

POWERLine

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

DECEMBER 6, 2018

Discrimination and Harassment in the Workplace

We recently experienced an incident at TTO that is offensive to all employees working at the plant. It was brought to our attention that derogatory language was found in one of the plant restrooms. This behavior is not acceptable and in stark contrast of how we expect employees to behave at work. Plant leadership takes this incident very seriously and has immediately initiated an investigation. This behavior is considered harassment and bullying and is against GM policy. These actions will not be tolerated. If we determine who is responsible for this incident, we will take immediate disciplinary action against any such person.

Earlier this year, all TTO team members took part in mandatory workplace environment training with a focus on creating a respectful, engaged and valued diverse workforce. The TTO Joint Leadership Team wants to remind the entire team about the GM policies around discrimination and harassment in our workplace. 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. The UAW-GM National Agreement, specifically Document 99, provides clear expectations for all employees within GM's Anti-Harassment Policy.

At GM we expect all of our employees to treat each other fairly, professionally and respectfully. If you see something, we strongly encourage you to say something. If you have information about this situation or see or hear of any complaint relating to harassment, discrimination, retaliation or bullying in the workplace, we need you to speak up and report it to us immediately. GM's Speak

Up policy strongly prohibits retaliation of any kind for raising such concerns.

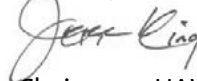
Various reporting mechanisms are available to you to report in appropriate behaviors:

- Group Leader
- Department Leadership
- Awareline-(800) 244-3460 or www.awareline.com
- UAW Leadership
- HR / Labor Relations

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

How Can I Prevent Carbon Monoxide Poisoning in My Home?

Carl Hoppe, Group Leader RWD Maintenance

Winter can be a prime time for carbon monoxide poisoning as people turn on their heating systems and mistakenly warm their cars in garages.

"The National Safety Council recommends you install a battery-operated carbon monoxide detector in your home near the bedrooms."



The National Safety Council recommends you install a battery-operated carbon monoxide detector in your home near the bedrooms. Check or replace the battery when you change the time on your clocks each spring and fall. The CDC offers these additional tips:

- Have your heating system, water heater and any other gas or coal-burning appliances serviced by a qualified technician every year
- Do not use portable flameless chemical heaters indoors
- Never use a generator inside your home, basement or garage or less than 20 feet from any window, door or vent; fatal levels of carbon monoxide can be produced in just minutes
- Have your chimney checked and cleaned every year, and make sure your fireplace damper is open before lighting a fire and well after the fire is extinguished
- Make sure your gas appliances are vented properly
- Never use a gas oven for heating your home
- Never let a car idle in the garage
- Know the symptoms of carbon monoxide poisoning

Steps to Take When Carbon Monoxide Alarm Sounds

The CPSC says never ignore a carbon monoxide alarm, and do not try to find the source of the gas. Instead, follow these steps:

- Immediately move outside to fresh air
- Call emergency services, fire department or 911
- Do a head count to check that all persons are accounted for
- Do not reenter the premises until emergency responders have given you permission to do so

National Employee Placement Center Refresh

In accordance with the provisions of the UAW-GM National Agreement, to better understand employees' interest in transfer opportunities, improve the Employee Placement System's performance, and enhance process efficiency, the National Parties have agreed to an Employee Placement System (EPS) "Refresh" (closure) of all open Applications effective December 31st, of each calendar year.

Any applications submitted prior to December 1, 2018 will be deleted from EPS. Therefore, in order to be considered for a transfer in 2019, **you must resubmit your application** in EPS on or after December 1, 2018.

Employees currently listed on any open plant requisitions will not be removed from those rosters as a result of this action. They will remain on the rosters until the requisition is closed. New Plant Requisitions processed on or after December 31, 2018, will only take into account new applications for transfer filed on or after December 1, 2018.

As a reminder, the new EPS 2.0 allows employees to sign up for electronic notification of offers. By selecting this option and entering a valid email, employees can now receive offers via email and submit their responses online. To sign up for this option go to: <https://www.uawgmjas.org/EPS2/apply/promptForGMIN>.

Please contact the UAW Placement Department at (313) 324-5000 if you have any questions.



Mothers Room Information & Locations

Every GM facility has a Mothers Room. Follow the link included below for information on the room location, how to schedule the rooms, and whether you need key access or badge access who to contact for keys or badge access. The site also gives information on handling inappropriate use of the rooms, information on federal laws governing lactation rooms, how to address facility/equipment issues with the rooms or Outlook scheduling, and more. As part of this we are also rolling out a corporate common logo for Mothers Rooms (shown top left). The site can be accessed via a Socrates search of "Mothers", "Lactation", etc....

Mothers Room link: https://gmweb.gm.com/manufacturing/wfg_DataSys_FacMgmt/MothersRoom/default.aspx

Toledo's Mothers Room is located in the Medical Department.

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

Team Leader Selection Classes

Tuesday, December 11, 2018

5:45 a.m. and 7:15 a.m. - Hummer Room

Wednesday December 12

3:15 p.m. and 5:45 p.m. - Hummer Room

Class will be about 45 minutes.

GM Employee Discount

This program is available to current and retired GM Employees and their immediate family members, providing a formula based discount below MSRP on a new GM Vehicle.

- 6 GM Employee Discounts per year
- 1 GM Supplier Discount for Friends per month that can be shared
- There are also other discounts available on Company Owned Vehicles, GM Certified Service, Accessories and OnStar

Go to: www.gmfamilyfirst.com

Did You Know?

GM offers special pricing to the following individuals:



These programs can save customers hundreds, even thousands on a new GM Vehicle.

www.uawlocal14.org

Checkout the UAW Local 14 website: your connection for discount tickets, special events, local and regional union news, videos and more!

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.

2018 General Motors Company, GM Powertrain Division. All rights reserved.

