

September Update – Production and Trade members please read this entire update

Yesterday the company released the details on what the near future of our plant will look like.

The company posted a Facebook update that has generated many questions. We have tried to answer them in this update.

Return to work date/Staffing numbers

- Return to work date is now November 17 and the members will be brought back over a 3-week window
- Welding, some materials, etc will be brought back November 17 with more members recalled November 24 and everyone back with production starting on December 1
- Important Return to Work Update
Team members returning on **one shift** will hold a **seniority date on or before June 6, 2005**.
Additionally, some team members will be contacted in the coming weeks to begin the **job selection process**.
- There are no options for layoffs, if you have the seniority, you will be required to work

Battery production

- Battery production will be pausing for the short-term plan, all battery members with enough seniority will be part of the reduction process and brought back to the main plant as part of the reorganization to one shift in the main plant
- All battery members will be receiving a phone call from a salary member to inform them of their options

Retirement/Exit Incentive program – Production & Trades

- The retirement/buyout program will run for two more weeks; weeks of September 8 and 15 with the deadline of 4pm on September 19. This program is open to everyone, production and trades.
- Trades will be included in the retirement/exit incentive program. We need a couple of days to finalize those details.

Next steps

- For the next two weeks (Sept 8-19) we will let the retirement/incentive program run and see who signs up, this will give us our final seniority list to proceed with the one shift reductions
- All departments at that time will reorganize to one shift – all bumps will be done, etc
- At this point we believe we will have approx. 100 members who will bump into assembly – it is our intent to call all these members and invite you to the Union Hall for 1 day to pick your job in seniority order. We will have people at the hall to explain the various teams and the work involved. We will do this likely early in October. We are planning on inviting those members in groups of 10-15 by seniority each hour to pick their job.
- After this we will have full work charts including those assigned to SG.
- We will post all work charts on our web site, so everyone is aware of what job they are in.
- Once all this is complete, we can then start postings. We won't have many postings as the reductions, including members leaving on retirement, will be filled by the reduction from 2 shifts to 1 shift, however we will have some openings that will need to be posted.