



UAW-GM Center for Human Resources

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DATE: September 5, 2018

TO: UAW General Motors and GMCH Local Union Presidents, Chairpersons, Health and Safety Representatives and Industrial Hygiene Technicians

General Motors and GMCH Plant Directors, Personnel Directors, Safety Supervisors, Health and Safety Representatives and Industrial Hygienists of UAW-Represented Plants

RE: **ROLL OUT OF UPDATED HAZARD COMMUNICATION PICTOGRAM TRAINING MODULE**

Greetings:

In early 2017, the UAW-GM Center for Human Resources (CHR) Health and Safety Department rolled out a brand new Hazard Communication training program that incorporated changes to the OSHA Hazard Communication Program (HazCom 2012). This computer-based program consisted of an Awareness Module and eight (8) individual Pictogram Modules. Use of all of these modules has been required when training new GM employees at all U.S. sites as of the roll out last year.

Feedback from UAW represented GM sites using the new training modules in 2017 revealed that the pictogram portion of the training was much longer than necessary with some students taking as much as five (5) hours to complete the eight (8) pictogram modules. This was very draining on the students who were sitting at a computer all day in the Training Department. It also cut into the time required to provide instruction on the site-specific Hazard Communication Program.

Because of this feedback, the CHR has created, through Learning Designs, a new single Pictogram Module that incorporates all eight (8) pictograms into one (1) module. Each pictogram category is covered in such a way that the student will understand the hazards associated with this category of Chemical as well as Emergency First Aid, Use Information, Personal Protective Equipment, Emergency Procedures and Storage and Disposal Information. A person who is very familiar with Hazard Communication training can complete the module in as little as 85 minutes. This new Pictogram Module will replace the current eight (8) individual Pictogram Modules used to train new employees.

With this change, we have mailed a new DVD to the Safety Supervisors at each site. This DVD contains the following in a restricted format where the student cannot jump ahead:

- The UAW-GM Hazard Communication Awareness Training Module, which has not been changed.
- The updated UAW-GM Hazard Communication Pictogram Training Module titled, "A Closer Look at Pictograms".

The combination of these two (2) modules now constitutes the computer-training requirement for the UAW-GM Hazard Communication program. This portion of the Hazard Communication training needs approximately four (4) hours. The remainder of the class focus must be the Hazard Communication Program with a thorough understanding of:

- Types of labels used on secondary containers
- How to access Safety Data Sheets
- Safe Use Instruction
- Other site specific information

Each site will determine the amount of additional time spent on the site-specific training.

The new DVD with the Awareness and Pictogram Module will continue to have the same CTIS Number (#54292) and Inventory Code (HA220CD) as the existing Awareness Module plus eight (8) pictogram modules and will replace the previous DVD from 2017. Upon receiving the DVD, the Safety Supervisors must take it to the Training Department where it can be used in training going forward.

If you have any questions or concerns, please contact, Tim Cobb, UAW International Representative at 313-324-5067 or Robert Chapman, GM Safety Manager at 313-324-5139.



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