

# Inplant Update

Issue 1 - August 1<sup>st</sup>, 2024

Production Members 1139	Skilled Trades 148	Apprentices 7	Retired 1284
Active 3 <sup>rd</sup> Step Grievances 9	Active 4 <sup>th</sup> Step Grievances 4	Terminations (open Case) 4	Next General Membership Meeting August 18 <sup>th</sup> , 2024

The Inplant Committee will be putting out a written update from all zones the first of each month. This will be to try and keep everyone in the plant updated on what is happening across the plant. All specialty reps will also be given the opportunity to participate and submit an update monthly.

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## Plant Chair Report

### **Important Dates in August:**

August 5<sup>th</sup> – Civic Day holiday

August 25<sup>th</sup> – Strike Mandate Meeting – Centennial Hall, London 10am.

August 30<sup>th</sup> – Start of Labour Day weekend

I would like to start off by thanking everyone who supported me in the recent round of elections. Thank you for your continued support. Also, thank you to everyone who ran and took an interest in our Union, both for the Inplant and the Executive Board. Unfortunately, we had a reduction within our Inplant office and that set up some head-to-head elections. I would like to thank Ron Zavitz, Rob Corbett and Amber Clarke for their past service to our members. Ron and Rob had multiple terms and went through many tough times. My sincere thanks for all your involvement, debates, arguments, and emotions from working in that office. It truly is a rollercoaster.

**Bargaining Update** – Meetings have begun and will pick up a lot of steam throughout August. I will be in Toronto August 7 with the heads of GM Canada for a GM/Unifor meeting to discuss state of the business for GM in Canada.

The biggest issue we are waiting on right now is GM Ingersoll's plan; some type of rotating plan – with the option to keep all senior members working full time, or if GM will force a reduction and run the main plant with one shift.

If GM decides to run with one shift and proceed with permanent layoffs, that will affect the Battery Department. We have an agreement for temporary layoffs, however permanent layoffs would affect members in the Battery Department.

Bargaining meetings will continue throughout August. These meetings are not economic meetings, but more the sub-committee's; Human Rights, EFAP, Ergo, Time Standards, Safety, etc.

We have a new ER/HR manager at CAMI, Jocelynn Boodram. She comes from Oshawa and brings some GM plant experience with her. Hopefully this gets us moving on some of the issues we have been bogged down with for the past few months including; grievances, 25 year anniversary gifts, bargaining issues, postings, and the list goes on.

In solidarity,

Mike Van Boekel      Plant Chairperson

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### **Benefits Banter**

We hope everyone enjoyed summer shutdown and got to spend quality time with family and friends. We have a few items we would like to make the membership aware of;

**Employment Insurance** - Many of our members are starting to qualify again for an EI claim. Please remember if you start a new claim, you will serve a 1 week waiting period.

**IMP Benefits** - If you have reached the end of your SUB benefits and you are still on layoff you can qualify for IMP benefits. IMP tops you up to 60% of your weekly rate. If you are on EI and need to collect IMP as a top up. Please contact one of the benefits reps to let you know the process. If you are out of EI and SUB, you will need to re-apply still for EI benefits and be denied. The denial letter will need to be submitted with your first IMP application. If you have been on extended lay off and run out of SUB, you need to fill out IMP forms. The denial that was submitted to receive SUB will continue for IMP. **You will not need a new denial letter.**

Going forward you will need to complete an IMP application weekly to be submitted to: **[Canadian\\_suboffice@gm.com](mailto:Canadian_suboffice@gm.com)**

**How to file for S&A** - Call GM People Services at 1-800-930-9130, in the automated system you will need to select option 2 (General HR) after inputting you GMIN# and birthdate, to request S&A paperwork. You will need your last day worked and first day of disability. This paperwork will be sent to you via email, there will be 5 attachments. You will need to print 2, the Plan Member and Attending Physician's. After requesting paperwork is when we recommend you contact a Benefits Rep.

**Annual Dependent Audit** - Just a reminder the GM Benefits Center will be sending their annual dependent audit for any dependents that are over the age of 18. Please watch out for this in mail. If you have any questions about the annual dependent audit or you don't receive anything in the mail, please reach out to one of your benefits reps.

**DC Pension Members** - During lay off you should be receiving a letter in the mail from Canada Life to continue contributing to your pension. If you have not been receiving these or would like to start contributing while on layoff, please see one of your benefits reps.

**Pension Statements** - Annual pension statements should have been mailed out. If you did not receive it in the mail please check your GM Benefits Center portal, this will show under the bell icon in secure mailbox.

**Payroll for long weekend** - Please be aware that due to the long weekend, payroll will be deposited into accounts on Friday, August 9<sup>th</sup>.

In Solidarity,

Jeff, Stephan, and Rob

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### Coordinator Report

First, I would like to say thank you to the membership for the support in the recent election. It was not an easy decision for me to step away from the zone committee person role and run for Coordinator but a decision I felt was important as our office is slowly transitioning with much deserved retirements, etc. I have had the privilege of representing many of the same members over the past 9 years on B-shift and I thank each and every one of you for the conversations and the experience I have gained on the shop floor and molding me into the rep I am today. I look forward to supporting the newly elected reps in their roles in the office and for those who ran and didn't get elected I hope you stay involved and we see your names again in the future. I would like to say thank you to Ron Zavitz and Amber Clarke for your service to the membership. To Rob Corbett, thank you for everything over the past two terms. From the daily problem solving, to the countless phone calls trying to solve our problems, thank you again for your service. Go #294.

The Seniority lists have now been updated to reflect how the plant sits on August 1st. These lists can be found on the local website or displayed on the "union TVs" at each entrance in the plant. There has been a Union TV screen installed at the entrance in the battery department and IT has begun their work to install data drops which will display the "union information" as well as seniority lists on the TV in the Battery.

Workday continues to cause issues for many of our members. There was a new update in May that has caused more log in problems for our members than previous versions. Please don't hesitate to reach out to me at 519-532-2615 or mark.gee@gm.com and we can arrange a time to walk you through getting your passcode reset or any issue you may be having with the app. Keith Ackworth and Alan Grace are also extremely good with this app and help many of our members navigate through it as well.

Members may have noticed that the company no longer posts the "posting confirmations" with seniority numbers attached. This is a mandate from head office not to post any personal identification information attached to an employee's name. The union will continue to post the jobs with seniority numbers attached for your reference.

In Solidarity, Mark Gee

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## Skilled Trades Update

**Battery Department** - Battery has been running mandatory OT for the trades. The pack line is up and running building finished batteries. The trades are stretched thin over three shifts. The company has paused plans of bumping millwrights over to battery for the time being. We are short millwrights across the plant.

Last Friday management did a presentation to GM requesting a budget to hire more trades. It will be a couple of weeks before we know GM's response.

I have been talking with the company about options to help with the manpower shortage in the trades at Battery. I have suggested canvassing the rest of the plant for those wanting to work OT in battery. It would be helpful for the Battery trades to get time off if the department had a pool of trained trades from which they can canvass for OT coverage. High Voltage Safety Certification Level 1 and clearance through the health center are minimum requirements to work in the Battery Department.

**Plant-wide** - Assembly, Paint, Body, and Facilities are all frustrated by the constant balancing, and inconsistency of manpower on the shifts. GM has our current trade numbers set to only support two shifts. (Production plus one) Cami has managed to find budget money to keep a startup group in Assembly, Paint and Body. This has left Facilities on a straight day shift with only having one group leader. I have had many talks with the company about the need to have facilities available to support Battery while they are running production on three shifts. To date none of the other departments will help Facilities with off shift group leader support.

**Lock Out Training** - GM is making substantial changes to the lock out program. The new Lock Out course will have individuals completing 8hrs of in class training followed by a practical test approximately 4hrs long. Trades will be the first group through the course starting sometime in September.

In Solidarity,

Jason Herman

Skilled Trades Committeeperson

Craig Napier

Skilled Trades Alternate



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](http://www.unifor88.ca/bargaining-2024)

Body, Paint, Materials (North Zone) Report

**Vacation allotments** - all three departments currently have open allotments. If you need time off, talk to your BUL, Phil Duval, or Bob Pulham.

**Body** - The company added automation to AD. The floor pan is loaded by a robot, eliminating two jobs. One from A shift and one from B shift. This is going to be a trend in the weld shop. The Christmas shutdown will see another load station automated on BA, eliminating two jobs.

KF left and KF right will gain two jobs on each team for a total of four jobs. (A and B shift). The postings for these jobs should be going up soon.

**Paint** - The midnight jobs should have been approved and posted; we were told they were approved. There was a management switch, and suddenly they were not. A case for these jobs was put together and should be approved soon.

**Materials** - Vince Rosehart and Shawn Boersma are moving on to the battery department; it's been a pleasure to represent you both. Materials are spread all over the plant; I walk through assembly every day to try and touch base and get to know you; it's not a simple task. If you have any issues or questions, my(Bob Pulham) cell is 519-788-8812. Phil Duval cell is 226-237-4107.

In Solidarity,

Phil Duval and Bob Pulham

Chassis, Framing, Trim (Central Zone) Report

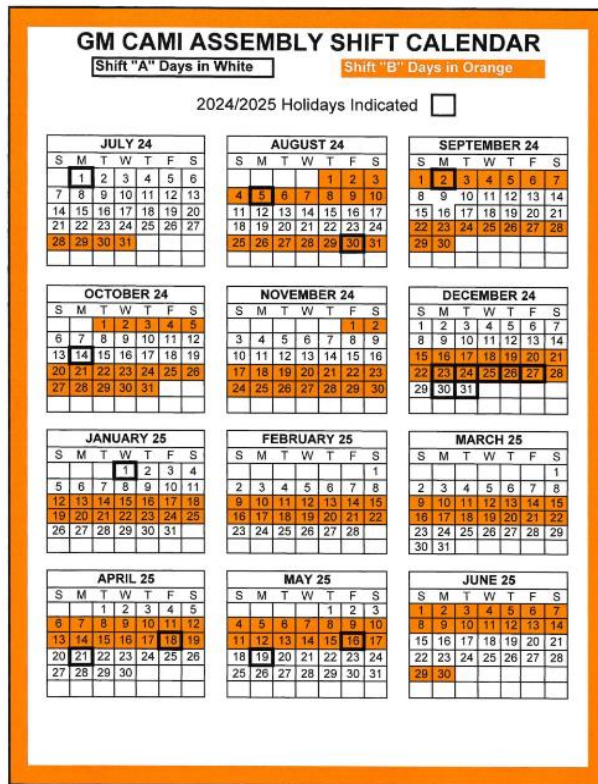
Over the past few weeks, we have been working with the company to fill discretionary job positions in assembly and 12 of our SG's are finally being placed onto teams to call home. There are several temp stations throughout the department as well that we have been working with the company to post as fulltime positions creating new jobs.

Management have been meeting with our team leaders on Chassis, to work on throughput issues for the last couple of months. These meetings are called "TIP" meetings and they are designed to get Chassis to 10 EV's per hour, which has been achieved.

For time off request we have vacation allotment open, if you need time off, please email Jen Cowdrey at [jennifer.cowdrey@gm.com](mailto:jennifer.cowdrey@gm.com).

In Solidarity,

Sean Fortune and Nathan Dunn



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

The last week of A shift, quality was getting a lot better. The afternoon repair team had time to tour the battery department because the repair area was pretty clean. We also had 58 EVs go off the line on Thursday July 25<sup>th</sup>, at care with zero water leaks. This is obviously a good thing for the plant and our customers but will ultimately result in the loss of afternoon shower repair.

As for battery, pack main line is continuing to ramp up. We now have 15 people from A shift main plant supporting B shift battery department, and 17 people from B shift supporting A shift. This should ensure that the packs we produce are good for us to use, and good for us to ship to other facilities, if that is the case.

Superphase continues to run, however there are odd days or shifts when it doesn't, because of programming and equipment issues. All lines should be up and running in the next week or so which will highlight any issues with throughput and staffing.

There are no buzzers in battery to identify when breaks and lunches start and end. Jaymie Lancaster has started the conversation of trying to find a way to keep the lines moving 24 hours a day. They want team members to stagger their lunches and breaks.

Canvassing for full time people to help on their off shift is done. 5699 was the last number called on B shift and 5778 was the last number called on A shift.

In Solidarity,

Spencer O'Brien, Ryan Roberts, Mario DiFelice

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## Production Standards Report

The company is starting to validate time studies. During validation of Time Studies the company should be following these steps:

1. The I.E should introduce themselves to the Team leader and team members and tell them what they are doing.
2. The I.E will be observing the standard method of the build book.
3. The I.E should observe several cycles of the operation.
4. The I.E should observe various operators.
5. The I.E should validate the time values in the study to identify any discrepancies and correct errors.
6. The I.E should confirm if the operators are able to complete the job within the cycle time of the study. If the weighted time average is 87% in the study, the operated should be able to complete the job within 87%.
7. Offer any insight on issues and concerns with the job which may prevent you from completing the job in cycle time.
8. The I.E should review the validation results with the team leader to confirm the team leader understands the results and acknowledges if the job can be completed in the cycle time.

The best way to prove out a time study on a station, is to follow the standard method in your build book. Step by step.

Following the given method, using the tools provided in the prescribed manner, and working at a reasonable capacity of a normal experienced team member is the best method of proving out the accuracy of a time study. By following these guidelines, you can respond with “I am following the standard method in the build book, doing the best I can. Please let me know what I can do differently.”

If you have any questions or concerns, I can be reached at 519-520-0781.

In Solidarity,

Rob Hoekstra

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### Human Rights/Equity Office Report

Over the last few months our Diversity Equity & Inclusion committee has participated in several different volunteer events, two were organizations that provide food for those in need. STICH is a supper club in Ingersoll that was started by our very own members. It’s a judgement free space that was created to build a sense of community. It was very nice to reconnect with some of our retired members at this event. STICH provides a full meal every Thursday night for no charge. The second place that we volunteered was The Grace Café in St. Thomas. TGC feeds breakfast to 150ish people 6 days a week. Their patrons are predominantly seniors or those experiencing homelessness, and they run solely off donations with zero government funding. These types of volunteer experiences are always incredibly humbling. We also recently participated in our third PRIDE parade and would like to thank everyone that came out to participate.

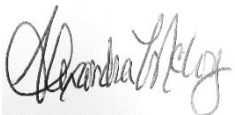
If you have any questions about volunteering at STICH or The Grace Cafe, please don’t hesitate to reach out. Our team is always looking for volunteers to help with various initiatives so keep an eye out for what is coming next.

We currently have two open human rights tribunal cases, one of which is headed to a hearing in October; should we not settle before then. One of biggest human rights cases that we have ever won was the right for our deaf team to operate powered equipment in the plant. Woodstock PDC utilized our tribunal settlement and trained their first powered equipment operator a few months back. I am proud to see our plant just followed suit, it only took 34 years. We have made great strides with our deaf team over the last few months and will continue to push forward in that area, and all areas ensuring the company remains equitable.

I hope that everyone is enjoying their summer. I will be out of the office for the month of September as bargaining begins. The office will be covered by Stephanie Medve and Kelly Zolnierczyk while I am in bargaining.

In Solidarity,

Alexandra McCoy



EFAP/Addictions/Mental Health Representative

First and foremost, I would like to thank the membership for their continued support during the 2024 elections. It brings such a great level of pride to see so many new faces stepping up to put themselves out there to be a part of local 88. And with that being said I would like to introduce to you your new EFAP alternates Lisa Mason, and Robert Theriault.

As your fulltime EFAP representative, it is my duty to provide our alternates with the training needed to provide the support our membership needs and deserves. Along with training, our alternates will have many opportunities to be activated and fill in while I'm away training, taking member's to and from treatment centre's as well as to cover my vacation.

During these times of my absence, I will be putting up posts on our Unifor Local 88 site(s) to keep the communication open to our membership so that they know who will be in and available to support them during their time of need. Due to reasons pertaining to our memberships privacy my absence will not be explained (confidentiality).

The office has been quite steady for some time now. There are several of our members/families struggling with a wide variety of crisis. I want the membership to know that I will continue to provide our membership/families with the help they need when they reach out to the EFAP office.

On the lighter side:

Our local will be having a Labour Day BBQ on Monday September 2nd 2024 @ the Unifor local 88 Union Hall

The event starts at 10 am til 2pm

There will be food/drink and entertainment for all...hope to see you all there!!!

In solidarity,

Dave Simmons

EFAP/addictions/mental health representative

519-521-7051 (available 24/7)



The poster is yellow with a red and white chevron border at the top and bottom. At the top center is a white hard hat with a red 'U' logo. Below it, the text reads: 'LABOUR DAY BBQ' in large black and red letters, followed by 'SEPTEMBER 02 2024 - 10AM-2PM' in blue. The event details include: 'Hot Dogs and refreshments \*while supplies last\*', 'Fun for the children/Bouncy Castle/Face Painting', 'CAR & TRUCK SHOW AND SHINE' (with a car icon), and 'MOTORCYCLE EVENT BY: "THE CR3W"' (with a motorcycle icon). Below this, it says '&' and 'OUT OF POCKET PURCHASES: Food Trucks - "THAT FOOD TRUCK" & "LOST BEACH ICE CREAM EMPORIUM"'. At the bottom, it says 'BROUGHT TO YOU BY: UNIFOR Local88' with the Unifor logo. A QR code is in the bottom right corner.



# Unifor Local 88-GM CAMI Assembly Ingersoll UNIT # 1 **STRIKE MANDATE MEETING NOTICE**

*All Unifor Local 88 GM-CAMI Assembly Ingersoll Unit Members are Welcome to Attend*

**DATE:** SUNDAY, August 25, 2024

**TIME:** 10:00 A.M.

**PLACE:** Centennial Hall  
550 Wellington St.  
London, Ontario

## **ORDER OF BUSINESS FOR UNIT MEETING**

- Opening Remarks
- Order of Business
- Review of bargaining to date
- Questions/Comments
- Strike vote
- Adjournment

**Child Care** will be available on site **upon request ONLY, Pre-registration is required.**

Please email Allan Fisher ([allanfisher@unifor88.ca](mailto:allanfisher@unifor88.ca)) Recording Secretary or call 519-425-0952 ext. #103 or President Brent Tree at [brenttree@unifor88.ca](mailto:brenttree@unifor88.ca) or call 519-425-0952 ext. 101 **Pre-registration deadline is August 16, 2024 3:00 P.M.**

**Sign Interpreter(s)** are booked and will be at the meeting

*All Unifor Local 88 GM CAMI Assembly Unit # 1, members will be able to vote at the meeting. Please attend.*

In Solidarity:  
Unifor Local 88 Master Bargaining Committee

# NEXT GENERAL MEMBERSHIP MEETING

## August 18th, 2024



Unifor Local Office	Inplant Committee	Specialty Rep
<u>Address</u> 364 Victoria St, Ingersoll ON, N5C 2N4, Canada	<u>Plant Chairperson</u> Mike Van Boekel 519-608-4298	<u>Benefits</u> Stephan Cronin 519-777-7775 Rob Gallace 519-521-7609 Jeff Bankes 519-521-6724
<u>Local Office Phone</u> 519-425-0952	<u>Coordinator</u> Mark Gee 519-532-2615	<u>Central Zone (A)</u> Chassis, Framing, Trim Nathan Dunn 519-550-5011
<u>President</u> Brent Tree 519-317-6059	<u>Skilled Trades</u> Jason Herman 519-983-3776	<u>Central Zone (B)</u> Chassis, Framing, Trim Sean Fortune 519-608-3844
<u>Financial Secretary</u> Linda Leyten 519-636-2415	<u>North Zone (A)</u> Weld, Paint, M/H Bob Pulham 519-788-8812	<u>South Zone (A)</u> T02,03,04, 51 Quality, Battery, Battery M/H Spencer O'brien 519-521-8720
<u>Website</u> www.unifor88.ca	<u>North Zone (B)</u> Weld, Paint, M/H Phil Duval 226-237-4107	<u>South Zone (B)</u> T02,03,04, 51 Quality, Battery, Battery M/H Ryan Roberts 519-536-3063
		<u>South Zone (C)</u> T02,03,04, 51 Quality, Battery, Battery M/H Mario DiFelice 519-608-3773
		<u>Production Standards</u> Rob Hoekstra 519-520-0781
		<u>Lineside Ergonomics</u> Alan Grace 519-521-6745
		<u>Human Rights/Employment</u> <u>Equity</u> Alexandra McCoy 519-521-7052
		<u>EFAP/Addictions</u> Dave Simmons 519-521-7051