

POWERLine

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

DECEMBER 13, 2018

All Employee Meeting Follow Up Background

Earlier this year, GM and the UAW partnered to deliver mandatory workplace environment training to all TTO employees. The focus of the meetings was on creating a respectful, engaged and valued diverse workforce and we have made great progress in the plant since that time. As discussed in the all employees meetings last week, the plant has recently experienced three incidents of offensive and inappropriate graffiti written in restrooms.

GM and the UAW take this very seriously

We strongly believe these actions are of a few individuals and not reflective of our overall workforce here at TTO. The Joint parties strongly agree that discrimination and harassment have no place in our work environment. Joint Leadership supports an environment free of discrimination and harassment and is committed to addressing any concerns quickly.

We will not tolerate any threat - direct or implied - or physical conduct by any person that results in harm to people or property, harasses another, or disrupts or interferes with another's work performance, thereby creating an intimidating, offensive or hostile work environment.

This includes anything that even has the appearance of disrespect. Demeaning, disrespectful, or insensitive jokes, cartoons, pictures, language - particularly if they relate to race, sex, age, ethnicity, religion, national origin, disability, sexual orientation or gender identity/expression are inappropriate for the GM work environment.

Joint parties agree that this behavior is unacceptable and will not be tolerated. This behavior is considered harassment and bullying and is against GM policy. If we determine who is responsible for this incident we will take immediate disciplinary action against any such person.

What are we doing?

Following the most recent incidents of graffiti that have appeared in the plant, we have engaged the local authorities and are supporting their ongoing investigation. Additionally, we have an internal task force that is meeting on action plans we are taking. As we move forward, we are using the full extent of the law, as well as all of their available resources. Our goal is to find out who did this and to take the appropriate actions.

As you are aware, the locker room where graffiti was found has been temporary closed and we apologize for the inconvenience. As you can understand, we need to allow the

investigators time to complete their work on this incident.

How you can help

If you have information relating to these incidents or any other incident in which you believe someone has violated GM policy or the law, we need you to come forward immediately. There are various reporting mechanisms available to you to report inappropriate behavior.

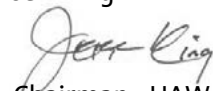
If you see something, say something

- **If you are comfortable, be your own advocate and say that behavior is inappropriate.**
- **If you are not comfortable, you have other avenues:**
 - * Talk to your group leader/supervisor (or other members of plant Management)
 - * Talk to **Labor/HR**
 - * Talk to your UAW representative who will bring your concerns to the attention of management
 - * Contact the Awareline:
1-800-244-3460 or
www.awareline.com
 - * Contact Speak Up for Safety: 1-877-866-7776

AWARELINE
Report with Confidence.
Empower Integrity.

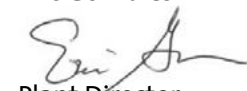
It is unfortunate that these events have occurred - we do not believe they reflect the attitudes by the majority of our employees who just want to come to work every day and do their jobs. With your help, we will continue to work to eliminate such behavior in our workplace.

Jeff King



Chairman - UAW Local 14

Eric Gonzales



Plant Director

NOTICE



Steel Toe Requirements for AB1V

The AB1V area will require steel toe as a safety measure in all assembly areas, button up, test and case machining. This information is also on the job posting.

Safety...
"Living values that return people home safely every day"  it's personal OWN IT

Metal Removal Fluids Exam

The 1996 UAW-GM Memorandum of Understanding, which requires that medical examinations be offered annually to employees who regularly work in operations that involve exposure to metal removal fluids (MRF).

Employee participation in this surveillance examination for metal removal fluid exposure will be strictly voluntary.

Metal Removal Fluids Exam will include the following elements:

- Completion of the Initial / Annual Questionnaire
- Pulmonary Function Test (PFT)
 - A pre- and post-shift PFT will be conducted.
- Physical assessment of systems with emphasis on the following:
 - Respiratory system
 - Skin
 - Nose and throat
- Baseline chest x-ray
- Chest x-ray every third year after the baseline is completed.

Any employee who would like to participate in 2016 MRF Surveillance Examination will need to report to Medical Department to schedule an examination. If you have any questions regarding this surveillance examination, please notify medical.

Thank you,
Kevin E. Jacobs, RN
Medical Supervisor
GM Toledo Health Services
Phone: 419-470-5133

TODAY! \$6 SOUP OR CHILI !!

Soup and Chili Cook Off

The Soup and Chili is GOOD!

Join us for Soup and Chili Cook-off

Thursday December 13, 2018

1st Shift @ 10 AM – 1 PM

2nd Shift @ 6:30 PM – 9:30 PM

Or contact: Peggy McKnight, Yvette Wesolowski,
Lindsey Taylor, Camille Davis or Jodi Lindow

categories

1. Chili masters
2. Best Broth Based Soup
3. Creamy is Dreamy Soup
4. Best Soup ever, but not a Chili, Broth Based or Cream

\$6 to taste / benefits local charities

Sign up sheets to COOK will be in ALL TEAMCENTERS starting December 7th

Celebrate the holidays with our Holiday Loan!

No payment for 60 days

Up to a \$1200 Loan Amount

12 months to pay

12% APR*

\$112 monthly payment

**Ask us for details --
apply online today at glasscityfcu.com.**



*APR = Annual Percentage Rate. The payment example at 12% interest rate/12% APR: monthly installments of \$112 based on a \$1200 loan for 12 months; includes a fully protected loan with optional life/disability coverage. Finance charges less than \$110 for life of loan. Finance charges and interest begin accruing upon loan consummation, including during the 60-day payment deferral period. Maximum loan amount of \$1200; maximum loan term of 12 monthly payments. No down payment is required. Rate and offer is subject to change at any time without notice. Other restrictions may apply. Offer valid for loan applications received from November 1, 2018 through January 31, 2019 only. Subject to membership eligibility, credit approval, and application. Ask a Glass City Federal Credit Union staff member for details or visit glasscityfcu.com.

Christmas Mix & Mingle

Date: Saturday December 15th 2018

Time: 7:00 p.m. until 12:00 a.m.

Place: Local 14 Hall 5411 Jackman Rd.

Cost: Tickets are \$10 each

For more information call: Jamele Perry - Union Label 734-497-2374;
Deedre Williams - 517-488-1222 or Tony Totty 248-877-4566

**ALL PROCEEDS GO TO
UAW LOCAL 14 LAID OFF WORKERS FUND
CAN'T ATTEND...DONATE A TICKET OR TWO!**

Raffle Tickets are \$5 each

Need not be present to win

Winners announced Dec. 15, 2018.

Available from any committee member or at the Hall.

Respect for ourselves guides
our morals, respect for others
guides our manners.

Laurence Sterne

Impressions Company Store

DAYS

Monday

Tuesday

Wednesday

Thursday

Friday

HOURS

6 AM - 4:30 PM

10 AM - 7 PM

6 AM - 4:30 PM

10 AM - 7 PM

CLOSED

How to contact us...

Plant Communications Manager - Kevin Nadrowski
Communications Coordinator - UAW: Daniel Macut
Contact: daniel.macut@gm.com or 419.450.0947

Email submissions to daniel.macut@gm.com
Member UAW - LUCA Local Union Communication Association

Deadline for POWERLine is 3:00 p.m. Tuesday.

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