

POWERLine



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

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Back Injuries and Prevention

Doug Rowe, Facility Area Manager

Back injuries are some of the most prevalent and hardest-to-prevent injuries on the job. According to the Bureau of Labor Statistics, more than one million workers suffer back injuries each year, and back injuries account for one of every five workplace injuries or illnesses. These types of injuries account for a large majority of worker's compensation claims every year.

"Back injuries are some of the most prevalent and hardest-to-prevent injuries on the job."



Back injuries often occur when:

- An individual is lifting up an object
- Using improper lifting techniques such as lifting with the back and not the legs
- Lifting an object that is too heavy for the individual
- Twisting while lifting or carrying objects
- Repetitive lifting during a work task

Ways to Prevent Back Injuries

Eliminate—The best way to protect individuals against back injuries is to eliminate as many lifts as possible during the work day. Using equipment such as forklifts, heavy equipment, dollies, etc are the best way to achieve eliminating handling and lifting objects by hand. Break down large or heavy objects that pose a hazard when lifting into smaller safer loads when possible.

Engineering Controls—Setup work areas that are ergonomically friendly to all employees. Install mechanical lifting devices and conveyor belts where feasible to limit handling objects. Install proper shelving and setup storage areas that keep objects and lifts within an optimal range. Keeping objects within the proper range helps keep employees from making awkward or dangerous lifts that can result in a sprain.

Administrative Controls—Use the buddy system when lifting any awkward or heavy objects. Agree on weight limits for lifting. For example, having a policy to not lift anything over 100lbs as a team without first involving a supervisor to see if there is a safer way to complete the lift is an administrative control. Also, always select employees who are physically capable of making the lifts of a task before the work begins.

Personal protective equipment such as back supports or back belts have not shown to be overly effective in preventing back injuries. These devices often create a false sense of security when completing lifts. Individuals should focus on stretching and using proper lifting techniques over

using a back belt to keep them safe.

Discussion points:

- Are there hazardous lifts we can eliminate in our daily operations?
- Are we using engineering controls when we cannot eliminate a lift or are we just completing the lifts without looking at a safer way to do them?



TTO Veterans Wall Dedication

Date: Tuesday, 05/28/2019
Time: 1300 hrs.
Location: Vet Wall, just across from the UAW Work Center

Those Veterans interested in attending the brief ceremony should let their Group Leader/People Leader know of their interest. The Leader will respond back to the request.



TTO Milestone

Toledo Transmission is now the sole supplier of GF9 transmissions to **Lansing Delta Township Assembly**.

Toledo is a key plant in supporting GM's vehicle portfolio of popular crossovers (Chevy Traverse and Buick Enclave) at Lansing Delta Township Assembly.

Congratulations TTO Team!

General Motors - Full-Time Temporary & Part Time Temporary Production at TTO

The Role

GM is undergoing a major transformation, both in how we operate and in how we will influence the future of transportation. Must be able to function in a manufacturing team environment where Global Manufacturing System (GMS) principles are highly integrated.

- **There are both temporary full-time and part time positions available working as a direct employee of General Motors.**
- Candidates must be willing to work any shift but hiring will be primarily focused on 1st and 2nd shift.
- Overtime hours on those shifts are common and may be available with little notice. Some weekend shifts are to be expected.

Starting wage is \$15.78 per hour, with potential for growth. Holiday pay and health care options after 90 days.

Interested individuals must meet the following minimum qualifications:

- Must be able to satisfactorily complete the General Motors hiring process requirements which includes comprehensive assessment, hair drug testing, and a background check.
- At least 18 years of age.
- Eligible to work in the United States.
- Candidates must be willing to work flexible shift hours and day, afternoon, or night shift as well as overtime hours on those shifts with little notice.

For more info and to apply go to: <https://gm.selectrakonline.com/Apply/Portal/Index/21?positionReqId=550&positionId=455&facili>

Pizza Hut

Now at TTO!
Located next to Subway
10 am to Noon
Monday
Wednesday
Friday

Cash or Credit



Suggestion Program Grill Winners!!!


FINAL WEEK!

Week 1 winners:
Bryan Paulson Dept. G432
Michelle Munoz Dept. G345

Week 3 winners:
Richard Stone Dept. G060
Bart Williams Dept. 8534

Week 2 winners:
William Metzger Dept. G122
Daniel McCaskey Dept. A224

Week 4 winners:
Michael Mullins Dept. A043
Ricky Porter Dept. 8331





GMS Communications

People Involvement (PI)

TL/TM – How do TMs & TLs support Plant Mission and/or GM Purpose & Values?

Plant Mission and GM Purpose and Values are on the knowledge Ring. TMs & TLs support this by being involved in Level 5 Board activities & executing their standardized work.

TL/TM – What is MOC 1 + 3?

This process was implemented to prevent exposing hazards to the people, processes and property. MOC is Management Of Change and 1 + 3 stand for the 4 questions to be ask before making a change. The details of MOC 1+3 is on the knowledge ring at your team's BPD board.

TL/TM – What is the 3,2,1 and commit to Zero Process?

This process was implemented to prevent mobile equipment and pedestrian incidents. All pedestrians are to look 3 ways at all aisle crossings before proceeding, pedestrian must be 2 feet away from mobile equipment and wait for 1 wave from the mobile equipment operator.

TL/TM – What is Job Rotation?

Rotation ensures multi-skilled employees, reduces exposures to ergonomic stressors and permits fresh eyes on each operation to enable continuous improvement and eliminate waste. The Toledo Job Rotation meets the GMS requirements. TM initials rotation log at the beginning of the shift, this log has the team's rotation schedule and any deviation is logged on the back of the rotation log as they occur.

TL/TM –What is the Employee Safety Concern Process (ESCP)?

A system that engages the teams to be actively involved in Safety. It identifies, investigates, and resolves concerns presented by all plant employees.

TL/TM – What is a Global Call to Action?

It is a Global Safety Process that allows GM facilities to learn from incidents which have occurred at other locations and ensures global solutions are applied around the world. We review these during Team Meeting Safety Talks when one occurs.

TL/TM – How do we Train TMs & TLs on the floor?

We use the Job Instruction Tool (JIT) Process. Each employee has a JIT for their department. The level of training from the JIT is recorded on the Flex Chart on the back of the Level 5 Board. Maintenance uses Versatility & Flexibility Charts for training of Skilled Trades.

TL/TM – How do TMs & TLs find their Roles and Responsibilities?

Roles and Responsibilities are defined in the Toledo Operator Support System (TOSS) Guidelines and on the "Knowledge Ring" that hangs on the side of the Level 4/5 BPD Boards. Responsibilities fall under Safety, Quality, Training, and Uptime Focus.

TL/TM – How are the size of teams determined?

Teams are sized to allow adequate performance of the Team Leader and Team Members. The complexity of the work and layout of the work stations are taken into consideration.

TL/TM – What is the Layered Audit Process?

The Layered Audit Process are checks done daily and/or weekly to verify every person in the organization is following plant processes. Finding from Layered Audit checks not fixed within 24hrs should have a Countermeasure written and escalated if needed. If findings are corrected within 24hrs the "X" needs to be circled stating completion.

**The priority is to continue to support the Team Member
to help them be successful**

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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