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KM/GME/10/02-2011

Gliwice 21.02.2011r

Nick D. Reill
President
General Motors Europe
Russelsheim

Taking into account the need of reaching the aims set in the restructuring program as well as in the entered agreements, the Intercompany Organization of Solidarnosc Trade Union in GMMP would like to draw your attention to several issues that need to be regulated urgently as they have a direct influence on employees' engagement, productivity and creativity so important for nowadays challenges.

- 1) The dynamic changes in economic situation in Poland (an increase of VAT rates as well as some other fiscal charges, a considerable increase of maintenance costs) do strike the families and it becomes necessary to show that GMMP appreciate employees' efforts and engagement and will pay an extra bonus. The amount and form of the bonus should be a matter of an agreement at the local level where one is able to evaluate truly the influence of the economic conditions changes and the threats resulted from those. In our opinion one must make efforts to keep GMMP's employees highly engaged as it is essential to start perfectly the new models production that is so crucial to the whole corporation.
- 2) It is necessary as soon as possible to regulate the issue of converting the labour contracts of verified and experienced workers from limited time contracts to labour contracts of unlimited duration. Such action let stabilize the employment what will be very good also for the company. Productive and effective work that keep the highest quality and technological standards requires certain qualifications (trainings) as well as experience. Both the factors are guaranteed by those mentioned workers. Because of lack of stabilization of employment in GMMP these workers explore on a regular basis the employment possibilities in other companies even if their general aim is to made a career in our company. Most of them have families and contracts that terminates every few months make them think with anxiety about the future. Some more often use of contracts of unlimited duration that are in Polish law the fundamental (main) form of employment, would eliminate effectively the risk of potential conflict between work and engagement in corporate goals and responsibility for a family. It will be beneficial for both parties: our company and our employees.
- 3) GMMP workers are waiting more and more impatiently for introducing the system of attractive price discounts while purchasing new cars of our brand that was announced by Mr President during his last visit at our site. Unfortunately the

KOMISJA

MIĘDZYZAKŁADOWA NSZZ SOLIDARNOŚĆ
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discounts table announced at the end of January caused the opposite effect then intended because it has appeared that the employees of companies that are the GM clients (for example PKO Bank) can receive discounts better by several percentage points (Opel Corsa – a discount better by 6.25 percentage points and Insignia - a discount better by 5,75). The discounts then were higher by almost a third. This lead to a situation when GMMP employees' feelings ran high and a questions of genuineness of the GME Management's declarations was rose. Image losses are clear and require quick and concrete actions to change for better. It is then worth maybe to go back to the legal possibilities created in Poland by leasing. One should not forget that a GMMP worker driving one Opel and not a cheap and several years old Japanese car is in a natural way a credible advertising of our brand in his neighborhood and surroundings. And this is something always worth taking care.

We do count on taking presented problems into real consideration and quick undertaking actions aimed at effective solving them. At the same time we are ready to answer any questions resulted of described issues at the possibly shortest time as well as to deliver additional related data.

For the Board


PRZEWODNICZĄCY
Międzyzakładowej Organizacji Związkowej
NSZZ **Solidarność**
General Motors Manufacturing Poland
Mariusz Król