

## Part Shortage/Layoff Update February 16, 2021

Welcome to our first video of 2021, we set up these videos and they're going to be an exception at first. I think they're now becoming the norm. Unfortunately, the information that we can get out to our membership has been restricted with the covid and some of the other rules that have taken place. When we started back in March covid-19 we were laid off for a period of time. Our newsletter has been restricted and a lot of information that your committee people would bring down has been restricted. So we're going to kind of do these videos, hopefully to keep people update on what's going on, both with benefits on the floor. A lot of the important issues Mike will speak on later, but we'll go over some of the issues that need to be addressed for our membership. It's been a very difficult time since last March and we're heading into near the end of February now. But we've had covid that's still around. And now we had bargaining that took place December, January, and it was difficult to get together, which we didn't do. But the simply voting - Process that we did worked out very well, and I'll speak on the simply voting later on in this video. The global issue with the semiconductor chips, that's why we're on layoff right now. Right now, it's scheduled for mid-March on a return to work, but that could change. And I believe Mike will speak on that and a little bit as well. This coming up, May and June we do have elections for our triennial.

The triennial elections happen every three years. We have a meeting this week with the election committee to go through some of the processes to talk about dates and how we're going to do it. We are looking because of the Covid issue that we are looking to have simply voting do the elections and how that process will work. We will definitely both in print and video explaining to our membership how we're going to do that. But at this time, because covid still around, we were hoping we could have an in-person elections that we usually had. But we're likely looking at all positions to be elected online through a computer or on your phone. And all of the information that you would have put in to simply voting back for the ratification vote will be used. And we will have to solicit a lot more retirees who are available to vote for executive positions to get them enrolled for the simply voting process as well. With covid, we have now just gone to red, which is allows 10 people in. So we are restricted both for general membership meetings and executive meetings. The executive meeting had just canceled yesterday. General membership meeting. I'll likely cancel after this meeting, but we'll continue to do the process of union business the way we've been doing it. The executive keeps in constant

communication through emails, or phone calls and anything that needs to be passed is voted upon by your local executive, the general membership meetings. If we go to orange, we would hope that we could have general membership meetings like we did in the past with the sign up sheet of 50.

But we'll hold our breath on that. Hopefully two or three weeks we go to orange and we'll be able to have the general membership meeting. The last thing with the local the watches, a lot of people are calling the we had a lot of people in November, December retire and they have put in for the watches with covid. Again, a lesser droolers has been close. He is opening on February 18th, Thursday, and he has most of those watches done. So if you do if you're looking for a watch, please give me a call. We'll make arrangements for you to pick up your retirement, watch. Some of the other issues more pertaining to benefits is the February 2021 layoff. The Layoff is a normal layoff due to shortage of work. And that's the parts shortage. You are no longer on CERB. Everyone will now be on EI. So if you've gone on the system and apply for it, you'll notice that you're on a regular claim. Anyone who is open a claim and continue to report can just do so. Normally, if you either stop reporting or stopped your claim, that's when you'll have to go in and start your claim again. If you haven't taken a week off since your return to work or you do not have an open claim, please complete the EI application. So anyone who's starting a new claim, a lot of you would have started.

It came last September. You would be run out by now. You're going to start a new claim. There is no reference code. And the ROE are automatically sent by payroll. So there's a question there when it talks about are we just say it will be set at a later date. They'll confirm that with your application and the ROE's are sent electronically. Please note that the one week waiting period is being waived by Service Canada from February 2021 to September 2021. So you'll not have a waiting period on the brand new claim. Anyone who is entitled to sub the way the sub language reads, if you get you get sub. So you're going to get sub top up for that first week as well. The DCP option is eligible for continuance only if the person has weeks or sub eligibility. If you run out of eligible weeks of deductions will stop. They need to be you need to fill out a form for the department. If you have any questions on that process, you can call Mitch Matthews, who is the company representative in benefits, and he'll get you the form and walk you through it. Those that have completed the form previously do not have to do another one. The retirement incentives. There are currently fifty incentives that are out of

negotiations. Forty for production and ten for skilled trades to apply. You must go ER to get the package and it has to be returned by February twenty six.

There'll be no exceptions on that. So if you are looking to retire and take one of those packages, please do not be late because it will be no exceptions. If they get more applicants than packages, they will go by seniority and staying with retirement. Anybody who is retiring on March 1st, you will be eligible for one of these packages if you get it by seniority. So if you're in the top forty production or the top ten in Skilled trades, you'll get the money later in March if you retire March 1st. But like I said, the process deadline is February twenty six. And by the time they make a decision to be retired March 4th, you still will get it. If you qualify for your seniority. The quality and production bonus, you do not report that to EI. This has been kind of bounced around quite a bit. And I want to thank a few people on this issue on how we finally got it resolved. The benefits reps as well had their hand in trying to get this resolved. Mike Murphy and Mike Van Boekel as well were involved. Payroll's involved in Cammie Pearce, who is our national representative from the National, as well as Dino Chioto, who is our national staff rep. I'd like to thank all of them for having a part playing and getting this production bonus straightened around. Right now, they are paying everybody what the production bonus, with an exception of people who are been enrolled with the RRSPe.

So if you want the money to go to an RRSP, you must have the paperwork filled in and it's by tomorrow. That's the cutoff date, February 17th. And to qualify for the RRSP contribution, you must have 40 hours of work this week, either in the plant or through vacation or bank hours. So if you're signed up for RRSP, the first thing I would do is I would just call payroll or benefits. Today, after reviewing this video, if you want this bonus put into an RRSP for this year, if you don't put in anything and you're signed up for RRSP, they will not be processed. It will not be processed till you return to work. And, you know, right now, that could be mid March, April, who knows what the exact date. So I would ask that you call payroll or benefits and get that straightened out. Just I'm thinking everyone it took a lot of work to get this finally resolved. And part of the reason is we had to go high up the ladder both through GM and through Service Canada. Cammie Pearce national rep for benefits. She has contacts in Service Canada which drastically help expedient this thing through. But I want to thank her. She is retiring on April 1st. I don't know if we get another opportunity to thank her, but and wish her a very

happy retirement. But I just want to thank everybody involved with getting getting that cleared up and now I'll turn it over to make them Boekel your playing chairperson.

Hello, everybody. My name is Mike Van Boekel, the plant chair. As Joe stated, this is our first video of 2021. I do like this format. It lets us cover a lot of topics right up to speed and you guys get the information the same day. Obviously we have layoffs right now. This was not the plan when we left bargaining. It's unfortunate. We are out of a part. It looks like it's world wide affecting all kinds of different manufacturing businesses. But we are out right now. We're laid off. We do not know where we're going to be back to work. And because of that, the next subject, we've got to get moving on. We're going to start the posting process again. We are likely going to post the first week of March. We're only going to post new model jobs and only for the new model team. So similar to the pilot for the Equinox. We are going to post new multiple postings for the electric vehicle. Next week, the week of February. Twenty second we actually have our first six people from the hourly in the plant going over to Michigan to work on the very first truck. Five people were canvas out of our current pilot team in assembly. They're going down as well as Karen Weldon. And I talked to Karen Weldon, and so has the company and she has volunteered. She's going to look after all the safety requirements for the new EV

Six hundred going forward for the next couple of years. So congratulations to Karen she is going to be one of the fourteen people on the new launch team due to time requirements. We know we're on the layoff, but the new product, if you've been out there and watching the media and some of the news articles, it's gaining a lot of popularity right away. It's already come through at some big sales. So we've got to get this team in place. And that's good news for sure. We got to get this going due to the fact that it's a brand new concept. We are giving everybody posting rights. So that's one check right off the bat right now, the plan and that can change. But right now, the plan is going to be to post these jobs the first week of March. There is going to be some guidelines and work rules or rules around the new launch team. And I can explain those. I'll probably read it because I don't want to miss any parts of it. But due to requirements for covid, a lot of the work is going to get done in the States to start with. So you have to be able to go to the US and you're going to have to want to go. We don't it's going to be a part of an interview process, as with these jobs as well.

It can't strictly go by seniority. That's for a couple of reasons. One requirement is you have to be able to go to the states. You're going to go there for extended periods of time. And also and I think most people understand this, although I know it's going to upset a few people we don't want to post 14 jobs. And of the 14 most senior. Plant, take it, and they all retire by this summer, that's going to kill us. That's not going to help anybody out hourly or the company. So that's why there's a bit of a process in place to be interviewed if needed. Also for this of the 14 people, we're going to include a skilled tradesperson. So that's pretty exciting. We haven't done that in the past to be on the core team with the production people. The new work will begin probably in April by the looks of it. And here's how the breakdown is going to be. This will all be departmental to start with. So two from the body shop, one for materials, one from QC, seven from assembly, one tradesperson that can be electrical or Millwright. And that can come from anywhere across the plant. One electrical repair person, they are really looking for someone who's likely worked in the repair areas currently or has previously or has lots of experience in production, working on troubleshooting, anything to do with electrical issues. And then a safety person who will be Karen Wheldon, that is a total of 14 people that will be on the new launch team.

And just to clear up a couple of the questions that may come, if you're currently on the Pilot team in assembly, you're not an automatic. You have to apply like everybody else. If you are currently on the Pilot team and you get the job, we will repost all Pilot jobs that come open to keep the support going for the current equinox. But so we're not going to reduce the current Pilot jobs anywhere across the plant. And if you are successful and you're currently in Pilot, will we post our job as well? We'll have two very distinct pilot teams, one for the equinox and one with the new models, the new launch team. Whatever your classification is, you will retain coming into the new launch team. So if 14 T/L's Apply and they all get it will have fourteen team leaders designated in the new launch. If you're a PA and you get in, you will be one on the new launch team. There will be job descriptions going up to be quite lengthy. Obviously seniority will be one of the deciding factors, but I'm just being right up front. It's not going to be the only deciding factor. So, again, you must be able and willing to travel to the US. It may be for extended periods of time. Again, all covid protocols going into while you're there and coming back.

Will be followed. If you're required to isolate for two weeks on your way home, you'll be paid. That would be up to the governments and the health boards to determine that. And again, if you're planning on retiring this year, we are not going to ask you to join the team. You're not going to be on the team. It just kills us to try and learn for skill and ability. Summer shutdown. Don't make a lot of plans right now. Don't finalize plans I know Covid is on So there's already limited plans, but that may change. However, the company is looking at different weeks right now for summer shutdown. They have till March 1st to confirm it. We've been lots of talks. The talks haven't gone well. I'm not going to lie. Our Canada Day is locked in. It's Friday, July 2nd. That's not going to change. However, the company has the right to schedule a two week shutdown anywhere in July or August. They are looking at the last couple of weeks of August. They are looking at the first couple of weeks of July. It's got to be consecutive and it's got to be two weeks. So don't make any plans. But you will know in the next couple of weeks. And I'm going to say also be prepared when we get back to work. And if parts are available, I wouldn't be surprised if we're back to every mandatory Saturday until Christmas because we are losing a lot of vehicles that they're going to make up for.

So we're likely back into overtime. Again, that's not official, but that's more than likely how it's going to look again in our talks last year. They really need the vehicles bad. We worked every Saturday for a while. Toyota paid overtime during the summer shutdown. We gave them that same option now. If they really need the vehicles are bad offer overtime during summer shutdown, I'm sure we'll get a shift to people to work right now. That doesn't seem to be an option. So as far as I'm concerned, will enjoy a two week shutdown at sometime during the summer. The only other the thing I want to talk about is a potential blackout. Currently, all the trades are in this week at the plant. There's a few production people. They've got some material handlers and I think six or seven down to the world shop working on a project we are waiting to hear. No one knows how long this is going to last. There is a good chance it could last two weeks. There's a chance it could last two months. We don't know if it goes for an extended period of time, I wouldn't be surprised if they call a blackout. A blackout by our contract is basically everybody's out of the plant. It's how we ran during the first month of covid.

That's when all the trades as well are out of the plant. So if they do announce a blackout, I just want people to know that myself, Joe Graves will still be around our benefits Guys will be around. We'll be able to answer any questions, give us a call. On

this video or attached to the video posted separately. But right after we have an information page with all different contact information of union people as well as company people, if you're looking to sign up for the pension to keep your pension going as Mitchell Matthews while the health centre number the ER number. In case you want to call. But the. Packages, for example, are eligible to next Friday, that's the deadline, so we will be in the plant next week even if there's a blackout to take anybody who is applying, that doesn't change. If you're off work or on parental leave right now and you want to come back to work, you can still get return to work. You'd automatically go back on layoff, but there will be someone in the plant to process you and do all the paperwork. That's all but all we have right now. So, again, the information will be attached for names, numbers, and then you might need and we always have our cell phones near us in case anybody has any questions. That's about it, to stay safe for everyone. And hopefully we'll see you sooner than later.