



SHOP UPDATE

1.2.2024



Welcome back! We hope everyone had a wonderful time off to recharge and get ready for a busy 2024. Up-coming events as well as a high-level look at 2024.

Overtime Equalization- Team leaders, when doing the yearly zeroing of hours for overtime, only take the low-hour person to 0. Then subtract the same amount from the rest of the team, that is your starting point for 2024. Reminder this is our process, and we control it. If hours are not right or aren't being charged right, please bring to the attention of your rep or G/L. If the hours discrepancy gets big in some teams, then something is not being done correctly and needs adjustment. Please stay on top of this as it is hard to unravel down the road, and it is our process to track not the G/L.

63 A & B Applications - All applications to change departments as well as becoming a team leader were all purged at the end of the year. Anyone desirous of changing departments or becoming a TL should resubmit the appropriate applications ASAP.

Overtime Schedule- As of now there are no Saturdays on the schedule for January, but we will have up to a 9-hour daily schedule. Saturdays will be communicated as soon as they are relayed by mgmt.

MLK Day- On 1/15/24 we will observe Martin Luther King Jr. Day. Please enjoy this UAW negotiated holiday and make sure to take time to reflect on the history and importance of this day.

Plant Summer Shutdown Weeks- Contractually, mgmt. must declare the summer shutdown weeks during the first full week of February. This will be communicated to membership as soon as mgmt. makes this information available to us.

Vacation Application Period-Beginning on 2/1 and ending on 2/29 is the time when all seniority employees put in vacation requests for the remainder of the year. It will be by seniority on a first come first serve basis until 3/15/24. All vacations after 3/15 will be approved in seniority order of those applications turned in during February. Vacations scheduled during this time take precedence over any others. We encourage all employees to schedule their vacations during the application period. Employees who request time during the application period and are denied, will have first opportunity at days that become available due to leaves or cancellations later in the year.

Vacation Applications Subsequent to February- All vacation request applications after 3/15/24 will be on a first come first serve basis]. *** NEW CONTRACTUAL LANGUAGE APPLIES* 1.** Group leaders **MAY** now approve up to 8% and 12% after the February application period. They will consider sick leaves, FMLA, and par. 109 leaves when determining the approval of applications. **2.** Mgmt. has 3 working days to provide a response. **Requests are not automatically approved if not responded to in the 3-day time period.** This should be brought to the attention of your group leader then escalate to your UAW rep if mgmt. still does not process your request.

Cancellation of Approved Vacation Days- The old white vacation request forms should be utilized when cancelling approved vacation days. This is the only way to document what we are requesting since HCC does not have the capabilities to request to cancel an approved day. We have brought this to mgmts. attention, and they are working to make this a function of HCC.

New Vehicle Purchase Voucher- These are now available online at gmfamilyfirst.com. Remember the \$1,500 voucher **must be used by the end of 2024.**

Unused Vacation Payout- par. 193b of N.A. Per this paragraph payment of any unused vacation will be no later than 2/1/24.

Update Personal Info at Hall- Please make sure your personal information (phone numbers and address) is up to date with the Union Hall and with the company through Workday.

New Seniority Conversion Orientation- We will have a short orientation for all newly converted Seniority Employees. Dates and times will be communicated once more information is made available.

Skilled Trades- Anyone desirous of starting the path to becoming a skilled trades person should contact the apprentice committee in person at their office located in the hallway behind the UAW Work Center. Or contact the chairperson of apprentice committee Charlie White at 913-573-3017 or co-chair Ben Miller at 913-573-3054.

A message from apprentice office: The S.T.A.R.C. program is a great opportunity for all our UAW brothers and sisters and their family members that would like to get into the Skilled Trades Apprenticeship over the next few years. With the recent changes in the 2023 National Agreement, it has opened opportunities for not just our members, but their family members and friends. With the addition of the 400 apprentices under the last contract, all the lists were cleared corporate wide and 51 non-GM employees were added to the apprenticeship program. The future looks bright for those that get on the list in the next couple of years.

The STARC program is a 4-course program administered by Penn Foster College through the UAW and GM. The 4 classes are all online; you need a computer with a web camera and a microphone to take the finals as they are proctored by the College. The schooling is easy to access, and you can do all of it at your convenience. The classes start every Monday of each week.

Here is a quick break down of the changes in the new National Agreement.

1. With tuition assistance being established for our dependents you can sign up your children and the classes are paid for with your benefits of Tuition Assistance. (still waiting on final details)
2. Anyone who takes the classes and pays out of pocket (\$1450 total) will be reimbursed 90 days after they get indentured into the apprenticeship.
3. The apprenticeship list will be updated 2x a year rather than just once a year.
4. With the Special Attrition Program (SAP) being offered to all eligible employees under this contract, many of our skilled trades will be retiring over the next 4 years. The largest hiring of skilled trades in GM was 1985 and approximately 65% of skilled trades corporate wide are eligible for this SAP.

The Skilled Trades Apprenticeship Readiness Certificate (STARC) is a 2-semester program with Semester 1 allotted time of 16 weeks to complete at your pace online.

Semester 2 allocates 24 weeks of time. That is a total of 10 months at your pace. You can complete the classes early if you wish. You must have a 75% grade in all classes to be considered for the maintenance trades and an 85% for engineering apprenticeship. If you have completed a College Intermediate Algebra class in your past, you can have your previous college forward your transcript to the National Apprenticeship Parties and if approved then you don't have to take the final class of the STARC program.

Learn more by visiting your Local Joint Apprenticeship Office located directly across from the Auditorium in the Union offices hallway, first door on the left. You can also call our office or email us. We can answer all your questions and get you signed up to start classes as soon as next Monday, January 8th. We can even do this over the phone with you. Don't delay, put yourself in a position to be a skilled trades journeyman in your future.

Your UAW representatives for the Apprenticeship Program are:

Charles White: 913-573-3017, Charles.w.white@gm.com normally available 6:30 am to 2:30pm. I will be on vacation all next week.

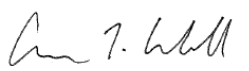
Benjiman Miller: 913-573-3054, Benjiman.miller@gm.com normally available 6:30 am to 3:30pm if Body shop runs 9 hours.

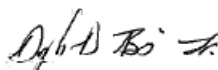
Looking Down the Road:

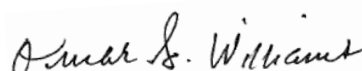
SAP (1st quarter)- As rolled out in the informational meetings we will have a Special Attrition Package for those eligible employees during the 1st quarter of 2024. When we receive dates and processes, we will communicate that to everyone. Some of you have already seen that GM was trying to gather early numbers to gauge interest.

Dependent Scholarship (TAP)- No information has been provided for this program yet but will be relayed as soon as it is made available to us. We are expecting this information be made available during the 1st quarter.

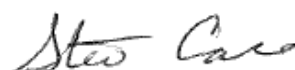
As you can see 2024 is off to a fast start and will have many more challenges put in front of us. Your UAW Local 31 shop committee and leadership are ready to face the situations that come up in the shop. We are looking well into the future to try to posture Fairfax as a viable option for any product that they may want to manufacture. Your local leadership is working hard to ensure that our workforce has a job right here in Kansas City. Some of you have made the choice to follow work and have landed in our communities. We are doing our very best to make sure that no one is forced to make that choice again or for the first time. If you have questions, please seek your answers from the correct sources.



First Shift Zone
Cameron Crandall



Shop Chairman
Doug Bias



Second Shift Zone
Omar Williams


First Shift Skilled/Stamping/ General Stores
Daron Plackard


First Shift Skilled/ Material/ General Stores
Steve Call


First Shift Chassis/ Quality
Rick Culver


Second Shift Trim
Aaron Bruce


Second Shift Skilled/ Material/ General Stores
Kevin Wright