

# Union Video Update - October 4, 2024 – Transcript.

Hello and thank you for watching our October video update. We have a lot to cover, so let's get right into it. There are 17 items we believe that need to be addressed in our contract. However, we can't do all 17 in October and we have prioritized them in order on stuff that we are working through. Some of the items affect everyone and some of the items only affect certain individuals. Here are the bigger ones that we are tackling right now. To start with, our wages. I just want to thank payroll for putting a lot of resources into this and having everyone's wages paid out properly from the word go. So that's the biggest issue and it's taken care of. Everybody's pay should be fine going forward with all the raises. Number two is benefits. This is a work in progress and should be coming along. The legal plan should be upgraded now to include everyone. Eyeglasses, Physio, etc. should all now be updated. If you have any issues, please keep your receipts as we may need you to resubmit them. But overall, the benefits are coming along. Here's an update from the benefit reps for submissions to payroll and the upcoming pay day. Please be advised that payroll will be closed for Friday, October 11th and Monday, October 14th for the Thanksgiving holiday. That's for certain salaried people only. All SUB denial and IMP applications must be emailed to the Canadian SUB office by noon on Thursday, October 10th. We will put the address on at the end of this video. In order for them to be processed for Friday, October 18th, you must have them in by Thursday. That's a big change.

The one week waiting period. If you are serving a one week waiting period at any point after September 22nd, 2024, please reach out to one of the benefit reps after you have received your first E.I. payment. They will have Service Canada mail you out a letter for the waiting period. Once that letter comes in, please bring it to them and they will have payroll processed. The missing waiting period. From now on through bargaining, we get all the waiting periods covered with SUB. Sign up for RRSPSs if you want to direct your upcoming bonus, the $10,000 P&Q bonus to RRSPs communication on that will be coming out shortly from the company. This includes creating a new account. If you currently do not have one, there will be a short window open to direct the bonus to RRSPs. Please be aware you need enough money to cover CPP and E.I. deductions for that week for the bonus to go into the RRSP. Otherwise, it will be paid out in cash. Okay, the next subject will be productivity and quality bonus, the P&Q bonus, the $10,000. The bonus is now going to be paid out October 31st, so that's good news.

In less than a month, you'll have your money if you want to use the RRSP option. As I was just talking about, you must go on the Canada Life site and choose this option. Don't do it right now. The information will be coming out shortly on how to do it. It might only be a one-week window, so we'll post that on our website and the company will post that as well. Just keep your eyes open for that information. Retirement Packages for production, if you are interested in retiring from CAMI, we have lots of information. If you're actively working full time and want to retire. If you're working two on and two off and want to retire. If you're currently on layoff and want to retire, or if you're getting credited service, which will get you to 30 years next year and you want to retire. Basically, any retirement scenario, we are going to host meetings next Tuesday at the Union Hall and Thursday. So, Tuesday, October 8th and Thursday, October 10th, there'll be three meetings each day at 7:32 p.m. and 3:30 p.m. Please show up. Even if you're on the fence about retiring. Please show up at these meetings and we're going to go over all the details.

Retirement Packages for Trades: Jason Herman will be leading these packages will be available soon for Trades. You will need to sign up more. More details will be coming out on these packages soon. Just feel free to talk to Jason but give it a week or two...

Returning to work. The company has recalled everyone currently on full time layoff back to work starting October 15th. These people will be getting some training in, and then they will start rotating on either A or B shift. If you are currently working two on and two off and have been filling in as a full-time member on the opposite shift, you can continue to work full time until the company informs you that you're no longer needed on your shift that you're covering. That may or may not happen, it will depend on the holes that open up once these people come back. If the company needs more members to fill holes on the opposite shift, we are going to start at the top of the seniority by shift for those members that give them the opportunity to come back in.

New SUB plan: Major changes to the sub plan are coming, and B shift will be the first to hit this as they rotate to layoff status. Next week. Waiting periods are now covered. If you work the past two weeks you automatically go to 70% SUB coverage, and your entitlement starts over to the maximum amount based on your seniority. Payroll are still ironing out all the bugs in this, but they are fairly certain the systems will work. This is a big one as it deals with money, but hopefully it'll all be in place by Monday. Postings.

We will likely have approximately 100 members either quitting or taking a retirement option. We are going to have holes on teams all over the place due to this. Some jobs, such as the battery openings, will likely be posted very quickly. The main plant jobs may not get posted for a couple of months. The plant is going to go through an entire rebalance. Most teams will likely be getting reduced as the line speeds are going to slow down as we prepare to go to two shifts. Overall, that is great news. Everyone will finally be back to work full time. However, we have no idea right now where all those vacancies will be. Not until everybody signs up and the deadlines have passed. The plant needs to keep running and we need to keep building quality vehicles. It has a direct impact on our sales. Therefore, we are leaving people working the way they are currently. We have about 50 per shift working full time, covering holes on their opposite shift. We cannot cut those 50 members, which is really 100, and bring in 100 more people and get them working full-time again without basically disrupting the entire plant and shutting it down. This whole plan only goes till December 20th, so approximately two months. If more people are needed to work, we are going to start at the top of the seniority and ask down. But if you are currently working, you can remain working unless the company deems that you're no longer required.

For postings: We will post an update once the postings start, but these potentially will come very fast. Some people, approximately one of the two shifts will likely be on layoff, so start paying attention after we post because the postings are going to go up and down, likely in the 4 to 8 hours as per the contract. We've got to get this plant ready to go on two shifts starting in January, so we've got a lot of work to do between now and then to get everybody reduced, take care of all the retirements, get all the postings up and get people back in this plant and trained. So, there's a lot to do.

Attendance: The company came at us pretty hard at bargaining on attendance issues. We refused to budge on the percentages for substantiation, etc. attendance was very low on our surveys that we gave out for items that mattered to our members. Approximately one third of our members have perfect attendance. Approximately three quarters of our members missed five days or less. To the very small percentage of members out there. Heads up. If your attendance is bad, the company is going to start turning the heat up on you. Let's be honest. If you've got a parent dying or got a child going through cancer treatments, the company has always been very accommodating, but also if the Leaf's win the Stanley Cup call in, I understand that but getting the highest scoring on Candy crush is not an adequate substantiation.

Okay. The last subject is 25-year gifts. This has nothing to do with bargaining. However, an issue has come up every month for a few individuals for the past few years. And that's the 25th anniversary gift. This has finally been fixed. We will be posting a list of those members who are still waiting for their 25th anniversary gift. Please review that list. Make sure you're on it or not. Then you'll be required to go to the HR department, and we're basically starting over. But this is across all of GM. They've found a new supplier. So, you'll go up to the desk, you'll pick a gift. And then hopefully within the next month or so the gift will come back. But we're glad to say it's taken a couple of years or since Covid, but this has been fixed. So, the people waiting for their 25th year gift, it's coming in the next couple of weeks, and you'll be able to go and order it. That's it. There's been a lot of information on there. The Communications Committee are going to post a couple of things after to make sure you read. But until next time, stay safe and we'll see you later.

Mike Van Boekel.