

Frequently asked questions on Employee Placement

Q. How many plants can I put in for?

A. You can put in for as many plants as you like.

Q. Do I need to apply to an area plant?

A. No, once you are laid off your name will automatically be placed on the list for Baltimore (Allison) Transmission. They are the only plant in Wilmington's area hire.

Q. How do I apply for a plant or speak to a representative?

A. You must call the National Employee Placement Center at 1-800-NAT-HIRE (628-4473) it is available Monday through Sunday 4:00am – 11:00pm. This is an automated system, and will take you through the process. You can talk to a representative Tuesday through Thursday 9:00am – 11:30am and 1:00pm – 3:30pm. Listen for the option and press 0 to speak to a representative.

Q. I have already applied for a plant/s and want to change my choice or add another plant, but when I try to do this I get a message that I can't add a plant, how can I add a plant or make a change?

A. Any time you want to add another plant or change your current selection, you must first delete your current selection/s, then you can enter your choices, you must also re-enter the plants you deleted if you are still interested in going there when you make your changes.

Q. Do I get a relocation allowance and how much is it?

A. Yes you will get a relocation allowance which is \$30,000 for the enhanced and will be paid as stated in the contract:

Employees will receive a relocation allowance up to a maximum of \$30,000, \$6,000 of which will be provided as a signing bonus to cover miscellaneous up-front cash expenditures. An additional amount of \$16,000 will be paid to the employee at the new location.

In addition spousal relocation assistance will be provided

After one (1) year of employment, employees may receive \$8,000 if they continue to be employees of the new location.

If you leave the plant prior to being there for one year management may recover some of the monies paid.

You will receive the \$16,000 by the fourth pay period once you arrive at the new location.

Q. Can I apply for a Service Parts Operations (SPO) Plant?

A. Production employees **can not** apply to a SPO Plant. Skilled Trades can apply to a SPO Plant only if their trade is working at that plant. Both production and skilled trade employees can apply for Vehicle Manufacturing (GMVM), Metal Fabrication Division (MFD), Power Train (GMPT), and Vehicle Development Technical Operations (VDTO)..

Q. What plants are hiring or will likely be hiring?

A. There is no way anyone at this plant or local can provide that information. When a particular plant needs people, they will make a request to the National Parties. The best thing to do is apply for any plant that you are interested in.

Q. How much time will I have to relocate to a new plant once I accept?

A. The National Agreement states an employee will be given a reasonable amount of time to relocate to another plant. It does not give a specific time. But normally it is two (2) weeks.

Q. Can I refuse an offer and what happens if I do?

A. This is a difficult question to answer, depending on what type of offer is made to the employee. The following is based upon the different types of offers.

○ Area Hire

Laid off employees from a closed plant who refuse any job offer within the area hire will be placed on formal leave of absence without corporate paid benefits with recall only to a job in the regular active work force (at their home plant). This includes an offer that may be temporary such as vacation coverage.

- After exhausting the list of volunteers from area, and extended area hire laid off skilled trades employees within the area hire will be made job offers in inverse seniority. The employee must select one of the following:
 - Accept the job offer and report to work
 - Decline the job offer and be placed on formal leave of absence without corporate paid benefits with recall right to his/her home plant.
 - Skilled Trades employees may be placed into production jobs whether or not they have previously held production jobs with GM. Skilled trade employees placed into production jobs shall be paid the applicable wage for their skilled trades classification. Skilled trade employees placed into production jobs shall retain their rights to return to skilled trade job offers for which they are qualified by previously held classifications.

○ Regional Hire

- Once the list of volunteers from area hire and extended area hire have been exhausted the following will occur:
- The lowest seniority laid off traditional production employee from a closed plant within the region as defined in attachment A will be made a job offer in inverse seniority. The employee must select one of the following:
 - Accept the offer and report to work.
 - Decline the offer and be placed on formal leave of absence without corporate paid benefits with recall right to his/her home plant.

○ Extended Area Hire

- Once the list of volunteers from area hire, and extended area hire have been exhausted the following will occur:
- (F) The lowest seniority laid off traditional production employee from a closed plant within the Region as defined in attachment A will be made a job offer in inverse seniority. This employee must select one of the following:
 - Accept the job offer and report to work.
 - Decline the job offer and be placed on formal leave of absence without corporate paid benefits with recall to his/her home plant.

- (G) The lowest seniority laid off traditional employee from the balance of the plants within the region as defined in attachment A will be made a job offer in inverse seniority order. This employee must select one of the following:
 - Accept the job and report to work.
 - Decline the job offer and be placed on formal leave of absence without corporate paid benefits with recall to his/her home plant.

- (H) The lowest seniority laid off traditional employee from a closed plant within the next closest region will be made a job offer on the same conditions as F above followed by the lowest seniority laid off traditional employee from the balanced of plants within the next closest region.
 - Accept the job offer and report to work
 - Decline the job offer and be placed on formal leave of absence without corporate paid benefits with recall to his/her home plant.

In addition to the language above if you are made a job offer for extended area hire, based on you filing selections with the National Employee Placement Center. On your third (3) refusal you are frozen from receiving any more offers for plants that you have applied for. This is over a one year period and is by calendar year. (January through December)