



*GM Europe*

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PUBLIC LETTER  
to the President of General Motors Europe  
Mr. Carl-Peter Forster  
Zurich, Switzerland

Rüsselsheim, March 13, 2006

Dear Mr. President,

The Employee representatives of the GM European Economic Committee (EEC) formally request an urgent meeting of the EEC Steering Committee. In addition the Employee Representatives of the GM European Employee Forum (EEF) would also formally request an urgent meeting of the full EEF Steering Committee. Given the seriousness of the request it is our view that you should agree to these joint meetings and it is also our view that these meetings can be held together so as to minimize costs and time.

Over the last weeks Management representatives of General Motors (Bob Lutz) and General Motors Europe have delivered statements in the news media concerning plant closures, relocation of operational facilities, investments and long-term strategies. These statements are very crucial and have a potentially negative impact on all GM employees and facilities in Europe. Furthermore, we haven't got from Management any sufficient response to our letter regarding the Delta Group and to our demands so far. We suppose that this behavior and the underlying strategy threaten the trustful cooperation that currently exists between Management, Unions and Employee Representatives both on the European and on the national and local level.

As you know the following issues are "objects of information" of the EEC as laid down in our agreement. Therefore, we as the senior Employee Representatives of the EEC and the EEF ask GME Management to respond to our demands and to the letter of the Joint Delta Working Group sent to the President of GME (see attachments). Moreover, we expect full information covering the following issues:

- Plans and studies to the future of the GME and GMPTE plants,
- plans for a plant closure or the cutback of an Astra shift,
- plans for investments and establishing of further overcapacities,
- Compliance of the current plans with the European Framework Agreement (December 2004),
- contracts with 3rd party manufacturers and plans for new contracts,
- plans for investments especially to establish the new gamma platform in non-GME plants like Warsaw
- existing contracts und plans for further business with the Ukrainian automaker AVTOZAZ including potential plans of GMDAT,
- future of the alliance with Suzuki and plans to shift production to the Suzuki plant in Esztergom, Hungary,
- Risk management concerning changes of sales strategy and GME approach of a European sales strategy.

We would also indicate clearly that the provision of information at the next EEF Manufacturing Committee meeting will not satisfy our request for an urgent dialogue. We urge that you give in depth consideration to our request as outlined in this letter and we look forward to hearing from you.

Best regards

Klaus Franz    Rudi Kennes



Frankfurt, February 1, 2006

**Joint development of a manufacturing footprint and capacity utilization for the competitiveness and future of the plants –  
Demands of the EMF Trade Union Coordination Group for GM and the GM European Employee Forum**

Against the background of the serious circumstances for GM and the necessity of securing jobs and the competitiveness of the manufacturing operations of GM in Europe, we ask for a joint development of a manufacturing footprint and capacity utilization that will guarantee both. Therefore, we ask the European GM management to consider the following demands:

- No plant closure.
- No establishing of further overcapacity.
- No buying of an additional plant regardless where it is located, no direct or indirect application for subsidies or any other financial support (e.g. offset deal Poland US Government) to buy an additional plant
- Joint development of plans to maximise the capacity utilization of the existing plants
- No relocation of the Agila from Gliwice (Poland) to the Suzuki plant in Esztergom (Hungary). The future of the GM Alliance with Suzuki is on the edge. It is likely that GM will sell its shares at Suzuki.
- No relocation of the Combo from the plant in Azambuja (Portugal) to another plant without the allocation of alternative production to ensure the future and the jobs in Azambuja.
- Therefore, we ask for new products and perspectives for the plants in Azambuja (Portugal) and Gliwice (Poland): The production of the new Chevrolet generation and of the new Agila.
- Setting up of a Steering Committee meeting of the EEF and EEC immediately to inform and negotiate about these issues and the content of the letter sent by the Joint Delta Working Group on 5<sup>th</sup> January 2006.

We will contact GME management immediately and explain our demands. We will then expect a positive point by point answer to these reasonable demands and to the request for the meeting within two weeks.

In the event that GME management takes any decision beforehand, or fails to agree to set up a meeting within the timeframe of two weeks we would have no other option but to consider this as an act of aggression and as a clear sign that GME management is willing to close a plant and to establish further overcapacity by buying an additional plant.

Additional steps would be an open letter to be sent to GME management and distributed at the same time in all GME and GMPTE locations. If this does not lead to a positive reaction we feel we would be left with no other choice but to prepare a European action day in all plants in order to achieve our objectives.

