieved this world-class level of performance. In Customer Care and Aftersales (CCA), the team focused on timely and quality parts shipments to our dealers. Finally, we focused on creating an environment that supports **GM's cultural behaviors** and we continued to win awards for **quality, environmental accomplishments and community involvement**.

In order to keep this strong momentum going for 2018, we must maintain our focus on the following:

- Safety
- Flawless Launches
- BIQ IV
- Hours per Unit and Cost per Unit
- Lines per Hour and Pieces per Hour (CCA-specific)
- Continue to invest in GMS implementation and training

It's great that we can celebrate our wins through profit sharing. However, the **real winners** when we achieve our business results are **our customers**. Strong performance in our organization means customers get outstanding cars, trucks and crossovers. Like every year, we will face challenges in terms of changing schedules, intense competition and the day-to-day issues that arise. We can overcome all these issues when we work as **One Team, Keep the Customer at the Center of All We Do** and focus on **Continuous Improvement**.

Handwritten signature of Cindy Estrada in blue ink.

Cindy Estrada
Vice President and Director
UAW General Motors Department

Handwritten signature of D. Scott Sandefur in blue ink.

D. Scott Sandefur
Vice President NA Labor Relations
General Motors



GENERAL MOTORS

2018 VACATION APPLICATION PERIOD

In accordance with the 2015 GM – UAW National Agreement, **the weeks beginning Monday, July 2, 2018 and Monday, July 9, 2018** have been designated as Plant Vacation Shutdown Weeks for Defiance.

Currently, **all** production operations are **NOT** scheduled to work during the Plant Vacation Shutdown period. The following area/department(s) are scheduled to work:

<u>AREA/DEPARTMENT</u>	<u>SCHEDULE</u>
<ul style="list-style-type: none"> • Maintenance – Plant Wide • Pattern Shop 	No Planned Downtime/Normal Vacation Planning will apply

Employees who desire vacation time off during the calendar year 2018 should make application to their Group Leader on the forms provided during the application period of **Monday, February 5, 2018 through Friday, March 2, 2018**.

Employees will be notified in writing on **Friday, March 16, 2018** of the disposition of their requests.

Any employee who wishes to take vacation time off during the months of January, February, or March should see their Group Leader as soon as possible. Vacation requests for this period will be granted on a first come basis.

February preapproved vacation sequence:

- All full weeks by seniority
- Single days by seniority
- Half days will not be considered during the vacation scheduling period.

As a reminder, Defiance employees will be required to apply 72 hours of vacation entitlement for both weeks (pursuant to Paragraph 202e).

Revised Suggestion Workshop Date and Times Available:

Thursday, March 1: 4pm-6pm or 7pm-9pm
Friday, March 2: 9am-11pm or 1pm-3pm
Monday, March 5: 12am-2am or 4am-6am

If you are interested, send an email to: **tonya.huss@gm.com** with your name, time and date you would like to attend.

Contact information:

Communications Manager

Kevin Nadrowski
Phone: 313-498-5464

UAW Communications Coordinator

Tonya Huss
Phone: 419-784-7727

Cell: 419-769-6225

E-mail: **tonya.huss@gm.com**

