



POWERNEWS

Defiance Mission Statement...

"ONE TEAM - INNOVATING THE FUTURE"

On this day in history (January 18)....

- 1644 Perplexed Pilgrims in Boston reported America's 1st UFO sighting
- 1733 1st polar bear exhibited in America in Boston
- 1777 San Jose in California founded
- 1862 Confederate Territory of Arizona forms
- 1886 Modern field hockey is born with the formation of The Hockey Association in England
- 1896 1st demonstration of an X-ray machine in US (NYC)
- 1896 First college basketball game with 5 players on each side is conducted by the University of Iowa; invites student athletes from University of Chicago for an experimental game; Chicago beats Iowa 15-12
- 1903 The first transatlantic radio transmission to originate in the United States is sent by a transmitter in Massachusetts
- 1911 1st shipboard landing of a plane (Tanforan Park to USS Pennsylvania)
- 1951 NFL rules tackles, guards & centers ineligible for forward pass
- 1957 3 B-52's set record for around-the-world flight, 45 hr 19 min
- 1962 US begins spraying foliage in Vietnam to reveal Viet Cong guerrillas
- 1964 Plans for World Trade Center announced (NYC)
- 1967 Albert DeSalvo (Boston Strangler) sentenced to life in prison
- 1974 "\$6 Million Man" starring Lee Majors premieres on ABC TV
- 1975 "The Jeffersons" spinoff from "All in the Family" premieres on CBS
- 1977 Scientists identify a previously unknown bacterium as the cause of the mysterious Legionnaires' disease.
- 1981 Phil Smith and Phil Mayfield become the first two people to BASE jump from objects in all four categories (buildings, cliffs, bridges, antennae) after parachuting off a Houston skyscraper
- 1993 Martin Luther King Jr. holiday observed in all 50 states of the USA for 1st time
- 2000 The Tagish Lake meteorite impacts the Earth.
- 2008 The United Nations announce George Clooney as a UN messenger of peace

By On This Day in History

COVID Pay Update

As COVID has become more endemic and the population (including the CDC) treats it like a common illness the need for COVID Pay policies are no longer necessary

- We will continue to abide by CDC guidelines and applicable state and/or federal regulations
- Isolation – Only required for Positive COVID cases (up to 5 Days of isolation – no change; can use contractual absence options such as vacation, or unpaid excused absence, etc.)
- Quarantine – No longer required based on current CDC guidelines
- Test Waiting – Testing readily available in the community; employee responsibility; no "wait pay"

We will treat positive COVID more like other illnesses but excuse up to 5 days off for CDC recommended isolation

- Employees who have a positive COVID test should isolate per guidance of their medical professional and contact Medical Department to report the positive test
- On return-to-work employee needs to provide positive test result GM Medical to be excused
- Employees will be subject to Doc 8 if they fail to call in and provide positive test result on their return

TO BE EXCUSED FOR 5 DAY ABSENCE...

1) You need to have a proctored Covid-19 test, (from a doctor, urgent care, pharmacy, etc.)

2) You need to call in to Medical Department to report the positive test

3) You need to bring the positive test results document to Medical Department when returning to work

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SIGN UP TODAY!

SOUP-ER BOWL CHALLENGE!

Bring your best soup and compete to see who is the shift Soup-er Bowl Champion!
Sample Cups, Bowls, and Spoons Provided!



02.07.2024

10:00AM - 12:00PM
6PM - 8 PM
(DAY 4) 12AM - 2AM



Samples
1 Vote
Bowl



Extra Vote
Ticket

All funds will be donated to local dinner donations! (RMH & Path Center)

GM Defiance Recognition Program



Avanti Bucks



Have a snack on us!

\$5

Avanti Bucks

- **Objective:** to Recognize Non-Salary Team Members who demonstrate outstanding behavior
 - Employee Exemplifies one of the **GM Behaviors** above and beyond normal responsibilities
 - Employee behavior significantly impacts the bottom line of 1 of the business categories (**SPQRCE**)
- **Purpose:** Diagonal Slice feedback from Team Members to increase Recognition & Engagement
- **Who can nominate a Team Member:** **ANYONE (Including Hourly Employees)**
- **How:** Contact your Group Leader with the Nominee and detailed explanation of the nomination
 - Group Leader then must fill out the Recognition Log (GM Compliance)
 - Group Leader then gets an Avanti Buck from an Avanti Card Holder (Shift Leaders)
- **Lastly, gather a crowd and tell the story of why the Team Member is being recognized!**



GM Latino Network-GMLN Defiance Chapter



Goals

- Increase brand recognition in our community
 - STEM outreach activities (Local schools)
- **Allyship/Community Building (internal & external to GM)**
 - Work with other ERGs/organizations to promote diversity in and outside of GM.
 - Examples:
 - Visit Assembly Plants
 - Invite GMLN chapters to tour our facility
 - Support community activities that may request volunteers
- Improve employee engagement/retention

Who

- Anyone (Hourly or Salary) with an interest

ERG Requirements

- Must have a minimum of **5** Members
- Establish a Defiance Board of **3** office positions
 - Minimum of: Chapter President, Vice President & Treasurer/Culture Lead/Talent Lead

**Interested in participating?
Or even hold a seat on the board?
Please contact:
Dave.Argumedo@gm.com
or text (636) 649-0416**



JANUARY MEETING

Rescue Training

When:

January 25th, 2024

Where:

Training Center Room 135

Time:

3rd Shift 0400 – 0630

1st Shift 1200 – 1430

2nd Shift 1500 – 1730



SKILLED TRADES REFERRALS NEEDED

As production increases and General Motors changes the future of mobility, the need for skilled trades professionals is at an all-time high.

Scan this code to share with friends and family to refer them to our open roles!



OPTICIAN VACATION

**I WILL BE IN THE OFFICE ON MONDAY,
JANUARY 22 8:30 – 4:00**

THEN..... VACATION!!!!

I WILL RETURN ON MONDAY,

FEBRUARY 12 @ 8:30AM

SPIRIT FRIDAYS

FLANNEL FRIDAY

Email or text your Flannel Friday Pics to
Jeremiah.Fleischman@gm.com 419-769-1859
Tim.Hauenstein@gm.com 419-769-1795
Brandy.Thompson@gm.com 419-769-2175

Jan 5	Jan 12	Jan 19	Jan 26
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General Motors Active UAW-GM Hourly Employee Vehicle Purchase Allowance

ELIGIBILITY

The Program is only available to eligible active UAW-GM Hourly Employees. The eligibility was determined between the Parties during the 2023 National Bargaining process.

The employee must be an active UAW-GM Hourly Employee from the date the purchasing process is started through the date of vehicle delivery. The allowance is applicable for 12 months from January 1, 2024, or the employee's start date, whichever is later. UAW-GM employees will only receive one allowance through the length of the contract: November 20, 2023, until April 30, 2028.

PROGRAM VALUE

The amount of the Active UAW-GM Hourly Employee Vehicle Purchase Allowance is nonnegotiable. The allowance must be used toward the purchase or lease of a new vehicle and cannot be redeemed for cash.

The value of the Active UAW-GM Hourly Employee Vehicle Purchase Allowance is a \$1,500 flat amount available on all new GM vehicles.

SPONSORED PURCHASERS AND TRANSFERABILITY

The allowance may only be transferred within the household of the UAW-GM active employee. A household member is defined as someone who shares the same home address as the UAW-GM active employee, and this must be established by a driver's license or state identification. Both the transferor's (UAW-GM Hourly Employee) and transferee's residency must be verified with current driver's license or state identification at the time of delivery.

PROGRAM RULES

The Program may be used by the active UAW-GM Hourly Employee to purchase/lease one new and unused vehicle. The allowance is applicable for 12 months from January 1, 2024, or 12 months from the employee's start date, whichever is later. UAW-GM employees will only receive one voucher through the length of the contract: November 20, 2023, until April 30, 2028.

REQUIRED DOCUMENTATION

In addition to a valid authorization number, Participants must present the following document to a participating GM Dealer in order to purchase or lease under the Program: A copy of the eligible Purchaser's driver's license, with the driver's license number redacted, showing the ZIP Code and Date of Birth that was used to obtain the authorization number. The eligible Purchaser's Date of Birth and ZIP Code **must** match the eligible Purchaser's driver's license.

At GM... our product safety strategy aligns with how crashes occur in the real world, with technologies designed to

protect customers
before, during and after a crash.

To learn more about GM's vehicle safety visit:
www.gm.com/our-stories/vehicle-safety.html

Did you know:
Safety
is a foundational
commitment

SPEAK UP!
FOR SAFETY

Customer safety is a
24/7 priority
for everyone

To report an issue:
Hotline: 877-866-7776
Email: gmsufs@navexglobal.com

THE NEXT BLOOD DRIVE IS MONDAY, FEBRUARY 12, 2024



SCAN THIS QR CODE WITH
YOUR PHONE'S CAMERA
AND CLICK THE LINK THAT
POPS UP TO SCHEDULE AN
APPOINTMENT TO DONATE



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