



INPLANT UPDATE

Production (fulltime)	Trades	Apprentices	TPTs	Retired	Members on Lay Off
2079	217	6	194	502	344
Active 3 rd Step Grievances	Active 4 th Step Grievances	Terminations (Open Case)	Next Woodstock Applicant on List	Members Retired Oct 1, 2018	Members on Lay off working at GM (Woodstock and St Catherine's)
22	5	7	#126	3	8

October 2018

STPT UPDATE

On September 5th we gave the company 60-day notice that we were stopping the STPT program. We do like the program and hope to continue using it, but not at the cost of full time jobs. If we are short staffed then the laid off members need to be working as full time, not STPTs.

We have spent considerable time going over the numbers with the company in relation to how many STPTs are working and how many jobs are in the plant. On a typical day there were over 120 members off work with an LOA or Bank Time, this is over the allotted vacation time, some days over 180 people were off work with LOAs and Bank Time.

We do allow STPTs to be used to help cover certain projects. For instance, backfilling during the Bootcamp, or for a current project using two of our members in M/H for new model preparation type work.

142 laid off members have signed up to be part of the STPT program. The STPT program allows many of our laid off members to remain employed and earn a living. Often the reason we have 142 STPTs working is because we average over 130 unpaid days off every day. If our members decide not to take any more LOAs then the STPTs would not have an opportunity to work. Unfortunately, that could be the case if the demand for time off drops during slow periods.

Call-ins this year average approximately 63 a day. Without the additional LOAs available in the STPT program call-ins would surely increase. Without STPTs we could end up with 5-10 TLs on line per shift, the way we did when Ray Skinn managed assembly. The STPT program allows our members approved time off, it is totally voluntary but it does currently help 142 of our members earn an income.

The company provides the staffing numbers weekly and we will keep a close eye on the program. The company maintains we can run without any STPT's in the building. We continue to argue for the recall of our laid off members. Those arguments will continue with or without the STPT program.

After considerable review of all the facts we notified the company that the STPT program will remain in place.

TRADES OPPORTUNITY FOR PRODUCTION MEMBERS

Tool and Die Makers

Millwrights

Operating Engineers.

During negotiations the company committed that when a new hire trades opportunity become available they will provide an interview to any production team member (including STPTs and others on lay off status) who applies, with valid skilled trade(s) certification(s). Details and required qualifications for this current opportunity are available on the posting boards, and on our website unifor88.ca.

Deadline to apply is Friday Nov. 2nd.



INPLANT UPDATE

PENSIONS

Our 30 & out pension issue is ongoing and we have enlisted the National Union for assistance. It has been 2 weeks and it continues to be debated with ourselves, Unifor National and GM. We have filed a policy grievance and it will be advanced through the grievance procedure. If National can help resolve it, that would be great. If we can't reach a resolve we will get the case to the arbitrator for a decision. We believe our language is strong enough for our grievance to be successful.

WORKPLACE OF CHOICE

Our plant, once again, is the lowest hours per vehicle plant in the GM system. The company will tell you we need that to stay competitive. We were already the lowest when GM moved our Terrain to Mexico so that argument holds little value. Our plant is number one in almost every matrix GM has and in exchange we are dead last in the Workplace of Choice Survey.....The Terrain has gone from number one in quality while built at CAMI to dead last in one year being built in Mexico. We are including a survey with this update asking you what you would like to see CAMI offer to help us try and move out of last place. We have already provided a long list of suggestions to the company, some very cheap, some with larger price tags but other than TV's and fridges, our ideas have been ignored. We would like to provide the list to CAMI so they can hear first-hand what our members are looking for.

It goes without saying that our wages and benefits are always on our list. We are asking you to think of three items that you think would help morale.

Please fill out the survey and hand back to your rep or drop off at the Inplant office. Feel free to write your ideas down on any other paper as well or send them electronically to mike.vanboekel@gm.com or m.murphy@gm.com

*In Solidarity;
Your Inplant Committee*



Workplace of Choice – Survey

Idea	Rationale or Explanation (if needed)