



GM Manufacturing

General Motors LLC  
Orion Assembly Operations  
4555 Giddings Road  
Lake Orion, MI 48359  
USA

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OCT 23 2015

WIA

WORKFORCE PROGRAMS

October 23, 2015

Stephanie Beckhorn, Manager  
Rapid Response Section  
Michigan Department of Labor & Economic Growth  
611 West Ottawa Street, 4th Floor  
P.O. Box 30004  
Lansing, Michigan 48909

Dear Ms. Beckhorn:

Subject: Notice of Mass Layoff Pursuant to the W.A.R.N. Act

Pursuant to the "Worker Adjustment and Retraining Notification Act" (W.A.R.N.), including its encouragement of employers to provide notices of layoffs regardless of whether technically required by the Act, General Motors LLC is providing notice of layoffs that will be affecting General Motors LLC (GM) employees at its Lake Orion Assembly plant, located at 4555 Giddings Road, Lake Orion, Michigan 48359. In addition, GM Manufacturing Subsystems LLC (Subsystems) employees working at that plant will also be affected. GM believes that most, if not all, of the GM employees impacted by these layoffs will soon be offered positions at other local GM plants.

Specifically, it is anticipated that the elimination of second shift production of the Orion Assembly Plant, will be on January 4<sup>th</sup>, 2016. At that time, GM employees will be laid off, and affected employees' last day in the plant is currently expected to be December 23, 2015. As a result of the cessation of second shift production operations, the majority of layoffs will begin no sooner than January 4<sup>th</sup>, 2016, following the paid holiday period; prior to that time, it is possible that approximately 39 GM employees may be laid off and transferred to openings at other local plants prior to January 4<sup>th</sup>, 2016. The cessation of second shift production operations will ultimately result in the permanent layoff of approximately 468 GM Orion Assembly production employees and 32 GM Orion Assembly skilled trades employees, all represented by the U.A.W. International Union, Dennis Williams, President, 8000 East Jefferson, Detroit, Michigan 48214. GM also expects that approximately 38 salaried employees will voluntarily transfer to other local GM plants, but GM does not currently believe that any current salaried employee will suffer an employment loss as the result of the cessation of second shift operations.

Seniority transfer and placement rights are available under the existing collective bargaining agreement for affected GM employees and it is expected that placement opportunities in other local GM plants will be available for most, if not all, of the affected GM employees. Some of these opportunities may occur before the date of layoff. Affected employees do not have bumping rights to remain in the plant. The currently anticipated job classifications of employees to be laid off are attached.

Attachment number and classification of hourly and salaried employees who will be laid off

Employees laid off by this action may be eligible to receive State Unemployment Compensation. GM's Orion Assembly employees may also be eligible for Supplemental Unemployment Benefits in accordance with Exhibit "D" to the Agreement between General Motors Corporation and the UAW dated September 16, 2011, or under any replacement agreements that may be bargained between GM and the UAW during the ongoing National Negotiations.

Any questions regarding this matter may be directed to:

Joya Shepard  
Personnel Director  
Orion Assembly Plant  
4555 Giddings Road  
Lake Orion, Michigan 48359  
1 248 377 5103

### Orion Assembly Center Employees Laid Off 4 Jan 2016

Occupational Title	Occupational Code	Number of Employees
Non - Core Team Member	NCTM F27710	415
Non-Core Team Leader	NCTL M27710	53
Electrician	J100 J02910	19
Millwright	J300 J03110	3
Pipefitter	J400 J03610	5
Toolmaker	J900 J15610	5