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Inplant Update

Issue 2 – September 1st, 2024

Production Members 1140	Skilled Trades 147	Apprentices 7	Retired 1284
Active 3 rd Step Grievances 8	Active 4 th Step Grievances 3	Terminations (open Case) 3	Next General Membership Meeting September – Cancelled

Plant Chair Report

To start with I would like to thank the members for the overwhelming support for your bargaining committee with the Strike Mandate vote. This is not a vote to strike but allows that possibility if needed, and a strong Strike Mandate vote helps prevent a strike. The company understands the members position and are expecting us to bring a tentative deal to the membership on September 22.

Bargaining – meetings are well underway and progress is happening. Right now the talks are mainly on subcommittees. Safety, placement, ERGO, Time Standards, EFAP, Human Rights etc are well underway and we expect them to be completed by September 5. The Inplant talks will get into the bigger issues starting next week.

Trades and benefits have met, however monetary issues will wait until we are locked up in the hotel. We will move into the 4 Points Sheraton in London on Sunday, September 8 and with a deadline of Tuesday, September 17 at 11pm.

October 1st - I was in meetings in Toronto on Tuesday, August 27, where we discussed upcoming bargaining and our Oct 1st deadlines. We had some very good talks with heads of Unifor, GM Canada and GM USA. I pointed out that our members, in the past 5 years, have had more downtime than any other plant in North America. We have also answered the bell at every turn, giving GM the fastest launch in both manufacturing and battery. We have given GM various options, all trying to find ways to get our members to work full time.

GM gave us a huge investment, and when battery issues appeared to be our main stumbling block, they added another significant investment. The investments are there, the sales have not been. We have ideas and we continue to meet. The goal has always been to find ways to get our members back to work full time.

Starting Tuesday, September 3 the Master Bargaining Committee will be at the Union Hall participating on bargaining issues and meeting with the company as we work towards the September 17 deadline.

In Solidarity,

Mike Van Boekel

Your Master Bargaining Committee would like to thank the membership for their support in the strike mandate meeting!



97%

In favour!

Photo by: Keith Ackworth

BENEFITS BANTER

Annual Dependent Certification - The 2024 Annual Dependent Certification (ADC) notice is scheduled to be mailed by the GM Canada Benefits Centre on Monday, August 26, 2024 to all GM Canada employees/retirees/surviving spouses who have dependent child(ren) 18 to 25 years of age (26 in Quebec) currently enrolled in health care coverage.

In order to ensure eligible dependent child(ren) remain covered under the GM Health Care Plans, members will be required to respond and certify their child's eligibility by the deadline. Employees can certify online at gmcanadabenefits.com or by calling the GM Canada Benefits Centre at 1-877-442-4625. The window this year will remain open from Tuesday, September 3 through Friday, September 20, 2024.

Failure to respond or an indication of "no" will result in the cancelation of coverage for the targeted dependent(s) effective November 1, 2024.

Employment Insurance (EI) - Members who qualify for an EI claim, please remember there will be a 1 week waiting period with no SUB/IMP payable for that waiting period. If you qualify for an EI claim, you will only need to do your bi-weekly reporting to receive SUB.

Benefits Rep in Battery Dept - After Bargaining and starting in October, we will have a Benefits Rep in the Battery Dept one day week.

Denial Letters/IMP Forms - The cut off time to submit Denial letters/ IMP forms to the SUB office is Thursday August 29, 2024 at 12 noon to be paid the following week.

Pay Day - The week of Aug 26-30, pay day will be on Friday Sept. 6, 2024.
Bargaining

Just to let the membership know, that all 3 Benefit Reps will be off site in Bargaining starting Sept 3, 2024 until Bargaining is complete. Alternate Benefit Reps will be in the office during that time.

In Solidarity,
Jeff Bankes, Stephan Cronin, Rob Gallace

HAPPY LABOUR DAY

Origins of Labour Day

Labour Day has its roots in an 1872 printers' strike in Toronto. Fighting for a nine-hour workday, the strikers' victory was a major milestone in the changing relations between Canadian workers and their government.

Nine Hour Movement - In a time when the news of labour "strife" is dominated by disputes between millionaire athletes and billionaire owners, history provides a useful perspective on a period when working people had to fight to work less than 12 hours a day. The "Nine Hour Movement" began in Hamilton, Ontario, and then spread to Toronto, where its demands were taken up by the Toronto Typographical Union. In 1869, the union sent a petition to its members' employers requesting a weekly reduction in hours per week to 58, placing itself among the leading advocates in the industrialized world for a shorter work week. Their request was refused outright by the owners of the printing shops, most vehemently by George Brown of The Globe.

Strike is Called - By 1872, the union's stand had hardened from a request to a demand, to a threat to strike. The employers called the demand for a shorter work week "foolish," "absurd," and "unreasonable." As a result, on 25 March 1872 the printers went on strike. On 15 April, a demonstration was held to show solidarity among the workers of Toronto. A parade of some 2,000 workers marched through the city, headed by marching bands. By the time the parade reached Queen's Park, the sympathetic crowd had grown to 10,000.

The employers fought the strikers by bringing in replacement workers from small towns. George Brown launched a counterattack by launching a legal action against the union for "conspiracy." Brown's action revealed the astonishing fact that according to the laws of Canada, union activity was indeed considered a criminal offense. Under the law, which dated back to 1792, police arrested and jailed the 24 members of the strike committee.

Powerful Ally - Brown, however, overplayed his hand. Prime Minister John A. Macdonald had been watching the Nine Hour Movement "with curious interest, his big nose sensitively keen," wrote historian Donald Creighton, "like an animal for any scent of profit or danger." The scent of profit came from the fact that Macdonald's old Liberal rival George Brown had made himself a hated man among the workers of Canada. Macdonald was quick to capitalize. In Ottawa, he spoke to a crowd at city hall, promising to wipe the "barbarous laws" restricting labour from the books. Macdonald then came to the rescue of the imprisoned men and on 14 June passed the Trade Unions Act, which legalized and protected union activity. Macdonald's move not only embarrassed his rival Brown but also earned him the enduring support of the working class.

Coordinator Report

This month has been extremely busy with bargaining preparation and talks with the company are in full swing. Alan Grace and myself have finished up ERGO and we are waiting for language from the company to sign off on. Placement is done and we are waiting for language from the company and the main Inplant package was delivered to the company on the 27th. The Inplant demand package is large and deals with many of the issues on the shop floor that happen on a day-to-day basis to our members.

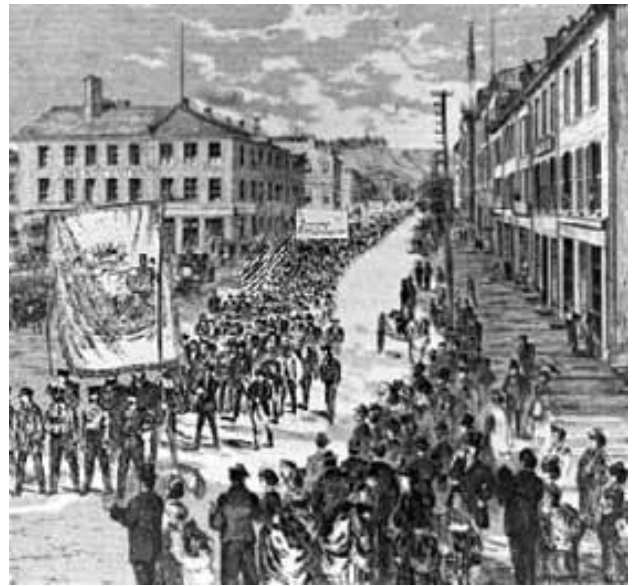
I have been working with Mike Murphy throughout the month of August to create a master demand tracking file. This has been a standard practice every round so that none of the demands get misplaced or lost and so we know where we are sitting in the bargaining process. This will also help out future bargaining committees on ideas or where we can build from on certain issues that we are unsuccessful in obtaining.

Starting next Tuesday (September 3rd) myself and the bargaining committee will be in the hall for the week and then we will be moving into the hotel on the 8th. If you have any questions or need help, please don't hesitate to reach out to me at 519-532-2615.

In Solidarity, Mark Gee

OVER →

Legacy of the Strike - For the strikers themselves, the short-term effects were very damaging. Many lost their jobs and were forced to leave Toronto. The long-term effects, however, were positive. After 1872, almost all union demands included the nine-hour day and the 54-hour week. Thus, the Toronto printers were pioneers of the shorter work week in North America. Meanwhile, campaigns for an eight-hour day were already gaining in popularity, and would eventually take hold, in the United States.



The fight of the Toronto printers had a second, lasting legacy. The parades held in support of the Nine Hour Movement and the printers' strike led to an annual celebration. In 1882, American labour leader Peter J. McGuire witnessed one of these labour festivals in Toronto. Inspired, he returned to New York and organized the first American "Labor Day" on 5 September of the same year. Throughout the 1880s, pressure built in Canada to declare a national labour holiday and on 23 July 1894, the government of Prime Minister John Thompson passed a law-making Labour Day official. A huge Labour Day parade took place in Winnipeg that year. It stretched some five kilometers. The tradition of a Labour Day celebration quickly spread across Canada and the continent. It had all begun in Toronto with the brave stand of the printers' union.

*Source: <https://www.thecanadianencyclopedia.ca/en/article/origins-of-labour-day-feature>

Skilled Trades Update

Plant-wide - The tri-annual election for two skilled trade delegates and one skilled trade apprenticeship rep was held in August. Congratulations to Craig Napier and Steve Dargie on being elected to the skilled trade delegate positions. To our earlier delegates, Ray Hamel and Carlos Zuzarte, thank you for your continuous support and dedication to the trades. We had a tie vote for the apprenticeship representative position. There will be a runoff election scheduled after bargaining between the incumbents Chris Ciolfi and Phil Gibson for the skilled trades apprenticeship position.

Starting the week of September 2nd, I will be working with the master bargaining team on our upcoming contract talks, and so I will not be readily available. Craig Napier will be filling in for me until Sept 24th. Craig can be contacted at (519) 319-9973.

BROTHERS AND SISTERS!

I would like to take the opportunity to thank everyone for their consideration and support during the elections. Putting your trust in me to bring forth your concerns is appreciated. Our team will work hard to address challenges as they arise.

One of the expressed concerns revolved around scheduling of shifts. The current practice leaves the maintenance associate with very little time to schedule off-shift responsibilities and does not allow for members to schedule personal care, caregiving, or family obligations. There has been a lot of frustration expressed over a lack of consideration for members' work/life balance, which is adding unnecessary stress to an already stressful time with a scarce workforce. In past practice, the organization allowed for one year's notice of what shift each member would be on at any given time over that year. Our hopes are that we can encourage management to start scheduling shifts at least four weeks in advance to create a better work/life balance for the members.

Another concern that was brought forward was that the organization can move employees *with notice* on the Wednesday before the following week's schedule. We, as a team, would like to address the concerns with using this as normal practice for scheduling the following week. This can be used by management in emergency situations to cover open positions, bereavement call ins and sudden breakdowns within the plant. There is contractual language that states management has the right to manage any unforeseen situations that may arise on that shift. This is not intended for scheduling week to week.

In Solidarity Craig Napier – Skilled Trades Alternate

Trades Continued →

Apprenticeship News

The latest memo pertaining to the need to grow and develop our skilled trades is, in my opinion, a sign the company is finally looking at demographics. If the company recognized this need, they would have been listening to the arguments of past and present skilled trades, and apprentice reps, and had this pool filled and ready to go. To add to the memo, regardless of what the requirements are, I would recommend anyone that would like to become a skilled trades member apply and, if unsuccessful, we can at least attempt to get you on the right path.

The use of St. Clair College was originally proposed by me in late 2021/early 2022, with an official quote in 2022. This was done to eliminate any biases. As well as through conferences and GM council more of a standardized approach like the Detroit three use. Unfortunately, it has taken this long to bear fruit as the company reps at the time did not see the need, nor did they want to spend the money.

As far as our CAMI apprentices, we have five remaining millwright apprentices, all approaching or in their final year, currently obtaining hours to write their certificate of qualification exam. Our two powerhouse apprentices have completed, or are in the process of obtaining, fourth class status, and just need to complete their steam time to get level 4.

The theme for this year's National Apprenticeship Forum was Mastering the Journey, with highlighted sections on apprentice retention, recruiting and retaining a dynamic and diverse workforce, and, as always, equity, diversity and inclusion.

From the breakout sessions that I attended, recruitment and retention are a problem not only in Canada, but the United States, Australia, and Switzerland as well. I mention these three countries as they were part of a panel that discussed strategies. The bottom line is that all four countries are now just realizing that they need to come up with strategies, as they all face the same issues. If they have trades people, they can't keep them, if they are looking, they can't attract, and there are not enough apprentices in training to replace the aging workforce. Statistically, we risk losing up to 25 percent of our skilled trades workforce in Canada in the next few years. We do not have enough apprentices to fill the voids, not to mention the knowledge that will be lost when that workforce retires.

From the main session mentioned above and some side bar sessions, different strategies were discussed. Some are used to some success, and some are just being introduced. Start trades exposure in kindergarten with parents present, pre apprenticeship exposure in secondary school, target and educate teachers on the value of the skilled trades, mentoring and getting all journey persons to share in passing knowledge to new apprentices.

Chris Ciolfi – Skilled Trades Apprenticeship Rep

Personal Cell # 519-421-6101. Please leave your name when texting questions.

In Solidarity,

Jason Herman
Skilled Trades Committeeperson
Jason.Herman@GM.com

Craig Napier
Skilled Trades Alternate
Craig.Napier@GM.com

Chris Ciolfi
Skilled Trades Apprentice Rep
Chris.Ciolfi@GM.com

Production Standards

Letter 26 in the contract "Production Standards disputes related to individual workstations" highlights the steps to take to address issues and concerns with a station workload. If there are any question related to this letter feel free to reach out to me.

Thank you.
Rob Hoekstra
Production Standards Rep.

Quality, Battery, Battery M/H, T02,03,04,51 (South Zone) Report

Contract negotiations are around the corner, and we are ready to go. Meetings have already started and will continue. Spencer O'Brien and Ryan Roberts will be out of the plant starting September 3rd until we ratify a contract. Mike Horne will be activated for A shift (437-431-3403), and Kevin Van Meekeren for B shift (519-608-3520). Mario DiFelice will be available on C shift.

For the battery plant we have been running very well and are continuing to ramp up. Although we are making progress, we still have ongoing issues that need to be dealt with. Team size being one of these issues. The company is taking advantage of the "one team" format we currently have in the battery department. Our contract language is clear, the max team size is eight people which includes the team leader (paragraph 4). We are still working with IT and ER about getting our time off viewer programmed for the whole battery department. Currently we do not have an exact timeline on when this will be online for our members to access. The company announced mandatory Saturdays for the last couple weeks, we are expecting this to become the norm going forward as the demand for more product is increasing.

Repair and QCVI in the main plant are working overtime to try to get the float down, it is important to make sure equalization sheets are up to date.

In solidarity,
Spencer O'Brien, Ryan Roberts, Mario DeFelice

North Zone (Paint, Body, Materials)

Postings - Side body postings and the midnight paint postings are ready to post, HR is dragging their feet on posting them. They want to post them after negotiations as the possibility of one shift may change the posting situation. Having said that, the decision on shifts has not been made.

Process changes - Build books, Process changes, and Hazard assessments, if a process is changed or red lined, please confirm that a hazard assessment has been completed. A hazard assessment should be done with the person doing the job before the process is changed. Then a process change request should be done. All too often management takes the easy route and skips steps. There's a safety and ergo element associated with the hazard assessment. Skipping it because they are too lazy to do it isn't an option. You have every right to question the change through the Hazard assessment. Any question call myself or Phil.

Body - The body shop is seeing a trend; the company is going ahead with automation on BA. It will start in the fall and end next summer. They will be automating the load stations. Eventually there will be a check person and a team leader. They won't stop there; they have identified other areas that can be loaded by a robot as well.

Paint - There is a temp job in paint that we were called down to look at. An element was added and it was not safe, and could have resulted in an injury. The situation was corrected. If an element is added to your workstation the company needs to do a hazard assessment with the team member. The hazard assessment has a spot for ergo and safety. It is your right to have ergo and safety look at the process before the work is added. If there is work added without the hazard assessment call me. Same with Body and Materials.

Materials - Ress load, station 109; the station is a mess! There is no 12-mod light on the stack, and the battery part numbers can be easily mixed up as the numbers are similar. The only way to tell what's coming down the line is to go to the line and physically check. Let's be clear it needs to be fixed so the operator can see what needs to be loaded. This is on the company not the drivers. The drivers are doing a great job with what they've been given.

In solidarity, Phil and Bob.

We Shall Remember

It brings us great sadness to note the passing of our following Brothers and Sisters:

Christie, Ray	GM Retiree	London	August 7, 2024
Dudzisz, Guido	GM Retiree	Aylmer	August 14, 2024

Please note that the Inplant will only include names in the We Shall Remember column once the local has posted their "sad news" update on the local website, this will be a rolling 6-month update

Chassis, Framing, Trim (Central Zone) Update

The bargaining committee is out of the plant starting September 3rd. Sean will be covering b-shift central zone and I will be covering plant chair in Mikes 'absence'. Todd Harris will be activated for A-shift the weeks of September 9th-13th and September 13th-20th, however I will still be in the plant if any issues arise that you need me for.

Assembly has been ramping up production and they are aiming for 60 vehicles a day or more if possible. They are starting to crack down on job performance and attendance, as if members working two weeks on and being off for two weeks wasn't already enough of a reason to have bad morale, mixed with members not knowing if they're going to be on one shift or two, now they are going after people for any and all fails rolling off the end of the line.

There is roughly 22 temp stations with 6 repair jobs on afternoons and 2 shower repair members on afternoons to attempt to alleviate some of the repair issues. This has been a big fight for Sean and myself with the company, and so far they have agreed to post 4 of the jobs, this will be contingent on what the shifts look like going forward.

The company is starting to do TIPS meetings on Trim with the team leaders this week, this will be exactly the same as what they were doing on Chassis, with the goal of 10 trucks per hour in mind.

You might even get a pizza party for breaking some records, however, don't get too excited because they will probably have you on notice before your food is digested.

In conclusion I want to wish our bargaining committee well in this upcoming round of negotiations in getting our membership the deal they deserve.

In Solidarity, Nate Dunn and Sean Fortune

Human Rights/Employment Equity Inplant Update

We have been working through current language, and meeting with the company to make appropriate updates for our upcoming collective agreement. Most of the improvements that we are making mimics language from the master agreement.

Two weeks ago, I had the opportunity to attend Stevenson Children's Camp in London and talk to the children that were there for a week of camp. Stevenson has been providing a week of camp to underprivileged children in the surrounding community for the last 50 years. Some of our members own children have volunteered and worked here during their summers. This is the second year that we have attended the camp and talked to the children about various manufacturing and trades opportunities for their future.

For more information or if you'd like to donate to the camp their website is www.stevensonchildrenscamp.ca.

Here are some staggering statistics in our community.

DID YOU KNOW

71,130

The number of people in the low-income group according to the City of London.

27%

The prevalence of low income in London, Ontario increased from 13.3% to 17% between 2005 and 2015. That's a 27% increase in ten years.

768

The number of children the camp helps each summer.

54%

54% of our children can't afford the \$20.00 registration fee.

In solidarity, Alexandra McCoy



Safety Report

Battery department equipment has arrived, we have 100% completed red tags. The safety department has been steadfast in our commitment to follow the G-comply process and deliver safe equipment (not perfect designed). With support from our maintenance staff, our engineers and management we will achieve our commitment making our facility one of the benchmarks in battery production. The reason things are not as “perfect” as we would like has everything to do with being plant #5 in this process. We have found concerns that have required attention and because we are the 5th plant to produce, we have inherited the positives as well as the negatives in design. Please take some time, look over your processes, ask questions and call your safety rep if there are any concerns. Please get to know who to call, follow process flow charts and wear the appropriate PPE when handling and assembling.

complete	Tags Complete	
100.0%	103	Red done
89.3%	92	Yellow done
59.2%	61	Green done
82.8%	256	Total tags complete

I would ask our membership to pay close attention to the redline activities and maintain our process, making sure we complete hazard assessments for **both** short and long wheelbases, there has been some redline activity exposing ergo issues in short wheelbase only. If you have concerns please ask to speak with your health and safety, ergo and production standards rep we will come down as a team and address the issues. With commissioning activity slowing at BAP, Health and Safety full time reps we will all be returning

to the shift of record September 30th.

John Arthur “A” shift
Alt: Paul Harvey
2262345218

Colin Creery “B” shift
Alt: Paul Bertrand
5196083263

Ken Lapointe “C” shift
Alt: Stephanie McIntyre
2262349980

In Solidarity,



John Arthur
Health & Safety – A Shift
Mobile 226.234.5218
Email john.arthur@gm.com



Thank you to our Communication Committee for setting up Auto talks on our website. Please stay tuned for bargaining updates at: www.unifor88.ca/bargaining-2024

Ergonomics Report

Hello Brothers and Sisters and Local 88. First, I want to say Thank You for your continued support in the Triennial Elections, I am truly humbled and honoured to continue to represent you. I'd like to thank Terri and Kwang for both running clean campaigns, and I encourage you both to stay active and involved.

Congratulations to Sarah Ransome and Barry Smith on their new roles as Ergonomics Alternates, I've known you both a very long time and I look forward to working with you over the next few years.

What is Ergonomics? In simple terms, Ergonomics is about designing for people, and not people for the jobs. Here at CAMI, it means that we design the jobs to fit as many people as we can.

How do we do this? We have a few tools at our disposal. We use our Ergonomics Work Envelope (pictured) to keep work within acceptable ranges for Height and Vertical reach. We use our Global Ergonomics Screening Tool (GEST) to screen for posture, frequency and duration, and we have the GM North America Ergonomic Guidelines for Tool and Part weight, finger, hand and dolly push forces, etc. Using these tools and guidelines, we work to make sure that jobs are acceptable and safe for you to perform.

It's been a busy July and August, with new tooling being installed in Chassis and Trim, and a new Coolant Fill machine for the repair team. We also have a new sub assembly station belonging to Material Handling on Chassis that should be turned on in the coming weeks. All these tools improve the buildability of our vehicles, but also the strain on our Member's bodies.

Every month the Joint Ergonomic Committee meets to discuss all of our open Ergo issues, we conclude the meeting by visiting a station that either has an Ergo concern, or has had one resolved recently, so if you see me guiding a tour in your area, wave and say Hello! We've made significant gains in our tooling and processes, but there is always room to improve.

If you have any concerns, please make sure you raise your hand, or send me a message. Stay safe and have a great Labour Day weekend!

Alan Grace, Lineside Ergonomics, (519) 521-6745 Alan.Grace@gm.com

EFAP Report

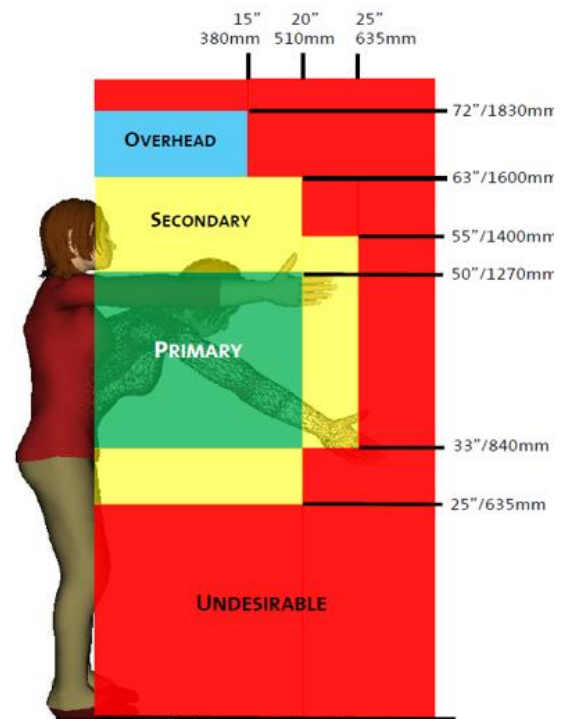
Our membership has been through a great deal over the past few years. We all deal with stress in our own ways, sometimes healthy and at other times not. Please take the time to read over this list of 12 ways of coping/dealing with stress in your personal life.

Get active - Almost any form of physical activity can act as a stress reliever. Even if you're not an athlete or you're out of shape, exercise can still be a good stress reliever. Physical activity can pump up your feel-good endorphins and other natural neural chemicals that boost your sense of well-being. Exercise also can refocus your mind on your body's movements. This refocus can improve your mood and help the day's irritations fade away. So go on a walk, take a jog, work in your garden, clean your house, bike, swim, weight train, vacuum or do anything else that gets you active.

Eat a healthy diet - Eating a healthy diet is an important part of taking care of yourself. Aim to eat many fruits, vegetables and whole grains.

Avoid unhealthy habits - Some people may deal with stress with unhealthy habits. These may include drinking too much caffeine or alcohol, smoking, eating too much, or using illegal substances. These habits can harm your health and increase your stress levels.

Meditate - During meditation, you focus your attention and quiet the stream of jumbled thoughts that may be crowding your mind and causing stress. Meditation can give you a sense of calm, peace and balance that can help both your emotional well-being and your overall health. Meditation can empower us to enhance our well-being. You can practice



guided meditation, guided imagery, mindfulness, visualization and other forms of meditation anywhere at any time. For example, you could meditate when you're out for a walk, riding the bus to work or waiting at your health care provider's office. Try an app to show you how to do these exercises. And you can try deep breathing anywhere.

Laugh more - A good sense of humor can't cure all ailments. But it can help you feel better, even if you have to force a fake laugh through your grumpiness. When you laugh, it lightens your mental load. It also causes positive physical changes in the body. Laughter fires up and then cools down your stress response. So read some jokes, tell some jokes, watch a comedy or hang out with your funny friends. Or give laughter yoga a try.

Connect with others - When you're stressed and irritable, you may want to isolate yourself. Instead, reach out to family and friends and make social connections. Even one good friend who listens can make a difference. Social contact is a good stress reliever because it can offer distraction, give support, and help you put up with life's up and downs. So take a coffee break with a friend, email a relative or visit your place of worship. Got more time? Try volunteering for a charity and help yourself while helping others.

Assert yourself - You might want to do it all, but you can't, at least not without paying a price. Learning to say no or being willing to delegate can help you manage your to-do list and your stress. Healthy boundaries are important in a wellness journey. Everyone has physical and emotional limits. Saying yes may seem like an easy way to keep the peace, prevent conflicts and get the job done right. But instead, it may cause you inner conflict because your needs and those of your family come second. Putting yourself second can lead to stress, anger, resentment and even the wish to take revenge. And that's not a very calm and peaceful reaction. Remember, you're a priority.

Try yoga - With its series of postures and breathing exercises, yoga is a popular stress reliever. Yoga brings together physical and mental disciplines that may help you reach peace of body and mind. Yoga can help you relax and ease stress and anxiety. Try yoga on your own or find a class — you can find classes in many areas. Hatha yoga, especially, is a good stress reliever because of its slower pace and easier movements.

Get enough sleep - Stress can cause you to have trouble falling asleep. When you have too much to do — and too much to think about — your sleep can suffer. But sleep is the time when your brain and body recharge. Most adults need about 7 to 9 hours of sleep each night. And how well and how long you sleep can affect your mood, energy level, focus and overall functioning. If you have sleep troubles, make sure that you have a quiet, relaxing bedtime routine. For example, listen to soothing music, make sure the area you sleep in is cool, dark and quiet, put phones and tablets away, and stick to a regular schedule.

Keep a journal - Writing down your thoughts and feelings can be a good release for otherwise pent-up feelings. Don't think about what to write — let it happen. Write anything that comes to mind. No one else needs to read it. So don't aim for perfect grammar or spelling. Let your thoughts flow on paper, or on the computer screen. Once you're done, you can toss out what you wrote or save it to think about later.

Get musical and be creative - Listening to or playing music is a good stress reliever. It can provide a mental distraction, lessen muscle tension and lower stress hormones. Turn up the volume and let your mind be absorbed by the music. If music isn't one of your interests, turn your attention to another hobby you enjoy. For example, try gardening, sewing, reading or sketching. Or try anything that makes you focus on what you're doing rather than what you think you should be doing.

Seek counseling - If new stressors are making it hard for you to cope or if self-care measures aren't relieving your stress, you may want to think about therapy or counseling. Therapy also may be a good idea if you feel overwhelmed or trapped. You also may think about therapy if you worry a great deal, or if you have trouble carrying out daily routines or meeting duties at work, home or school. Professional counselors or therapists can help you find the sources of your stress and learn new coping tools. Times can be hectic and seem difficult to deal with, but there is help out there... You just need to start the healing by reaching out.

You are **NOT** alone

Dave Simmons,

EFAP/addictions/mental health representative

519-521-7051 (24/7), davidlsimmons1@gmail.com



Dan Borthwick Memorial Fall Scramble

October 5th, 2024
Ingersoll Golf Club
51 Holcroft St W, Ingersoll, ON N5C 3K1

11am Shotgun Start
Dinner and Prizes to Follow

\$110 Per Person (includes cart)
(open to all members and partners)

Contact: Steven Pye - 519-533-3231

Contact (Player #1): _____

Phone # : _____

email address: _____

Player #2: _____

Player #3: _____

Player #4: _____

NEXT GENERAL MEMBERSHIP MEETING

September – Cancelled



Unifor Local Office

Inplant Committee

Specialty Rep

Address

364 Victoria St,
Ingersoll ON,
N5C 2N4,
Canada

Local Office Phone

519-425-0952

President

Brent Tree
519-317-6059

Vice President

Steve Pye
519-533-3231

Recording Secretary

Allan Fisher
519-788-0645

Financial Secretary

Linda Leyten
519-636-2415

Website :

www.unifor88.ca

Plant Chairperson

Mike Van Boekel
519-608-4298

Coordinator

Mark Gee
519-532-2615

Skilled Trades

Jason Herman
519-983-3776

North Zone (A)

Weld, Paint, M/H
Bob Pulham
519-788-8812

North Zone (B)

Weld, Paint, M/H
Phil Duval
226-237-4107

Central Zone (A)

Chassis, Framing, Trim
Nathan Dunn
519-550-5011

Central Zone (B)

Chassis, Framing, Trim
Sean Fortune
519-608-3844

South Zone (A)

T02,03,04, 51 Quality,
Battery, Battery M/H
Spencer O'brien
519-521-8720

South Zone (B)

T02,03,04, 51 Quality,
Battery, Battery M/H
Ryan Roberts
519-536-3063

South Zone (C)

T02,03,04, 51 Quality,
Battery, Battery M/H
Mario DiFelice
519-608-3773

Benefits

Stephan Cronin
519-777-7775
Rob Gallace
519-521-7609
Jeff Bankes
519-521-6724

Safety (A) John Arthur

226-234-5218

Safety (B) Colin Creery

519-608-3263

Safety (C) Ken Lapointe

226-234-9980

Production Standards

Rob Hoekstra
519-520-0781

Lineside Ergonomics

Alan Grace
519-521-6745

Human Rights/Employment

Equity

Alexandra McCoy
519-521-7052

EFAP/Addictions

Dave Simmons
519-521-7051