

POWERLine

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

JANUARY 17, 2019



Upholding Our Values, With Zero Tolerance for Discrimination

Gerald Johnson, GMNA Vice President of Manufacturing & Labor

Many of us have viewed recent media reports surrounding allegations of racial discrimination at Toledo Transmission. While I disagree with the portrayals in the media piece, I know from speaking with many of you, we all share a strong disappointment, sadness and even anger that any of our employees would ever be subjected to harassment.

"None of us want to have a workplace where such offensive behavior occurs. I believe that together we must make that kind of unacceptable behavior a thing of the past."



First, I want to be absolutely clear about our GM values: Discrimination and harassment are not acceptable in any form. We condemn – in the strongest possible terms – any type of intimidating or intolerant behavior.

We treat any reported incident with sensitivity and urgency, and are committed to providing an environment that is safe, open and inclusive. We encourage employees at every level to report unacceptable behaviors at work. We educate and train employees at every level on how to report and respond to incidents effectively. This includes raising claims to your supervisor, any member of management, Human Resources, Labor Relations, or the Awareline.

Second, I know that many of you are asking how we have been addressing the situation at Toledo. GM is taking this situation very seriously. We can't comment on specifics with ongoing litigation, but here are some important facts:

We immediately investigated the noose allegations brought in 2017. We could not find the culprit but we issued a strong communication to all employees making it clear that any type of harassing and threatening conduct is not tolerated.

Since then, we have promptly investigated any allegations raised at the plant.

In May 2018 we shut down the line and conducted anti-harassment and anti-discrimination training for all Toledo employees. In 2018 we also provided training to over 50,000 manufacturing employees across our U.S. sites.

We had no reports of offensive symbols or graffiti until the graffiti found in November 2018. With respect to those allegations, we investigated promptly, alerted law enforcement and engaged a handwriting expert. We also reiterated our strong anti-harassment/antidiscrimination stance to all employees.

We have not found the culprit, but if we do, their employment will be terminated.

Finally, I want to assure you that the team at Toledo continues to focus on workplace culture and behavior. I want you all to know that we believe in our workforce there. The actions of one or a few do NOT represent the people of Toledo Transmission, or of GM in total. We all must be vigilant every day to drive harassment and discrimination out of the workplace. The UAW has joined us in the investigation, the extensive workplace training and extensive actions to respond to the incidents.

Every day, everyone at General Motors is expected to uphold a set of values that are integral to the fabric of our culture. That culture is predicated on an environment that is safe, open and inclusive – where we can all show up to work and contribute fully, free from fear. We have zero tolerance for any behavior that does not live up to these values.

None of us want to have a workplace where such offensive behavior occurs. I believe that together we must make that kind of unacceptable behavior a thing of the past.

Graffiti

- Recently there has been reported incidents of graffiti found in work areas on equipment, carts, racks, etc.
- The Graffiti has ranged from cartoonish to vulgar.
- Remember, writing graffiti is a shop rule violation and subject to disciplinary procedures.
- Remember, treat everyone with the respect.

Hourly Employee Profit Sharing Deferral Election Window Announced

In the event that there is a payout under the Profit Sharing Plan, you will have the opportunity to contribute all or a portion of your payout in one percent increments, up to 100 percent, or a flat dollar amount, to your Personal Savings Plan (PSP) on a pre-tax basis, subject to tax law limitations. Deferral contribution elections will be accepted between 8:00 a.m. EST on January 25, 2019 and 4 p.m. EST on February 8, 2019. Elections can be made online at gmbenefits.com or by calling the GM Benefits & Services Center at 1-800-489-4646.

If you are considering deferring all or a portion of your Profit Sharing payout into your PSP account, please consider the following:

- You must make a new deferral election during the window period.
- The payout will be subject to FICA taxes and Union dues.
- For active employees receiving wages, your Profit Sharing contribution will be the percentage or flat dollar amount you elect, provided your other wages are enough to satisfy the FICA and Union dues obligations on the combined wages and Profit Sharing payout.
- For active employees not receiving wages, your Profit Sharing contribution will be after FICA taxes and Union dues are deducted from the Profit Sharing payout.
- Any outstanding payroll or benefit overpayments, special court orders for child support arrearages, tax levies or similar obligations will be deducted from your Profit Sharing payout before any contributions are made to the PSP.
- You must be eligible to accumulate savings in the PSP for your contribution election to be effective.

For more details and deferral examples, please refer to the Profit Sharing communication that will be sent to employees beginning January 23, 2019 based on the preferred method of communication on file at Fidelity.

About the GM Employee Discount

Who is eligible for the GM Employee Discount?

■ Active GM employees:

- Are eligible for the discount and can sponsor the following purchasers: their spouse, children, stepchildren, grandchildren, step-grandchildren, grandparents (including in-law and step), parents, stepparents, siblings (including full, half and step), mother-/father-in-law, sons-/daughters-in-law, brothers-/sisters-in-law, aunts, uncles, nieces and nephews.

■ Retired and former hourly or salaried GM employees:

- With 5–20 years of service — are eligible for the discount and can sponsor the following purchasers: their spouse and dependent children. (Children must be under 21 years of age or full-time students under 25 years of age at time of purchase.)

With 20+ years of service — are eligible for the discount and can sponsor the following purchasers: their spouse, children, stepchildren, grandchildren, stepgrandchildren, grandparents (including in-law and step), parents, stepparents, siblings (including full, half and step), mother-/father-in-law, sons-/daughters-in-law, brothers-/sisters-in-law, aunts, uncles, nieces and nephews.

- Widows and widowers of former GM employees: With 5–20 years of service — are eligible for the discount and can sponsor the following purchasers: their spouse and dependent children. (Children must be under 21 years of age or full-time students under 25 years of age at time of purchase.)

- With 20+ years of service — are eligible for the discount and can sponsor the following purchasers: their spouse, children, stepchildren, grandchildren, stepgrandchildren, grandparents (including in-law and step), parents, stepparents, siblings (including full, half and step), mother-/father-in-law, sons-/daughters-in-law, brothers-/sisters-in-law, aunts, uncles, nieces and nephews.

For more information go to gmfamilyfirst.com

www.uawlocal14.org

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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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

Faith is taking the first step
even when you don't see the
whole staircase.

Martin Luther King, Jr.

LUCAS COUNTY ALERTS



To receive alert notifications regarding snow emergency levels, tornado, etc. go to <http://www.lucascountyalerts.com/> and sign up for text and/or email alerts. In the event of an emergency or tornado warning, an alert will be sent to the phone number(s) you provide and/or your email address. This is a free service provided by Lucas County.

I don't live in Lucas County. Can I sign up?

Yes, you can still sign up even if you are not a Lucas County resident. Many people who work or have family in Lucas County choose to subscribe to stay aware of relevant emergency situations (for Lucas County only).