

THE TRANSMISSION

NOVEMBER 2019



SEALING THE DEAL

LABOR & EMPLOYMENT

Earlier this year, the legal team was engaged by Gerald Johnson, Executive Vice President, Global Manufacturing, to take a **ONE TEAM** approach and work on a multi-functional team to prepare for and negotiate the 2019 UAW-GM National Agreement. The legal team included Craig Glidden, Executive Vice President and General Counsel, Ann Cathcart-Chaplin, Deputy General Counsel & Chief Compliance Officer, Amie Nolan-Needham, Assistant General Counsel, Mike Ortwein, Lead Counsel, Kevin Plumstead, Lead Counsel, Aaron Silver, Lead Counsel, Holly Ann Georgell, Counsel, Kellen Myers, Counsel, Manish Jain, Counsel, and Ilana Glazier, Counsel. Bargaining is a complicated process; however this year was further complicated by more than 13 weeks of negotiating and a 41-day national strike.

The legal team demonstrated the **LOOK AHEAD** and **INNOVATE NOW** GM behaviors by providing broad strategic and tactical expertise in a variety of areas including:

- main table and subcommittee negotiations;
- human resources and federal criminal issues;
- internal and external communications;
- litigation and arbitration;
- language review and preparation;
- strike management preparation and implementation; and
- logistics support and protection of supply.

By keeping GM's **WIN WITH INTEGRITY** behavior at the center of their work and after months of long hour days, GM and the UAW secured a ratified four-year agreement. Highlights of the deal include:

- 3% wage increases or 4% lump sum payments in each of the four years of the contract;
- retention of world-class health care coverage, preserving the current 3% cost to employees;
- an \$11,000 contract signing bonus for regular employees, and \$4,500 for temporary employees;
- enhanced employee profit-sharing; and
- an investment of \$7.7 billion for U.S. plants.

Johnson and other members of the GM Senior Leadership Team recognized the negotiations team for their time, commitment and embodiment of the GM behaviors throughout the bargaining process. The **ONE TEAM** recognition can be viewed in [here](#). While the majority of the Labor & Employment Practice Group was occupied with the negotiations, Mike Little, Counsel, held down the fort and handled the Labor & Employment docket. Great job, Mike!

SPONSORSHIP & DIVERSITY

SPOTLIGHT ON CROWELL & MORING'S CHAHIRA SOLH



GM's Legal Department is committed to advancing diversity and **Moving Humanity Forward**. That commitment is also shared by the law firms and vendors who work with us. Crowell & Moring partner Chahira Solh, who co-heads her firm's GM Client Service Team, shares how the principles of sponsorship played a role in advancing her work for GM and diversity at her firm.

"At Crowell & Moring, we believe in sponsorship, which encourages partners and other leaders to go beyond traditional mentorship as they work to advance junior talent. Under sponsorship, protégés receive not only advice, but a stakeholder's support in getting higher-profile assignments and honest feedback. We believe that sponsorship can be an important part of advancing diversity, and I am an example of someone who has benefited from sponsorship and who is now serving as a sponsor to others," Solh said.

As an Arab-American woman based in Orange County, California, Solh started working with GM on antitrust matters in 2010, when she was a mid-level associate at Crowell & Moring. "As my work with GM grew, many senior lawyers at my firm working on GM matters gave me credit for helping to build the relationship. Partners like Daniel Sasse began to transition more meaningful work to me, and the firm selected April Ross and me to head up the GM client service team as an effort to prepare us to be the next lead counsel for GM. This is sponsorship in action." In 2016, Solh was under consideration for election to the Crowell & Moring partnership. "The GM team played an important role in helping me achieve my career goals. There was sponsorship internally from the GM legal department. Joe Lines and Peter Boivin reached out to firm leadership to let them know how important my work was to GM."

Solh made partner, became a member of the Antitrust Group steering committee, and became the first woman to head a Crowell & Moring office. Now, she is sponsoring other women and diverse attorneys at the firm. Solh said, "All of these events happened because I had sponsors at my firm and at GM who got me involved in high-profile cases and gave me credit for my work."

"It is important that legal departments follow GM's lead and discuss the importance of diversity with their law firms and work together to create strong teams," Solh says. "I am proud and excited to be a GM lawyer. It's an iconic company, and our groups get to play an important role in advancing GM's business goals. It is also rewarding to see our shared commitment to building strong, diverse teams for today and for the next generation."

SAFETY

THE WEATHER OUTSIDE IS FRIGHTFUL

Winter has come early and appears to be here to stay. Driving in the winter can be harrowing, especially in snowstorms and icy conditions. According to the U.S. Department of Transportation, nearly 6,000 people are killed in weather-related traffic accidents annually. By getting your vehicle ready for winter and using some simple tips to drive safely, you can face almost any weather Mother Nature decides to send your way.

It's a good idea to give your vehicle a checkup and make sure it is winterized for the coming weather. Check the antifreeze, headlights, defroster, and windshield wipers. Make sure your ice scraper from last year is still in the car. If you used a summer blend of windshield washer fluid earlier this year it may freeze-up your wipers in winter conditions. It's better to get that out of the system and replace it with a winterized washer fluid formula. Make sure your tires are properly inflated and have plenty of tread. Remember that your tire pressure will drop as the temperature drops, so if you feel your tires are not safe enough for your winter commute, consider having winter tires with a deeper, more flexible tread put on your car for better control.

Reducing speed is the best thing you can do to increase your control and safety while driving. Adjust your speed down to account for lower traction when driving on snow or ice. All maneuvers—including accelerating, stopping, and turning—take longer and are less predictable when the pavement is covered with snow and ice. Reducing speed early will help you maintain traction and give you plenty of reaction time if an accident does happen.

Finally, promote visibility by cleaning off your headlights and turning them to a proper setting. Headlights are a basic but important crash avoidance feature. With wintry weather reducing visibility, keeping headlights clear, maintained, and functioning can keep both you and other drivers aware and alert.

ENGAGEMENT

SAVE THE DATES

December 3 at 12 p.m. – EEC Detroit Staff Holiday Potluck

December 6 at 9 a.m. – Detroit Attorney Meeting

December 9 at 10 a.m. – Medical Emergency Awareness Training, AED Demonstration and Practical Experience

December 10 at 12 p.m. – AP Hub Social Lunch

December 23 to January 1 – GM Year End Shutdown

GETTING TO KNOW...

MANISH JAIN

COUNSEL, LABOR & EMPLOYMENT

Manish Jain, Counsel, supports GM on issues related to labor and employment. He handles GM's employment litigation and administrative claims, provides advice and counseling to the HR and Labor Relations teams, trains employees, and partners with senior leadership to develop and revise companywide employee policies.



Before joining GM in February of 2015, Manish spent 3 years in Minneapolis, working at Ogletree, Deakins, Nash Smoak & Stewart where he specialized in employment litigation. Before becoming a lawyer, he was an auditor at KPMG in San Francisco. After a few years with the Big 4, Manish realized that auditing was not his calling and decided to leave the accounting profession. He was passionate about education reform and became a policy analyst for the Los Angeles Mayor's Office, developing schools with the goal that every child have the opportunity to receive an equal education. He realized the difficulty in accomplishing this goal and thought a law degree would provide him the additional tools to assist in changing a bureaucratic educational system. Like most people who go to law school, Manish's interests morphed and he decided to focus his practice on employment law, bringing him to where he is at GM today.

Manish holds a Bachelor of Science in business administration from the University of California – Berkeley. Growing up as a Golden State child in Southern California, Manish had no idea what the Midwest was like. However, after meeting his future-wife, who was attending school in Minnesota, he obtained his Juris Doctor from the University of Wisconsin and is happy to have spent the last 11 years as a proud Midwesterner. He lives in Ann Arbor with his wife, Priyanka, and his son, Rishi. Their family is expecting a baby girl in January 2020.

In his spare time, Manish enjoys tough workouts (CrossFit, bootcamps, Peloton, running, yoga), eating tasty foods and desserts, trying fun cocktails, watching science fiction shows and movies, reading about the markets, and hanging out with his family and friends.

My heroes are: my parents and wife. The unconditional love and sacrifice my parents have made in my life is a debt that I'll never repay. My wife too. She is my best friend and she brings out the best version in me.

If I could have one superpower, it would be: either teleportation or being a speedster. It would be great to be in two places at once. You wouldn't believe it, but my wife and I actually talk about superpowers.

My greatest accomplishment is: my son, Rishi.