

History - Local 88

1988-Local 88 Certification

CAW Local 88 was first organized in December of 1988. The population of our membership at the time it was organized was 150 members. The membership grew in size quickly, as we prepared to build the GEO Tracker, the Suzuki Sidekick, the GEO Metro and Suzuki Swift. By the end of the 1991 calendar year the membership numbered over 1800.

1989 to 1991-First Collective Agreement

Our first Collective Agreement was negotiated on January 1989. This agreement was small in size and content but provided the essentials for future Collective Agreements. Our first agreement expired in September of 1992. During this three year period the membership worked significant amounts of overtime, mandatory 48 hour work week plus voluntary overtime. The membership endured the short falls of our first collective agreement and was determined to correct them in 1992.

1992 Local Union Purchase Land

Membership makes a big decision to purchase over 6 acres of land on the corner of Ingersoll Street and Victoria Street. This will eventually be the future site of CAW 88/2163 Union Hall. CAW Local 88 purchased 6.25 acre property at 364 Victoria Street, Ingersoll.

1992-Strike

The 1992 Collective Agreement was a struggle to achieve. These set of negotiations were very tough. Both the Union and the Company had many differences that could not be settled. As a result the membership of CAW Local 88 endured a five week strike against CAMI Automotive. The membership grew up very quickly and was determined to negotiate a fair and respectful collective agreement. Shortly after the October 1992 Thanksgiving weekend a collective agreement was voted upon and ratified by the membership.

1992 to 1994-Production and Overtime

For the next three years the membership once again worked significant amounts of overtime. The product that was built by the membership of CAW local 88 was in great demand. Unlike the rest of the Auto Industry which was experiencing a down turn and significant layoffs.

1995-Wild Cat Strike Local 88 Tested

In March of 1995 CAW Local 88 membership were involved in a Wild Cat Strike. The issue was outsourcing of work in the Welding Department. After some discussion this issue was resolved and most of the work remained in house. In August of 1995 a new model was launched on the Car Line. In September of 1995 CAW Local 88 negotiated our third collective agreement. Times were good and an excellent collective agreement was achieved without a strike. During negotiations CAW Local 88 was informed that as a result of production needs CAMI Automotive would have to hire additional workers. This was great news and was received very well by the membership. By the end of the 1995 calendar year the membership grew in size to 2200.

January 1996-Grand Opening of Union Hall

Membership makes a big decision to build Union Hall in the spring of 1995. Congratulations to the CAW Local 88 membership for the new Union Hall that has been built adjacent to the Local Union offices. A dinner and dance was held on January 20, 1996 to recognize the building of the Union Hall.

1996 to 1997-New Model Not A Success

The new model was not a success. In January of 1996, CAMI Automotive announced that it would have to downsize the workforce by 250 employees by July 1996. This downsizing was done through early retirements, optional buyouts and layoffs. This was not a good time for our membership. It was the first time that our membership had to experience this environment. An Action Centre was established by CAW Local 88 and CAMI Automotive to deal with this news.

1998-Early Bargaining

By early 1998 it was rumoured that GM Canada was to build a new product, the Delta, and CAMI Automotive was to be considered for this new product. In April of 1998 CAMI Automotive approached CAW Local 88 to enter into early negotiation. The idea was that a new collective agreement would position our plant for this new product. The

membership decided to enter into early negotiations. In May of 1998 the membership voted upon and ratified a new collective agreement.

1998-Truck Line Retooled and Delta Scraped

Also during the summer of 1998 the Truck Line was retooled for new models, Chevrolet Tracker and the Suzuki Vitara. Late in 1998 it was announced that CAMI Automotive would not build the Delta. This was not good news. During the next 3 years (1998, 1999 and 2000) the membership worked under some very stressful and trying conditions. The Car Line and Truck Line were laid off a combined total of 45 weeks.

1999-Wild Cat Strike Local 88 Tested Again

In April of 1999 CAW Local 88 membership was tested once again when a full time Union Representative was fired while performing the duties of their job. In support the membership were once again involved in a Wild Cat Strike. At the end of the day the termination was removed and a mutually agreed upon resolution was put into place.

2000-Five Hundred Local 88 Members Get Lay Off Notices

In October of 2000 CAMI Automotive announced that the product on the Car Line would discontinue and the need to reduce the work force by 500 employees by April 2001. This announcement was not a total shock, but did understandably devastate the membership. Once again an Action Centre was established to deal with the needs of the membership. This was a very tough time for our membership.

2001-Tough Bargaining

In September of 2001 CAW Local 88 entered into a tough set of negotiations. Our membership was still reeling from the layoffs in April and the further announcement of temporary layoffs that the active membership would experience. Even in these tough times a very good collective agreement was negotiated. The signing of this contract secured future product.

2001 to 2004-More Lay Offs

Since 2001 bargaining, the membership has experienced 38 weeks of lay off. Also, during the period from March 2003 to February 2004 the membership experienced rotating layoffs. This was a very slow period.

2002-New Product Announced

In September of 2002 GM Canada announced that CAMI Automotive would build the new product called the Equinox. This news was received with great enthusiasm by the membership. There is now light at the end of the tunnel.

2003-Local 88 15 Years Old

On April 5, 2003 the membership of CAW Local 88 celebrated our 15th Anniversary with an Open House during the day and a Dance at night. During October and November of 2003 CAMI Automotive hired 19 Electricians and 13 Millwrights to meet the Skilled Trades needs with the new product.

2004-Chevrolet Equinox Launched

On February 23, 2004 CAMI Automotive launched the Chevrolet Equinox. This was great news, as it ended a period totaling 8 years of low production volumes, slow sales and layoffs. With the new product and the large volume of sales, this meant that 140 production workers were recalled. Daily production is scheduled to be 645 units/day, on a 3 shift operation. This has also meant the requirement to work mandatory overtime on Saturdays. Although working 6 days a week is not the ideal situation, it is a good problem to have considering what the membership had endured for the past 8 years. During the next two months another 97 members were recalled, leaving a total of 95 members on lay off. On June 28, 2004 8 Electricians were hired for the new product. On October 18, 2004 another 22 members were recalled. In December 2004 CAMI announced that it would be accepting applications for hiring due to the potential of new products over the next 18 months. Over 13,000 people from the community applied. On December 20, 2004 CAMI Automotive made an announcement that they plan to recall another 29 members on January 10, 2005. This now leaves a total of 39 members on recall. In January 2005 19 Electricians and 15 Millwrights were hired for the new product.

2004-Bargaining

In September of 2004 CAW Local 88 negotiated our sixth collective agreement. Times were good and an excellent collective agreement was achieved without a strike. During negotiations CAW Local 88 were informed that as a result of this agreement that CAMI Automotive would invest \$100 million into a new product. This was great news and was received very well by the membership.

2005-Local 88 Laid Off Members All Recalled

In January and February of 2005 all 32 remaining members that were laid off in April of 2001 were recalled.

2005-Second and Third Product Announced

On March 2, 2005 GM Canada announced that it would be investing \$500 million into the CAMI Automotive Plant in Ingersoll, Ontario. This investment would be for the new product, the Pontiac Torrent. On March 24, 2005 Suzuki made announcement that CAMI Automotive has been chosen to build a Suzuki SUV (Concept X) starting sometime in 2006. On June 6, 2005 Suzuki made an official announcement that CAMI Automotive has been chosen to build a Suzuki SUV starting summer/fall of 2006.

2005-CAMI Hires Workers

On March 7, 2005 CAMI Automotive hired new Production Associates for the first time since 1995. It will have been near 10 years since the last hiring of Production Associates was done. This will be the first of many. As of July 31, 2005 a total of 586 new members have started at CAMI Automotive. On September 6, 2005 CAMI Automotive hired an additional 14 production workers, followed by 9 more on November 21, 2005. As of December 1, 2005 a total of 609 new members have started at CAMI Automotive. Production volumes for the period from August to December 2005 were very high. Production was scheduled for 6 days a week during this period.

2006 to 2007-Slow Sales Results In Lay Offs

However, the first part of 2006 saw very low sales, resulting in temporary layoffs. The membership was laid off for a total of 3 weeks in 2006. Trial builds for the Suzuki build continue for the eventual launch of the new product this summer. During 2007 the production numbers did not improve. The membership experience 6 weeks of layoff.

2007-Early Bargaining

In May 2007 CAW Local 88 and CAMI Automotive entered into bargaining to better position our place for a new product. A new collective agreement was ratified by the membership of CAW Local 88.

2007-Harbor Award

In June 2007 the Harbor Report was released and CAMI was first in their segment and 4th plant overall in North America.

2007-GM Announced New Models

In September 2007 GM announced that we will build the new Chevrolet Equinox and the GMC Terrain. Production is scheduled to start in 2009.

2007-Lay Offs Announced

In October 2007, CAMI Automotive announced that they would be laying off 112 members as of December 28, 2007 for an indefinite period. An Adjustment Committee was established and an Action Centre was opened. Members had the option to take an Early Retirement Package or Buyout, a total of 50 members elected one of these options. Only 69 members were laid off. In December 2007, CAMI Automotive announced that they would be laying off an addition 499 members on April 20, 2008. Members had the option to take an Early Retirement Package or Buyout, a total of 21 members elected one of these options. A total of 452 members were laid off. The Action Centre remains open. You needed more than 14 years of seniority to remain in the plant.

2008-Harbor Award

In June 2008 the Harbor Report was release and CAMI was again first in their segment and 5th plant overall in North America.

2008-Tough Economic Times

During the first 6 months of 2008 we have seen the auto industry hit very hard. Several factors have contributed to this down turn in the auto industry they include high gas prices, a high Canadian dollar compared with USA, a slumping economy in the USA and most of all the inaction of the Canadian Governments to change policy and save Canadian jobs. This down turn has seen many Canadians laid off indefinitely, lose their jobs, and face plant closures and bankruptcy.

2008-Financail Industry and Stock Market Collapse

The United States seen their banks, insurance companies and stock market come crashing down. This crash affected all countries around the world. This down turn in the

economy had a major affect on all industries especially the auto sector. The Big Three were affected the worse. Members of Local 88 were not shelter from this issue.

2008-Local 88 Members Experience Many Down Weeks

Starting in September 2008 the membership from CAW Local 88 experienced many weeks of lay off. During the last quarter of 2008 the membership only experienced 4 weeks of production. This continued into 2009 as the entire membership was laid off for January. In November 2008 the membership agreed to a work sharing agreement with CAMI, which resulted in the entire membership sharing the results of negative economy and any SUB Benefits paid during this period would not affect the Income Security Fund. From February to May 2009 the membership was on rotating layoffs, working 2 weeks and laid off for 2 weeks.

2009-GM Bankruptcy

GM files for bankruptcy protection in the United States. This news creates a lot of stress and anxiety for the membership and their families of CAW Local 88. The future is unknown

2009-Governments Force GM and CAW to Negotiate New Agreements

During the bargaining process in May 2009 between General Motors Canada Limited (GMCL) and the CAW it was made clear that CAMI Automotive would be part of the new GMCL footprint in Canada when attempting to secure funding from government. The Federal and Provincial governments also made it clear that, in order to receive the necessary funding, all CAW Local's within GMCL would have to reduce costs within their respective collective agreements. GMCL and the CAW reached a new collective agreement in late May 2009.

2009-Chevrolet Equinox Launched

On May 25 CAMI starts to build the new Chevrolet Equinox. This model has received many good reviews within the auto industry. It has been stated that the future GM is with this launch.

2009-GMC Terrain Launched

On August 10 CAMI starts to build the new GMC Terrain, sister of the Equinox. This model has also been receiving good reviews by auto analysts.

2009-Mandatory Overtime Announced and 350 Laid Off Members Recalled

In August CAMI announced that as a result of the demand for the two new products (Equinox & Terrain) that the plant would be going back to three shifts with mandatory overtime. The third shift production is scheduled to start October 13, 2009. As a result 350 laid off members will be recalled in September and early October 2009.

2009-Governments Force Local 88 to Negotiate New Agreement

On Monday, August 17, 2009 while attending the CAW Constitutional Convention Mike VanBoekel and Dan Borthwick had a meeting with Ken Lewenza, National President; Jim O'Neil, National Secretary Treasurer; Peter Kennedy, Assistant to Secretary Treasurer and Keith Osborne National Representative. It was at this meeting that CAW Local 88 was informed by the National Union that the Federal and Provincial governments have contacted the National Union and informed them that CAW Local 88 and CAMI Automotive need to have a similar agreement by the end of September 2009. The National Union was also informed by both levels of government that without this agreement between CAW Local 88 and CAMI Automotive that the present funds being made available to GMCL would be removed and that no further funding would be provided. The membership was very frustrated with the circumstances that had been place in front of them. CAW Local 88 ratified a new agreement which expires in September 2013. The signing of this contract secured future product allocation beyond 2014.

2009-Local 88 Becomes An Amalgamated Local Union

In October 2009 the workers of Auto Warehousing Canada Shippers left the Teamsters and decided to join the CAW. CAW-Canada became the bargaining agent for 314 employees who work for Auto Warehousing Canada Shippers at their three sites in Oshawa, Windsor and Ingersoll. There are 26 workers which work at the Ingersoll location, these workers in Ingersoll became members of CAW Local 88.

2009-CAMI Announces \$90 Million Investment

The consumer demand for the new Chevrolet Equinox and GMC Terrain has exceeded expectations. This increased demand is great news. On Monday, November 9, CAMI announced that they have made the decision to undertake a comprehensive project that

will include the re-tooling of the west body shop to increase our production capacity. A \$90 million investment will be made immediately into the project; this project is expected to be completed by June, 2010. Once this project is completed CAMI anticipates that approximately 155 Local 88 members still on layoff will be recalled. Once the project is completed, there will be no Local 88 members remaining on layoff.

2009-United Way Campaign Top \$5.0 Million

The membership of CAW Local 88 and the salary staff of CAMI Automotive have been very generous over the years in making significant pledges and contributions to the United Way Campaigns of both Oxford and London. The pledges for this year total \$465,154. This brings the total amount of pledges since 1988 to over \$5.0 million. Once again the surrounding community sees the benefits of a strong automotive industry.

2009-GMC Buys Out Suzuki

It was announced in early December by General Motors Canada (GMC) and Suzuki that GMC has bought out Suzuki. This news came as a shock to the membership and left a lot of questions to be answered. As a result of this announcement CAMI has indicated that there will be some salary jobs eliminated.

2010-AWC Negotiations

In early January as a result of provincial legislation, when a bargaining agent changes the parties must negotiate a new collective agreement, CAW and AWC started to bargain a first collective agreement.

2010-GMC Announces An Additional \$5.7 Million Will Be Invested

In late January GMC announced that they plan to invest an additional \$5.7 million into the Paint and Assembly departments. This investment will increase the output of CAMI plant to nearly 1,000 units per day.

2010-Haiti Earthquake Disaster Relief Fund

CAW Local 88 initiated a joint gate collection with CAMI as a result of the earthquake in Haiti on January 11, 2010. The gate collection was held on January 22, 2010 and as result of the over whelming generosity of the membership the gate collection raised \$13,

290. Also both CAW Local 88 and CAMI each made donations of \$15,000. The total donation was \$43,290.

2010-Equinox and Terrain Demand Continues

Sales of both the Equinox and Terrain continued to soar. Production would continue on a three shift operation and mandatory Saturdays would remain scheduled.

2010-Retooling and Recalling

With the continued demand for product the assembly department was going to do a takt time change to speed up the line increasing production and the remaining laid off members (128) were being recalled with a start date of April 6, 2010

2010-Oshawa Announcement

The CAW Local 88 membership continue working 6 days a week and the production demand by GMCL could still not be met by the CAMI plant alone, so it was announced that a fourth shift would start at the Oshawa plant with production starting in the fall of 2010. CAMI would continue to build the bodies and they would then be shipped to Oshawa for painting and assembly. This announcement gave mixed feelings to the members of local 88, but, good or bad one thing was certain, in shipping these bodies to Oshawa, Oshawa would have to recall and CAMI would have to hire. Shortly after this news Oshawa announced a recall of 600 of their laid off members with a possible start back date as early as June. CAMI Automotive and CAW local 88 were in talks with regards to PREF hiring. This PREF hiring would allow any GM laid off worker, not recalled to their plant, to come to CAMI and work. These members were coming from Windsor, London, Woodstock, St. Catharines and Oshawa.

2010-GM Pref Hiring

There were a total of 170 GM Pref Hires complete the application process to start at CAMI. On April 19, 2010 the first group of GM Preferential Hires was brought in to the CAMI Automotive plant with the remainder starting May 3, 2010.

2010-New Hires

During the period March 5 to 14 over 9,500 applications were received for the New Hire Intake. CAMI randomly selected 20% of these applicants for the interview process. On May 25 a total 49 new employee's started at CAMI Automotive.

2010-CAMI Hires Full Time

On May 25, 2010 CAMI hired 50 full time members. This is the first time since 2005 that production has hired new employees. Most that were hired went into the Assembly department.

2010-CAMI Hires SWE's & TPT's

On June 21, 2010 CAMI hired 34 Supplemental Workforce Employee (SWE). Also on the same day a total of 56 Temporary Part Time (TPT)-sons and daughters of members were hired. On July 26, 2010 CAMI hired another 34 SWE's. Bringing the membership's population of CAW Local 88 up to 2,421. CAMI has indicated that more hiring will occur in the near future.

2010-CAW Local 88 Honours CAW Local 1973

GM Windsor Transmission Plant closes their doors for the final time at the end of June. In recognition of the tremendous contribution that CAW Local 1973 has made over the years in the community of Windsor the membership of CAW Local 88 donated \$1,973.00 to the United Way of Windsor.

2010-Habitat For Humanity-CAW Hammer Of Hope London

CAW Local 27, 88, 302, 1520 and the National donated \$40,000 to this very worthwhile cause. CAW was also recognized as the title sponsor of the build. Great work to all involved. Once again the CAW has step up to the plate and generously supported the community. The energy efficient two-bedroom bungalow was constructed outside the John Labatt Centre and then moved to a vacant lot that was once a biker clubhouse.

2010-Labour Day BBQ-Local 88 Donates \$1,000 to Alexandra Hospital Foundation

This year special donation was made to the Ingersoll-Alexandra Hospital Foundation in the amount of \$1,000 on behave of the membership of CAW Local 88 for the purchase of a new Ultra Sound Unit. Robin Schultz from Alexandra Hospital was present to receive the cheque.

2010-Pakistan Flood

CAW Local 88 will make a donation of \$10,000 to the Pakistan Flood Relief efforts.

2010-Organizing Committee Established

Congratulations go out to Doug Steele, Brian Elgie, Colleen Wake, Cathy Hamel, Scott Ostrom, Mel Boelsterli, Mike VanBoekel and Pete Jorgensen for answering the call to join our Local Union Organizing Committee. The purpose of the committee will be to identify potential workplaces to be organized in Ingersoll and area, to develop strategies around organizing and to participate in organizing drives in the surrounding area. The committee will report back to the Executive Board and Membership of CAW Local 88 monthly.

2010-Enough Is Enough Campaign

In the Spring of 2010 CAW National called all the Presidents together to discuss what should be done in the Auto Sector, both parts and assembly. It was at these meetings that the ENOUGH IS ENOUGH idea was born. A new fight back was launched against the governments and the corporations. CAW Local 88 supported our fellow sisters and brother from CAW Local 2163 that work at Autrans on Wednesday, October 27, 2010. The membership from both locals numbers in total were over 100. It was great to see many members show up on their off shift or to make the long trek across Ingersoll Street during their lunch.

2010-United Way Campaign

On Tuesday, November 30, 2010 the Joint CAW/CAMI United Way Committee announced the total for this year's pledges as \$505,000. At a time in our communities when more and more people are struggling to deal with the burdens of day to day life it is not surprising to see the members of CAW Local 88 and the salary staff of CAMI step up and make a difference.

2010-AWC Ratify New 3 Year Agreement

On December 19, 2010 Auto Warehousing Canada members in Windsor-CAW Local 444, Ingersoll-CAW Local 88 and Oshawa-CAW Local 222 ratified a new three year agreement. The Ingersoll AWC Unit started the bargaining process in January 2010. During the next 12 months the AWC Master Bargaining Committee met with the

Company several times in an attempt to get an agreement. The major issue during this round of bargaining was the Pension Plan.

2011-CAMI Automotive Changes Name

As of January 1, 2011 CAMI Automotive Inc will now be known as GM CAMI Ingersoll Assembly. The name change is a result of the completion of the traction between GM and Suzuki.

2011-GM CAMI Continued To Hire

By the end of 2010 a total of 241 SWE's were hired and 144 TPT's were hired. During the first two months of 2011 GM hired another 99 SWE's to bring the total membership population of CAW Local 88 up to 2,789.

2011-Japan Earthquake

As a result of the earthquake and tsunami that hit Japan on March 11, 2011 a gate collection was initiated that netted over \$14,524.00 in relief. In addition CAW Local 88 made a donation \$10,000.00 to the relief effort.

2011-CALM Awards

On Saturday, May 7 the Canadian Association of Labour Media (CALM) held its annual awards ceremony, honouring the important contributions that good communications can make toward the vitality of unions. CAW Local 88 wins two awards; Honourable Mention – Best overall publication for locals of more than 1,000 members—Off The Line CAW Local 88 and Best website content by volunteers—CAW Local 88 <http://www.local88.ca/>

2011-Food Bank

During the GM-CAMI Assembly Ingersoll Open House we were able to fill an Equinox full of can goods and non-perishable items for the Ingersoll Food Bank.

2011-Labour Day BBQ

This year special donation was made to the CHILDCAN-The Childhood Cancer Research Association in the amount of \$2,000 on behalf of the membership of CAW Local 88 to kick off the Inside Ride In Support Of Childcan. Lyn Wood from CHILDCAN-London was present to receive the cheque.

2011-Famine In East Africa-Oxfam

As a result of the continued famine in Africa CAW Local 88 made a donation of \$5,000.00 to the relief effort.

2011-Goderich Tornado

As a result of the tornado that hit Goderich, Ontario on August 21, 2011 the membership of CAW Local 88 made a \$5,000.00 donation to aid in the relief effort.

2011-Wes Magill Award

On October 3, 2011 the membership of CAW Local 88 was recognized by Oxford United Way. United Way of Oxford Executive Director Kelly Gilson says this year's winners, the membership of the CAW Local 88 provide more than just the hundreds of thousands of dollars they raise each year. "They participate in events, they help with allocations, they volunteer on different committees, they really believe in the work we do, and they show that with their time and their talent." The Wes Magill award, named after the late Wes Magill, who helped found the local United Way decades ago.

2011 GM-CAMI Assembly Ingersoll Hires

As a result of the increasing demand for both the Chevrolet Equinox and the GMC Terrain GM has decided to increase production at the Ingersoll Assembly Plant. GM-CAMI Ingersoll has started the hiring process with the first new hires starting at the end of October 2011. A total of 107 new members joined out local union. Bringing the membership's population of CAW Local 88 up to 2,938.

2011 Spring Hill Announcement

In late November GMCL announced that as a result of the continued demand for the Chevrolet Equinox and the GMC Terrain the idle Spring Hill facility will be reopened to build the Equinox. GMCL has indicated that this plant is for overflow purposes and should not affect the GM-CAMI Assembly Ingersoll facility.

2011 United Way Campaign

On Thursday, December 15, 2011 the Joint CAW/GM-CAMI United Way Committee announced the total for this year's pledges as \$516,942. At a time in our communities when more and more people are struggling to deal with the burdens of day to day life it is not surprising to see the members of CAW Local 88 and the salary staff of CAMI step up and make a difference.

2011 Teddy Bear Toy Drive & Christmas Hamper Program

On Monday, December 19, 2011 CAW Local 88 and GM-CAMI salary workers made a cheque presentation to 4 areas food banks. Just over \$13, 500 was donated. Also earlier in the month CAW Local 88 dropped off the toys we collected at our annual toy drive.

2012 GM-CAMI Assembly Ingersoll Increases Production

Following the Christmas-New Year Holiday's production went from just over 1,000 units per day to 1,150 units per day.

2012 New Unit SGS Canada Inc Certification

February 16, 2012 yard workers at SGS Canada Inc in Ingersoll were certified to join CAW Local 88. These workers perform vehicle inspection of all vehicles that produced at the GM-CAMI Assembly Ingersoll Plant prior to be loading on rail and truck carriers. Three new members.

2012 GM-CAMI Assembly Ingersoll Hires

March 7, 2012 GM-CAMI Assembly Ingersoll announces they will hire 39 new employees. The need to hire is a result of members retiring or pref hires being recalled to their home GM plant.

2012 New Unit AWC Office/Dispatch Workers Certification

March 19, 2012 office workers at AWC in Ingersoll were certified to join CAW Local 88. These workers prepare and dispatch all vehicles that are produced at the GM-CAMI Assembly Ingersoll Plant for transportation on rail and truck carriers. Six new members.

2012 New Unit Doug Coleman Trucking Certification

July 5, 2012 drivers at Doug Coleman Trucking Inc in Ingersoll were certified to join CAW Local 88. These drivers provide a trucking service for the GM-CAMI Assembly Ingersoll Plant. Sixty-nine new members.

2012-Labour Day BBQ-Local 88 Donates \$5,000 to Elliot Lake “Kids Shoe Fund”

This year special donation was made to the Elliot Lake “Kids Shoe Fund” in the amount of \$5,000 on behalf of the membership of CAW Local 88 for the purchase of new shoes for children attending school in Elliot Lake. Retired CAW Local 88 member Ed Vandenburghe a resident of Elliot Lake made the cheque presentation.

2012-CAW and Detroit Three Bargaining

Negotiations were difficult. The Detroit Three were looking for further concessions. All three master bargaining committees were strong and united. As the strike deadline was nearing Ford and the CAW reached a tentative agreement. CAW members at the Detroit Three in Canada ratified the pattern agreement. Ford agreement was ratified on September 23, 2012. GM agreement was ratified on September 27, 2012. Chrysler agreement was ratified on September 30, 2012.

2012-EMD/GM Labour Board/Grievance Resolution

On October 2, 2012 EMD workers (172 in total) that had completed Pref Hire applications prior to September 2011 were given an opportunity to Pref Hire to GM Oshawa (64 opportunities) and GM CAMI Ingersoll (140 opportunities). This resolution was a result of GM violating Document 12-Attachment D. As a result of this resolution some Supplemental Workforce Employees that are currently working at GM CAMI will be laid off.

2012-SGS Canada Inc Unit Ratifies New First Agreement

On October 31, 2012 members of CAW Local 88 SGS Canada Unit ratified their first collective agreement. The first agreement provides wage increases, benefit improvements, seniority rights, paid vacation time and paid holiday to list a few. SGS members do pre-inspection work prior to units, built at GM CAMI, being loaded on rail and truck carriers.

2012-EMD/GM Pref Hires

On December 3, 2012 the first group of 25 EMD/GM Pref Hires were brought in to the GM-CAMI Assembly Ingersoll plant with the remainder of the 140 will come into the plant over the next 3 or 4 months.

2012 United Way Campaign

On Friday, December 14, 2012 the Joint CAW/GM-CAMI United Way Committee announced the total for this year's pledges as \$517,602. At a time in our communities when more and more people are struggling to deal with the burdens of day to day life it is not surprising to see the members of CAW Local 88 and the salary staff of GM-CAMI step up and make a difference.

2012 Teddy Bear Toy Drive & Christmas Hamper Program

On Monday, December 17, 2012 CAW Local 88 and GM-CAMI salary workers made a cheque presentation to 4 areas food banks. Just over \$14,000 was collected and donated. Also earlier in the month CAW Local 88 dropped off the toys we collected at our annual toy drive.

2012-AWC Office and Dispatch Unit Ratifies New First Agreement

On December 21, 2012 members of CAW Local 88 AWC Office/Dispatch Unit ratified their first collective agreement. The first agreement provides wage increases, benefit improvements, seniority rights, paid vacation time and paid holiday to list a few. AWC members do the coordination and shipping paperwork for all units built at GM CAMI, being loaded on rail and truck carriers.

2013-GM CAMI Assembly Ingersoll Unit-Early Bargaining

On Friday January 4, 2013 GM ask CAW Local 88 to enter into early bargaining. The Master Bargaining Committee reviewed this request and recommended to the membership that we enter into early bargaining. On Sunday, February 10, 2013 the membership approved the demands CAW will present to the Company in 2013 and also approved the recommendation that CAW enter into early bargaining with a March 24, 2013 deadline. After several weeks of negotiations the parties agreed that the differences could not be resolved. Negotiations would resume in the summer of 2013 with a September 19, 2013 deadline.

2013-GM Invest \$250 Million Into New Body Shop

GM announced \$250 million for a new body shop and flexible manufacturing equipment and tooling, converting the manufacturing facility to support future vehicle production.

2013-New Units At Doug Coleman Trucking

On March 12, 2013 drivers at Doug Coleman Trucking Inc in Kitchener, Windsor, St Thomas and Owen Sound were certified to join CAW Local 88. These drivers provide a trucking service for General Motors, Chrysler, Canada Post along with many other companies. We now have over 200 members with Doug Coleman.

2013-Doug Coleman Trucking Negotiations

In early April negotiations start for Doug Coleman Trucking Ingersoll. In the early summer we start bargaining at all other Doug Coleman Trucking locations. The conciliation process was initiated in late August.

2013-A New Union-CAW and CEP Merge to Become UNIFOR

On the September 2013 Labour Day Weekend delegates from both CAW and CEP met in Toronto at the founding convention for Unifor. From this point on CAW Local 88 will be known as Unifor Local 88.

2013-Labour Day BBQ-Local 88 Donates \$7,000

This year special donation was made to the Alberta Flood Relief Fund and the Lac-Mégantic Victims Fund. Each fund received \$3,500 from the membership of Unifor Local 88.

2013-GM-CAMI Ratify Tentative Agreement

On September 15, 2013 members of Unifor Local 88 GM-CAMI Assembly Ingersoll ratified a new 4 year collective agreement. The agreement provides for pattern with the Detroit Three and Unifor Agreement reached the previous year. This agreement also saw the elimination of the SWE program and the establishment of a vacation bank time off program. The membership ratified this agreement by 89.9%.

2013-Doug Coleman Trucking Ingersoll Unit Ratifies New First Agreement

On November 24, 2013 members of Unifor Local 88 Doug Coleman Trucking Ingersoll Unit ratified their first collective agreement. The first agreement provides wage increases, benefit improvements, union representation, seniority rights, paid vacation time and paid holiday to list a few. The membership ratified this agreement by 72.4%.

2013-Unifor Local 88 Turns 25

Unifor Local 88 was certified on December 13, 1988. On December 13, 2013 we turned 25 years of age. The membership will be celebrating this milestone with several events in the Spring of 2014.

2013 United Way Campaign

On Friday, December 13, 2013 the Joint Unifor/GM-CAMI United Way Committee announced the total for this year's pledges as \$561,211. This year mark 25 years of giving back to the United Way. Over the past 25 years over \$7.4 million has be donated to the United Way campaigns in Oxford and London Middlesex. At a time in our communities when more and more people are struggling to deal with the burdens of day to day life it is not surprising to see the members of Unifor Local 88 and the salary staff of GM-CAMI step up and make a difference.

2013 Teddy Bear Toy Drive & Christmas Hamper Program

On Monday, December 16, 2013 Unifor Local 88 and GM-CAMI salary workers made a cheque presentation to 4 areas food banks. Just over \$12, 500 was collected and donated. Also earlier in the month Unifor Local 88 dropped off the toys that were collected at our annual toy drive.

2014-AWC Yard and Office Ratify Tentative Agreement

On February 9, 2014 members of Unifor Local 88/ AWC Ingersoll and Unifor Local 222/ AWC Oshawa ratified a new collective agreement. The agreement provides wage increases, lump sum payments, union security for part time workers, job security/work preservation language, maintained all benefits, improved union representation and rolled in office workers into Master Agreement to list a few. The membership (Ingersoll and Oshawa) ratified this agreement by 80.6%.

2014-Doug Coleman Trucking St Thomas Unit Ratifies New First Agreement

On March 15, 2014 members of Unifor Local 88 Doug Coleman Trucking St Thomas Unit ratified their first collective agreement. The first agreement provides wage increases, benefit improvements, union representation, seniority rights, paid vacation time and paid holiday to list a few. The membership ratified this agreement by 90.0%.

2014-Doug Coleman Trucking Windsor Unit Ratifies New First Agreement

On March 16, 2014 members of Unifor Local 88 Doug Coleman Trucking Windsor Unit ratified their first collective agreement. The first agreement provides wage increases, benefit improvements, union representation, seniority rights, paid vacation time and paid holiday to list a few. The membership ratified this agreement by 60.0%.

2014-AWC Ingersoll & Oshawa-Shelf Agreement

In April the workers of AWC were made aware that their service contract was put up for bid by GM. This is the first time in 59 years. AWC made a bid to secure future work. Unfortunately the bid was not successful. On May 20-23 AWC/Unifor Bargaining Committees had discussions with AWC around developing a "shelf agreement" in order to secure the future service contract with GM. An agreement was ratified June 22, 2014. Unfortunately the service contract was awarded to Vascor.

2014-Doug Coleman Trucking Kitchener Unit Ratifies New First Agreement

On May 4, 2014 members of Unifor Local 88 Doug Coleman Trucking Kitchener Unit ratified their first collective agreement. The first agreement provides wage increases, benefit improvements, union representation, seniority rights, paid vacation time and paid holiday to list a few. The membership ratified this agreement by 92.0%.

2014-Doug Coleman Trucking Owen Sound Unit Ratifies New First Agreement

On May 25, 2014 members of Unifor Local 88 Doug Coleman Trucking Owen Sound Unit ratified their first collective agreement. The first agreement provides wage increases, benefit improvements, union representation, seniority rights, paid vacation time and paid holiday to list a few. The membership ratified this agreement by 56.5%.

2014-AWC Awarded Service Contract

In late July 2014 meetings were held with both Vascor and GMCL to secure work with new vendor and obtain successor rights. It became apparent through these discussions that Vascor was not prepared to do the work. The National had a meeting with GMCL and Local 88 had a meeting with GM CAMI to address our concerns and inform them that there could be issues. The members at AWC implemented a work and health & safety program that caused some headaches. After two days and GMCL knowing that the work could not be performed by Vascor...AWC was awarded the contract for 4 years.

2014-GM CAMI Wins JD Power Awards

On August 26, 2014 was awarded the JD Power Initial Quality Silver Plant Award, ranking second in all of North and South America for vehicle production quality. The GMC Terrain won first place in the Compact SUV segment, with the Chevrolet Equinox placing second.

2014-Labour Day BBQ-Local 88 Donates \$6,000

This year special donation was made to the Lunch Bunch Program and the School Nutrition Program. Each fund received \$3,000 from the membership of Unifor Local 88.

2014-GM CAMI Hiring

As a result of the number of retirements and the newly negotiated "Banked Time" program GM-CAMI Ingersoll has started the hiring process. This process has generated a pool of workers that will be hired over the next year or so.

2014-United Way Campaign

On Friday, December 12, 2014 the Joint Unifor/GM-CAMI United Way Committee announced the total for this year's pledges as \$573,855. Over the past 26 years over \$8.0 million has been donated to the United Way campaigns in Oxford and London Middlesex. At a time in our communities when more and more people are struggling to deal with the burdens of day to day life it is not surprising to see the members of Unifor Local 88 and the salary staff of GM-CAMI step up and make a difference.

2014-CIRB Mediation DCT/Double "J" Owen Sound

Unifor Local 88 filed two applications with the Canadian Industrial Relations Board against Doug Coleman Trucking Ltd and Double J for Single Employer and Unfair Labour Practice. An agreement was reached that recognized the dock workers as members of the bargaining unit and collective agreement.

2015-GM Invest \$560 Million Into GM CAMI Ingersoll

On February 12, 2015 GM Canada announced that they will invest an additional \$560 million to prepare GM CAMI to be a manufacturing location of the next generation Chevrolet Equinox. Of the total investment, \$190 million will go directly to GM CAMI in manufacturing equipment and tools and \$370 million in vendor tooling with suppliers in Canada. This brings the total investment to over \$810 million.

2015-Gate Collection To Support Unifor 3264

Members of Unifor 88 donated over \$7,257 to support our brother and sisters on strike against Carmeuse Lime. They have been on strike since January 17, 2015. Members ratified a new collective agreement on April 19, 2015.

2015-CALM Awards

Unifor Local 88 wins two 2015 CALM Awards. Local 88 was recognized for “Best Website Design” (Volunteer Produced) and “Best Poster” (Volunteer Produced). Congratulations to the Communications Committee.

2015-McClay Transport Organizing Drive

Unifor Local 88 filed an application for certification of the drivers working in Ingersoll. The drivers conducted a vote, but unfortunately the vote was not successful.

2015-Labour Day BBQ-Local 88 Donates \$5,000

This year special donation were made to the Rotary Club of Ingersoll (CanSkate Program & VIVO Music Program) and the Andrew Stoddarts Legacy #11 Forever Program. Each group received \$2,500 from the membership of Unifor Local 88.

2015-GM Hiring

As a result of the increase in the number of retirements and the exhaustion of the hiring pool started a year ago GM-CAMI Ingersoll has started the hiring process. This process is to replenish the pool of workers that will be available for hiring to meet attrition needs and the next generation Equinox production requirements.

2015-SGS Negotiations

On October 30, 2015 members of Unifor Local 88 SGS Canada Ingersoll Unit ratified their collective agreement. The agreement provides for advance notice of technology change, advance notice of layoffs, advance notice of when service contract goes out for bid, provides for bargaining lost time to be paid for by the company, reduces time on record to 18 months for disciplinary issues, 5-day notice for changes to starting and stopping times, \$250 per year boot allowance, and provides for a \$1,500 signing bonus. We also obtained improvements to language around health & safety, seniority rights, safety equipment & clothing requirements, hours of work and maintained the lead hand classification. The agreement was ratified at 100%.

2015-United Way Campaign

On Friday, December 11, 2015 the Joint Unifor/GM-CAMI United Way Committee announced the total for this year's pledges as \$562,647. Over the past 27 years over \$8.5 million has been donated to the United Way campaigns in Oxford and London Middlesex. At a time in our communities when more and more people are struggling to deal with the burdens of day to day life it is not surprising to see the members of Unifor Local 88 and the salary staff of GM-CAMI step up and make a difference.

2015-Teddy Bear Christmas and Hamper Drive

GM Unit ran the Christmas Hamper Campaign on December 4 and 7. The total collected was \$13,725. The money collected went to Ingersoll & District Inter-Church, Woodstock Salvation Army, London Salvation Army and Tillsonburg Salvation Army. Cheque presentation was made on December 17, 2015.

2015-Membership Numbers

Active-3008

Retired-242

Total-3250

2016-Unifor 88 and 2163 Go Separate Ways

After many years of working together from the same location Unifor Local 2163 has decided to move out on their own. Their new office is located on Thames Street in Ingersoll.

2016-GM Hiring Continues

As the demand for the Chevrolet Equinox and GMC Terrain continues to increase and as GM CAMI prepares for the next generation Equinox GM plans to hire over 300 production and 50 trades by the end of the year.

2016-United Way London Middlesex Labour Appreciation Night

On January 21, 2016 Unifor 88 members Denise Vyse, Justin O'Dea and Dan Borthwick received recognition awards at the United Way London Middlesex Labour Appreciation Awards Night.

2016-STICH

Unifor Local 2163 and 88, along with other community partners came together to start a supper club. This initiative was a result of the need to provide a healthy meal alternative to people in the community. The supper club is every Thursday at the Ingersoll Legion.

2016-DCT Announces Closure of Windsor and Kitchener Yards

As a result of service contracts not being renewed, Doug Coleman Trucking Ltd announced that they will close the Windsor yard as of February 27, 2016 and the Kitchener yard as of April 1, 2016. As a result of these closures 61 workers have been laid off.

2016-New Social Media Members Only Platform

Unifor 88 introduces a new social media platform for all members of Unifor 88.

2016-Ottawa Lobby (TPP/CPP/Asbestos)

On April 19, 2016 Mike Van Boekel and Dan Borthwick lobbied MP's in Ottawa around three very important items.

2016-Bob White Charity Classic Recognized

On May 26, 2016 as a member of the Bob White Charity Classic Steering Committee along with several community groups were recognized for their volunteer time and donations. Unifor was recognized for the work that it does each year through the Social Justice Fund and the Bob White Charity Classic. Bob Nickerson, former Secretary Treasurer of CAW, received the "Champions Award" on behalf of all Unifor members. The award can be seen in the front lobby of our union hall in the display case.

2016-CALM Award

Our Local 88 Communications Committee was recognized at the Canadian Association of Labour Media. CALM received hundreds of entries in from 40 unions in 36 categories. Unifor Local 88 Communication Committee received the "Best Photography, Volunteer Produced".

2016-Fort McMurray Relief Effort

Collections were held at GM, AWC and DCT. A total of \$16,552.00 was raised. Prior to the workplace collections the Unifor Social Justice Fund of Unifor donated \$500,000. Unifor Local 88 donated \$5,000 to this very worthwhile cause in recognition of the difficulties fellow Canadians are facing.

2016-SGS Announces Closure

On July 4, 2016 SGS informed Unifor Local 88 that they plan to cease automotive operations in Ingersoll and Oshawa effective July 30, 2016. This announcement will result in 1 member being laid off.

2016-Labour Day BBQ

This year special donation were made to the Ingersoll Seniors Centre for their Community Outreach program for the Forgotten Seniors and the Canadian Mental

Health Association for their Oxford County Walk-in Clinics. Each group received \$2,500 from the membership of Unifor Local 88.

2016-Detroit Three/Unifor Negotiations

Negotiations were difficult. The Detroit Three were looking for further concessions after years of profits. Unifor identified GM as the target and a strike deadline of September 19, 2017 11:59pm was set. A tentative agreement was reached early morning of September 20, 2016 averting a strike. Unifor members at the Detroit Three in Canada ratified the pattern agreement. GM agreement was ratified on September 25, 2016. Chrysler agreement was ratified on October 16, 2016. Ford agreement was ratified on November 6, 2016.

2016-United Way

On Friday, December 9, 2016 the Joint Unifor/GM-CAMI United Way Committee announced the total for this year's pledges as \$550,125. Over the past 28 years over \$9.0 million has been donated to the United Way campaigns in Oxford and London Middlesex.

2016-Teddy Bear Christmas and Hamper Drive

GM Unit ran the Christmas Hamper Campaign on December 9 and 12. The total collected was \$ \$15,345.37. The money collected went to Ingersoll & District Inter-Church, Woodstock Salvation Army, London Salvation Army and Tillsonburg Salvation Army. Cheque presentation was made on December 19, 2016.

The Ingersoll and District Inter Church Hamper Program provided assistance to over 266 families. This included 266 gift bags and 460 hampers.

2016-Membership Numbers

Active- 3381

Retired- 307

Laid Off- 8

Total- 3696

2017-Next Generation Terrain to be Built in Mexico

Early January GM CAMI announces it will move production of its revamped GMC Terrain to Mexico from Canada and expand production of the GM CAMI plant's Chevrolet Equinox, reflecting the growing popularity of compact sport utility vehicles.

2017-United Way London Middlesex Labour Appreciation Night

On Thursday, January 26, United Way London Middlesex held their annual Labour Appreciation Awards Night. This year there were 16 recipients, including Unifor 88 member Mark Taylor. Congratulations Brother Taylor your dedication to this very worthwhile cause is greatly appreciated.

2017-GM CAMI Announces Layoffs

On January 27, 2017 GM CAMI informed Unifor Local 88 that the current models of the Chevrolet Equinox and GMC Terrain will be ending production in July 2017, one year early. This will result in 650 members being laid off.

2017-Doug Coleman Ingersoll Negotiations

After 3 months of negotiations a tentative agreement was reached on January 26, 2017. On January 29, 2017, the tentative was rejected by the membership. The bargaining committee held a meeting with the company of February 1, 2017 at which time a second tentative agreement was reached. The membership ratified second tentative agreement on February 5, 2017.

2017-Bob White (April 28, 1935 – February 19, 2017)

Brother White was a prominent leader in the Canadian [trade union](#) and [labour movement](#) who was the founding president of the [Canadian Auto Workers](#) (now [Unifor](#)) after leading its separation from its American parent, the [United Auto Workers](#), and then president of the [Canadian Labour Congress](#).

2017-Unifor Local 88 Meets with Oxford MP

On March 28, 2017, Mike Van Boekel and Dan Borthwick met with Oxford MP to discuss the recent announcements by GM and the effect it will have on the membership of Unifor Local 88, their families, the workers at suppliers and the entire community.

2017-Third Generation Chevrolet Equinox Begins

The third generation Chev Equinox production has started. Once at full production the build will be 41 units per hour. The plan is to run 24 hours per day and 6 days per week.

2017-CLRB Ruling-DCT Ingersoll Dispatchers

Report receiving confirmation on decision from the Canada Industrial Relations Board for Unifor Local 88 versus Doug Coleman Trucking Ltd. Re: inclusion of dispatchers into bargaining unit at Ingersoll terminal.

2017-CALM Awards

Congratulations to the Local 88 Communications Committee and shout out to our Photographer, Doris Weir, for winning the Canadian Association of Labour Media award for Best Volunteer Produced Photograph in Canada! CALM is comprised of unions across Canada and this is a very prestigious award in the labour community.

2017-Doug Coleman Closes St. Thomas Yard

As a result of service contracts not being renewed, Doug Coleman Trucking Ltd announced that they will close the St. Thomas yard as of June 3, 2017. As a result of this closure 11 workers have been laid off.

2017-Social Security Tribunal Canada Review Presentation

On July 4, 2017 Unifor Local 88 made a presentation to the SST Canada Review in Toronto.

2017-Doug Coleman Ingersoll Announces Lay Offs

On July 6, 2017 DCT informed Unifor Local 88 announced they will be laying off 30 drivers as a result of decrease at the GM CAMI facility. The layoff is effective July 24, 2017.

2017-People's Trade Agenda Town Hall

Unifor National and Unifor 88 hosted a Pilot Town Hall Session on July 11, 2017 to discuss and develop a worker's agenda around trade deals including NAFTA, CETA & others. Over 100 people attended.

2017-Second Generation Chevrolet Equinox & First Generation GMC Terrain Ends

With the start of summer shutdown at the GM CAMI plant members had built their last Second Generation Chevrolet Equinox & First Generation GMC Terrain. Production will go from over 60 units per hour to 41 units per following the summer shutdown as members will only be building the next generation Chev Equinox and the next generation GMC Terrain production has been moved to Mexico.

2017-Bill 148 Presentation

On July 17, 2017 Unifor Local 88 made a presentation on Bill 148 (Ontario) in London.

2017-Doug Coleman Owen Sound Negotiations/Terminal Closure

During negotiations with the company they announced that they will close the Owen Sound Terminal effective August 15, 2017 citing the location was not economically viable. This announcement came as a total surprise to the members. The company had given no indication that the location was struggling. This announcement will affect 40 members.

2017-Labour Day BBQ

This year special donation were made to the United Way Elgin-Middlesex Stevenson Children Camp Washroom Renovations and Scouts Canada-No One Left Behind Fund. Each group received \$2,500 from the membership of Unifor Local 88.

2017-GM CAMI Negotiations-Strike

This set of negotiations with GM were difficult. But with the courage and the solidarity of the entire membership we endure a 4-week strike, starting on September 17, 2017 and ending on October 16, 2017. We made gains around contract language, economics and job security. Although we did not end up with the lead producer letter that we had envisioned, we did secure new programs and have made it extremely expensive for GM to move production and layoff members.

2017-Teddy Bear Christmas and Hamper Drive

Once again the GM Unit ran the Christmas Hamper Campaign, this year over \$16,000 was collected. The money collected went to Ingersoll & District Inter-Church, Woodstock Salvation Army, London Salvation Army and Tillsonburg Salvation Army. Cheque presentation was made on December 21, 2017.

The Ingersoll and District Inter Church Hamper Program provided assistance to over 266 families. This included 266 gift bags and 460 hampers.

2017-Membership Numbers

Active- 2,511

Retired- 432

Laid Off- 450

Total- 3,393