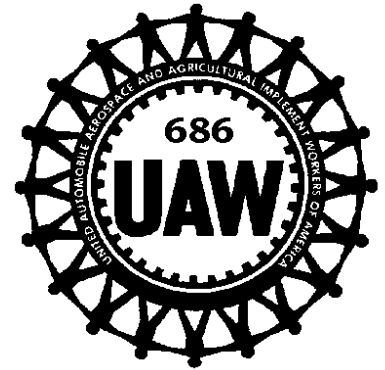


# UNITY 1 News



Shop Chairman      **Todd McNall**  
President Unit 1    **Gordie Fletcher**  
Shop Committeeman    **Mike Grimmer**  
District Shop        **Ernie Manera, Jeff Austin, Earl Wolcott,**  
                                 **Jeff Grimes, Joe Volpe**

January 22<sup>nd</sup>, 2010

## UAW UPDATE

It is being reported that GM will be implementing a merit pay plan (raise) for salaried employees effective February 1<sup>st</sup>, 2010. GM has stated they feel it is important to provide a competitive level of compensation and benefits to their salaried employees.

It was stated by a GM spokesman in the Detroit News in an article dated December 30, 2009, "It is unclear exactly how much the merit pay plan will boost salaries, but it typically compensates for inflation and keeps workers competitive with peers at GM and rival companies". The article also went on to state "The good news is the company is now stable enough and back to normal enough that we can do this".

The Shop Committee was notified on December 22<sup>nd</sup>, 2009 that GM Management has suspended our contractual 3.75% raise until the completion of National Negotiations. **The same GM management that suspended the UAW raise is now rewarding "their own" with a merit pay plan (raise).** It has become obvious that GM's "Plan to Profitability" consists of continuing to take off the back of the UAW workers and line the pockets of the salary workforce. These actions are unacceptable! How can GM management give raises to the same people that led the Auto Industry into this predicament?

**It has been confirmed that the salaried workforce at the Lockport Site is being included in the Merit Pay Plan (raise), while at the same time our memberships' pay increases have been suspended!**

**Furthermore, The Shop Committee has filed a policy grievance to get our hard earned raises which we were contractually entitled to January 4<sup>th</sup>, 2010 re-instated immediately.**

*Ask yourself the following questions: Is this management's interpretation of equivalence of sacrifice? With the UAW workers being pressed for wage and benefit concessions, how does a management merit pay plan (raise) make us competitive?*

We appreciate your continued support during these contract negotiations.  
OPEIU212

