



POWERNEWS

January 24, 2019

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

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.

WORK:fit™ 2019 LIFESTYLE & FITNESS CHALLENGE WORK:fit

LIFESTYLE CHALLENGE

- ✓ 1st initial Weigh-in is **Wednesday, January 30th**
 - ✓ 5 a.m. – 3 p.m. in the fitness center
- ✓ Stop by, Weigh-in, use the % Body Fat monitor, and receive your Lifestyle Challenge Packet.
 - ✓ (3 minutes of your time)
- ✓ Looking forward to guiding you on **YOUR path to health, wellness, and movement this year!**

Tyler

GMNA MANUFACTURING ORGANIZATIONAL APPOINTMENTS



Arvin L. Jones, Manufacturing Executive Director - North America Manufacturing, has elected to retire after a distinguished 42-year career with General Motors, effective April 1, 2019.

In line with our enterprise transformation and commitment to make manufacturing a competitive advantage, we are announcing a reorganization and realignment of the NA Manufacturing Plants effective February 15, 2019:



Victor Cabral will lead the **Transmission/Casting Sector** comprised of the following plants: D-Max, Baltimore, Bay City, Bedford, Brownstown, Defiance, Lordstown Assembly, Saginaw, Silao Transmission/Engine, San Luis Potosi Transmission, Toledo Transmission, Toluca Foundry, Toluca Engine, and Warren Transmission.



Doneen McDowell will lead the **Engine/GMCH Sector** which will include the following plants: Flint Engine, Grand Rapids, Kokomo, Lockport, Ramos GPS, Rochester, Romulus GPS, Springhill Engine, St. Catharines GPS, and Tonawanda Engine.



Mike Trevorrow will lead the **Car/SUV Sector** including the following plants: Bowling Green Assembly, CAMI, Detroit-Hamtramck Assembly, Fairfax Assembly, Lansing Delta Township, Lansing Grand River, Orion Assembly, Oshawa Assembly, Pontiac Stamping, Ramos Assembly, San Luis Potosi Assembly, and Springhill Assembly.



Dan Hermer will lead the **Truck Sector** which will include the following plants: Arlington Assembly, Flint Assembly, Flint Stamping, Fort Wayne Assembly, Marion Stamping, Parma Stamping, Silao Assembly, and Wentzville Assembly.

Please join me in thanking Arvin for his outstanding contributions to GM and wishing him the very best in retirement. Additionally, please join me in congratulating Victor, Doneen, Mike, and Dan, as well as, offering them your full support as they transition to their new assignments.

Gerald Johnson

North America Vice President
Global Manufacturing and Labor Relations

Recognize Someone Today

Would you like to recognize a team member for doing a great job? You can submit a photo and/or article to tonya.huss@gm.com to appear in a PowerNews article (with their permission). If you need a photo taken, e-mail or call **(419) 784-7727**.

Support Justin Hughes

Gray Brain Cancer Bracelets are still available for \$10 to support Justin Hughes.

See:

GMS team Plant 1 Eng. Office
Tonya Huss Sugg. Office
Denise Voltz Training Center

Send In Your Pics



Would you like to share a photo of your old or new GM vehicle you own/owned? E-mail a picture and story (optional) to tonya.huss@gm.com, or drop in any one of the suggestion boxes. It will appear in a future newsletter. **Be sure to include your name.**

GM POWERTRAIN



Powertrain Emergency Response Team

JANUARY MEETING PT ASSESSMENT RAPID

When:

Thursday January 24th, 2019

Where:

Skill Center Training Room 123& Training Center

Time:

3rd Shift 02:30-06:30

2nd Shift 15:00-19:00

1st Shift 06:30-10:30

2019 Shoe Mobile Schedule

Red Wing

4 a.m.-10:30, Noon - 4 p.m.

Michigan Industrial Shoe

6 a.m.-4 p.m.

Jan. 30

March 27

May 29

July 31

Sept. 25

Nov. 27

Feb. 14

April 18

June 27

Aug. 15

Dec. 12

A limited number of boots are available in the GSC office in the crib for emergencies. In addition, employees may order from the catalogs in the crib office, or contact me for any special needs.

Elaine Muntz
419-784-7353
419-769-1551

This Lego 2019 Chevrolet Silverado 1500 Looks Just Like the Real Thing



As a promotion for the newest Lego-themed movie, The Lego Movie 2: The Second Part, Chevrolet has revealed a full-scale version of the 2019 Silverado 1500 pickup made entirely from the tiny bricks. Debuting during the public days of the Detroit auto show, the Lego Silverado is the result of more than 2000 hours of work from 18 Lego master builders.

The Silverado is made up of 334,544 individual pieces, with Chevy saying the most common brick used was the red two-by-eight-inch piece—not a surprise, as the model takes the form of a red LT Trail Boss with long bed. The Lego model is shockingly accurate compared with the real thing in its size and design; it even has working lights. Where it can't match up to a real Silverado, though, is when it comes to weight. While the Lego Silverado weighs a hefty 3307 pounds—almost as much as a turbo-four Chevy Camaro—it's a far cry from the 5502-pound curb weight of the V-8 Silverado High Country.

This isn't the first time that Chevrolet has teamed up with Lego for a movie: In 2017, the bow-tie brand designed the Batmobile for The Lego Batman Movie and debuted a full-scale version of it at the Detroit auto show. Regarding the new movie tie-in, a Chevy spokesperson said, "the themes of determination and teamwork in the new movie align perfectly with our Chevy brand values," but it does not seem like the Silverado actually appears in the film. BY DANIEL GOLSON



Did You Know That Today Is National Belly Laugh Day?



Belly Laugh Day 2019 is a holiday observed annually on January 24. It is a day dedicated to celebrating the great gift and benefits of laughter. Laughter is known to make people feel more positive, boost our immune systems, increases pain tolerance and generally makes people feel happier and more energetic. So go ahead, have a good laugh!



A BRIGHTER FUTURE.

UNITED WE WIN

United Way
United Way of DeFiance County

50% of students are not prepared to learn on the first day of Kindergarten, according to local teachers.

120 students participated in Kindergarten Camp this school year. Kindergarten Camp is a week long Kindergarten experience for students needing additional preparation.

We have distributed thousands of Getting Ready for Kindergarten Calendars to local daycare centers and preschools.

Other ways we are looking out for our next generation is through Community Health Professionals Hospice Rays of Hope Camp and Northwest Ohio CASA. Learn more about these programs at www.unitedwaydefiance.org.

PRACTICE SAFETY

- Your Family
- Your Friends
- Your Company



DEPEND ON YOU!

UAW-FCA-Ford-GM Legal Services Plan

Legal Services will be sending your 1099's showing the 2018 taxable value of your UAW-FCA-Ford-General Motors Legal Services Plan benefit. IRS laws and regulations require the plan to send the 1099 because the legal services benefit is considered a taxable fringe benefit. You are taxed this amount because you had the right to use Plan services in 2018.

The taxable amount of income is calculated by taking the 2018 total cost to provide the legal services benefit to all eligible participants (active and retired members and surviving spouses) and dividing that number by the number of all eligible participants. For 2018, it cost the Plan \$21.93 per participant to provide the legal services benefit.

You will not pay \$21.93 in taxes. Depending on the tax rate that applies to your taxable income, you will owe federal income taxes between about \$2.19 and \$8.11.

Based on the information provided by our tax preparation experts, please note the following to fill out your tax return:

- Read the full 1099 Box 7 instructions (Non-employee compensation), especially the last sentence.
- IRS instructions state that miscellaneous income is placed on Line 21 of new Schedule 1 (Other income) for those using Form 1040 or Form 1040NR.
- The instructions for 1099 Box 3 do not apply.
- You do not have to file a Schedule C with your tax return because the 1099 reported amount is not self-employment income.

Please contact them if you have questions or require additional assistance. You can also visit the website at www.uawlegalservices.com to find more information.

If you are an active employee, this taxable fringe benefit is not included on your W-2 because it was decided that Plan members should receive a tax notice directly from the Plan. Because you are not an employee of the Plan, and the \$21.93 value of your legal services benefit is not considered employer compensation, we are reporting your 2018 taxable fringe benefit on the Form 1099.

IT'S YOUR PLAN!

WHAT'S COVERED?

Office Work

Social Security Disability Assistance

Low Cost Referrals

WHO'S COVERED?

Eligible FCA, Ford and GM active and retired workers, Delphi retirees and surviving spouses, and International Union, UAW active and retired employees and surviving spouses

SPONSORS

FCA

Ford

General Motors

Int'l Union, UAW

CONTACT US

(800) 482-7700

www.uawlegalservices.com

www.facebook.com/uawlegalservices

legalservices

clientcomments@uawlsp.com



**Suggestion Office
Hours
6:00 am - 2:30 pm**



**Travel Mugs
And T-shirts Are
Still Available**



**2019 Pocket
Calendars**

The 2019 pocket calendars should be arriving soon. It will be posted in the newsletter when they arrive. They will be available in the Suggestion Office and Suggestion form boxes. Thank you for your patience.

New Tangible Calculation Process

Tangible calculation on suggestions used more than one year

- Award can be calculated on 6 months of actuals/6 months forecast and is payable in full after 6 months of Actual usage
- If you have more than 6 months of actual data at award calculation time, use the full actual data you have plus forest data for a total of 1-year of data

Suggestion is used less than one year

- If you know the suggestion will be used for less than one year you pay based on all actuals

Contact Tonya Huss if you have any questions.

Communication Manager

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UAW Communication Coordinator

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