



SHOP UPDATE

February 21, 2018



PROFIT SHARING PAYOUT:

This Friday February 23rd, is the payment date for profit sharing and should be in our checks. Full payment is \$11,750. We know many here at Fairfax will not get the full amount due to the down weeks last year. We know it is a contractual benefit that we here locally cannot fix. I have heard many brothers and sisters speak to the fact that it wasn't our choice to be laid off. We need to put resolutions in at national negotiations to try to address this issue and make it more fair to members at plants that are struggling.

VACATION APPLICATION PERIOD:

It is February and it is vacation application time again. It has already been announced that we have no scheduled down weeks as of NOW. Remember to fill out your forms and turn them in by February 28th, to make sure you get your request in timely.

CAR SHOW:

Hope you have seen on the doors that it is that time again for the KC Auto Show. It will be in town February 28th through March 4th, downtown at Bartle Hall.

VR/EARLY OUT ISSUE:

We all heard about and some had lived the new directive from management about taking our brothers and sisters VR time if they needed to leave work for reasons in the past they would accommodate. The shop committee argued that historically G/L's that are aware of issues or appointments in advance normally would make arrangements for the people in their group to cover these instances. Taking VR time away for example for doctor appointments, court dates, emergencies etc. It is WRONG and only creates more chaos on the plant floor. We finally got management to agree it was wrong unless manpower could not allow it, and now we have asked committeemen to bring forth TRUE violations and cases when our membership had time taken away before we got this fixed to get their VR/Vacation time returned.

Safety Glasses:

We hope our membership read the letter regarding the position taken on safety glasses. We were/are opposed to wearing them as we enter the plant floor, if the line is not running. We do not see the hazard if the line is not running. We argued this at key 4 with the Shop Chairman, President, Plant Manager, and Personal Director. Since we could not agree, we took the issue up north on both sides IUAW and the corporation for resolution. We wanted to know if it was agreed to by both sides or was this just a GM initiative. The answer came back and we lost. It was agreed to by both parties. We are still not in favor but we will hold up our end and comply. NOW, with that being said, the shop committee will be going up to Detroit this week to sub council, and we will respectfully ask our union leadership why because we still don't see the common sense in the decision.

JOB ISSUES AND TAGGING IN BODY AND MATERIAL:

We all know that we have jobs in the plant that need to be fixed. We have always have had them and always will. With management going forward with their job cuts, trust that the shop committee, your district reps, safety and ergo teams along with the T/L's and members on the floor are working and fighting every inch of it and making it hard on them. We are forcing them to do right by the members. WE need to make sure as a membership we are raising issues of these overloaded or unsafe jobs up to your reps. There is a UAW war room of sorts with jobs identified by committeemen. They are working hard on trying to fix these jobs. We are making progress as this is never a quick process. Please remember they are fighting us back to get to their number. We were successful in getting the paint shop to hold off moves as we try to work through both accommodations to the affected members being forced to different shifts. Also, the inability to show the cuts, and combination of jobs they want to combine to see if they work. We got a big win in terms of the bodyshop and material tagger mess that has been going on. The shop committee fought a long time to get them to have our taggers in both departments to have the same start time as everyone else and a daily JES to know what their assignment is. Manpower has not allowed them to tag anyways. Good Job team. NOW, our body shop and material taggers have got to do their part to make this work or management will go back to their messed up process.

ANNOUNCEMENT OF GM'S INVESTMENT INTO FAIRFAX:

Yesterday, GM announced to the media the investment of 265 million dollars into Fairfax Assembly for the new Cadillac Crossover SUV. This is great news as now everyone will know what we have been working on here for months! Be prideful because this is great news. As we can see that some of the investment was used in reshaping our chassis department with the new AGV system.

(OVER)

GAINED WORK FOR STAMPING DEPT:

Great news!! Due to standards we established over the years here at Local 31, and our ability to show we can do anything GM puts in front of us as a challenge and succeed. We will be taking work from Springhill, as they do work on their dies and later this year from Wentzville helping them out stamping some parts. This will add 3 additional lines in the stamping department and create a 3rd shift in our stamping department. Congratulations to those that will be part of that number. We will begin stamping the new parts next month. Please be sure to have your 63's in the system if your desirous of a move. Great job to the stamping department, keep up the good work.

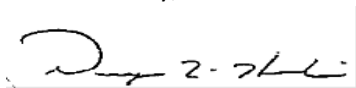
RETURNS FROM INDEFINATE LAYOFF:

Congratulations to all our brothers and sisters who have returned and are still returning from indefinite layoff. At the time of the reduction of shift, we had 368 brothers and sisters that went out the door on indefinite layoff. Temps not included. Since the start of the calendar year 2018, to date we returned 10 because of the first 6 active members that took the transfer to Ft. Wayne. We then returned 50 the last two weeks to help with sick leave numbers. This week 9 more returned because the great news in our stamping department to help with getting people trained that have moved into the material department and we are glad to announce that we will be calling an additional 38 more that will be returning February 26th, as we convinced management to move up the MSU's and launch people that we will need to prepare for the new Cadillac. That is a total of 107 brothers and sisters that we returned back in the plant. Congrats again!

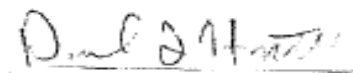
OUR TIME TO STEP UP:

This is not an easy discussion but one we believe that needs to be had as leaders of this local. For years, Fairfax has been heads and shoulders above the rest of the assembly plants in the US. We have been innovative and at the top of most lists in our training, our processes and now our quality. We have undergone a first here at Fairfax, a loss of shift. It hasn't been easy, and we have many issues out on the floor we are trying to work through. Try to be patient, follow the chain of command and let's address them. Now, we all know we work at a car assembly plant and right now, current conditions: THEY AREN'T SELLING!! We are not a truck plant that is working 6 or 7 days a week making as many big SUVs & trucks that can be produced. It is just the facts. We believe most have heard or understand that come contract time, GM has about 7 open shifts at car assembly plants and not all will probably make it. Guess what brothers and sisters? THAT INCLUDES US HERE AT FAIRFAX!! Now, we have a chance to be the 1st US assembly plant to attain BIQ 4 status. We know that doesn't guarantee a new product, but I'm willing to bet it doesn't hurt us from staying in the conversation. Since we have returned from layoffs in January, the daily absenteeism has been very high. Management always complains that YOUR PEOPLE DO NOT COME TO WORK. The UAW's response has always been, they have contractual reasons for being off. Examples: vacations, VR's, sick leaves etc. If any of our members miss a day without coverage, you have DOC 8 to hold us accountable. This brings us to the point of the topic. We are in real danger of losing BIQ 4status here at Fairfax. We need to step it up and take more PRIDE in building the world class vehicles we say we do. We understand that there are a lot of factors that go into that statement. We have BIG TIME manpower issues that do not allow T/L's offline to do their jobs. We have new people reporting to new unfamiliar jobs daily, sometimes out of their home department and cannot get adequate training. Members of management are more concerned with getting their daily number and wants to pull andon cords to fix upstream when issues occur. I am sure there are more examples as well. No restroom breaks etc. We know in order to get to 95% DRR we have built it right the first time. Let's all take more accountability for our work and hold management more accountable for trying to ship defects that are going to hurt us as a plant. They cannot always have both !! Quality and Quantity! While understanding we need to make schedule as a plant, we must put quality first! So, let us as UAW brothers and sisters make sure we do what we need to do to keep us special. If you must be off work, by all means, enjoy your contractually negotiated days off. But if you can, come in, and help us all stay the bar corporation. Let's work together to the best of our ability to keep Fairfax the best in the business.

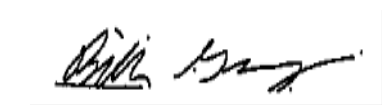
In Solidarity,



Dwayne Hawkins, Shop Chairman



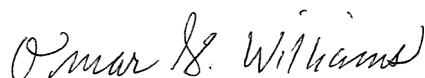
2nd Shift Stamping, BS, Paint, 3rd Shift Paint Committee person - **Dan Hartzell**



Zone Committee Person 1st shift -**Billy Gay**

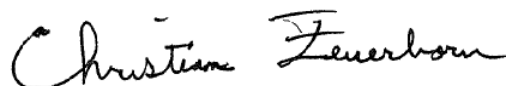


2nd Shift Trim Committee Person-**Eric Chappell**



Zone Committee Person 2nd shift- **Omar Williams**

1st Shift Chassis & Quality Committee Person-**Rick Culver**



1st Shift Material, Skilled Trades & General Store—**Chris Feuerborn**