

Opening Remarks:

GM is informing us that we will remain a 3-shift operation. We will run for 2 shifts for safety reasons and while suppliers ramp up, but the goal is to run as a 3-shift operation. Due to this, there are no packages coming, no buyouts, our plant is not closing and we are NOT being reduced by a shift. At some point, due to all of the recent retirements and the retirements that will continue, we will need to get into a full hiring mode. That is difficult right now due to all the limits on social distancing, inability for people to congregate and just the overall theme of having upwards of a 1000 people or more come to our plant to be tested and interviewed with all the recent COVID issues. Hiring is not an option at the present time. Due to that, and due to the fact, we cannot hold any meetings with groups of more than 5 we cannot hold a vote on rotating layoffs. The current rotating layoff plan is short term. If rotating layoffs appear to be long term, and once the province opens up more for business, at that point we have the ability to reevaluate what is going on and vote on these issues.

Please keep in mind we are trying to create procedures that will help ensure everyone's safety. Please remember the situation. This is not normal nor has anyone ever written a manual for this type of situation at work. We continue to gather information and sometimes it changes quickly as new facts become known.

We are going with the guidelines mainly of Health Canada as well as what we are learning from other businesses/plants that continue to run during this time.

PLANT ENTRY – FOR EVERYONE

- I want to stress that times are different and if everyone just uses a bit of patience this will be ok.
- Upon entering the plant right now they are still using the turnstiles
- Originally, we were looking at bypassing the turnstiles but that is still being reviewed – again everything needs to pass protocols
- You would swipe in at the turnstile
- Then you would walk right now at one of three entry points depending on the department you work in
- Every person entering our plant at any time, from suppliers, truckers, etc. will all be screened and must go through our same systems
- Upon entering you will enter a screening zone
- You will sanitize your hands and be given a mask that must be put on right away
- You will then proceed and have your temperature taken by an infra-red thermal camera
- The camera is about 6-7 feet away and takes your outside body temperature
- After that you proceed to work
- We are hoping the entry takes about 2-3 minutes
- We will film this and show it via video so everyone has an understanding of what it looks like in the coming days.

MASKS – FOR EVERYONE

- 100% mandatory -everyone must wear one, no exceptions
- Only masks that GM supplies will be allowed to be worn
- Masks can only come off during eating periods or taking a drink, which is one reason why smoking is no longer allowed
- Trying to find masks for the deaf members teammates, that are clear so it would help them communicate with lip reading – the masks must be approved by Health Canada and so far, we have not found a mask that passes their standards but we continue to look
- Everyone will be given one mask which will be worn at all times, additional masks will be available throughout the day from your group leaders if needed
- I am sure everyone knows people in the health fields that are required to use masks. My sister in law is a nurse at the Brantford Hospital, 12 hour shifts and they are given 1 mask per shift as per Health Canada standards, no exceptions. You can use more than one mask per day at CAMI but you will not be given a new mask every hour.

SHIFT ROTATION AND HOW IT WORKS - PRODUCTION

- CAMI will recall everyone to work using their website and our website
- We will likely get at least one-week lead time
- We are only going to work a skeleton crew on the first week, so all those people will be called to report to work
- In week 2, we will run one full shift
- All mutual shift exchanges are cancelled for 2 main reasons; very difficult to keep EI claims straight, afternoon shift will not run very often so anyone on afternoons would not get many shifts
- The majority will then have at least 2-3 weeks knowledge of when they will need to report to work
- We will be working with 2 full shifts of production until we get to our 3 full shift schedules
- If you are C shift you would work 4 weeks on C shift and then get 2 weeks of layoff
- If you are A or B you would work 2 weeks of day shift (C shift will be other shift working) and then 2 weeks on afternoons or days depending on shift calendars (if C shift is laid off for 2 weeks then we would run days and afternoons)
- So, every shift will work for 4 weeks and then be rotated and laid off for 2
- There will be no TPT's or STPT's allowed in the plant if we are not at 3 full shifts
- We will post a shift schedule based off our current shift calendar whenever we get the green light to begin production
- We will still have time off requirements that will need to be filled so we will have a high volunteer, low force backfill during your layoff weeks
- So, if A shift is laid off and B and C are working, we will need A shift to cover vacation time, bank time, etc. We will use a high volunteer, low force by team. This will allow anyone wanting full wages the opportunity to work

SHIFT ROTATION TRADES

- Trades will continue to work on 3 shift rotation
- We don't believe there will be any issues with mutual shift exchanges

THIS YEARS REMAINING VACATION/BANK TIME – EVERYONE

- We have a plan worked out where everyone with outstanding vacation will still take their full entitlement prior to summer shutdown
- We have 1/3 of our members on layoff so there is a large pool to take from for added staffing to help cover the additional vacation
- Trades will be working all 3 shifts, one shift which has no production but will allow time for repairs, TPM, etc. People will be allowed/forced to use up vacation.
- This again all depends on us returning to work in May at some point
- If we don't return until mid-June then we will extend the vacation into next year's vacation time

NEXT YEARS VACATION – PRODUCTION

- When your full shift is recalled we will schedule your vacation during that 2-week period
- Anyone at home during this time will need to submit a proxy
- This will be clearly communicated through both websites

NEXT YEARS VACATION – TRADES

- This can begin very quickly with the trades as they will be back to work on all 3 shifts

POSTING SYSTEM

- The posting system will continue once production resumes
- The system will take a bit longer as we will ensure all jobs are posted over a 2 week period when all 3 shifts are working in the plant – the posting would go up during the second week of two shifts working and remain up for the next week when a new shift rotates back to work

SOCIAL DISTANCING

- We are trying our best to keep the 6-foot rule for social distancing when you are not required to wear a mask and generally at most times in the plant
- Break areas are being reconfigured to allow for social distancing rules as you will not be wearing your masks when you eat
- As you can see when you buy groceries or go to other businesses, people are working less than 6 feet apart provided they are wearing a mask
- The door line is a great example of how social distancing would be impossible. Many jobs have 6 feet apart but in an assembly plant the 6-foot rule is not attainable. We have talked to other plants and everyone seems to be following the same plans with the masks
- We must continue to wear the masks to help ensure everyone's safety, so regardless of if you are 6 feet apart or working by yourself, everyone will wear a mask

CAN YOU CARPOOL?

- GM pays you to work at CAMI
- How you get here is not any business of CAMI
- If you want to carpool, they cannot stop you, you must decide if you are comfortable with carpooling right now and who you want in your vehicles when your immediate family will be going into the vehicle next
- Any laws around car-pooling/groups will be made by the Government. Please follow those guidelines.

PLANT CLEANING

I would like to apologize to the Robinson Cleaners staff. Some of the staff have remained at CAMI throughout this entire time continually working to ensure our safety. These workers will be working many additional hours for long periods to continue to ensure our plant keeps up with the new standards we are putting in place. It is a very big plant with a very large population. I do hope, when everyone comes back, that you take 30 seconds and thank the Robinson's people as they truly are our internal front-line workers in our plant. They all have family's that they return home to and they are the ones who really are right in the midst of the trenches keeping our workplace safe.

In Solidarity, Mike Van Boekel

