

2011 Special Attrition Plan Phase II
GM Fort Wayne Assembly
Questions

1. If a skilled trades employee currently working in production is offered a job in Division II but declines the job. Will the employee be eligible for any future skilled trades opening after this SAP program expires? **(1) If a skilled trades employee currently working in production at Ft. Wayne is offered a skilled trades job at another location, and declines, he/she will maintain recall rights to Ft. Wayne until such time a skilled trades job offer is made and he/she refuses. (2) If a skilled trades employee currently working in production at Ft. Wayne is offered an in plant recall to skilled trades and declines, he/she will remain in production at the production rate of pay. However, such employee may apply for a skilled trades opening pursuant to the provisions of Appendix A, subsequent to the expiration of the SAP.**
2. When will I find out if I'm eligible for the SAP and that my application has been accepted? **Following the close of the SAP application and revocation period, sometime after December 5th, Central Office will begin to review and approve SAP applicants....such approval decision will be relayed to you by your local plant Management before April 1, 2012.**
3. Will the \$10,000 lump sum be paid at the same time as the \$65,000 payment? Will it be a separate check? **It may take 4-6 weeks for the 10K lump sum to be paid...this will be issued in a separate check.**
4. The \$65,000 payment can't be rolled into PSP, can the \$10,000 lump sum be rolled in? **No.**
5. How will employees be notified of a job offer? Will they receive a letter informing them to contact their plant? **In plant matching trade job offers will be communicated to employees by their plant Management, in accordance to their local notification procedure. Central Office is currently working through the process of notifying employees of job offers at other GM locations...more to come on this in the near future.**
6. Will skilled trades employees currently working in production, who received the enhanced relocation monies to transfer to plant A, be eligible and/or receive relocation monies to transfer to plant B, prior to the expiration of 3 years? **Employees who have previously received an enhanced relocation package, and have not satisfied their 3 year relocation requirement, will not be eligible to receive any additional relocation monies under this SAP program.**

7. Will the Skilled Trades employees who are working production be offered a Skilled Trades position prior to Apprentices being brought in? **Management's intention is not to indenture new apprentices under this SAP program.**
8. If I accept an offer to relocate to a skilled trade position at another plant, will there be any kind of spousal relocation plan? **Yes.**
9. Employees receiving an in-plant offer have one day to respond to that offer. What if the employee is on sick leave at the time of the offer? **In general, to apply for and receive a job offer, employees must be on active status. Where extenuating circumstances exist, these job offers will be evaluated on a case by case basis.**
10. Former Guide Skilled Trades employees working in production are not eligible for the SAP. However, will these employees still qualify for an opportunity for a Skilled Trades job within GM? **Yes...as long as they have established skilled trades seniority at a GM or former GM site. Guide, now referred to as SEPO employees, are included in the Skilled Trades SAP Placement Process of Attachment B...please refer to this document to understand where they fall in the placement process.**
11. We are currently in the process of retraining our Tinsmiths and Carpenters to the Millwright core trade per Doc. 112. How does this redeployment effect the Journeymen Tinsmiths and Carpenters we have working in production who might apply for placement under the 2011 SAP? **If retraining to a Millwright, they will be considered for opportunities in line with our Skilled Trades SAP Placement Process of Attachment B... please refer to this document to understand where they fall in the placement process, as it relates to retraining. Will they be considered eligible for Doc. 112 placement or will they apply per Doc. 63? At this time, we cannot provide a specific response to this question, as the job offer will determine if this placement results in Document #112 or Document #63 consideration...this will have to be handled on a case by case basis.**