



***INPLANT UPDDATE
RE-RATE INFORMATION
January 2020***

The company has informed us that they will be doing a 10% production decrease. We currently have 2213 full time members counting production and trades. The company has informed us they will reducing approx. 140 jobs. There are no layoffs planned as a result of this reduction.

This update is very much a general overview, if you have specific questions about your job or potential changes to your team of record, please ask your BUM or your respective committee person.

The reduction in staffing across the plant will be done in stages as the company will be looking at different areas to reduce. The first stage is now underway and different canvasses have begun. Right now, they are looking at doing the cuts/movement in 4 stages, with Paint and QC being done in 2 stages; Materials and Assembly in four stages.

Postings;

As per the contract, the company will not post openings when a reduction is also taking place. That has been the case during reductions for the past 30 years.

New to this contract, in paragraph 22, any month that has greater than 15 production retirements, the company will only post 15 jobs through the normal posting system. This happened last year in one month and this February is a big month for retirements with 44, (4 trades). The union gets to pick which of the 15 jobs will get posted through the normal posting system. These are very tough to choose and cause much debate, however we need to get the list to 15. These 15 jobs get posted as per our normal posting process; once departmental and twice plant wide. The remaining jobs get posted once in the department and only once plant wide. They then become discretionary openings.

Many of the February postings were posted in December as some departments request their people ahead of time for training purposes. All cuts and all canvasses are being done by seniority. Anyone who thinks there could be a problem is more than welcome to come to the inplant office. Adam Trudgen has been pulled off his committee job and is working with Bob Hoeskstra and overseeing all the moves in every department as the main contact people for the company to run things by. Adam and Mike Murphy and Mike Van Boekel are continually going through the re-rate paperwork and postings to make sure everything stays correct. We have a binder in our office that shows the paper trail for each job cut and every posting and we can show anyone who may question any of the moves.

Turn over

The following re-rate numbers are tentative.

At the same time as the re-rate, the company has been informed of their annual 'productivity cut' requirement. This has been the 3% of past years but this year due to our re-rate our productivity reduction is around the 1.25% mark. The following are the numbers for both the re-rate and 'productivity cuts'. Remember these numbers are all tentative and the final numbers will depend on trials, time standards, etc. The Stamping reductions are still being reviewed and will be determined at a later date.

Dept	Re-rate (total # of jobs being reduced)	2020 Productivity Reductions
Welding	3	3
Paint	18	6
Assembly	77	6
Materials Welding	0	6
Materials Assembly	9	6
Quality	9	0
Total	116	27

The current plan is to do the reductions in 4 stages. During each stage the posting system will be delayed. There is no time-line for each stage, however, the plans will continue to move along with the goal of all reductions completed by the spring.

The company wants to complete each stage without delay, and the Union will ensure Letters 22, 26, and 59 are followed (Production Standards and Process Change). Safety is always the overriding factor when making changes to any team, so make sure you are comfortable and understand any changes to your team. The Union will watch every step to make sure the contract is followed for postings and reductions.

Reductions are unsettling and never easy, but they are part of the Auto Industry Cycle. It is always easier to add volume rather than reduce and hopefully we will see that in the near future. Any questions, please call your respective committee people or call the Inplant office.

*In Solidarity;
Your Inplant Committee*