

POWERLine

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

FEBRUARY 6, 2020

When GM Wins, Employees Win

Wednesday, Feb. 5, 2020, GM announced strong earnings performance for 2019, reporting \$8.4 billion in EBIT. We each contribute to our company's success, and we share in the benefits of success.

Eligible represented GM employees will receive up to \$8,000 in profit sharing, paid in the February 28th, paycheck. For salaried employees, details about teamGM will be shared by your leader beginning today and in the Total Compensation Journal available on February 10th. See the graphic below for more information on GM's financial performance.

Profit-Sharing Message From Phil Kienle

Team -

GM announced 2019 performance on Wednesday, Feb. 5, 2020. When GM delivers winning business results, we all win.

A performance driven culture requires us to focus on meeting customer expectations and demonstrate our values and behaviors every day. During 2019, we had no fatalities in our operations and more people returned home without injuries. We won numerous product awards and launched some outstanding vehicles: full-size trucks and various Cadillacs. More plants earn BIQ IV certification than ever before and the last few are close to crossing the finish line.

GM shares its success with employees because none of these wins are possible without a world class manufacturing team. We become a competitive advantage for GM when we operate as One Team and Think Customer in everything we do.

CONGRATULATIONS on a winning year and thanks for all you do!

Phil Kienle

Vice President GMNA Manufacturing & Labor Relations



January PSRB Highlights

- 0 Recordable Injuries in December, Recordable rate of 1.43 for the year 2019
- 0 Lost Work Day cases in December, LWD rate of .61 for the year 2019
- 4 Open Employee Safety Concerns
- No Global Call to Actions items due in December
- 2 open overdue Safety Observation Tour items
- 83 open red tags, 33 in yellow state
- 4 open plant Ergonomic Cases (QRP's)
- Open Issues
 - » **Parking Lot Safety**- People driving too fast and pedestrians not walking safely
 - » **Walking & Talking on phones**- Continue to see multiple people walking and talking on their phones

Plant Vacation Week Shutdown Notification

Toledo Transmission Operations will be working regular scheduled (full) production operations during the week of June 29th. Hourly employees will have until Thursday, February 20, 2020 to submit their paper vacation application form to their respective Group

Leader. Group Leaders will approve vacation applications and return application forms to employees not later than Friday, February 28, 2020. The disposition will be based on currently available manpower (current department). Employees whose applications are denied will be given the opportunity to select other available time or will have the option of leaving the application on file pending final approval for hiring temporary vacation replacement employees. Thereafter, final dispositions will be made on all vacation requests within 10 calendar days of final approval for hiring temporary vacation replacement. The returned request form will document the employee's request for VP or VR. At the end of the vacation application period, group leaders will post all remaining days that are still available (Local Agreement - 81 Vacations Page 7-30/31).

| Week of: | Product: | Status: |
|-----------|------------|---------------------------------|
| 6/29/2020 | RWD 6&8SPD | Working Regular Scheduled Hours |
| | ABIV | Working Regular Scheduled Hours |
| | GF9 | Working Regular Scheduled Hours |

| JUN 29 | JUN 30 | JUL 1 | JUL 2 | JUL 3 | JUL 4 | JUL 5 |
|--------------------------------|--------------------------------|--------------------------------|--------------------------------|---------|-------|-------|
| MON | TUE | WED | THU | FRI | SAT | SUN |
| Working Reg Scheduled Hours | Working Reg Scheduled Hours | Working Reg Scheduled Hours | Working Reg Scheduled Hours | Holiday | | |

Per Para. 202 (b) Unforeseen circumstances may require subsequent changes in these announced schedules and will be reviewed with the Shop Committee as soon as practicable.

Per Para. 202(c) During February, employees may make application in writing for vacation time off, indicating first, second and third choices. If Plant Vacation Shutdown Weeks are scheduled, the dates of such shutdown weeks are to be included in the employee's vacation schedule. In the event more employees apply for time off than can be spared from the job at a given time, plant seniority will be the basis for resolving priority of applications for time off...

Per Para. 202 (d) Each employee will be given a written disposition of their vacation time off request. Approved vacation time off, exclusive of the time identified as Plant Vacation Shutdown Weeks, will not thereafter be canceled or changed without the mutual consent of Management and the employee.

Eric Gonzales
Plant Executive Director

Jeff King
Chairman, UAW Local 14

Got Milkweed?

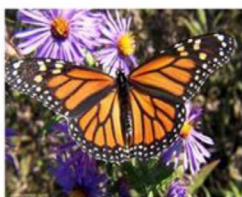
Cure that cabin fever and start some milkweed plants for your home or habitat plots!

Plant flowers around your house that help our bugs. More bugs, more birds. More birds, more quality time in the field!

That goes for bird watchers and bird hunters!

Register at TomahawkArchers.com

MILKWEED 'N' MILKJUGS



WHEN
Feb. 8th
11am-1pm

AT 1PM BEDFORD GREEN INITIATIVES COMMITTEE WILL PRESENT THE FIRST RECIPIENTS OF THE 2020 ENVIRONMENTAL EXCELLENCE AWARD

WHERE
Tomahawk Archers
2085 W. Erie Rd. Temperance, MI 48182

Discover how you can help the iconic monarch butterfly! Find out how adding native plants to your gardens help butterflies and other pollinators. Learn how to grow milkweed in your own backyard and take home your own "milk jug greenhouse." We'll provide seeds you can grow and transplant for your own pollinator garden next spring.

DONATIONS WELCOMED, BUT NOT NECESSARY!

**ALL AGES
EVENT**

FREE!

Seed
Soil
Milkjugs
Pizza Lunch

PRESENTED BY:

Tomahawk Archers
Bedford Green Initiatives

SPONSORS

Wild Ones Oak Openings
Green Ribbon Initiative
M.U.C.C.
Monarch Joint Venture

BENEFITING

You
Your Neighbors
Our Community
Bugs and Birds
Lake Erie



SHOW YOURSELF SOME LOVE
BY ATTENDING THE UPCOMING WELLNESS EVENT

FWD ASSEMBLY TEAM CENTER
2/17 FROM 1-6PM
RWD ASSEMBLY TEAM CENTER
2/18 FROM 5-10AM
AB1V CAFETERIA
2/19 FROM 8AM-12PM

Stop by the Table for:

- Blood Pressure Check
- FREE Heart Healthy Snacks
- Heart Healthy Education
- Chance to Win a Great Prize



Questions? Please contact your LifeSteps Program Coordinator, Kassie Memmer at k.memmer@interactivehealthinc.com.



Spreading the Knowledge and the Wealth

Returning to your location for the first time in 10 years!
Learn how to manage your 401K on your own!

Education & Strategies for Your 401K & Other Investments

- What is a 401K and how do I use it?
- Traditional 401K vs Roth 401K
- How do mutual funds operate?
- Learn how to reduce fees on all investments
- Learn simple but powerful investment strategies
- Cut your tax bracket in half at retirement
- Manage your investments in both good and bad economies
- Cut your tax bracket in half at retirement
- Design a retirement portfolio to meet your investment goals

Registration Day for Class

January 27th, January 28th, January 29th

7:00am – 4:00pm

AB1V and Cafeteria

Class Location

UAW Training Center

Class Schedule

Monday & Tuesday

Feb 10th & 11th, Feb 17th & 18th, Feb 24th & 25th

2 days per week for 3 weeks

7:00am – 10:00am or 11:00am – 2:00pm – 4:30pm – 7:30pm (pending)

To Register Contact

Tracie Chovan

tracie.l.chovan@gm.com

Tuition Benefits (TAP) Approved

(Class times are flexible to meet all shift requirement)

Class will benefit all age groups - Spouses Welcome
This is an **Education Class** - no broker, no selling

Become a Member of the Emergency Response Team

The ERT is looking for volunteers to join the 3rd Shift Emergency Response Team.

those interested should contact their committeeperson and notify them of your intent.

Thank you!



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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