

# POWERLine

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

DECEMBER 20, 2018



## Key 4 End of Year Safety Message

We are at a very exciting time of the year. The Holidays! We all look forward to spending time with friends and family as we end our year and look forward to 2019. We wish all of you a great and wonderful Holiday Season!

Please take a few minutes to reflect on how important those loved ones are to you and how important you are to them also.

### **If you are traveling, don't take unnecessary risks and please make sure you are looking out for each other.**

- Take a few minutes to plan your drive and the stops along the way if you are traveling.
- Stay alert when traveling and be prepared for any emergency you may encounter. Charged phones, Flashlights, blankets and water are good items to have on a long trip.
- Don't text and drive.
- Don't drive under the influence

### **If you are staying at home, be prepared for visitors. Make them feel safe**

- You are responsible for your guests' safety.
- Make sure your first-aid kit is stocked and ready to go.
- Make sure you monitor the activities of all the guests at your home. Little ones can be very busy during all the excitement.
- Elaborate fireworks are for the pros. Fireworks should be skill and age appropriate. Do you have a fire extinguisher just in case you need one?

***We look forward to seeing you in the New Year!***

Eric Gonzales,  
Plant Director

Jeff King,  
Shop Chairman

James H. Bailey III  
Personnel Director

Dennis Earl  
UAW Local 14 President

## End of the Year Message Gerald Johnson, Vice President - NA Manufacturing and Labor Relations



### *Team –*

Like most years, 2018 has been filled with peaks and valleys for GMNA Manufacturing. We've welcomed new team members, executed business plans and launched vehicles while battling headwinds in our industry, making difficult decisions and saying goodbye to team members who made valuable contributions to our company. With our recent facility announcements in mind, please know that we are working very hard to ensure there is a plan for every person.

Through all of this, we had a strong focus on continuous improvement, producing wins and progress in critical areas.

We are moving the needle on the journey to BIQ IV and cost. There are 29 facilities who are now realizing the benefits that BIQ IV enables for our customers and for their operations. We must deliver 100 percent BIQ IV with integrity in 2019. In cost, we are ending the year in a better position than we started, improving our performance to the budget. Wins in lean materials strategies and Operational Excellence made a positive impact in cost. This year alone, LMS saved our business \$72 million and contributed \$46 million in cost avoidance. Additionally, OpEx saved \$122 million this year, with \$410 million in savings over the next three years.

Another win is our successful T1 light-duty launch. T1 has been one of the most successful launches in GM's history, serving as a model of Launch Excellence and a template for future launches. It's on us to carry this momentum into 2019.

Every employee deserves a safe work environment and 2018 indicators show we are making progress toward our goal of zero injuries.

There are opportunities for 2019. It is important to me that each of you are engaged and feel comfortable here at work because that benefits the whole team, and we need to do a better job at this on every level of the organization. Complexity continues to be an issue, and we have leadership backing to drive improvement in simplicity next year. All our efforts in 2019 must make manufacturing a competitive advantage, and increasing our focus on the Manufacturing Excellence Index will ensure we get there.

I appreciate your effort and the results you have brought forward this year. Please take some time over the holidays to recharge and focus on the people and things that are really important to you, I know I will. Be safe and happy holidays!

## GENERAL MOTORS UPDATE OPPORTUNITIES FOR EMPLOYEES AT IMPACTED PLANTS

General Motors has a plan for the majority of employees currently working at Maryland, Michigan, Ohio and Oshawa, Canada facilities that will be without product allocation beyond 2019.

For U.S. hourly impacted employees, this includes approximately 2,700 available jobs at other GM U.S. plants, GM training opportunities and access to tuition assistance. More than 1,100 U.S. employees have already volunteered to transfer to other GM U.S. plants. This update coincides with GM's filing of U.S. government-required layoff notifications.

"Strong U.S. and Canadian economies enable us to provide these opportunities now as we position General Motors for long-term success," said GM Chairman and CEO Mary Barra. "Our focus remains on providing interested employees options to transition including job opportunities at other GM plants. We remain committed to working with local government officials, our unions and each individual to find appropriate opportunities for them."

### GM U.S. HOURLY EMPLOYEES AT IMPACTED PLANTS

<b>TOTAL U.S. HOURLY ACTIVE EMPLOYEES IMPACTED</b>	<b>2,800</b>
<b>EMPLOYEES ELIGIBLE TO RETIRE</b>	<b>1,200</b>
<b>TOTAL U.S. GM JOB OPPORTUNITIES AVAILABLE</b>	<b>2,700</b>
<b>EMPLOYEES ALREADY VOLUNTEERED TO TRANSFER</b>	<b>1,100</b>

### U.S. PLANTS IN NEED OF ADDITIONAL EMPLOYEES

The additional 2,700 jobs at GM's U.S. manufacturing plants will support new vehicle launches beginning in 2019. The facilities needing additional employees:

- Bedford Casting Operations in Bedford, Indiana
- Bowling Green Assembly in Bowling Green, Kentucky
- Flint Assembly in Flint, Michigan
- Lansing Grand River Assembly in Lansing, Michigan
- Toledo Transmission Operations in Toledo, Ohio
- Spring Hill Manufacturing in Spring Hill, Tennessee
- Arlington Assembly in Arlington, Texas
- Skilled trades jobs available across multiple locations

GM is building on its more than \$22 billion in investments in U.S. operations since 2009 and reaffirming its commitment to maintaining a strong manufacturing presence in the U.S.

**GM CANADA EMPLOYEES** - GM Canada has initiated efforts along with its dealers, local colleges and other employers to train and help secure jobs for impacted workers from the Oshawa Assembly Plant who are interested. For additional information go to media.gm.ca.

**GM SALARIED EMPLOYEES** - Salaried employees impacted by the voluntary and involuntary severance programs will be provided outplacement services including job search assistance, career counseling, resume writing and interview skills. Many salaried employees at unallocated plants will have opportunities at other GM locations.

## January 1st Retirees

<b>Name</b>	<b>Years</b>
Brakke, Deborah M	33.9

### How to contact us...

Communications Coordinator - UAW: Daniel Macut  
Email submissions to daniel.macut@gm.com  
Phone: 419-450-0947

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

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## Reporting Injury/Illness for all GM Toledo Employees

If you experience what you consider to be a work-related injury/illness, report that injury/illness to the Medical Department immediately so that the injury/illness can be documented, assessed and treated.

### Updating Medical Information (occupation or personal)

**Report to Medical if you have recently experienced any of the following:**

- Major medical issue
- Surgery
- Significant change in a pre-existing medical condition

### Medical Return to Work Policy

**Employees returning to work following a medical leave should:**

- Report to Security at East Gate
- Security will then contact the Personnel Department (or a designated representative of the Personnel Department if after hours – and Personnel is closed)
- After being cleared by Personnel, you will then be escorted to the Medical Department at which time you will be evaluated for medical clearance to return to work (with or without restrictions)
  - By following the above return to work process, you will then be returned to active employee status.
  - If you do not follow the above return to work process, you will not be returned to active employee status which may delay processing of your paycheck

### UAW Local 14- GM Unit Civil and Human Rights Diversity Committees celebrates



## Martin Luther King Jr. Celebration & Conversation

**Saturday, January 26, 2019**

UAW Local 14 Hall

5411 Jackman Toledo, OH

**"Our Lives Begin To End the Day We Become Silent"**

Doors Open at 5:00 p.m.

Program at 6:00 p.m.

**Guest speaker: Ms. Elise Bryant,**

*Executive Director, Labor Heritage Foundation and National President of the Coalition of Labor Union Women (CLUW)*

*Remarks by Melvin Coleman, UAW Director of Civil and Human Rights*

**\$25 each or reserve a table of 8 for \$200**

Tickets available at UAW Local 14 Hall-419-473-2854