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2 SPEAKERS

Joe Graves

Mike Van Boekel

START OF TRANSCRIPT

Welcome to our April video update, when we first started these videos that are basically new news that was coming out, we wanted to get it to our membership. It has worked very well. Our membership has looked forward to a lot of these videos and we haven't had one for some time now. So Mike myself will go over information today that has been going on for some time now. There's not a lot of real big breaking news as just updates of what we've been doing and meetings and give you an idea of what's going on in the plant while everyone's been off since around February 7th. First thing I like to hit on is benefits. The benefits guys have asked me to kind of convey some information that they're getting phone calls about when one of them has dental coverage. Everyone should know either by the documentation that was sent out by the benefits department or past history. Your dental will go and continue from the month following the month of layoffs. So we take the example of February 7th that will give you dental coverage till March 31st. So most people who are laid off at that period of time will now not no longer have dental coverage. Unfortunately, some of our members are calling myself and the benefits department on costs that they've occurred because the dental coverage has lapsed. What I would suggest to do that check with your spouse or if you or your children have any dental appointments coming up, if it's not emergency or it can be put off, I would ask that you tell your dentist in that way avoid any undue costs for you and your family going forward.

The second issue I like to talk about is one that we've had several meetings about and has been ongoing for some time. And that is the sub entitlement issue, and this regards to mostly the 2013 going forward employees. When it was negotiated 11 or 12 years ago, and that was the 10 year program, the ten year program was kind of put in place. And then there was other issues that were folded into the ten year program. One of them was the sub. It was structured for 26 weeks and it was more so for a permanent layoff. And you would collect 13 weeks. Sixty five, then you would collect 13 weeks at 50, as a lot of our members are finding right now, the 50 percent, we have members collecting a dollar 97 per week while they're collecting 50 percent. And I believe it's it's it should be embarrassing for General Motors. It should be embarrassing for S.W. Unifor. It was the UAW at the time when we negotiated that our members are collecting a dollar ninety seven. Now that has to do with their wage. With the September increase, it will drastically help with the sub entitlements amount of money you'll be taking home. But till then, we've had several meetings on how to replenish the sub back to sixty five percent.

Legacy workers will be entitled to either 52 or 104 weeks of sub and it replenishes every year. So if it's a rotating layoff, a legacy worker will always continue to have some form, always have weeks of entitlement in their bank. With the newer employees, if we have twenty six weeks to layoff, you run out a sub and it doesn't really clearly say when it's reestablished. And that's what we're meeting about over the last few weeks, is figuring out a program that when someone is on reoccurring layoffs, when they kick back into the sixty five percent, we will believe we're very close right now. Me and Mike have met with the company on this issue. We don't have a final decision yet, but we're very close. But part of the problem is when we get a decision finally made, it's going to be how do you replenish those sub credits when you're continuously to be off? And this would be an example of this would be we have people who are now hitting the five years seniority mark in their seniority at CAMI. I had one call yesterday and it was in regards well, I've hit five years now. Shouldn't I be entitled to sub? Actually, no. That person will be entitled to sub at the five year mark once they come in and work a week. So with the sub program that we're coming up with again, those people are going to have to come back in the plant to replenish their sub credits.

Mike and myself have been in discussion with the company and looking at alternative ways that even if we're not back in production, you know, possibly can we bring junior workers in, say, for the GM training? UAT, safety training? If we get them in there for a week, it would be fine, get them re-established and then get the sub credits re-established. Once we have that program agreed to. Mike will go over some of the information in his report as well. They're looking at if you want to put a week's vacation, if you have a week vacation, that could kick you back in and replenish as well. So we're looking at many different options. But what we're looking at

mostly is to maintain the people who are on layoff and keep them at sixty five percent. Since the 50 percent is so is so minimum of what you're going to receive, so I would just ask be a little bit more patient with us. I know it's easy for me to say, but we've been out there a long time. We're looking to do the best we can to try and get you guys back onto this SUB. one thing I'd like to say is the 2013 hire is it's a shitty plan. There's no words around it. 13 weeks at sixty five and 13 and 50. It's a shitty plan. This is going to have to be changed at Detroit Three bargaining.

We will definitely raise it and a loud voice at the next round of bargaining, but it has to be corrected. The National (spoke to National) as well spoke to other benefit reps, not benefit reps, but presidents at 222 and 199. And Chrysler and Ford are going through it now because of the length of time of layoffs. But we're the first group that really hit this threshold and we started to pay people at 50 percent. So hopefully in the future with bargaining, we will get this corrected and get you as close as possible to the legacy workers coverage. My next issue is elections. Our triennial elections. We're supposed to take place May, June this year. We have two options that we're looking for in regards to having our elections. The first option is to have the elections done on June 7th and 8th. And that would be if we're if our members are back to work in the May timeframe, if we're not back to work in May, we have option two. Now option two come with a few things that we had to do to get approved. One is we have to get a 12 week extension because our terms are really out May or June. And we have to apply with the national, we have to apply with the constitutional department on the reasons why we're asking for a 12 week extension. The executive, the executive, the election committee have made a determination that we were trying to have the election while people are in the plant working.

With the uncertainty of what's going on. I most definitely hope we're back to work by May, June. But if we're not, we're going to have to have an election August 30th and 31st. That's option two, now with these two options. We have a lot of different dates that we have to fulfill. And we like, for an example, for the election to take place on the 7th and 8th. The notice election has to go May 10th, 2021. Then the nomination period is open for a week. And then there's the election. Then there's notice of runoff and then there's runoff elections that would run out June 28 and 29. So when you run an election, you have to almost schedule for over a month period to be, to get everything to fall in place with runoffs and notice of elections and stuff like that. So the same as with the Aug one. The Aug one starts on July 30th and ends on September sorry, July 30th. Yes. And runoffs end September 15th and 16th. So as you can see, it's well over a month period that it takes to run an election. The election committee has done a lot of work behind the scenes and basically they have set up that we're hoping Simply Voting. Who did our ratification? They have informed me just in the last couple of days, the election committee did, that we had the opportunity that we're going to do likely all positions electronically.

So if we have to go to option two, what we're discussing now with the executive and the election committee is we may just go to a full blown election, election in August. And if we're not there, we're going to have to have the election and it would be done electronically. Electronic campaigning will be on our local website and then whatever Facebook or whatever you want to do. But we have to abide by the rules of Covid even if we are back. So handing stuff over the gate won't be acceptable. Posting stuff all in the rest areas won't be acceptable. So we would just ask that everyone abide by the rules at Covid when we do determine when the election is. But in Mike's report, he'll go on somewhat of the status of what's going on with the with the chip that's keeping us out right now. And if we're not back in May, we're likely going to start going full bore for the election in August, and I hope everyone understands that, it is what is as Jeff Banks would say. But we're going to have to do it in August. We've got to get it out of the way. We have to do the triannual now. There's a lot of positions. It's the same triannual. But like I said, we'll do electronic and we'll get through it together. Thank you.

Hello, my name is Mike Van Boekel, the plant chair. Just doing my part of the update for the April video. Joe touched on a lot of the subjects, and I'm just going to expand on some of the other ones. And there's quite a few other topics. Again, nothing breaking news, but just stuff that we want our members to be aware of. We'll start with full production. We have no real indication from the company when we're going back to work. I know there's lots of rumors. People were calling me this week saying Butcher got their notice to go back to work. I do talk to a plant manager every couple of days right now, there is no date. It did look like at one time we're going to go back at the end of April, but that fell apart. Right now. I don't even know if we're going to be back working in May right now. There's just nothing but rumors. But right now, definitely there's no set date as of right now, as of next week or for next week. We have twenty four production members coming in and approximately 20 trades people. They want more service, parts built out of the Weld shop. We have been on layoff for quite some time. So we talked to the company. They phoned the twenty four most senior people in our plant to do the work, gave them the option. And whoever said no, they filled it in by going to the most senior welding, welding, stamping and material handling people.

So we will have twenty four people in next week for one week only by seniority, plantwide and then by seniority by department to fill up all the remaining holes. For vacation, This is more for the people who have less than 10 years and are sub eligible. We did talk to the company. Anybody out there who has vacation floating out there that is a 40 hour blocks or five single days or forty hours of bank time. If you want to use it next week, you can contact Sheri Adams. Sheri Adams will put her address or email address on the video once this is done. But it's sheri.adams@gm.com. You can call her sorry email her if you want to use 40 hours next week. That will they will consider that a new claim. So it'll Re-trigger your full sub back in if you're eligible and if you're looking for more money, if you want to use forty hours of holidays, if you have forty hours this year, then you can do that and you'll get back to your full sub. The other thing we were looking at doing as soon as a stay at home work order is over.

We are in heavy talks with the company right now about bringing the people in with less than ten years for one week only, there won't

be any production, but you'll be doing various training. Again, this is not agreed to yet, but we are working on it. We strongly suggest everybody answer their phone and come to work for that week that they will treat. That as a new claim after that is a return to work and then you'll be able to get your full sub going again. So that would be a very good thing. Working summer shutdown the company, put an update out, asking people if they want to work summer shut down or not. You can work one week or both weeks. They are hoping to work both weeks dayshift, we are actually encouraging people to work if you like to work. We've been down since February 7th. There's no guarantee we're going to be working at that point yet. But if we do get working, if the semiconductors come in, they do want to work both weeks. I just want to stress, especially the people with less than ten years, we got to get you guys working as many weeks as we possibly can. I'm going to get into that later. But you might want to strongly consider working those two weeks and taking vacation later, when you're not laid off. For one thing, it'll get your claim going if it hasn't got your claim going by then. But we'll get your claim going for starters, and it's going to get some money into your pockets. Also, with covid, there's not a whole lot going on right now.

I'm not even sure if you're going to be able to travel or camp by then. So maybe you want to use your weeks later. We will talk to the company. We have to talk to the company about rebooking and opening spaces up so people can take some other weeks that you really wanted to in the first place. So hopefully it can be a win win. TPTs I do have quite a few parents calling me right now, asking me if they're going to hire their son or daughter over the summer. I don't think we're going to surprise anybody. We're not working right now. We can't answer that question. If we get both shifts running soon or in May or June, then, yeah, we probably are going to have TPTs working, But right now, obviously, there's nobody in the plant working. So your kids aren't gonna work right now. We just can't answer that question right now. But hopefully everybody's back to work at some point and we can get the kids working. But right now we just can't answer that. Retirements, again, we're going to go a whole nother month without working, and on the 1st of May, we're going to have another class of retirees, probably another 30 or so going out the door. I just want to say congratulations on behalf of the Inplant and everybody else to all of those people. It's very unfortunate that you're not going to get to walk around, shake everybody's hand and say goodbye to some good friends and colleagues. I know Joe's planning something at the Union Hall whenever covid breaks that we can get everybody back together for a couple of drinks and some handshakes and some hugs. But just to all the next month of retirements, just a very, hopefully a very long and healthy retirement and all the best in your future endeavors.

Vacation selection. The vacation selection process has now been completed as of yesterday only. We'd like to thank everybody for your patience, like to apologize for taking a lot of people up at seven o'clock in the morning, but it really was the best time to get a hold of people. And I do want to thank all the reps that participated in this. We had to call almost seventeen hundred people, most of them two times each. It was very, very long process. Some people asked why we were doing it. Very few. Most people just wanted to get their vacation booked and get their lives set up. So that's what we did. The vacations now done and hopefully most people got what they wanted and we move on. The EMD members with our new collective agreement, we were able to successfully, successfully gain five more pref hires to the GM warehouse in Woodstock, according to the contract that starts after July 1st. I have been in contact with the head guy of Woodstock. They are going to have openings very soon, right after July 1st. The list to go to Woodstock was compiled three or four years ago. It appears all five of you people will be going probably in July and August. So if you know, if you know your names near the top of the list, I suggest you talk to your family and decide if you'd like to go. You do have a couple of months to decide before they come and top you on the shoulder, but start thinking about it. Five people on that list are definitely going, that looks like this summer or before Labor Day. So it'll be good for those five people.

Inverse layoffs, the company is again offering inverse layoffs for the month of May, June and July, we had about one hundred and sorry, we had about two hundred and fifty people apply. The company only needs about one hundred and sixty to one hundred and seventy. We are still in those talks on how many people they need. The company, not the union. But the company is calling everybody on that list to notify you whether you made it or not. They are going mainly by seniority, by department. So you should be getting a phone call either way to let you know if you're on the inverse layoff or not. Some people who are getting it are going to start a bit later. We may need some of these people in for the month of June to help train and then they'll go on for probably a two month layoff. Again, it's a voluntary position. And again, if you don't have 10 years of seniority, I strongly suggest unless you've got some very, very pressing needs, that you do not take it and that you keep working if you can. And I'll get to that coming up.

Just two more topics, the new vehicle. The new vehicle launch team is now in place, that work is proceeding. So for anyone in the plant, I know there's some people calling me saying that we're probably not going to open up again. We are definitely going to open. There is work going on in the plant with the new vehicle, the one the roll tests booth they're going to start working on it. They want to dig the pits out while we're not there, which would be better for dust and everything. So the work is continuing. They are hoping to bring the launch team in, in late May, early June. That is going to depend on Covid, on the equipment needs etc.. Covid is really, really bad in Michigan right now as well. So they are working on a few things, but we are definitely moving forward on it. As for the equinox, the Mexican plant did start up again, building Equinoxes. I have written letters with Joe Graves, along with Joe to GM and Unifor National asking them to start our plant instead of the Mexican plants.

We are very, very believe. The Equinox is actually our truck. We've been building it for a decade. And if you look at all the stats, we build it better. Quality should mean something. However, Mexico is running right now. We don't know for how long or if it's only for

two or three weeks. We think it's totally wrong. However, we make over 30 dollars an hour and Mexicans basically make peanuts and everyone's very aware that GM likes to pay peanuts. So I think it's the only decision is based on money. OK, and just to wrap things up,

I just want to point something out that's pretty important. In 2020, we lost a lot of weeks, a lot of downtime to Covid in 2021 this year. We have lost a lot of downtime due to the semiconductor issue and I'm not sure when we're going to go back to work, in 2023, we are supposed to go down to four to six months to retool for the new electric truck. Each of us needs to realize that the new vehicle may get pulled ahead to 2022. I can't see that because GM is not releasing that and it's not for sure at this point. But there is a very good chance that we are going to run for the next eight to 12 months and we could run pretty heavy. We maybe run every Saturday and we could even look at running Sundays as we are in talks right now about potentially running Sundays. For the people under 10 years of service, you need to work every single week that you possibly can, and I suggest working the weekends if you possibly can. I don't want to get any clearer than that right now. I can't get any clear. You're going to get a lot of chances to make a lot of money over the next eight months to 12 months. You've got to take advantage of that. You got to position, a lot of the younger families, get a bit of a war chest built up. But more importantly, every week you work gets extended for your benefits to kick back in. We're working on some agreements with the company to make it better, but we got to get you guys back to work and you got to work as many weeks as you can to better position yourself and your family to take a big, long run of full sub and then the 50 percent sub. After 13 weeks, you're going to get a big, big raise in September. That's going to make a huge effect on your fifty percent window, instead of twenty bucks, it's going to be a couple of hundred bucks, but also at full sub, you're going to get a thousand dollars a week. You got to get yourself in that position. You got to try and avoid layoffs if at all possible. So GM cannot announce because they don't know.

But there's a lot of talks going on to move this truck up. There's a lot of orders for electric truck, which is good news, and hopefully it will be official at sometime in the near future. But try and get yourself in a position to get as many weeks as you can work. That would include this summer shutdown. It's only for the best, for your money, for your family. We're taking a lot of downtime. We obviously haven't worked since February 7th. I don't know when we're going to come back to work again, but when we do, GM wants as many Equinox's as we can possibly build. And for sure, they can force us to work six days a week. But if we can work that Sunday, at least one shift a week, I'd like to think we'll get enough volunteers at double time, Again, for almost eight and a half years, we work six days a week. Working a lot of overtime is a lot easier on your paycheck than going through all these layoffs. But we are here to try and get you all the all the time we can. So just think of that going forward. But hopefully summer shutdown, you get a couple of weeks back in your bank. It keeps going on thirteen week increments and twenty six weeks. And it may not seem important right now, but by next spring or summer, if we go down for four or six months, these two weeks of summer shutdown plus every single week you can work might be the best thing you can do.

Just the last thing I want to mention, Chris Wilson is retiring officially. Next Friday will be his last day. He's likely on layoff next week. It all depends on what goes on with the people next week. But I just want to say to all the retirees out there, everything, nothing but the best for all you guys and for Chris Wilson especially. I was A shift with him when I first started on the floor. I used to be on rear floor. We had a bunch of young guys and we had a lot of fun. And Chris Wilson came to our aid quite a few times. I got to know him very well before I became a rep and when I was a rep in welding for eleven years as a committee guy. Many, many times pretty well every day Chris Wilson, I would walk the floor and he became like a second dad to me (only because he's so much older.) But and now I've been chair for fifteen years with Chris down there, and I'd like to think we've almost been spoiled with the safety reps we've had in that plant between especially the last few years with Chris, Jamie and Karen Weldon. We've had three fantastic ones, and that's nothing against the new ones, Colin, right now John Arthur is going to take over for Chris Wilson.

And I think they've positioned the young guys into a great position that they have learned. Some of the best we had lenny serve as an alternate. Scotty, we've had some great alternates out there who learn from these guys who really paved the way for our plant. Best thing I can ever say about our plant is I've never had to make the worst visit of my life would be to go to someone's house and tell them that someone died. It's been our track record for safety has been fantastic. And a lot of it has to do with how hard the unions pushed. And just to Chris, to Jamie, who's already gone, and to Karen Weldon out there, I just want to say thanks for everything, but you guys are doing a fantastic job. And for Chris, just especially, nothing but the best to you and your wife. Thanks for all the memories. A lot of laughs, some very big arguments. But Chris taught me a lot about growing up over the last twenty five years. I do want to thank him. It's been a great learning curve with him and he's brought a lot of experience, but just all the best. Chris and everyone else out there just stay safe with Covid and everything else. Hopefully we'll be back to work in May. I don't think we will be, but maybe we will be. But hopefully in June and hopefully before summer shutdown, but stay safe, everybody.

END OF TRANSCRIPT



