

GM / UAW Joint Programs

GENERAL INFORMATION

General Motors and its largest union, the UAW International Union, have jointly established a variety of education, training, retraining, and development programs and activities for UAW-represented GM employees located at GM's plants and warehouses throughout the United States.

The UAW-GM Center for Human Resources (CHR), serves as the national headquarters for UAW-GM joint programs and activities and is focused on health and safety; training and skill development; employee educational opportunities; work and family support; and product quality.

HEALTH & SAFETY TRAINING AND DEVELOPMENT

Purpose: To enhance the safety awareness, hazard recognition, and technical skills of UAW-represented GM employees.

As a Result: Since 1985 more than 30,000 employees (including instructors who return to their facilities to teach co-workers) have participated in health and safety administered training courses.

GM North America is the automotive industry leader in the key measures of safety, lost workday case rate, and recordable injuries. The company's annual rate of lost workdays (as of March 2007) is 0.1645 cases per 100 employees, and the recordable rate is 2.51 per 100 employees (as of March 2007).

Currently, the company and the union are jointly funding eight occupational health research projects. Additionally, several comprehensive programs addressing Lockout, Fall Hazard Control, Ergonomics, Confined Space Entry, Hybrid Vehicle Safety, Electrical Safe Work Practices, Task Based Risk Assessment (TaBRA) and Hazard Communication have been established and are being implemented at all facilities. The current focus is on Design — in activities and efforts to change the culture of health and safety in the organization, especially in the area of skilled trades.

JOINT SKILL DEVELOPMENT AND TRAINING

Purpose: Provide training and consulting services for UAW local union and plant management leadership to help improve working

relationships and joint activities at their location, and assist in identifying organizational needs and developing training programs and change strategies. These processes include: implementing innovation, improving management-union relationships, developing internal consulting skills, adapting to change, developing conflict resolution skills, and establishing self-directed work teams and related people involvement processes.

As a Result: In 2006, over 1,000 UAW-GM Doc. 46 representatives and their GM management counterpart participated in more than 28,000 hours of job related, basic education enhancement, inter-personal, and communication skill courses. These courses are designed to assist UAW and GM leadership employees in successfully implementing joint programs at UAW-GM local plants.

The American Council on Education/Program on Non-collegiate Sponsored Instruction (ACE/PONSI) recommends many of the courses for local joint representatives provided through the UAW-GM CHR for college credit.

SKILL CENTERS

Purpose: Support the basic educational needs of UAW-represented GM employees and their spouses. This jointly run, workplace-based educational center was established in 1990.

As a Result: More than 70 UAW-GM joint skill centers have been established at GM plants across the country. Skill centers are operated with a local educational agency and offer six areas of educational, counseling and learning opportunities:

Adult Basic Education
General Education Development
Educational Enrichment Services
English as a Second Language
Academic Advising Services
High School Completion

EMPLOYEE ASSISTANCE PROGRAM

Purpose: Provide assistance with substance abuse and other challenges that can interfere with a worker's health, job performance, and well being.

As a Result: Comprehensive joint programs are offered to workers and their family members to provide an initial assessment of problems, referrals for counseling services, and follow-up services.

CHILD CARE RESOURCE AND REFERRAL

Purpose: Support working parents by providing options to everyday problems.

As a Result: Workers can access a 24-hour response line and receive information about community resources, such as child care centers, home care providers, summer camps, before- and after-school programs, services for individuals with disabilities, adoption, educational tours and college planning assistance. In several plants, an on-site consultant provides these services.

Workers also are able to receive information on parenting, such as dealing with teenagers, divorce, child development and homework.

CHILD CARE

Purpose: Provide quality child-care services to workers on three shifts at multiple locations.

As a Result: Since June 1992, the UAW-GM Child Development Center has been offering quality, convenient, and affordable child care activities to workers living or working in the Flint, Michigan, area. Currently, children – six-weeks-old to age 13 – are enrolled at this facility. The center provides a variety of activities for children.

ELDER CARE

Purpose: Provide elder care information to workers who are responsible for managing the care of elders or dependent adults.

As a Result: Since 1996, the UAW-GM Elder Care Program has provided a 24-hour response line to support workers who are caregivers. Case managers provide information on in-home care; elder care facilities, nursing home facilities, transportation services, Medicare and Medicaid, and health insurance options.

TUITION ASSISTANCE / DEPENDENT SCHOLARSHIP

Purpose: Provide eligible, active, laid-off and retired UAW-represented GM employees with financial assistance to pursue educational opportunities at a wide variety of licensed or accredited schools. These educational opportunities enable participants and their dependents to enhance their development or re-enter the work force.

As a Result: In 2006, approximately 18,000 applications for tuition assistance and dependent scholarships were processed for UAW-GM active and retired employees. Under the Tuition Assistance Program, employees and retirees are reimbursed for training offered

through adult education programs; trade and business schools; and, community colleges and universities.

Approximately 32,000 applications were processed in 2006 for Dependent Scholarship Program benefits. The Dependent Scholarship Program provides financial support in continuing the education of dependent children of eligible active, retired or deceased UAW-represented GM employees.

ADAPT (Accommodating DisAbled People in Transition)

Purpose: Assist workers returning from disability leave, or those who are at work and receiving medical restrictions, who may require some type of accommodation to be placed on a job.

As a Result: Since the national program was launched in 1993, (as “Job Placement”) thousands of workers with disabilities or work restrictions have been provided an opportunity to return to, or remain, at work (and maintain their seniority) by matching the employee with appropriate job openings.

NATIONAL PAID EDUCATIONAL LEAVE (PEL)

Purpose: Provide UAW local union leaders and local GM plant officials the opportunity to receive an in-depth education regarding the challenges facing the auto industry and the union.

As a Result: First piloted in 1985, the jointly developed and administered PEL Program provides selected employees a unique educational opportunity to enhance their knowledge of the automobile industry. It is designed to equip local plant leaders with the necessary tools to understand and effectively meet the challenges of our rapidly changing industry.

Leading academics, government representatives, writers for worldwide news and trade publications, as well as UAW and Corporation officials, provide in-depth views and discussions of current issues and the industrial relations process.

PRE-RETIREMENT PLANNING

Purpose: Help workers plan to get the most from their retirement years.

As a Result: Since 1986, over 20,000 UAW-represented GM employees and their spouses have explored retirement preparations by

attending Design Your Successful Tomorrow,”
a multi-session program featuring:

Retirement planning
Financial planning
Legal considerations
Health and well being
Family and leisure living
Community participation

POST-RETIREMENT PLANNING

Purpose: Assist former GM-UAW workers, their spouses and surviving spouses, in personal planning following retirement.

As a Result: The program, "The Informed Retiree", provides participants classroom instruction and updates on:

- Legal and estate issues
- Financial planning
- Health and lifestyles
- GM benefits and Social Security
- Long-term care

Additional Programs and Activities Involving GM and the UAW

CHARACTER EDUCATION PROGRAM PARTNERSHIP (CEP) DETROIT/ PONTIAC

What is the Character Education Partnership Program?

A partnership between the UAW-GM CHR and selected public elementary schools in Detroit and Pontiac, Michigan.

CEP is an initiative that encourages public education to integrate positive values into every aspect of the school environment, as well as a partnership between the home, school and the broader community.

- A process that helps children develop as healthy, contributing adults by promoting key values, such as respect, responsibility, and honesty.
- An initiative that asks schools to integrate Character Education into their Mission Statement, the everyday school environment, curriculum and discipline policy.

What Do Students Study?

- Students learn about core ethical values such as honesty, respect, caring about others and responsibility, as well as how to utilize them in their everyday lives.
- Students learn about developing good character in the school environment, with the school's personnel leading by example; the integration of core ethical

values into the curriculum; and after-school activities.

What is the Status of the Program?

- This initiative, supported by the UAW-GM CHR, is in its second pilot year. Implementation strategies were developed during the 2001-2002 school year. All three sites are currently implementing these strategies.
- The 2002-2003 school year began the integration of Character Education principles within the three pilot elementary schools: Detroit Thurgood Marshall, Spain and Pontiac Herrington. Principals are beginning to see the results, such as increases in student confidence, decreases in weekly office referrals, positively increased teacher attitudes.
- Key school personnel attended a conference in July 2002 on Character Education, and the UAW-GM sponsored a graduate class on Character Education during August 2002.
- The UAW-GM CHR in partnership with Oakland University developed a graduate course for teachers, administrators and graduate students that began August 2002.
- Character Education has been implemented in both School-To-Work initiatives: LAMP and DMP.

A Character Education related “Laws of Life” essay contest is being incorporated into the UAW-GM POWERTEAMS program for all participating students.

UAW-GM NATIONAL SPONSORSHIP OF MAKE-A-WISH FOUNDATION® OF AMERICA

What is the Make-A-Wish Foundation of America?

It is an organization dedicated to granting wishes to children with life-threatening illnesses. In June 1999 the UAW and General Motors announced a historic sponsorship of the Make-A-Wish Foundation. Initially a three-year commitment, the sponsorship is now entering its fourth year.

The UAW-GM national sponsorship also provides a means for the UAW-GM Center for Human Resources to fulfill its mission as a good corporate citizen, particularly in communities where GM plants and UAW locals exist.

What do we do?

- The UAW and General Motors use their ability to leverage relationships with organizations such as NASCAR, PGA, The United Way and Olympics to enhance the wish-granting experience for Make-A-Wish children.
- A regular donation is periodically made by the UAW-GM Center for Human Resources to the national headquarters of Make-A-Wish Foundation in Phoenix, Arizona, on behalf of General Motors and the UAW. The men and women of General Motors and the UAW, through their respective

locals, also volunteer their time, money and resources to raise additional funds for Make-A-Wish.

What is the status of the program?

- Over the course of the national sponsorship, the CHR's financial contributions have enabled the granting of more than 600 wishes, and provided start-up funds for local Make-A-Wish chapter events that have generated millions of dollars in additional funding for the Make-A-Wish Foundation.[®]
- In 2000, the GM Dealer organization joined our efforts to support Make-A-Wish through wish granting and fundraising efforts, such as Wish-Match 25 (new vehicle purchase donation program) and the GM Test-Drive campaign (donation made for every GM vehicle test-drive).
- The affiliation with Make-A-Wish has had a positive influence on consumer perceptions of participating divisions and GM as an automotive manufacturer, according to a 2001 GMIA Make-A-Wish Sponsorship Evaluation Study.