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Inplant Update

Issue 3 – October 1st, 2024

Production Members 1140	Skilled Trades 147	Apprentices 7	Retired 1284
Active 3 rd Step Grievances 6	Active 4 th Step Grievances 0	Terminations (open Case) 3	Next General Membership Meeting October 27 2024

Chair Report

Bargaining Update - I would like to start by thanking the members who took the time to attend the ratification meeting and voted in support of our contract.

The only real bone of contention seemed to be the new CAAT DBplus Pension Plan. Many of us on the Master Bargaining Committee also had some strong reservations regarding this new pension. We actually had representatives come to the Union Hall and give us an hour and half presentation, as well as answer questions that we had. I reached out to my accountant and others regarding this new pension, and I had a whole list of questions. We left that meeting feeling much better. I have no doubt that this is a superior pension for our members with many good extra items such as PCOLA.

This new contract brought a host of changes for our membership. We recently put out a memo asking our members for patience, as the list is very long.

As of today, September 27th wage raises have been updated. All other systems attached to payroll must also be verified that the changes have taken place. Vacation, S&A, parental, shift premiums, etc. The payroll affects everyone so that is priority item #1.

All of our benefits must also be updated, and our insurance companies must be included in that. There are increases across the board, new benefits for many of our members (many of our benefits went from 8 years of service to 1 year). Those systems must also be verified, that is priority item #2, as benefits affects everyone.

Mark Gee and I have been in contact with Unifor Legal to update their records and get our members now entitled to the legal plan included. This is part of our benefits package, and we are trying to tackle payroll and benefits in the first two weeks. This should be done by early to mid-October.

The new SUB plan has been completely overhauled, that is priority item #3. The majority of our members are still in rotating layoffs and our raises directly impact SUB amounts. Also, our language has opened up huge increases for SUB entitlement – anything SUB related would be included in this. This should be done by early October.

The Union and Company are in heavy talks regarding the retirement packages, and this is priority item #4. Timelines, guidelines, etc are all being discussed. This program is coming fast so people should already be thinking about and talking with their partners about the possibility of retirement and/or if they want to leave CAMI. Included in this is getting those that accepted the October 1st layoff back to
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work – all those members should be expecting a call as early as next week for a potential starting date. This program should be ready to go and implemented by early October.

The Union is also in heavy talks regarding our \$10 000 bonus, this is priority item #5. We are meeting with Unifor National staff reps this week to try and bring ahead the bonus payout and get our members some much needed money. We are trying to avoid the circumstances around the 4% bonus from the last contract. Unfortunately, it may be the final call of the government and how they will rule once the payment is made. We have had many talks with very high-ranking government officials regarding previous bonuses. In these instances we were given an “all clear” only for them to completely redo their ruling and reverse their decision. This has led to numerous appeals that are still ongoing. We hope to have this agreed to and have the program dates announced, including option for RRSP by mid-October.

There are still a host of other changes and new items that we need to look at – but right now these are our heavy hitters. Expect a timeline to be announced no later than mid-October.

Once again, we realize some items are much more important to some people than others, and we will get to all of them at some point. But right now, our plates are very full as we work towards implementing some of our priority items.

In Solidarity, Mike Van Boekel

Coordinator Report

Bargaining - This round was a much different experience for myself than the previous round I attended. During the last round of bargaining, I was a last-minute addition after Dan Comeau’s retirement. I put my hand up, and to my surprise I was voted in as the 4th Inplant committee person to fill a seat on the 2021 Master Bargaining Committee. This was followed by early bargaining where we were offered a “take it or leave it” deal – which has done nothing but rob the wallets of our members and destroy any kind of consistency in their work schedules. This round of bargaining has been the complete opposite. In May I was elected as Coordinator and during bargaining I had the opportunity to sit in on the Inplant table discussions. One of my major responsibilities was maintaining and tracking union demands and language (whether changed or not) exchanged with the company. I had the honour to sit at the Economics table and witness Mike Van Boekel and Dino Chiodo negotiate the heavy hitting main table items. It was a stressful two weeks away in the hotel. Not only are you negotiating with the company, you’re also away from your family and coworkers and you’re running on very little sleep. With all of that in mind this was a position that I would not trade for the world. Seeing how the committee operated, how driven everyone was with working through issues and representing our membership, the ups and downs and bringing one of the best deals back to the membership has been an extremely rewarding experience. One I look forward to partaking in, in the future if given the opportunity. The membership puts huge trust into their MBC to have the memberships best interest in mind and the MBC never lost sight of who put them there, you the membership.

Negotiated Items - With many negotiated changes coming in to affect over the next little while, please be patient and allow some time for various items to get implemented. We have been meeting with the company on who’s been assigned to what, and to make sure all the items are being captured.

Mike Murphy - I want to say thank you to Mike Murphy as he was there this round of bargaining showing me how the entire language process takes place. He helped me develop the main tracking sheet so that none of the demands were missed and was there for any questions or problems the committee was working through at the time. Mike has been the Coordinator since 2013 and his new assignment with National officially starts in October.

I want to say thank you for your service to the membership, the guidance over the years and best of luck in your new role.

In Solidarity, Mark Gee

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

Benefits Banter

First and foremost, a huge thank you to the membership for trusting and supporting the bargaining committee.

We are asking you to please be patient with all the changes that need to be made with the new contract. We are working with the company on many situations to try to make the negative effects as minimal as possible.

Dependent Verification - If you missed the September 20th cut off to verify your dependents with the GM Benefits Center this needs to be done as soon as possible. You can do this by calling **1-877-442-4625**. If you do not complete the verification, your coverage for dependents **will be automatically cancelled effective November 1, 2024 and in next couple of weeks will be receiving a new Green Shield Card without your child's name on it.**

Payday this week - Payday will be on October 4th, 2024 because of the Holiday on Monday. There will also be a pay delay the week of October 14th due to Thanksgiving. Pay will be on the 18th that week.

In Solidarity, Jeff Bankes, Stephan Cronin and Rob Gallace

Skilled Trades Update

UNIFOR SKILLED TRADES UNION EDUCATION PROGRAM - November 11th – 15th, 2024

FAMILY EDUCATION CENTRE PORT ELGIN, ONTARIO

*Everyone is eligible to attend whether or not they have taken Phase I, Phase II or Phase III. All participants will have shared accommodations. Appicates will be chosen by the following criteria:

- 1) Department, Shift, Trade – Dependent on the department allowing the LOA.
- 2) Number of times the appicate has been in the last 3 years – Priority to those that have never gone to the STUEP.
- 3) Seniority

NOTE ** Due to our lean workforce the home department may not grant the member an LOA to attend.

Wage Gains Skilled Trades

As of Sept 22, 2024	12.75 % Wage Increase	\$51.97
As of Sept 21, 2025	2 % Wage Increase	\$53.01
As of July 5, 2026	5.5 % Wage Increase	\$55.97

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

NOTICE OF ELECTION
Skilled Trades
Apprenticeship
Rep Run-off Vote

**Sunday, October
27th, 2024, 3:30pm
Union Hall**

South Zone Update

Battery Update - Most of the ATS team are now gone out of battery meaning that the department is ours. Maintenance and production are running the show and the numbers keep improving every day. Thanks to all of your efforts, the bargaining committee was able to address some of the issues faced by those in the battery department. One of the main things that we kept hearing was that 18 months was too long to have to stay on a job after posting. That is now 6 months like the rest of the plant. The other issue is team size, especially in materials. The conversation has started with the company about dividing up the one team in materials and Superphase. Hopefully this matter is resolved soon. *Continued* →

Bargaining - I just want to say what an honour it was to be on the bargaining committee for a second straight time. This round of bargaining was much better than the last one for a number of reasons. The biggest thing was how organized and prepared the committee was heading into the meetings, full credit to Mark Gee in his new role as coordinator for facilitating that by having meetings and getting material together ahead of time. The membership needs to know that you are in good hands. The Benefits Reps, Jeff, Rob and Steph are a good team and incredibly knowledgeable. Mike Van Boekel and Mike Murphy were good rutters guiding us all in the right direction and pushing all the sub committees to get their issues resolved so the main table could focus on economics. I would like to give Jason Herman a big shout out as well, he has a big heart and really cares about doing right for Maintenance team members.

Finally, I want to thank Bob Pulham, Spencer O'Brien and Alex McCoy. I feel a special bond with those three. We had a lot of long nights and emotional conversations about what we were doing. Alex with her professionalism, knowledge, and organization. Bob and Spencer with their warrior mentality and passion to get the best deal for the membership.

I have never been proud being an elected official within local 88 than I was during bargaining with this team. I can say that everyone on the bargaining committee truly cares for this membership and fought hard to make sure you are all recognized for your hard work and sacrifice over the past few years. Thanks again for the opportunity to represent you in bargaining.

Solidarity, Ryan Roberts, Spencer O'Brien, Mario DiFelice

From the Safety Office: Important Reminders and Awareness:

Bypass / Hazard Assessment

What is the purpose of a completed bypass document?

Bypass is an off standard work instruction when normal operation is not feasible to continue with our JES/TIS standardized work. (Equipment failures or process changes are most often the causes). Bypass procedures drive reviews by Ergonomics/Safety to maintain safe lifting limitations and safe working postures and includes the safe use of new tools or modified tools or equipment. If the work does not meet the guidelines and requirements to safely complete the work being asked, then work cannot proceed without additional measures. Other measures may include further fixtures (tools), lifting devices or more workers to complete the task.

Hazard Assessments - are designed to help identify new or existing hazards and ensure proper controls are implemented prior to commencing work. There are different formats used to document the hazard assessments. Some examples include G-Risk, Pre Task Plans, Production Assessment Card depending on the situation. All workers must then be fully trained on the bypass procedure before work begins.

If you encounter a situation where this applies ensure the document is provided by your supervisor. If there isn't a bypass in your Team book **DO NOT** complete the off standard work, advise your supervisor, then call your Safety rep to help resolve the situation if need be.

Doing this will prevent injuries to workers and maintain a safe working environment.

If for any reason you are hurt on the job or at the workplace, we **strongly** advise you to report it to your direct supervisor and seek any treatment needed. It is your responsibility as a worker in Ontario to report **ANY** injury while at work big or small. By making a report it also covers you in the case where WSIB may need to be informed. It also allows your safety reps a chance to fully investigate and to try and come up with robust countermeasures to prevent the injury from reoccurring.

If you have any safety concerns, please inform your direct supervisor first. This allows for a quicker response time to make corrections and ensure the workplace returns to a safe state. Call your respective shift safety rep too if you need our involvement or need to make us aware of anything you'd like to have us a part of. We are all here to support your needs and are want to help any way we can.

Thanks, work safe and speak up for **safety!**

Your Unifor safety team.

A-Shift - John Arthur
226 - 234 - 5218

B-Shift - Colin Creery
519 - 608 - 3263

C-Shift - Ken Lapointe
226 - 234 - 9980

Production Standards

With members returning and all the changes coming up in the next few months it's important to remember to follow standardized work. The company will be looking to condense and eliminate stations with the reduced line speed, by following standardized work you ensure quality and that all aspects of the job is captured in the time study. If you have any station on your team that is a concern, feel free to reach out to us to come look at it.

In Solidarity, Paul Belanger

Production Standards Alternate



North Zone

Bargaining and Weld - On a personal level I'm proud of this contract and the bargaining unit. They did an awesome job. Bittersweet is how I feel, don't get me wrong it's a great contract. There's something for everyone, all the bases are covered. It's impossible to please everyone, I hope the vast majority are happy. The news of losing 20 jobs on LK1,2,3 doesn't sit well. Learning of the job losses hits hard to a department that has 68 people. They say no one will lose their jobs and while this is true, the jobs we are losing are good jobs. That's a loss no matter how you roll it out.

Materials - There are talks of a few different trials coming up in Materials. If you are asked to trial something, please give Phil or myself a call so we are aware of what is going on. We aren't always given the information, sometimes it's after the fact.

Paint - It's been quiet in paint the last couple weeks, according to Adam. Hopefully everyone had a chance to meet Adam Howard, Alternate for A shift. He was the Alternate alternate for the past three years and is very capable of doing the job.

In Solidarity, Phil and Bob

Equity Report

I'm not sure where to start on what has transpired over the last two weeks. Bargaining is extremely challenging.

Sleepless nights and endless days. I walked into my second round of bargaining with a badass team. We achieved the best agreement that I have seen in my 19-year tenure.

Sitting on a bargaining committee is a lot of work, however it is an absolute honour and privilege. This is something that I never took lightly. I embraced the weight and remembered all of the members and their families that were relying on us to be their voice.

Different feelings certainly hit when you're exhausted and missing your family, but that never stopped the grind.

I've had many people ask me how challenging it was as the only woman. I can tell you, it's a lot less challenging when you have a group of inclusive men at the table, who have your back. These men had not only my back, but they also had every member's back.

I couldn't give more grace to the amazing men who stood beside me throughout this process. We stood tall and we stood united.

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We laughed together. We cried together. We fought together. And we WON together.

I deeply value this experience and thank our membership for trusting in us to get the job done to the very best of our ability. I would like to thank my alternates Kelly Zolnierczyk and Stephanie Medve for holding down the fort while I was away. I would not have been able to maintain the focus that I did without you both putting out the fires that came your way. This was Kelly's first time in the office without me, and I thank her for taking everything head on and giving me the space that I needed from the office for the two weeks that she was activated.

Onsite Child Care

I have had several members reach out regarding onsite childcare and I just want to clear up any questions. The company has agreed to do a feasibility study. We need to prove that there is a need here first and foremost. Oshawa did this same study and due to low responses and lack of need they were denied. We are going to launch a survey hopefully by the week of October 1st. We will post this survey on our Unifor and GM website and I encourage anyone with young children that could benefit from onsite childcare to please take the time to fill it out. I will continue to work through this process as quickly and efficiently as possible. I appreciate your patience and understand the gross lack of available and affordable childcare in our communities.

Solidarity,
Alexandra McCoy 

Central Zone Update

The last few weeks have been very chaotic to say the least. The majority of the Inplant reps were on the bargaining committee and out of the plant leaving us to run the office predominantly with alternates. It was a challenge but a privilege to fill in as plant chair while Mike VB was away. That being said, it was a very anxious feeling counting down the days and waiting to see the results from the Master Bargaining committee.

Would they have a deal? Would we get less than pattern? Would we potentially strike?

I knew our members could not afford to be out of the plant for very long, especially considering the amount of downtime and loss of wages we have already endured.

With all these possibilities on the table it was a very welcoming sigh of relief when the 3am notification of a tentative agreement came in, after being extended past the 10:59pm deadline. I would like to give congratulations to the bargaining committee, the deal they brought back to the table seems to be well met with the membership, considering the 95.7% ratification vote for production! The larger wage increases are the best we have seen in many years. I can happily say with Assembly having many juniors who were still on year 7 of the 8 year grow in, they will see a significant increase immediately going to full rate. Wages will jump up about \$7 dollars and we are finally receiving cola! With the many other positives and increases/benefit gains, I would just like to say great job once again to the committee, National and Mike Van Boekel! Thanks for what you guys did and for all the late nights during bargaining, it was all worth it.

Seniority level on date of ratification	Current Wage	As of Sept. 22, 2024	As of Sept. 21, 2025	As of July 5, 2026
		10% wage increase	2% wage increase	3% wage increase
6-7 Years	\$33.59	\$42.39	\$43.23	\$44.52
7-8 Years	\$35.46	\$42.39	\$43.23	\$44.52

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Other than the good news of us having a two-year contract and being on par with the big 3 for the next round of negotiations, finally not lagging a year behind on wages and gains and The Company is also aiming for January as the earliest start date for two shifts.

This is very exciting to have the hopes of things being normal again in the near future. Assembly has been undergoing the same issues we had before, Management are still doing TIPS meetings for Trim and some Sub-assemblies. We still have Management going after any and all fails and issuing discipline which is getting out of hand. We still have way too many temp jobs to count which Sean and myself are working on making them full positions now that we know the company plans on returning to two shifts. Another ongoing task is the Return to work plan this October for the 190 people that have signed up for voluntary layoff. A return to work plan is being ironed out the next week or so and people will need to make a decision with either coming back to work or parting ways. It seems like things are finally heading back to normal.

In Solidarity Nate Dunn and Sean Fortune

EFAP/Addictions/Mental Health Representative

As we approach the colder weather it tends to bring a great deal of joy and excitement to those that appreciate the hunting/snowmobiling/fun outdoor activities but unfortunately for others it can bring on seasonal depression, which can lead to suicidal tendencies.

If you suffer from seasonal depression or know of anyone that does, please feel free to share this information.

I am available to our membership (your families) with a quick call.

And remember you are **NOT** alone

Dave Simmons

www.suicideprevention.ca



Suicide Thoughts

If you are experiencing suicide-related thoughts and behaviours, you need to know that you're not alone. There are many crisis centres available 24 hours a day to talk to you.



Concerned for Someone

Talking about suicide can provide tremendous relief and being a listener is the best intervention anyone can give. Learn how best to support this person.



Support for People Living with Loss

It is important for relatives, friends and the larger community to support people throughout the grief process. Learn some helpful suggestions on how to directly assist people impacted by suicide loss or find resources for yourself.



How to Support a Suicide Attempt Survivor

Survivors have fought their way back through the darkness and in this moment have made the choice to live. Learn what is needed as the survivor journeys to healing and hope.

Use your phone's camera to scan these QR Codes below and get links to learn more about us, find resources or help, or to donate.



Our Website



Find Support



Donate

Learn more. Educate others. Share resources. Donate.

All information on CASP's website is provided for free to the general public.

NEXT GENERAL MEMBERSHIP MEETING

October 27 10:30am



Unifor Local Office	Inplant Committee	Specialty Rep	
<p><u>Address</u> 364 Victoria St, Ingersoll ON, N5C 2N4, Canada</p> <p><u>Local Office Phone</u> 519-425-0952</p> <p><u>President</u> Brent Tree 519-317-6059</p> <p><u>Vice President</u> Steve Pye 519-533-3231</p> <p><u>Recording Secretary</u> Allan Fisher 519-788-0645</p> <p><u>Financial Secretary</u> Linda Leyten 519-636-2415</p> <p> Website www.unifor88.ca</p>	<p><u>Plant Chairperson</u> Mike Van Boekel 519-608-4298</p> <p><u>Coordinator</u> Mark Gee 519-532-2615</p> <p><u>Skilled Trades</u> Jason Herman 519-983-3776</p> <p><u>North Zone (A)</u> Weld, Paint, M/H Bob Pulham 519-788-8812</p> <p><u>North Zone (B)</u> Weld, Paint, M/H Phil Duval 226-237-4107</p>	<p><u>Central Zone (A)</u> Chassis, Framing, Trim Nathan Dunn 519-550-5011</p> <p><u>Central Zone (B)</u> Chassis, Framing, Trim Sean Fortune 519-608-3844</p> <p><u>South Zone (A)</u> T02,03,04, 51 Quality, Battery, Battery M/H Spencer O'brien 519-521-8720</p> <p><u>South Zone (B)</u> T02,03,04, 51 Quality, Battery, Battery M/H Ryan Roberts 519-536-3063</p> <p><u>South Zone (C)</u> T02,03,04, 51 Quality, Battery, Battery M/H Mario DiFelice 519-608-3773</p>	<p><u>Benefits</u> Stephan Cronin 519-777-7775 Rob Gallace 519-521-7609 Jeff Bankes 519-521-6724</p> <p><u>Safety (A) John Arthur</u> 226-234-5218</p> <p><u>Safety (B) Colin Creery</u> 519-608-3263</p> <p><u>Safety (C) Ken Lapointe</u> 226-234-9980</p> <p><u>Production Standards</u> Rob Hoekstra 519-520-0781</p> <p><u>Lineside Ergonomics</u> Alan Grace 519-521-6745</p> <p><u>Human Rights/Employment Equity</u> Alexandra McCoy 519-521-7052</p> <p><u>EFAP/Addictions</u> Dave Simmons 519-521-7051</p>