



POWERNEWS

WE WILL MANUFACTURE BENCHMARK CASTINGS WITH PRIDE, LETTING SAFETY, QUALITY, COST, AND ON TIME DELIVERY TO OUR CUSTOMER BE OUR GUIDE.

THE NEXT POWERNEWS ISSUE WILL BE PUBLISHED ON THURSDAY, FEBRUARY 15. ALL ARTICLES FOR THAT ISSUE NEED TO BE RECEIVED BY **TUESDAY, FEBRUARY 13.**

If you would like to say thank you to your co-workers for a thoughtful gesture, or there is a big announcement for one of your team members, submit it to the *PowerNews*. If you have any information or recognition that is relevant to Defiance General Motors employees, then you can contact the Communication Department (contact information on page 4).

When your team is having a retirement or birthday celebration contact Tonya Huss for photos, or you can email any celebration photos to tonya.huss@gm.com.



Hazard and Risk Identification Team's New Email Address

The Hazard and Risk Identification team has a new email address: HRIDEFIANCE@GM.COM. Now you will be able to contact the HRI team directly to provide information on hazards you encounter during your workday, as well as to address any questions or concerns you may have. All HRI documents, including standardized work, training presentations, Hazard Workbook and Inventory, etc. can still be found on the Safety SharePoint. Just click the big green cross on the Safety SharePoint homepage or click HRI in the directory on the left-hand side of the page. Information about hazards in your area can also be found in the Plant 2 lobby, as seen below:



Additional information for each individual hazard is captured in the HRIAC folder on the S drive (S:\GMPTDFSN\HRIAC)

Any hazardous task or condition found in your area should still be entered into the HRI Workbook (DCF2_2_2 HRIAC Workbook) on the HRI SharePoint site, and our team will work with you and others working in your area to remediate the risk. Don't hesitate to contact the HRI team any questions or concerns at HRIDEFIANCE@GM.COM.

Little Sweetheart's Photos

Show us who you're sweet on! Send photos of your little sweethearts (children, grandchildren, etc.) to the Communication Department by Tuesday, February 13, 2018 to be displayed in the February 15 PowerNews issue. Include the name of the person(s) in the photo, and how you are related to or know them.

ADA (HANDICAP) PARKING

Team,

There have been a lot of questions regarding ADA parking in the parking lots. I would like to take a moment to clear up some questions.

In all parking lots, an individual with an ADA parking placard displayed either on the rear view mirror, dash or those who have an ADA license plate, may park in the posted ADA parking spaces with any make/model vehicle (this includes foreign vehicles) as per the Americans with Disabilities Act.

In parking lot 1, the ADA parking spaces that are located along the plant 1 wall west of the turnstiles, are no longer ADA spaces. The ADA parking spaces for lot 1 are those located south of the smoke shack in lot 1. The signs that are on the plant wall west of the turnstiles will be removed when manpower and weather permits.

If there are any questions, please feel free to contact security at ext. 7400.

Security

Christmas for Kids Tickets

The PMN team is selling Christmas for Kids tickets through Feb 28.

The tickets are \$10 each or 3 for \$20.

There will be 2 winners of 36 holes of golf, a golf cart, plus a golf goodie bag.

Drawing will be held March 1.

Contact Sonia Mendez, Karen Hackworth, or Tonya Huss to purchase tickets.

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 26, 2018 and 4 p.m. EST on February 9, 2018. 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 25, 2018 based on their preferred method of communication on file at Fidelity.

POSSIBLE PROFIT SHARING PAYOUT DATE HAS NOT BEEN ANNOUNCED



Reminder To Evaluators:

If a paper copy of a suggestion is turned in, then the back of the yellow investigation copy must be filled out, and turned in to the Suggestion Department with the rest of the documents needed to process the suggestion. The contact section at the bottom should be initialed and dated by the evaluator and the suggester. This is proof that the decision for the suggesters' idea has been discussed with him/her.

Suggestion Investigation Report

Please note any comments following the suggester/supervisor discussion.
 (i.e., Do you as the supervisor support this suggestion? Yes No Who do you feel would be best qualified to evaluate this suggestion?)

SUPERVISOR

Reason(s) for adopting this suggestion?

Print Name / Signature: _____ Supervisor: JRT _____ JFT _____ Date: _____ Work Order No. _____

ADOPT

SAVINGS
 Gross: \$ _____ Labor: \$ _____ Material: \$ _____
 Net: \$ _____ Other: \$ _____ Implementation Cost: \$ _____ Impl Date: _____

AWARDS
 Tangible: \$ _____ Quality: \$ _____ Intangible Award Guide
 Safety: \$ _____ Other Intang: \$ _____ Customer Satisfaction Award Guide
 Nonmonetary: _____ GRAND TOTAL: \$ _____ Safety Suggestion Intangible Award Guide

OTHER
 Follow-Up Date: _____ Benefiting Dept: _____ Co-suggesters: Team
 Assisf Sugg No. _____ Duplicate Sugg No. _____ See Award Eligibility Worksheet attached

NONADOPT
 Nonadopt: Check one or more and explain below:
 Code Description
 IFS Idea previously submitted (Sugg # _____ Date: _____) NEC Not eligible for consideration
 PMA Present method adequate NTC Not feasible due to cost
 PMP Prior management planning & action (include documentation) SD Standard decline

Print Name / Signature: _____ Supervisor: JRT _____ JFT _____ Date: _____

CONTACT
 Suggester Contact Explaining Award or Nonadopt Decision:
 Suggester or team initials and date: _____ Supervisor, JRT, or JFT initials and date: _____

***If any evaluator would like to meet to go through their suggestions, you can email me at tonya.huss@gm.com. I can accommodate any shift.**

Suggestion Workshop

The Suggestion Department is offering a workshop to any Supervisor, Planner, or Evaluator, who would like help completing their Suggestions. (You are not obligated to stay the full 2 hours, you are free to leave when your questions are answered.)

WHO WILL BE INVOLVED WITH THE WORKSHOP?

*Hoski Lee - Salary Suggestion Administrator, and Industrial Engineer responsible for calculating suggestions

*Tonya Huss - UAW Suggestion Administrator

*A group of not more than 4 Evaluators

WHAT WILL THE WORKSHOP CONSIST OF?

*FAQ – Rules and Guidelines

*Discussion of the required forms and documentation, and where they can be found

*Going through all of your suggestions step by step

Answering any additional questions you may have

WHEN WILL THE WORKSHOP TAKE PLACE?

Friday, March 2 at 9am – 11am, and at 1pm – 3pm

Monday, March 5 at 12am – 2am, and at 4am – 6am

Tuesday, March 6 at 4pm – 6pm, and 7pm – 9pm

WHERE WILL THE WORKSHOP TAKE PLACE?

In the GSC Conference Room 27 to the west of Suggestion Office.

HOW CAN YOU SIGN-UP?

Send an email to tonya.huss@gm.com that includes your name, and the date and time you are interested in signing up for. If you have any questions, you can email, or call Tonya Huss at 419-784-7727.

*You are welcome to attend as a training session, or a refresher if you are not currently evaluating any suggestions, or bring all of your suggestions. We will go through each one step by step.

Suggestion Thank You Gifts

There will be t-shirts coming soon for anyone who submitted a suggestion in 2017, there are also insulated travel mugs available in the Suggestion Office if you have a suggestion in from 2017. When the t-shirts arrive, I will set up in the entrance of Plant 2 on each shift.

The times and dates of Plant 2 pick up will be posted in the newsletter, and an email will be sent to everyone who receives them. Team leaders, and group leaders can announce to all team members.

There are also magnets, pens, and 2018 pocket calendars available.

“Souper Bowl” Party 2018



Super
Bowl
LIII



The PMN team hosted a “Souper Bowl” Party fundraiser on January 30 and 31 to raise money for Christmas for Kids. Thank you to everyone who participated.



General Motors Teen Driver Software “We Are GM”



With the CDC reporting motor vehicle crashes as the leading cause of death for teens, a group of engineers from multiple disciplines decided to make a difference in

the lives of our customers by helping to inform parents about driving habits of their teens.

MaryAnn Beebe, an engineering specialist who has spent her career at General Motors working on technologies related to safety, helped to lead the initiative.

“This project, like many others that I’m involved in, touched me personally,” she said. “As a mother of small children, I know that anything with the potential to keep your family safe is always on

a parent’s mind.”

Working together, the group created Teen Driver, a newly developed software with a simple interface that allows parents to monitor their teen’s driving habits while not in the vehicle. This technology provides parents with the information needed in order to discuss and reinforce safer driving habits with their young drivers.

Following its introduction on the 2016 Chevrolet Malibu, the technology has been rolled out across the GM brands and nameplates. Parents have praised the feature, saying it gives them peace of mind. And media covering the technology have carried the message of how it helps parents while bringing attention to a very important driver safety issue.

“To know that someone’s life was saved or changed for the better by something you had a hand in creating, that’s a reward incapable of being measured,” Beebe said.

Two Semis Crush Man’s Pickup



On January 17, 2015, there was a 26 car pile up on Interstate 84 near Baker City, Oregon. Black ice and heavy fog were the contributing factors.

This photo of Kaleb Whitby’s barely visible Chevy Silverado pickup was crushed between 2 semi-trucks in that incident.

Kaleb hit the trailer of an out of control semi-truck that was coming at him. Seconds later another semi, unable to stop, slammed into his Silverado pick-up. The semi drivers, and first responders assumed there were no survivors, but instead he walked away with only 2 small cuts on his hands.

Preventing the Flu



Since Christmas influenza illness has really spiked in Ohio. Recently local hospitals have been at full capacity, with flu being a significant contributor to illness.

And several deaths have been reported across all age groups.

Though there have been reports that the flu vaccine is only 10% effective, that is the case for only 1 of the virus subtypes which were included in the vaccine for this year. And, while the effectiveness of the vaccine for preventing that type of flu, it can still help reduce the severity of influenza illness if you get ill from it. It is not too late to get the vaccine. Medical still has a limited supply of vaccine; just come and get it!

There are other practices which can help to reduce your chances of contracting the flu. The virus is spread two ways: through airborne droplets, and by transferring the virus from any surface to your hands, then to your face, nose or eyes. So:

- Avoid close contact with persons who are ill. Ask them to cover their mouth when they cough—with their sleeve, or with a disposable tissue.
- Avoid shaking hands—a lot of virus can be on a person's hand, even if they are not themselves ill.
- If you share radios, phones, desks, pens, etc. with other people, wipe the surface down with a chlorine or alcohol wipe prior to your use.
- Wash your hands often with hot water and soap, or use hand sanitizer.
- Get out of the habit of touching your face, eyes or nose. That is how the virus is transferred from the hand to the face where it will infect the nose and upper respiratory tract.

If you become ill with flu symptoms (cough, runny nose, high fever, muscle aches), stay home and avoid others. Return to work and other outside activities only after the fever has been gone for 24 hours. If you are at high risk for complications (those with diabetes, chronic lung conditions, compromised immune system, chronic kidney disease) then an antiviral medication may help. These are most effective when started within 1-2 days of becoming ill. Talk to your doctor about it.

Do what you can to stay healthy and stay safe this winter! **By: Dr. Paul Eby**



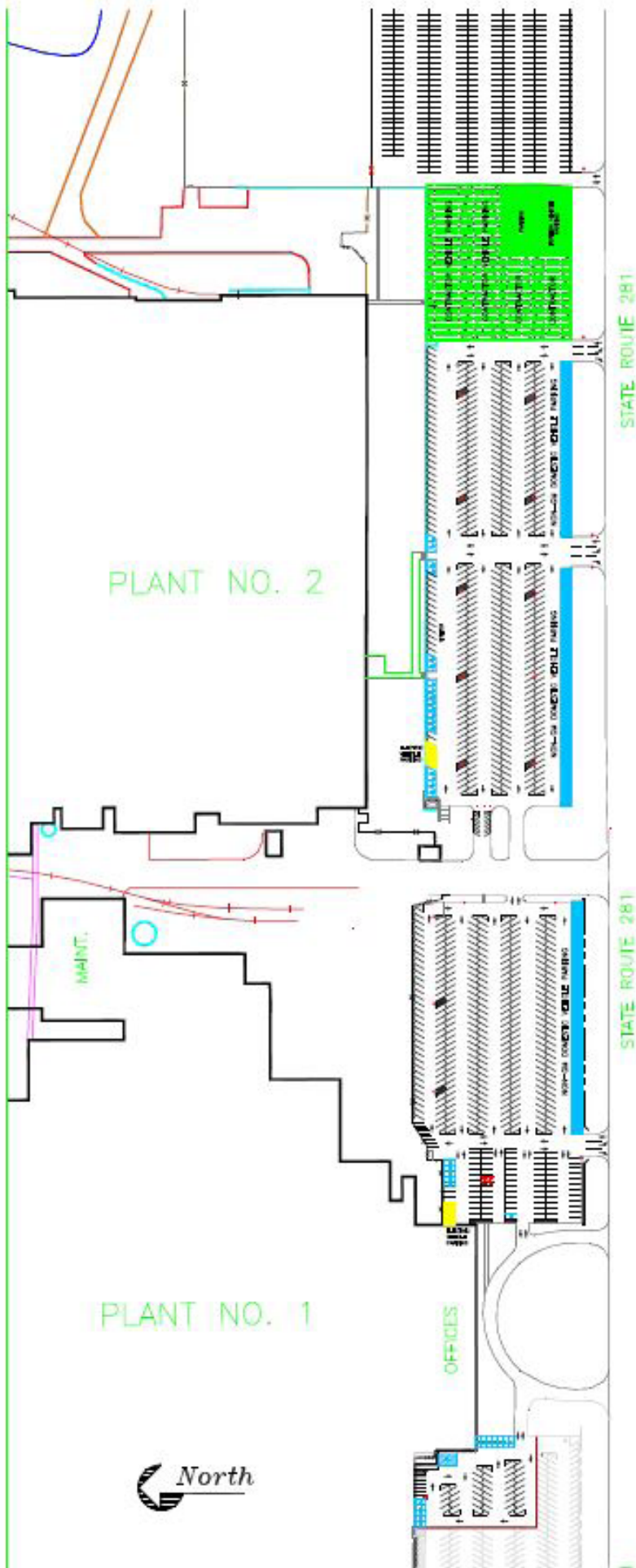
The following team members went to Fort Wayne on January 22, 2018. We would like to wish them all the best!

Kristen Addington	Jason Leatherman
Sherilyn Baker	Mark Long
Bradley Baldwin	Brian Looser
Kevin Baxter	Joy Mahlman
Chad Beech	Todd Meyer
Jason Belcher	Nina Montez
Mickie Birr	Angela Newyear
Dennis Bott	Jeff Okuly
John Brown	Gerald Overmyer
Timothy Burke	Daniel Perez
Jed Calvert	Perry Rau
Lisa Carnahan	Stephanie Reinhart
John Collier	Eric Retcher
Neil Dunlap	Jesse S Santos
Philip Dunlap	Lisa Schnipke
Mark Feeney	Nicholas Sork
Roger Flores	Christopher Stork
Kelly Forester	Michael Thrasher
Jack Fought	Daniel Tyo
Cynthia Gonzalez	Kris Vance
Rolando Guevara	Judith Wagner
Brenda Hall	David Ward
Tina Hoschak	David Warnecke
Raymond Jimenez	Joseph Weber
Robert Korte	Anthony Weirauch
Kelly Kruse	Brad Wilkerson
Steven Layne	Matthew Yenser

The following team members were laid off on January 22, 2018. We would like to wish them the best of luck!

Dawn Rubio
Lloyd (Mitch) Wilson
Gregory Fleming

New Parking Lot Layout



FOREIGN
VEHICLE
PARKING



CONTRACTOR
VEHICLE
PARKING



ELECTRIC
VEHICLE
PARKING



NON-GM
DOMESTIC
VEHICLE
PARKING



HANDICAP
VEHICLE
PARKING



PARKING LOT G.A. PLAN

SCALE: NTS





SafeStart is composed of a series of trainings that focuses on preventing human error in order to reduce injuries 24/7. Trainings will begin this month!

My SafeStart Story: Randy Vukadinovich

When leaving Jersey's restaurant with my 2 daughters, we were horse-playing and laughing on the way to the car. My oldest daughter was trying to get to the front seat, so I held her back to let my younger daughter get ahead. I tried to abruptly stop in order to cut-off my oldest daughter, and next thing I knew, I was looking at my feet. I had slid on the ice and wiped out, landing flat on my back with my feet in the air.

How could it have been worse?

I was sore for a few days, but I could have really injured myself. I could have broken or fractured something, needed stitches, or sustained a head injury.

States: Rushing, complacency

Errors: eyes not on task, mind not on task, balance/traction/grip



TIP OF THE WEEK

LIFESTYLE CHALLENGE

LIFESTYLE CHALLENGE MONTHLY TIP:

NUTRITION: BECOME 'CALORIE AWARE.'

- ✓ LEARN HOW MANY CALORIES YOUR BODY NEEDS, LEARN HOW TO TRACK THE CALORIES YOU ARE CURRENTLY CONSUMING, AND LEARN HOW TO LOSE WEIGHT WHILE STILL EATING THE FOOD THAT YOU HAVE ALWAYS ATE.
- ✓ STOP BY THE FITNESS CENTER AND TO FIND OUT HOW IN AS LITTLE AS 15 MINUTES!!!

TO WEIGH IN: STOP BY THE FITNESS CENTER FROM 6AM-2PM TO WEIGH IN (OR LEAVE A CONTACT # AND WE CAN SET UP A TIME THAT WORKS).

- ✓ THAT'S ALL YOU HAVE TO DO TO GET STARTED.
- ✓ CHANCES TO WIN EVERY QUARTER.
- ✓ THE WINNER IS DETERMINED BY WEIGHT LOSS PERCENTAGE, SO EVERYONE HAS AN EQUAL OPPORTUNITY TO WIN!
- ✓ IT'S NEVER TOO LATE TOO SIGN UP!

Questions? Need assistance? Contact Work-Fit at: x7594

This information is for prevention & health improvement. If you have pain or injury, please consult plant medical or your physician.

Safety Review Board PSRB

Summary of Minutes 1-10-18

Jason Hoffman was a guest.

Safety opener: Be careful on icy roads.

Follow up: Dr. Eby gave an update on silica. He discussed exams, and chest x-ray results that require mandatory recommendation for specialist exam. Individuals who are in the surveillance program, will receive the exam. Employees who transferred to other facilities will be informed by letters.

Global Call to Action: Emma reviewed the open Global Call to actions, which are all green. Al, Adam, and Briona discussed the short circuit study, HRIAC courses, and annual lockout training, among other topics.

Workplace Safety Solutions: Randy reviewed the list that were completed in 2017. They are: Confined Space, Hazard Energy Control, Fall Hazard Control, Electrical Safety, Mobile Equipment and Pedestrian Safety and Safety Contract Management. We have some open items in Fall Hazard and Confined Space. Reviewed the list that are proposed for 2018. They are: Walking and Working Surfaces, Personal Protective Equipment and Workplace Safety Rules, Noise, Fire and Explosion Control and Respiratory Protection. May add Safety Design and Launch. Are there any issues with the list? Al said he can look at Cranes, Hoists and Associated Equipment. **HRIAC Team Update:** Mark reviewed the Hazard & Risk Identification.

- o Training 1 - 53213: 894 employees trained. At 100%.
- o Training 2 – 53214: 328 employees trained.
- 156 hazards have been identified in the workbook from 6 different sources.
- 90 hazards added to Hazard Risk Inventory
- o 55 Sentinel Events
- o 72 Remediated

- Phase B in Premachining and Pattern Shop. HRI-AC team members have attended meetings with Pattern Shop and Premachining 3rd shift team.
- Reviewed People Engagement – Hazards by Source chart.
 - o 32 are from Employee concerns
 - o 86 from Fall Hazard Committee
 - o 15 from SOT
 - o 7 from Pre-Task Plan
 - o 9 from SCT
 - o 2 from BPD Board
 - o 5 from Standardize Work Review
- Reviewed before and after examples of items identified.

ESWP Guidelines Corrective Action Status:

Jim reviewed the open items.
 Remote racking - All devices have been received. Had training with the company to make sure we know how to work it. Need to develop a TIS.
 PPE - GSC has a process set up. Have a few items in the office and we can order if needed. Have a few spring jackets to issue. The arc flash fall harnesses are in the crib.
 Substation - Putting together a plan to change out.

Sentinel Event Open Corrective Action Items:

Randy said he worked with supervisor on a lockout violation. This will get closed as soon as the employee attends the 8-hour lockout class. All lockout violations will be put in as a Sentinel Event Near Miss.

Roundtable: Rob asked for a follow-up on the Ramos fatality. Al said we need to emphasize setting parking breaks and put out a communication on setting breaks.

Sampling done on the decore machine in SPM, came in at 106. Should be under 80. They are working on a plan. We will make sure it is addressed.
 Safety Closer: Be careful walking on icy conditions even though they put salt down.
 Be careful shoveling snow. Don't press yourself; there are a lot of heart attacks while shoveling snow.

EMERGENCY SIGNALS	
Fire: 5s . 5s . 5s . 5s . 5s	Leave Area as Directed
Tornado: 30s . 30s	Take Shelter
Evacuation: 15s . 15s . 15s	Exit & Assemble
All Clear: 60s	Return to Work
For plant emergencies, dial 7911 from an in-plant phone or 419-784-7400 from a cell phone.	

Contact information:	
Communications Manager	
Kevin Nadrowski	
Phone: 313-498-5464	
UAW Communications Coordinator	
Tonya Huss	
Phone: 419-784-7727	
Cell: 419-769-6225	
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