

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

September 25, 2020

We Care: Fall Safety Package in the Mail

The seasons are changing, and so are our activities. We're swapping out summer trips and BBQs for fall sports and back to school - whether it be remote, in-person, or a blend of each.

Our multi-layered approach to COVID-19 safety (including cleaning, sanitizing, protective screening, masks, safety glasses and more) has proven effective in preventing the spread of disease in our facilities. Where our protocols are followed, they are working, especially in the areas like manufacturing, engineering and other functions that have been working on-site for months.

As always, GM is committed to safety at both work and home. Based on your positive feedback on our last home mailing of masks, all U.S. GM employees will be receiving a Fall Safety Care Package in the mail over the next several weeks. The package contains a letter from Jim Glynn, vice president of Global Workplace Safety, and Dr. Jeffrey Hess, corporate medical director, with tips about fall safety, including the importance of getting a flu shot. The package also contains 5 adult masks and 5 child-sized masks made at our GM facility in Warren, MI. If you don't have children, please share your child-size masks with family, friends or neighbors who do.

Thank you for joining me in keeping yourself, your family and co-workers safe and healthy. Together, we can live the values that return people home safely. Every person. Every site. Every day.

Eric Gonzales Plant Executive Director GM TTO





Keith

Safety Supervisor

Tushek

GM TTO

AUGUST PSRB HIGHLIGHTS • 3 Recordable Injuries in JuLY, Recordable rate of .89 for the

- year 2020
- 0 Lost Work Day cases in July, LWD rate of .11 for the year 2020
- 0 Sentinel Event in the month of July
- 5 Open Employee Safety Concerns
- No Global Call to Actions items due in July
- 1 overdue Safety Observation Tour items
- 30 open red tags, 1 in the yellow state
- 3 open plant Ergonomic Cases (QRP's)
- 3 Performance Standard Annual Evaluation Reviews:
 - PS4: Electrical Safety
 - PS5: Mobile Equipment
 - PS10: Personal Protective Equipment



TTO Team -

Over the years, GM has offered flu shots each fall to minimize the impact of cold and flu season on our operations. Getting the flu isn't fun: it impacts your personal health and it could spread to your family or your co-workers.

For the upcoming flu season, flu vaccination will be very important because it can help reduce the overall impact of respiratory illnesses on the population and lessen the resulting burden on the healthcare system during the COVID-19 pandemic. A flu vaccine may also provide several individual health benefits, including keeping you from getting sick with the flu, reducing the severity of your illness if you do get the flu and reducing your risk of a flu-associated hospitalization.

At TTO, we will have CVS onsite during all shifts on October 14 and 15 in the auditorium. Our health insurance also provides GM employees and our dependents flu shots from local providers such as CVS Pharmacy or your trusted health care professional.

I encourage you to participate in the program – it can be an important component for your overall health.

Eric Gonzales





GM Electrician Apprentice Shifts Gears to Rewarding Opportunity GM's Technical Learning University helped this Toledo Transmission Plant veteran upskill on the job ...

Heather Finfrock is one of nine skilled trades electrician apprentices from the General Motors Toledo, Ohio transmission plant participating in special training hosted by the company's Technical Learning University, or TLU. This program is based on an initiative that began in 2017 focused on improving the technical chops of GM's skilled trades workers and salaried manufacturing engineers. It has benefitted from the recent completion of a \$2 million upgrade to its manufacturing laboratory facilities located on the Global Technical Center campus in Warren, Michigan.

Nearly 300 skilled trades electricians are participating in an apprenticeship program. Over the next three years, TLU leadership anticipates training up to 3,600 U.S.-based workers on vehicle launches and other critical areas. Finfrock and her colleagues are taking advantage of the state-of-the-art equipment found in the new lab that should eventually benefit from additional investment of up to \$12 million. Robot cells replicating those found in current GM plants join next generation manufacturing equipment to fill the floor of this 135,000 square-foot facility. This includes a 70,000 square-foot-high ceiling clearance area that accommodates plant-like operations.

The TLU program trains both salaried and hourly employees who participate in a series of Monday to Friday training periods. Over the course of the program, skilled trades electrician apprentices may conduct 15 to 20 rotations to the lab facility.

Finfrock and four of her fellow students make the one-hour commute to and from Toledo during their weeks of training at the TLU. Although GM covers local hotel expenses and meal costs during the training week, Finfrock prefers the lengthy drives over the alternative of pursuing boarding options for her dog Max, a Shar-Pei mix, who waits patiently at home. With eight training rotations to the lab facility under her belt, she is a little more than halfway through the program.

Finfrock has been with GM for 21 years, starting as an apprentice die maker with the Toledo Transmission Plant operation that stamped small parts. When her plant ceased production of the four-speed transmission, her skilled trades group was displaced to other roles in the plant. Finfrock moved to a production operator role before earning an appointed position as a plant health and safety instructor. She also served as a union representative for UAW Local 14, supporting production workers for six years. As Finfrock searched for a way to build on her education and rejoin the skilled trades, the TLU provided a path to do even more than she imagined.

"The training at the TLU is excellent and a big improvement over earlier technical programs hosted by plant-city community colleges," said Finfrock. "The TLU training is more specific to what we need to know and be successful in our roles. We can leave the classroom and immediately apply learning to solve real-world problems at our plants." Toledo-based Owens Community College still played an important role for the Toledo apprentice group through mandatory courses in math, physics, electrical concepts and print reading.

Skilled trades electricians are the "first responders," as they usually receive the first frantic calls when plant equipment stops working properly. Finfrock credits her TLU training for her ability to effectively troubleshoot issues and resolve them.

"They teach us a problem assessment process that helps work through equipment checks to find faults and fix them," she said.

"It's about effective collaboration," Finfrock notes as she especially enjoys working with other skilled trades, such as pipe fitters in addition to the manufacturing engineers supporting her plant.

Finfrock is no stranger to teamwork with four years of college basketball experience playing for Bowling Green University before graduating with a Bachelor of Science degree in geology. These days, she stays active playing competitive pickleball.

Making her job easier is a very competent journeyman electrician at her plant who provides helpful coaching from his experience as an apprentice. In addition, Finfrock is impressed with the close oversight of the TLU program by GM and UAW leadership and how accessible they are.

"There have been growing pains with the program," explains Finfrock. "However, our GM and UAW leaders have had an open ear to feedback and suggested improvements."

As new technology changes the way we work, it's imperative we build a future-ready workforce. Through upskilling and reskilling, GM is providing employees opportunities to stay competitive in well-paying careers today and tomorrow.



Ghassan Q. Irsheid Senior Manufacturing Engineer/ Ergonomics Engineer

It's Your BODY, Be KIND to It



When pushing/pulling dollies and carts please use caution and follow these simple guidelines:

Make sure brake is fully disengaged

Maintain straight (neutral) wrist posture and slightly bent elbows.

Push cart instead of pulling whenever possible. If you must pull the cart out of its spot DO NOT turn your back to cart. Make sure space is clear behind you and walk backwards while pulling cart using both arms. Switch to pushing as soon as it is possible.

Never handle TWO carts at a time. Never push or pull a cart using one arm. DO NOT push one cart while pulling another one behind you. The cart could and will run over your ankles and legs and may cause an injury. Before pushing cart make sure all casters are straight and pointed in the direction of your destination by maneuvering

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Always gradually bring the cart to a stop and avoid short stops

Avoid guick or sudden movements as much as possible

Please report any malfunctioning carts/dollies and potholes/floor defects to your TL/GL immediately

All carts require less than 50 lbs. of initial force and less than 24 lbs. of sustained force; just allow the cart the time to begin moving before applying more force.



cart side to side



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2021 UAW Local 14 Recreation

Deadline to turn in a request for Recreation funds for your league in 2021 is Friday, October 30, 2020. Request forms are available at Local 14 Union hall and on our website. www.uawlocal14.org

Some of the eligible leagues may include Golf leagues, Bowling Leagues, Running groups, Exercising groups, Basketball, Baseball or Skeet teams. Your league/group could even include conservation activities like Maumee River clean up projects or road clean-up outings.

The Leagues are designed to provide opportunities for members and retirees to gather and have a fun time building relationships with other people while enjoying recreational activities.

The money can be used for league fees at a facility, or for a catered dinner on the final day, or for purchasing supplies for your outing.



Tom Ruddy, PT Unit Recreation Director



How to contact us...

UAW Communications Liaison: Robert A. Bosco II Email submissions to <u>robert.boscoii@gm.com</u> Phone: 989-245-4338



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