**Two ways our ideas pay off!**It’s nice to receive large profit sharing checks. But we need to keep in mind how we got them and what role we can play in continuing to receive them.

* The company fought our national bargaining committee tooth and nail to reduce the formula for calculating profit sharing payments ($1,000 per $1 billion in North American profits before interest and taxes (EBIT)). In the last round of bargaining, the company tried to cut that in half to $500 per $1 billion. But our negotiators beat them back!
* The high profits GM realized last year were also bolstered by UAW members’ suggestions for improvements.

**Our suggestions saved TTO $790,000 last year!** ($789,433)

* Savings mean higher profits for the company, and higher profits mean bigger profit sharing checks for us!
* Not only that, but the Suggestion Plan rewards us for our ideas. In 2016, over $206,000 ($206,443) was paid to Local 14 members for their suggestions that were implemented.
* This was the largest amount from any transmission facility in 2016.
* This still was done with only a 70.4% participation rate.
* We can do even more in 2017!
* Submit individual suggestions or encourage your team to come up with a suggestion, and let them know how it helps get us the maximum in profit sharing. Every little bit helps!
* There are many things that a suggestion can cover:
* **Safety** recommendations are highly encouraged because of the elimination of potential injuries.
* **Quality** improvements are another welcomed suggestions as they help protect the customer and reduce recalls and warranty issues.
* **Process improvements** are common suggestions that increase efficiency.
* **Product improvements** are less common but can have a very big impact on the company’s bottom line.

