

POWERLine



"Published for the people of GM Toledo Transmission and UAW Local 14"

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The Following is an OpEd from Gerald Johnson that appeared in the Toledo Blade

Upholding Our Values and Standing against Discrimination

Gerald Johnson, GM North America Vice President of Manufacturing & Labor

Recently the Blade and other media outlets have reported on racial discrimination issues at Toledo Transmission. I'm GM's vice president of North American Manufacturing, and the plant in Toledo is under my team's supervision. I want the city of Toledo and the surrounding community to know exactly how I feel about this situation personally and professionally. And I want to reaffirm our values as a company and the stand we maintain against discrimination.



I'm outraged that anyone at Toledo Transmission – or any facility – would ever face threats or discrimination. My heart goes out to anyone who was touched by this bigotry. This is not who we are. We condemn – in the strongest possible terms – any type of intimidating or intolerant behavior. We want to prevent anyone from having to face that. We're maintaining a culture of diversity and inclusiveness, and we stand against any actions that do not live up to that.

From the news reports, I understand some people are questioning how the issues have been dealt with at the plant. Here are a few important actions we've taken to address the situation:

- We encourage employees to report any concerns, without fear of retaliation, and we provide multiple ways for them to do so safely and anonymously.
- We investigate and discipline wrongdoers. We've taken numerous disciplinary actions at Toledo Transmission, including dismissals of workers.
- We've stopped production at the plant across all shifts to conduct mandatory anti-discrimination and anti-harassment training for all employees in Toledo.
- That training was rolled out across the country with 50,000 of our people attending in-person sessions.
- We engaged law enforcement and stepped up the investigation to include aspects such as a handwriting expert. We reiterated our strong anti-harassment/anti-discrimination stance to all employees.
- Sadly, we have not yet found the culprit. If and when we do, their employment will be terminated.

We believe in our workforce. The bad actions of one or a

few do NOT represent the people of Toledo Transmission, the surrounding Northwest Ohio community, nor GM in total. Every day, 99% of our employees show up to help one another in a spirit of teamwork, building great products for our customers. Our company has a strong record of diversity and inclusion – I know this personally as a 38-year employee who's worked in 6 plants in my career.

Everyone at General Motors is expected to uphold a set of values that are integral to the fabric of our culture. That culture is predicated on an environment that is safe, open and inclusive. We have zero tolerance for behavior that does not live up to these values.

We believe discrimination is unacceptable – anytime, anyplace. We can drive this behavior out of our workplaces.

Hourly Employee Profit Sharing Deferral Election Window Announced

In the event that there is a payout under the Profit Sharing Plan, you will have the opportunity to contribute all or a portion of your payout in one percent increments, up to 100 percent, or a flat dollar amount, to your Personal Savings Plan (PSP) on a pre-tax basis, subject to tax law limitations. Deferral contribution elections will be accepted between 8:00 a.m. EST on January 25, 2019 and 4 p.m. EST on February 8, 2019. Elections can be made online at gmbenefits.com or by calling the GM Benefits & Services Center at 1-800-489-4646.

If you are considering deferring all or a portion of your Profit Sharing payout into your PSP account, please consider the following:

- You must make a new deferral election during the window period.
- The payout will be subject to FICA taxes and Union dues.
- For active employees receiving wages, your Profit Sharing contribution will be the percentage or flat dollar amount you elect, provided your other wages are enough to satisfy the FICA and Union dues obligations on the combined wages and Profit Sharing payout.
- For active employees not receiving wages, your Profit Sharing contribution will be after FICA taxes and Union dues are deducted from the Profit Sharing payout.
- Any outstanding payroll or benefit overpayments, special court orders for child support arrearages, tax levies or similar obligations will be deducted from your Profit Sharing payout before any contributions are made to the PSP.
- You must be eligible to accumulate savings in the PSP for your contribution election to be effective.

For more details and deferral examples, please refer to the Profit Sharing communication that will be sent to employees beginning January 23, 2019 based on the preferred method of communication on file at Fidelity.



Tuition Assistance and AHIT (American Home Inspectors Training)

This is an 80-hour online course, with a 3-day field training. The instructors will come to Toledo to instruct and actually do a walk thru inspection with the students.


The 3-day field training class will be held at the union hall. We are in the process of determining dates right now.

This class is good for both Ohio and Michigan certifications. Once you pass the AHIT online exam, you will be AHIT certified. This certificate is good in any state that does not require licensing. Currently, neither Ohio or Michigan require licensing.

A minimum of 6 confirmed students is needed before bringing the instructors to Toledo.

If you are interested, please see Tracie Chovan in the training department to get set up before February 15. There is a maximum of 12 per class, with a first come first serve. This class will need prior approval and needs to be prepaid.

LUCAS COUNTY ALERTS



To receive alert notifications regarding snow emergency levels, tornado, etc. go to <http://www.lucascountyalerts.com/> and sign up for text and/or email alerts. In the event of an emergency or tornado warning, an alert will be sent to the phone number(s) you provide and/or your email address. This is a free service provided by Lucas County.

I don't live in Lucas County. Can I sign up?

Yes, you can still sign up even if you are not a Lucas County resident. Many people who work or have family in Lucas County choose to subscribe to stay aware of relevant emergency situations (for Lucas County only).

What You Need to Know: Fourth Quarter and 2018 Sales

General Motors reported fourth quarter and 2018 sales; although Q4 sales fell 2.7 percent when compared to 2017, it was a double-digit gain in commercial deliveries, with 785,229 vehicles delivered in the fourth quarter and close to 3 million in 2018.

- GM delivered 2,954,037 vehicles in 2018, including more than 1 million crossovers, almost 974,000 pickup trucks and more than 280,000 large SUVs.
- GM crossover deliveries totaled 1,034,808 in 2018, up 7 percent versus 2017; namely the GMC Terrain up 34 percent, the Chevrolet Traverse up 19 percent and the Chevrolet Equinox up 15 percent.
- GM has now sold more pickups in the U.S. than any other competitor for five consecutive years. Pickup sales were led by Chevrolet and GMC, with the Chevrolet Colorado having its best year ever, up 19 percent. •GM posted an 11 percent year-over-year increase in Commercial deliveries in 2018, following average annual growth of 7 percent from 2012-2017.
- Although there was a small decline for Chevy Silverado sales, GM gained momentum in the fourth quarter of 2018 as dealers began delivering the all-new Chevrolet Silverado, GMC Sierra and Cadillac XT4.
- Car sales contributed most to sales dip with all Buick down 5.6 percent and Cadillac down 1.1 percent for the year.
- Fleet sales for the year were up 9 percent versus 2017, and were down 4 percent for the fourth quarter.
- We have built the most successful pickup, SUV and crossover business in the industry and we gained considerable momentum in the fourth quarter of 2018 as dealers began delivering the all-new Chevrolet Silverado, GMC Sierra and Cadillac XT4,” said Kurt McNeil, U.S. vice president, Sales Operations
- Most analysts are predicting a weaker 2019, with sales likely to fall short of 17 million. “Even though 2018 is ending stronger than expected, there are a lot of reasons to approach 2019 with caution,” said Jeremy Acevedo of Edmunds, the auto research firm.



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 Member UAW - LUCA Local Union Communication Association
 Deadline for POWERLine is 3:00 p.m. Tuesday.
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