

End of The Year Message

As we finish up this year and prepare to enter 2020, the leadership would like to thank the Local 14 membership and TTO employees for their efforts this year.

"This New Year will provide us with a "fresh start" as we make resolutions and set goals for the upcoming year," said Mark Bande, TTO Assistant Plant Director. "At TTO we have much to be thankful for. We have learned to effectively face our challenges together, focused on what is right for both our business AND our people."

"The past year was without question very important for our plant. We launched two new products and welcomed many new members to our team. Toledo's focus has always been on securing new product and building our reputation as the top workforce in the company. While customer demand for GM products will always directly impact our schedules, we remain confident in our future."

Shop Chairman Jeff King stated, "Many thanks to each of you for your hard work and dedication to helping UAW Local 14 and TTO stay on track and realize another successful year. You did this during a time of uncertainty and stress. That's a testament to the strength of our team. We are facing another critically important year...a year of many more challenges and opportunities."

As we prepare for 2020, please keep Safety your Value and once again, your efforts this past year are very much appreciated. We are proud of our entire workforce and respect the confidence you have shown in our leadership. We hope each of you have a restful and relaxing break and enjoy the holidays with your family and friends. And remember, please don't drink and drive and be sure to buckle-up!

Have a Safe and Happy Holiday Season!



Jeff King
Shop Chairman



Mark Bande
TTO Assistant Plant Director

Fatigue in The Workplace

Camille Davis, GF9 Quality Manager

Fatigue is a state of feeling very tired, exhausted, weary, or sleepy. Fatigue results from a lack of sleep and can be heightened from prolonged mental activity or long periods of stress or anxiety. Boring or repetitive tasks can also intensify feelings of fatigue.

"Fatigue is primarily caused by long hours of being awake, extended shifts, shift rotations, and irregular or disrupted sleep."



Fatigue can be acute or chronic. Acute fatigue results from a sudden onset of short-term sleep loss, such as getting less sleep than normal before a work shift. Adequate sleep is necessary to reverse the effects of acute fatigue. Chronic fatigue is a long-term state that results from an extended loss of necessary sleep. A sleep debt can build over weeks or months from a reduction or disruption of a normal sleep routine.

Fatigue increases the risk of injuries or other accidents. Employers can help make workers and your business safer by including information on fatigue and sleep in safety guidelines and orientations. As well as develop a fatigue management plan.

Signs and symptoms of fatigue includes, tiredness or sleepiness, memory lapses, difficulty concentrating, and slower reaction times. Fatigue could also result in the inability to stay awake, increase forgetfulness, and increased errors in judgment. The effects of fatigue could reduce the ability to make decisions, recall details, handle stress, complete complex planning, to respond to changes in surroundings or to provide information.

Long-term fatigue could cause health effects, such as loss of appetite and digestive problems, along with other chronic health conditions, including depression. These effects could result in increased medical cost, sick leave, absenteeism, and turnover rates for employers.

Fatigue is primarily caused by long hours of being awake, extended shifts, shift rotations, and irregular or disrupted sleep. Workplace factors such as, high temperatures and noise levels, dim lighting or poor visibility, and work tasks that are long, repetitive, paced, difficult, boring, or monotonous.

Organizations can help workers stay safe by creating shift schedules that gives workers enough time for daily activities, and provide a work environment with adequate lighting, comfortable temperatures, and reasonable noise levels. Workplaces with long hours or overtime should consider facilities where workers who commute can nap before driving home, prepared meals on-site to reduce meal preparation time, job variety with job changes throughout the shift, and accommodations for daily activities. Worker tips for better sleep includes, getting a minimum of 7.5 hours of sleep daily, go to bed and get up at the same time daily, turn out lights immediately when going to bed, don't read or watch TV in bed, make the room as dark, quiet, and comfortable as possible, avoid caffeine, tobacco, and alcohol before bedtime, and exercise regularly.

THE SHOEMOBILE IS COMING

MICHIGAN INDUSTRIAL SHOE

www.safgard.com (800) 221-8843

GM POWERTRAIN-OH-TOLEDO

Tuesday, December 17th

1:00pm - 4:00pm | 5:00pm - 8:00pm

Wednesday, December 18th

6:00am - 12:00pm | 1:00pm - 3:00pm

CONFIDENCE ON THE JOB

Saf-Gard
SAFETY SHOE COMPANY

MICHIGAN
INDUSTRIAL SHOE

GREAT LAKES
INDUSTRIAL SHOE

PRE-RETIREMENT CLASSES

Classes are held at the Local 14 Union Hall
3 different starting times

8:00 AM - 12 Noon - 4:00 PM

~~Monday, Dec. 16~~ Fidelity Investments
Tuesday, Dec. 17 UAW Medical Benefits
Tuesday, Jan. 7 Social Security

NO REGISTRATION Spouses Welcome

get your
Flu



Shot

In Medical Services

You need a medical pass and
must report during your shift

NOW UNTIL SUPPLY RUNS OUT

3rd Shift: 6:00 AM - 7:00 AM Monday - Thursday

1st Shift: 10:00 AM - 2:00 PM Monday - Friday

2nd Shift: 4:00 PM - 7:00 PM Monday - Thursday

**GLASS CITY
FEDERAL
CREDIT UNION**

*Enjoy 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



**UAW Local 14
Women's Committee**

This Holiday Season help us give back to
the children in our local community by
donating new scarfs, hats, gloves, mittens &
socks



Dec 1st - Dec 18th

"TIS THE SEASON FOR GIVING"

Happy Holidays Thank You for Your Support
In Solidarity, UAW Local 14 Women's Committee



"GIVE the GIFT of WARMTH"



**Mitten
Tree**

Located: RWD East entrance,
West entrance hallway &
ABLV Team Center

You are Invited to...

A Christmas Murder Mystery Party!

an event filled with deceit, backstabbing, fun and laughter!

Can You Solve a MURDER?

Sunday, Dec. 22, 2019 at the UAW Local 14 Union Hall

5:00 pm - 10:00 pm

For More info see Peggy McKnight-Wilson

CHRISTMAS ROLLER SKATING PARTY

Monday, December 30, 2019

3:30 pm- 6:00 pm

Ohio Skate

Opportunity Drive, off Alexis

Open to all Local 14 UAW members and their
families. Also, GM Powertrain Salaried
employees and their families

ID's are required!
Skate rentals- 2.00
Ryan Lukasik, Local 14 Recreation Director
UAW Local 14 8/16/19 ed



Ice Skating Party

FRIDAY, DECEMBER 27, 2019

10:00 am - 12:00 pm

TAM-O-SHANTER
7060 Sylvania Ave. Sylvania, Ohio
Rink #2

Skate Rental - \$1.00

Local 14 UAW members and their families and
GM Salaried employees and their families
are welcome to attend.

ID's must be shown.