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March 10, 2023

DIGITAL DATELINE

"BUILD IT LIKE WE OWN IT"

To: All Team Members
 From: Joint Leadership Team
 Re: GM Policy Regarding Anti-Harassment and Non-Discrimination
 Date: March 10, 2023



We have recently experienced incidents of unprofessional and disrespectful behavior at Orion Assembly, which are inconsistent with our core values. This behavior is not acceptable and in stark contrast to how we expect employees to behave at work. **These actions will not be tolerated.** Both the UAW and GM take these incidents and our policies very seriously. Any person(s) determined to be responsible for these or other incidents will be subject to disciplinary action, up to and including discharge.

Both the UAW and GM are firmly committed to a work environment free from discrimination and harassment. This behavior has no place in our workplace. We expect all employees to treat each other fairly, professionally, and respectfully – expectations that are also outlined in the UAW-GM National Agreement, specifically Document 99 and Paragraph 6(a). Behaviors inconsistent with those expectations will not be tolerated.

It takes a team effort to drive this type of behavior out of our workplace. If you have any information regarding any act of harassment, discrimination, retaliation or bullying in the workplace, we need you to speak up and report it to us immediately. GM's Speak Up policy strongly prohibits retaliation of any kind toward any individual who, in good faith, shares information or raises such concerns. Numerous mechanisms are available to you to for these purposes:

- o Talk to your **Group Leader/Supervisor** (or other member of management)
- o Talk to **HR/LR**
- o Talk to your **UAW Representative** who will bring your concerns to the attention of management
- o Contact the **Awareline: 1-800-244-3460 or www.awareline.com**
- o Contact **Speak Up for Safety: 1-877-866-7776**

It is unfortunate that these events occurred – we do not believe this behavior reflects the attitudes of the majority of our employees. With your help, we will work to eliminate such behavior from our workplace.

Jason Leist Chairman – UAW Local 5960
James Quick Orion Assembly Plant Executive Director

IMPORTANT: CHANGES TO ABSENCE CALL-IN MESSAGES EFFECTIVE: NOVEMBER 14, 2019 * EMPLOYEES ARE REQUIRED TO CALL-IN 30 MINUTES PRIOR TO THE START OF THEIR SHIFT *

There will be important updates to the Absence Call In message prompts:
 • Prompt #2 will change from "sick or injured" to "WORK-RELATED Injury"
 • Prompt #3 will change from "sickness or accident in family" to "PERSONAL or Family Member Injury or Illness"
 IMPORTANT- Prompt #3 is to be used for all PERSONAL, NON-WORK RELATED injuries and illness – your own and that of your family members.
 • NEW Prompt #9 is for "WEATHER-RELATED" absences.

Prompt #	CURRENT Description	NEW Description!
1	Late	Late
2	Sick or Injured	Work-Related Injury
3	Sickness or Accident in Family	Personal or Family Member Injury or Illness
4	Car Trouble	Car Trouble
5	Jury Duty	Jury Duty
6	Death in Family	Death in Family
7	Personal Time Off	Personal Time Off
8	FMLA	FMLA
9	--	Weather-Related

Why Are These Changing?

- We can quickly respond to your work-related injury.
- We can immediately begin investigating details of your work-related injury.
- Your Group Leader and/or Medical Department will contact you about any restrictions associated with your work-related injury.

*** EMPLOYEES ARE REQUIRED TO CALL-IN 30 MINUTES PRIOR TO THE START OF THEIR SHIFT ***



I would like to thank the Local 5960 membership and the Salaried Team at Lake Orion Assembly with all the help that was given on behalf of the charity event for the [Oakland County Animal Control & Pet Adoption Center](#).

If you donated cat/dog food, items in the bins, made a donation for a cat & dog tag, joined the fun during the Mardi Gras day or even purchased one of the many bags of popcorn that was sold for the event, your help was greatly appreciated.

Please be proud of yourself and each other for raising **\$1139.00** for the shelter and the care of the animals!

All items along with the monetary donations will be delivered **March 15th** to the [Oakland County Animal Control & Pet Adoption Center](#).

THANK YOU ALL !!!!
Barb Brown, Nancy Pietz and Charity Committee

IT'S NHTSA VEHICLE SAFETY RECALLS WEEK: A FEW THINGS TO KNOW Source: [Socrates.gm.com](#)

GM's Milford Proving Ground Merges Speed And Nature With 4 Lakes, 3-Mile Straight
 Just around 200 GM employees have full access to the facility.

motor.com

LifeSteps **Rethink Your Drink**

Choose water. Avoid sugary drinks like soda or sports drinks
 Boost the Flavor. Add fruit or cucumber slices to your water
 Add a splash. Add 100% juice to plain sparkling water for a low-calorie fizzy drink
 Break the habit. Don't stock up on sugary drinks
 Read the label. Read nutrition labels to choose drinks that are low in calories, added sugars, and saturated fat
 Carry a reusable bottle. To help stay hydrated refill it throughout the day
 Get back to the basics. Avoid adding flavored syrups or whipped cream to your coffee. Use low-fat milk, an unsweetened milk alternative, or get back to basics with black coffee

Source: cdc.gov, BetterBeverages.org, [https://www.cdc.gov/health/healthy_drinks/100percentjuice.htm](#) Accessed 11/19/2022

The LifeSteps Wellness Program is offered to all GM U.S. hourly employees and their dependents age 18 and older. The Program is also available to all GM U.S. salaried employees, including their enrolled dependents age 18+ in the U.S. Salaried Medical Plan. GM contract workers are not eligible to participate in the LifeSteps Wellness Program.

LifeSteps Program Coordinator
Riley Bayer
 517.672.9079
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LifeSteps **Quench**
 Stay fully hydrated and feeling your best during LifeSteps' Rethink Your Drink challenge.
 Replace sugary drinks with water and track how much you drink for 10 of 14 days between March 21 and March 29.
 Register at [LifeSteps.com](#) by March 22!

LifeSteps BUILDING A HEALTHY LIFE ONE STEP AT A TIME