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Inplant Update

Issue 4 – November 1st, 2024

Production Members 1140	Skilled Trades 147	Apprentices 7	Retired 1284
Active 3 rd Step Grievances 7	Active 4 th Step Grievances 0	Terminations (open Case) 3	Next General Membership Meeting November 24 th , 2024

Plant Chair Report

Main plant - There is a lot going on right now as the plant prepares to launch to 2 shifts.

The company just announced a down week the last week prior to Christmas (Dec 16 – 20). Much of this will be for equipment and tooling movement and set-up as work will be moving around. I would think the trades will be very busy as will many of the team leaders.

Battery Department - There is also a lot going on in the Battery Department. There are a lot of issues ongoing regarding staffing and team duties. Meetings are taking place as the Superphase area and materials need to get their job duties, team size, etc sorted out.

We appear to be in a heavy run of overtime now in Battery with most Sunday's looking to be used for production across all 3 shifts.

One of the benefit reps will be in the Battery Department every Wednesday to try and provide better service for those members. They will have all forms, documents, etc to hopefully provide the same service as our main office provides.

Mr. Safety Shoes – Mr Safety Shoes will be open the first Wednesday of each month at 7am to accommodate C-shift.

Contract Items - I have a list of 20 items that the company needs to implement/resolve that came from our last round of bargaining talks. From these 20 items, 8 are now done, 9 are in play and 3 have not yet been started. We have tried to prioritize them and some items would be directed to the same team, so we are trying to get more items completed before giving them additional items to work on. Some of the items are directed to different teams so we should have a good number of these completed by Christmas.

Continued →

The three items not started at this time are: bank time payout date, posting preference system, stamping department feasibility study

Retirement Packages - We had 18 members quit, 64 production members take the retirement incentives and 19 trades members take the retirement incentive package.

Postings/Movement Trades - We had a total of 19 members take the retirement package.

Right now that list is being looked at to ensure everyone's numbers are correct and then each department is checking to see if everyone's chosen retirement date works. I would expect at some point in November each trade person is talked to and confirmed on their retirement date. The December and January options will need to know very soon so they can begin the paperwork to retire.

The company will then have to determine timelines for postings, hirings, etc.

Postings/Movement Production - We had a total of 82 members in production sign up to quit or retire.

That list is being checked to ensure everyone's numbers. Some of the members need the credit service adjustment attained at bargaining. Those numbers will hopefully be in Friday, November 1.

Each person will be talked to about retirement dates, leave dates, etc.

The company is also doing a 2-shift plan. The lines will be slowing which will create extra staffing on many teams. That will stop some of the postings as they will use the various quits and retirements to reduce teams. However, there should still be a good number of postings at some point in November as the plant needs to prepare for 2 shifts.

COLA - Our current COLA float is 5 cents. Our next contractual COLA adjustment is only 1 month away – December 1. The COLA will be adjusted every 3 months.

For those keeping score at home.....professional actuaries and accountants will tell you the smaller the COLA amount, the better we are doing as a country. COLA reflects inflation. Inflation hurts our spending dollars, so the lower the inflation the better – or so say the academics. We normally get the COLA adjustment a couple of days ahead of the month end – once we get the COLA adjustment, we will post the new amount on our website.

In Solidarity, Mike Van Boekel



Skilled Trades Update

Battery - The battery department trades have had a lot of different offers of OT. Production has started to work earlier than 7pm on Sunday's. This has resulted in more OT opportunities for the trades in Battery.

The union continues to push the company to offer plant wide the excess OT that the battery trades cannot cover. Currently it goes understaffed. Our Battery Department is a major success in the GM architect, yet we are still arguing for more trade staffing. The company is saying staffing numbers have been approved but the budgets to cover it have not been released. More than likely early January.

I have heard from some members a concern about contractors doing line coverage. Management has assured me this is not the case. If anyone knows of this happening contact me at once. Battery does have some contractors in doing project work. Most recently, there have been electricians in the department doing work on the maintenance shop. All Battery trades are Fully Utilized.

We have had issues recently with contractors doing Facilities work in Battery. These issues are being dealt with through the problem solver / grievance process.

Even with all the success Battery has had, in large part due to the trades. We are still having difficulty getting the trades a Burden carrier (Bus), if a team member needs to use a ladder, pry bar or transport parts. As frustrating as it is don't be tempted to carry these items on bikes. Walk, get a handcart, or ask a fellow member for help. The equipment will wait. Safety first.

At our current contract negotiations, we secured an Electrical Controls Position for Battery. I have spoke to Milan and he is moving forward with getting that position posted.

Skilled Trades Apprenticeship - Congratulations to Chris Ciolfi on his re-election to the Skilled Trades Apprenticeship Rep position. Big Thanks to Phil Gibson and his continued support of the trades.

The company is moving ahead in the next couple of weeks with the testing stage. There still needs to be some discussion between the union and the company on how to communicate this out to the team members that will progress. The company will make Chris available to any of the members not progressing this stage. Chris will be able to schedule a time when members can meet one on one to discuss areas of improvement. The goal is for those members to take advantage of a private and personal meeting to further improve themselves for better positioning at the next apprentice intake. I don't want anyone to get discouraged. This may be hard to believe but 20+ years ago it was extremely difficult to get an apprenticeship. Talk to one of our Skilled Trades members. I am sure a lot of them will have stories of challenges they faced getting an apprenticeship.

My personal challenge includes taking time away from work to attend College courses on Automated Manufacturing. Working a full-time job and attending night school for 2 years to achieve a Certification in Fluid Power. All this extra work was in hope of being a better candidate if someday an apprenticeship opportunity came my way. Many people told me I was wasting my time. Apprenticeships were extremely difficult to get. I will tell you this. All the challenging work was worth it. I am immensely proud to be a Professional Licensed Industrial Millwright / Mechanic. So, if you have a goal to become one of our Skilled Trades members someday. Keep working towards that goal. Talk to a Skilled Trades member. Reach out to Chris Ciolfi. I know we can be grumpy some days but really; we are a talented group of highly skilled people that are happy to share our experiences and encourage others.

Continued →

Trade Retirements - We had 19 trades apply for the \$50,000 retirement incentive package. The company is now reviewing the list to confirm everyone's eligibility. Members were able to request a preferred month of retirement. The union will try and get the company to stick with the members preferred choice. The company will be reviewing their staffing needs before committing to the retirement date requests.

Skilled Trades Staffing - Our current allotted Skilled Trades numbers from GM for a two-shift operation:

Main-plant – 137. This number includes Facilities, Powerhouse and Apprentices (including the 4 new apprentices that will be starting soon).

Battery Department - 31.

Total Trades: 168

Our current numbers:

Main-plant – 129

Battery department – 25. This number includes Jason.

Current Total: 154

The company should be looking at hiring 33 trades including the members that took a retirement package.

The company will have to look at first giving employment opportunities to our fellow trades currently laid off at the GM St. Catharines Engine Plant before going outside. I have been talking with the company about approaching GM to allow Cami to hire trades before the members retire. GM usually does not allow hiring until after a member has gone. Normally team members have the right to cancel their plan to retire on the last day. This is the reason for the current hiring rule. What is different this time is the 19 members that qualified for the retirement package no longer have that option. They will be retiring. It is just a matter of when. With the start of a second shift having a shortage of trades is going to create scheduling chaos for the company and more importantly to our members personal lives.

Down Time in the Main Plant - There are plans being discussed about shutting down the week before Xmas to do some work on some equipment in the main plant. This will not affect the trades. The planned downtime in the new year also will not affect the trades.

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



Employment Insurance

Waiting Periods - If you establish a new claim and are serving the one week waiting period, please be advised that payroll is still waiting on their system changes to be able to pay it. This may take some time still but is expected to be done within the next month.

Denial Letters - Denial letters can be submitted directly to: Canadian_suboffice@gm.com

Please include: Local 88 – EI denial Letter – GMIN # in subject and email, this helps the sub office sort emails.

How to file for S&A - S&A paperwork can be requested online through Socrates or <https://generalmotors.sharepoint.com/sites/canadadisability>

It is also still accessible through GMNA people Services @ 1-800-930-9130.

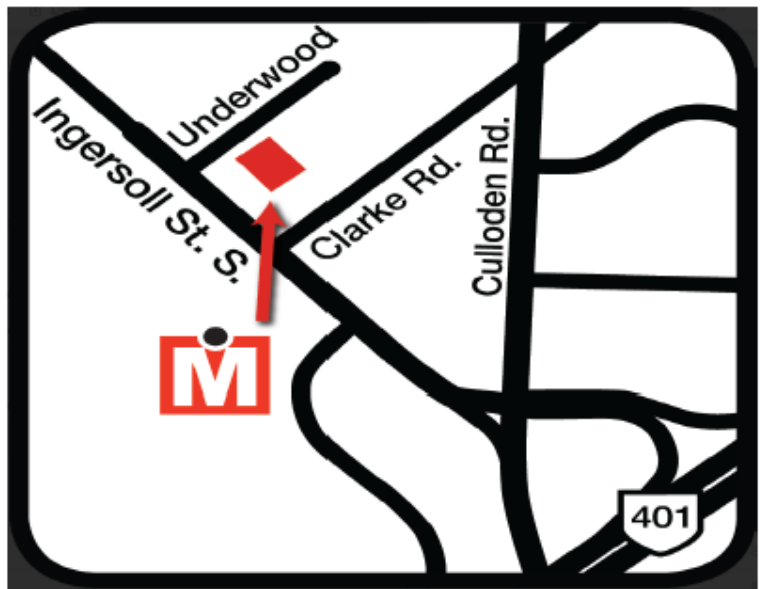
Annual Dependent Audit - If you have a child that was over the age of 18 and you did not fill out the dependent audit or you did not call the GM Benefits Centre to verify their status, please reach out to us or call the GM Benefits Centre @ 1-877-442-4625.

Green Shield Updates - If you call Green Shield now for claim information/issues, Green Shield now has a call back feature when they are busy. Instead of being on hold for up to an hour, they will call you back once an agent is free. This may take some time to get a call back,

but it is better than waiting on hold.

Mister Safety Shoes Ingersoll will be opening at 7:00 AM on the following Dates!

- **Wednesday
Nov. 6**
- **Wednesday
Dec. 4**



Central Zone Update

October has been a slower month in Assembly. The company is getting ready to slow the lines down in preparation for two shifts come January 2025. This is a good thing, but it also means there will be some job movement and cuts with the lines being slowed down. This month we had members from layoff return to work for a week to kick in their new sub and rate of pay. It sounds like everyone will finally be back to work come January and we can get back to working steady, and hopefully have an end in sight for all this down time and work full-time once again.

The P&Q bonuses are being paid this week and will hopefully bring some relief to some families who have been struggling over the past few years. This amount doesn't even come close to touching the amount of money that we have lost over the years.

This month we had the deadline sign up for retirement and for people who have been on layoff to quit and take the ESA buyouts. We would like to personally congratulate everyone who is retiring. We wish you well in the next chapter of your lives. To the members who chose to sever ties with the company and move on to your next venture – we wish you all the best in your future endeavors.

In Solidarity, Nathan Dunn & Sean Fortune

Coordinator Report,

Workday – The workday app continues to cause our membership nothing but issues, for lack of better words... it's a **terrible** program to use. This has been raised with the company to see how we can get more support to the floor with it. There are two main issues that happen. If the App crashes and continuously goes back to the home screen after you type your passcode in, it likely means your passcode is outdated. If this is the

case, please visit www.gmid.gm.com and use the passcode reset option, or give me a call or text at 519-532-2615 and I can help you with this issue. The second main issue is, there is a two-step verification with the app that includes your phone number, or your email. If either of these two items need to be updated, you must submit an "IT" ticket at the gm store to change either of these pieces of information. If these need to be changed, please again call or text me and I can submit the ticket for you. For information's sake, a lot of people ask me why we use workday....I wonder myself as well but if you visit the board of directors for General Motors, the CEO and founder of workday is on it, so I assume this is why..

Retirement/ESA – This month we have been focused on a number of contractual items however the big one for myself has been the retirement options and quits. I would like to congratulate everyone that put in for retirement and those who will receive a package. For those that quit I wish you good luck in the future! Our next step will be to wait for the i.e.'s to do the rerates on the lines and figure out what jobs will and won't be posted. We are working on another T.V at each entrance with the company to get the postings at the entrances, this will likely be beside or below the current union TVs.

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

North Zone Report

Weld - The ride never stops in welding, they are looking at putting in hoists wherever there is a two-person lift, Side body for example. They are also looking at LK2, LK3, in hopes to eliminate a job ahead of the eliminations to come. BA is still slated to have automated loads done at Christmas and Shutdown. This bullshit never stops. On another note, there have been talks about bringing work into the shop. I am assuming SUB assemblies from assembly. Just a reminder of the importance of standardized work. If you are cutting corners to save time, they will see it. If you are not following standardized work and failing cycle time, they will see it. If you follow the standardized work, it puts the pressure on the company to fix the process. Any process changes need to an updated PCR, Hazard assessment, and team leader buyoff. The Hazard assessment has a spot for ergonomics and safety. If you feel its unsafe then hold their feet to the fire. If you feel there are ergo issues, then you have every right to question the changes. You do not need a hazard assessment to question if a process or element is safe. Its your safety so question it.

Materials - If you are asked to run a trial, that is okay. Please let Phil or I know so we can keep on top of it. Often, we do not know a trial is going on unless a member informs us. There was an incident with a Segrid. It decided to veer hard right. Part of the logic was removed to make it more efficient. Fortunately, no one was hurt, I do not believe that the Segrids are a hundred percent safe and like any mechanical machine they can error. Please exercise caution around them for your own safety.

Paint - It has been quiet in paint the last couple of weeks; a few members have opted to go back to rotating. It will not be long, and we will back to two shifts. Still waiting for ER to post the midnight jobs. They run at a snail's pace. You would not think it would be difficult to post two jobs, but apparently it is.



Not the Middle Finger Award



Let us talk management for a minute. For the most part the relationship between management and the members of the bargaining unit, I would say is respectful. There are a few who have trouble relating to our members and I would like to believe they are the minority. There are behaviours that we are not going to tolerate. Standing in an operator's area and staring at them constitutes harassment and will not be tolerated. There is a big difference between asking what is going on, are you having process problems?, how can I help?. Pretty simple. Standing there and staring the operator down will get you nowhere. I suggest they learn some people skills and come down off your I am better than the people on the floor attitude, trust me you are not! As a team member you do not have to put up with this behavior. When we get this many complaints its clear where the problem lies. A small select few members of management need to acquire some better people skills!

In Solidarity, Phil and Bob

BATTERY UPDATE – South Zone

On October 30th, 2024 the union and the company met to discuss the concerns in the battery department. The Company indicated that the SG's currently in the department will all be back to the main plant no later than December 13th. There could be a need for a 3 or 4 SG's in the new year depending on tooling issues on Pack Main line and de-lidding. The coolant port temp jobs and P20 (palm out) jobs on MFA will be eliminated by the end of the year. The two jobs currently staffed by Superphase will be saved. One will be moved to Mini Stack and still be a team member on Superphase. The other job will be grandfathered over to quality and become a second MFA runner. Two team leaders will continue in their roles on Superphase and the quality team leader will be responsible for MFA. In Materials, X team will be separated from the rest of materials in the beginning of November. The remaining big team in materials will be split following the X team moves. Postings for Battery should be up next week.

TRADES - The union and the company had meetings on October 30th & 31st regarding the staffing issues in the battery department. The trades numbers need to be increased in the battery department NOW. Hopefully we will see postings and hirings very, very soon.

Continued →

Also, we are working on a plan to canvas the main plant to help in the battery department, including during overtime opportunities, this would bring in much needed help to the trades currently working in the battery department. For those on midnight shift Mr. Safety will be open at 7am the first Wednesday of each month.

Spencer O'brien
A Shift South
Committeeperson

Ryan Roberts
B Shift South
Committeeperson

Mario DiFelice
C Shift South
Committeeperson

Jason Herman
Trades Rep
Committeeperson

Safety Report

Tooling - The safety team would like to clarify that lift assists and tools are reviewed and designed by engineers and built by vendors. Your union representatives rarely have vendor visits and therefore have very little input. We do not get to go to the store and purchase the tooling we are forced to use. If we did, we would certainly pick a better store. It is very frustrating when we try and buy off a tool to make the operators' job easier and safer an example is the A-arm compression. This tool was recently installed Thanksgiving weekend so that we are not using pry bars and ratchet straps to compress the A-arm and coil spring. Can you imagine the money spent on that tool and we are still using pry bars and ratchet straps? Although we sometimes sit in on concept reviews and G risks, the vendors do not always implement our recommendations. It is crucial that these recommendations are carried out, we have different laws in Ontario than the U.S. where most of these tools are made.

Please, if you notice a tool is not working the way it did or something looks different about it give us a call and we will come and have a look.

In Solidarity,

John Arthur – A Shift
Alt: Paul Harvey
226-234-5218

Colin Creery – B Shift
Alt: Paul Bertrand
519-608-3263

Ken Lapointe – C Shift
Alt: Stephanie McIntyre
226-234-9980

Production Standards Report

The re-rate planning for two shifts is being prepared by the Industrial Engineers. Once the foundation plan is ready, the plan will be shared with the Team Leaders. At anytime if there are any questions or concerns about the re-rate plans shared with the Teams call or text me at 519-520-0781. As they prepare for the movements of these changes, all steps for the **RED LINE CHANGE PROCESS** must be followed.

Such as:

1. Communication of the process changes.
2. Hazard Assessment card (completed by G/L with T/L) for all changes.
3. Updated Work Instructions to capture and communicate the changes.
4. Support training of new standard method/processes.

May the time be with you,

Rob Hoekstra - Production Standards Rep

E-mail Robert.hoekstra@gm.com, Cell : 519-520-0781

POWER AND CONTROL

I feel it's important to help clarify what abuse IS. Far too often there is a great deal of focus on the physical and sexual violence, and this is not to minimize either of those issues but to help educate those that may feel confused when their partners claim that there is abuse taking place within the household.

Please take the time and check out the **Power and Control wheel** below, it helps to continue to educate ourselves as well as our children so that we can put an end to VIOLENCE.



If you or someone you know is/has displayed violence towards you or your children, please take the steps for your safety and reach out to the local authorities – call 911 – your safety is priority 1 – You will be provided with the resources and tools necessary to help keep yourself (and others) safe.

Along with reaching out to speak to a counsellor, there is a program for those interested in dealing with ending their violence towards others. **CHANGING WAYS:** Changing lives, by disrupting violence and abuse, we play a pivotal role in contributing to the safety of women, children, and men in London-Middlesex | St. Thomas-Elgin | Chatham-Kent.

(519) 438-9869 | info@changingways.on.ca



David Simmons
 Unifor / EFAP /addictions/mental health representative
 Office: 226.825.8705
 Cell: 519.521.7051
 Email davidsimmons1@gmail.com

And remember You are **NOT** alone!
 If you are in need, please feel free to reach out to me 24/7

Equity Report

Childcare Feasibility Study - Last week Mike Van Boekel and I met with Bill Harkness and Alison MacIntosh to roll out my plan for onsite childcare. A plan of this magnitude takes time, and money. I have a meeting with the county on November 6th to discuss the next steps and then will meet with the company again after that. The plan is to have the centre in the bottom of the administration building, where payroll used to be. There are no plans for that space, so I thought that would be the perfect location. I have given the company a rough outline of how I would like it to look. Renovation cost is going to be a major hurdle that we need to jump over, however I am hopeful that we can get creative.

I would like to thank everyone who has reached out to offer support with this feasibility project. Thank you for your patience.

Holiday Initiatives - There are several initiatives going on during the holiday season for community giving. There will be a clothing collection for London Cares, who do outreach work with those experiencing homelessness. We will also be collecting toiletries for seniors living in long term care facilities. The annual hamper program will be running again. More information will be coming out in the very near future about these initiatives.

Retirements & ESAs - It is refreshing to see the amount of people who were able to either retire or sever ties with the company and move on to their next adventure. I wish every single one of you well in your future and the next chapter of your lives.

In Solidarity, Alexandra McCoy



Holiday Giving Starts November 4th

Making Spirits Bright

Help Seniors in Long Term Care and Retirement Facilities in our Region

Drop off new personal care and comfort items for seniors

- shampoo, conditioner, body wash, deodorant, perfume/cologne,
- non-slip socks,
- lap blankets
- hard candies (sugar free)
- brain games, puzzles
- coloring books and pencil crayons

Circle of Care is a leading provider of personalized home healthcare services, offering skilled nursing and personal support worker (PSW) assistance to individuals in the community.

The poster features a green background with a white star containing the Circle of Care logo (a sunflower). At the bottom, there is an illustration of four people carrying boxes labeled 'DONATIONS' next to a snowman and a Christmas tree.



Holiday Giving Starts November 4th

Making Spirits Bright

Help Fill the Community Cruiser to Combat Homelessness

- Gloves, mitts, handwarmers
- Warm hat, toques
- socks and foot warmers
- Blankets
- new underwear
- Pants, sweaters, shirts
- Boots
- Warm coats, jackets
- shampoo, conditioner
- Body Wash, soap

Your donation helps build a compassionate, inclusive community where no one is left behind.

The poster features a red background with a white star containing the London Cares logo (a house with a person icon). At the top, a Santa hat is visible. At the bottom, there is an illustration of four people carrying boxes labeled 'DONATIONS' next to a snowman and a Christmas tree.



**Wear Purple - Fridays In Nov
and show your support.**

***Actual shirt day is Nov 15**

Purple Shirts can be purchased from
Unifor Local 88 -Available in Short and
Long sleeve for \$20

Short



Scan The QR to
Purchase

Long



NEXT GENERAL MEMBERSHIP MEETING

NOVEMBER 24th – 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>