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Inplant Update

Issue 6 – February 1st, 2025

Production Members 1091	Skilled Trades 154	Apprentices 11	Retired 1316
Active 3 rd Step Grievances 12	Active 4 th Step Grievances 4	Terminations (open Case) 4	Next General Membership Meeting February 23 rd , 2025

Plant Chair Report

Production - We finally appear to be going back to 2 shifts in the main plant. That has been a long time coming, and hopefully remains our normal production practice. It has been too long since we have run full production on an afternoon shift.

Battery production in the Super phase area remains slower with layoffs extending for February and March.

Everyone is watching the political scene in the USA. Tariffs and a trade war with the USA will hurt our plant but will also hurt USA jobs as well. Hopefully the auto sector can convince Trump's team that Canada is not the enemy, and our auto sector can continue to produce. There is zero chance that GM is going to invest another billion into an American facility to build our trucks when sales have been slow out of the gate.

Looking back, you would think GM is kicking themselves for not running ICE and Electric Equinox's down our lines in Ingersoll. We were their best quality plant, most efficient, and proudly built by Canadians who also happen to buy GM vehicles. But they chose to move it to Mexico to avoid paying workers, environment standards, H&S standards and where they don't sell a single GM vehicle to any GM worker - and you wonder why Trump, or the American workers have issues with car companies moving to Mexico.

Contract Items - We had a list of 25 items that needed to be implemented coming out of bargaining. 23 of these items have now been completed or are currently being worked on. The only 2 items that have not been touched are picking a day to have your Bank Time booked in, but that is a very minor issue and we have had no talks. The second item is getting the posting system so our members can rank their selections. We will approach the company and try to get that computer system trials started up. Two other items we are working on – the Day Care Feasibility study and the Stamping shop feasibility study. Alex McCoy has been really pushing the day care issue and has done lots of work. We are waiting on some numbers back but will continue to push the company to see if this can work. Also, CAMI agreed to bring in Chris Brown for 2 weeks of layoff. Chris worked in stamping for well over 20 years and has a great knowledge of the blanking line. Chris worked with some trades and engineers over the 2 weeks to see if the blanking line could get back up and running. The reports are into GM and we are now waiting to see. There are some concerns regarding parts, etc that are currently being looked at, but we hope that it makes economic sense to fire the blanking line back up. *Continued* →

Grievances - We don't have that many grievances in the system, however we are working on moving them forward to get them resolved. Step 3's are back in gear and we are trying to schedule step 4's in February.

Skilled Trades - We have been having lots of talks with GM regarding trades numbers. We have 19 trades that have signed up to retire from December 2024 – July 1, 2025. We do have our apprentices who are now graduating that will help fill some of these holes, but we were already short prior to these trades retiring. Battery trades have been screaming for help, but the company continues to ignore the situation. Our battery plant excels compared to other GM battery sites but there is no recognition of the help that is needed. GM in St Catherines have trades laid off making 70% SUB – for 30% more pay we could employ skilled trades in our plant and bring the extra help that is desperately needed. Profits before people!!!

Team Leader Resignations - Recently I was part of a conversation with some trades in the battery department. One issue was the fact that a team leader was contemplating stepping down and the resulting staffing shuffle, which forced the junior guy out of the department. I went back and talked to the reps and then I talked to ER. Our contract does not have any language on a team leader's ability to "just step down". We have lots of language on postings, the timelines for postings and your ability to post. If you are a team leader, in production or the skilled trades and you do not like being a team leader, then post out. I imagine we have lots of p.a.'s in assembly who don't like putting on wiring harnesses or ducking in and out of the truck all day, but they don't get to raise their hand and say, "to hell with this". If you don't like your job, post. I have talked to ER and the company is not going to allow any team leaders to just "step down". If you're having a tough time or your team hates you, then figure it out. Have a team talk or maybe it's you. That's being blunt, but we work together, we should be able to talk to each other and we ought to respect each other. There will always be someone stirring up trouble, just go on social media, these people are not hard to find. But I believe most people in here want this place to succeed, they want to go home to their families after each shift and they don't want any drama or unnecessary issues during their shift. If you're a team leader and don't like it, then post, same as any other job.

In Closing - At Detroit 3 bargaining GM agreed to meet every 3 months with the heads of Unifor, all GM plant chairs, heads of GM Canada and heads of USA labour. This is our chance to clear the air on any issues currently happening in our plant, our list is currently long. The next meeting is January 31. Our list includes 2 bargaining issues – one around 30 people trying to retire, as well as production, layoffs and staffing in the trades. These are good meetings to attend, it gets our issues on the main tables and hopefully forces some people in that room to sit up and notice.

In Solidarity, Mike Van Boekel

Benefits Banter by Jeff, Stephan, and Rob

Employment Insurance

Waiting Periods - All waiting periods going forward for this contract should be paid with your first SUB payment on your new claim. The data for the waiting period comes with your SUB report, so you don't need to submit any additional documentation for this payment. All outstanding waiting period issues we believe had been now resolved. Please be aware this is only for layoff periods, so if you have a waiting period on a special claim, it will not be covered.

SUB Codes - On rare occasion the internal system at Service Canada doesn't pick up a new claims SUB code. When doing your EI reporting, keep an eye on the last question about "Other monies". It should mention a SUB plan in that question, if it does not, please reach out to a Benefits Representative, as we can fix this before the report processes. If it does process before the SUB code is added, you will need a SUB letter sent from Service Canada called a F00 letter. This letter is mailed directly from Service Canada. *Continued* →

Getting Letters from Service Canada - If you cannot get your letter from your My Service Canada Account (F00 letter/denial letter), you can visit a Service Canada Office, and they can print the letter for you. Sometimes waiting for letters coming in the mail can take weeks, and this will ensure you get the letter as soon as possible. There are office locations in Woodstock, Tillsonburg, Brantford, St. Thomas, and downtown London.

Denial Letters - Denial letters & F00 letters can be submitted directly to: Canadian_suboffice@gm.com
Please include: Local 88 – EI denial Letter (or F00 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's also still accessible through GMNA people Services @ 1-800-930-9130.

Green Shield Online - Green Shield has updated their website and phone apps to help provide better information and to submit claims. You can generally submit a GS claim and receive your money back within a few days if you set up direct deposit with them.

Employee Discount – Refer-A-Friend - On the GM family first webpage, the refer-a-friend option has been removed for all vehicles and is currently only available for EVs. The standard New Vehicle Purchase Authorization is still available for family members.

Benefits in the Battery Plant: - There is a slight adjustment to our office schedule in the Battery Plant. We will now be available on Tuesdays from 7-3 in the Battery Plant Office.

In Solidarity, Jeff, Stephan and Rob

North Zone Report

Weld - A Shift is now back full time in the weld shop, B shift to follow in a week. Phil and I get asked a lot how long we will be on two shifts. We hope its long term and that sales pick up. We have a great workforce here, unfortunately we don't control sales.

Getting everyone back to work on two shifts is a good start. The reductions on LK2/3 were done on paper a while ago, the teams were left intact. A couple weeks ago we were approached to do the actual cuts. The cuts are now complete and the affected team members have been moved. We tried to make the process as painless as possible. Reductions are never easy, to say it's our least favorite part of the job is a huge understatement. There's a lot of speculation on what's going on in the old stamping shop, management is pretty tight lipped on the subject. Your guess is as good as ours at this point.

Materials - We completed the reductions in materials, postings went up and we hope everyone got the job they wanted. Its unfortunate to see reductions in a department that historically has good jobs. Good as far as workload and the toll on a person's body. Unfortunately, the workload on our material jobs is getting heavier.

Continued →

<u>We Shall Remember</u>			
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
Van Manen, Dave	Gm Retiree	Norwich	December 5, 2024
Mitchell, Terry	Active	Beachville	December 10, 2024
Austin, Cathy	GM Retiree	Woodstock	January 5, 2025

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

Paint - Like materials paint has seen a lot of movement through the posting system. There's a lot of training going on, hopefully everyone is happy with the movement. There are three grievances at the step three stage to be heard. I will keep those involved informed as to the outcome of these grievances.

In solidarity Phil and Bob

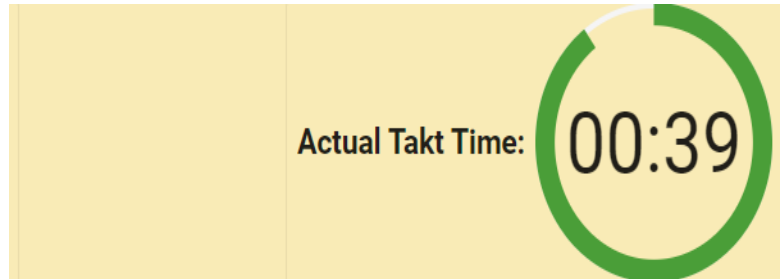
Not the Middle Finger Award

Our assistant plant manager has recently been moved to the assembly floor. This is not ideal for our workforce. Make no mistake she holds herself in high regard and has very little in common with the members on the floor. Anything she can do to make our working lives more uncomfortable she will do it. Lets not forget that she can sit at her desk on a chair anytime she wants. She has no problem pulling the chair out from a sixty-four-year-old worker who takes a few seconds of relief now and then. She will no doubt be the reason the workplace of choice tanks! It's a shame to see so many people try to improve the conditions and get a great workplace of choice survey only to have negative management destroy it!

Substantiation - As we head into two shifts the company has begun to put people on substantiation. This is not new and isn't going to go away. We recently had a member put on substantiation, when this happens, we ask for a report. The member wasn't feeling well on one occasion and asked if they could take the rest of the day off. The area leader said yes and coded her as a not approved absence. This put her under the percentage and on substantiation. We approached the area leader who said he would not approve it. Then went on to admitting he showed her another worker's file to compare. This is complete bullshit. Your file should remain confidential to other members. When confronted on these issues the area leader became agitated and angry. Then he went on a bitch session and talked to other members about it. Let me be clear this will not be tolerated under any circumstance. If this behavior persists, we will take the proper action to correct it.

Production Standards Report

The OPA screen displays Actual Takt Time in the top RH corner of the OPA screen (**green circle**). The displayed time counts down until the **end of cycle** button is pushed, at this point your remaining available time would be displayed until the vehicle cycles to the next station.



As an example:

Station 107 RH has a Takt time of 6 minutes and 53 seconds with a Time study of 5 minutes and 29 seconds. Leaving an available time on the OPA screen of 1 minute and 24 seconds. Working at a reasonable pace, following the standard method Station 107 RH should be pushing the **end of cycle** button with an average of 1 minute and 24 seconds remaining.

When you push your **end of cycle** button, observe the amount of remaining time on your OPA screen. Being aware of your average remaining time will aid in verifying the accuracy of your Time study. The SOS sheet in your station build book has the Time study information on it. Reach out at any time if you would like to review any concerns with your stations.

In Solidarity,

Rob Hoekstra

Ergonomics Report

We're a few days away from finally getting back to two shifts in the main plant. It's been a long time coming. Over the last few years we've had several Members off of work for an extended period of time. The Company approached me last week with an idea for presenting some "Work Strengthening" exercises. Last Friday (Jan 24) it was rolled out to some B-Shift TLs, and Monday January 27th it was rolled out to some A-Shift TLs in Assembly. I just wanted to take up a bit of space in here to relay the information.

Back



Childs Pose

On a comfortable surface start in a kneeling position. Place your hands on the floor and gradually shift your bottom back towards your heels. You should feel a gentle stretch in your low back and shoulders. **Hold for 15-20sec, repeat 3 times.**



Cat & Camel

On a comfortable surface start with your knees and hands on the floor. Arch your back towards the ceiling to create the 'camel' pose. Return to a lower position and arch your back in the opposite direction to create the 'cat' pose. You should feel gentle flexion and extension in your low back. **Hold each pose for 5sec, repeat 5-10 times.**



Back Extension

While standing place your hands on your hips. Keeping balanced, lean backwards gently arching your low back. **Hold for 5sec, repeat 5-10 times.**

Arms



Wrist Rotations

With your arm straight make small circles with your wrists. **10 rotations per side.**



Wrist Stretch

With your arm straight in front of you point your fingers toward the ceiling. gently pull back your fingers toward your face with the opposite hand. Try the same stretch in the opposite direction with your fingers pointing to the floor. **Hold for 10sec, repeat 3 times per side.**



Wall Shoulder Stretch

Standing away from a wall place your hands against the wall shoulder width apart at a comfortable reach. Gently Hinge at the waist and bring your chest closer to the floor. Small incremental movements at the hips will feel like a big stretch at the shoulders. **Hold for 10-15sec, 1 time.**

Legs



Forward Lunges

Stand with your feet hip width apart. Keep your core strong and place 1 foot forward. Lunge forward keeping your weight on your front leg. Allow both legs to bend 90 degrees at the knee. Allow the back leg to bend so that the knee almost touches the floor. Repeat for both sides. **5 times per side.**



Step Up's

Use both hands to support your balance. Step up the height of 1 step. Step down the height of 1 step. Repeat on both sides. **5 times per side.**



Seated Hamstring Stretch

While sitting extend the leg you want to stretch. Keeping your heel on the floor and your knee straight, gently bend forward at the waist. Feel the light pull on the back of your leg. **Hold for 10-15sec, 2-3 times per side.**

Please keep in mind that not all exercises are suitable for everyone. Each person has a different capacity for participating in exercise. You should be aware of your fitness, health status, and skill level before commencing exercises at home. Also, if you feel you are injured, please report it to medical.

One other major topic I want to touch on is Lift Assists. Lift Assists are put in place to help you and protect you. They are baked into your Time Study, so please make sure you are using your Assists. If you feel your Assist is not functioning properly, please contact your Group Leader, your Team Leader, or myself.

In Solidarity,

Alan Grace

Skilled Trades Update

Apprenticeship News - Congratulations to our newest Apprentices. Electricians- Joseph Leguee & Breanne Klarenbeek. Millwrights- Brett Barker & Cory Dixon.

Trades Retirements - Congratulations to our recent retirees. On Jan 1st, Ray Hamel and Richard Johnston both electricians with 30 plus years of service at Cami retired. On Feb 1st, Kevin Smith Millwright and Mike Renaud Electrician will start their well earn retirements.

Skilled Trade Union Education Program - STUEP applications are out for the March 24th- 28th, 2025 course. Applications are available in the Inplant Union Office. All applications need to **be returned by Monday Feb 3rd, @3pm**. If we get advance notice of the schedule for the STUEP program from National applications will come out sooner to give members more time to plan.

Women's Skilled Trades & Technology Awareness Program

The STTAP course is for Women in production who may be interested in the Skilled Trades. The program is aimed to:

- Provide an understanding of new technologies and the impact these changes are having on the auto manufacturing sector.
- Develop strategies to overcome the perceived barriers when pursuing an apprenticeship.
- Build the union by raising awareness of our history with emphasis on the roles both the UAW/Unifor trades and women have had on our union, other Unifor women's programs and local union activities/campaigns.

Applications for the March 23rd – 28th, 2025 program are available in the Inplant Union Office. All applications need to be returned by Friday Feb 7th, @3pm.

Trades Staffing - There has been a lot of conversations with the company regarding our Skilled Trades numbers. 19 trades will have retired by July 1st. Our Battery department is the best operating facility out of all the GM sites. All we can get is double talk on increasing the numbers. There are trades in St Catharines right now on lay off that are receiving 70% sub. It makes good business sense to reach out and offer them employment. The Battery Trades cannot continue to support at an outstanding level of service on low staffing numbers. Supplementing with contractors is not the answer.

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

Human Rights/ Employment Equity Report

We are still waiting on the company for some answers around whether it is feasible to have an on-site childcare center. It will inevitably come down to cost, much like everything else at General Motors. I have a meeting this morning with Cara VanKlaveren from Oxford County Family and Children Services to discuss new funding availability for 2025.

As most of you know we are currently in a feud with certain levels of management who don't think anyone should have access to a chair. Medical Accommodation chairs are being removed from stations that are a requirement for some of our members. It is a ridiculous argument we are having with the company as it appears they have all kept their chairs. We will continue to navigate through what should be a non-issue.

It will be long overdue to see most of our membership return to full-time work next week and I look forward to seeing you.

Solidarity, Alex McCoy

Central Committee Report

Welcome back to CAMI land, hopefully Christmas holidays treated everyone well. It has been a long time coming but Feb 3rd starts our 2-shift rotation in the main plant.

We are currently working on the last phase of the reductions, the canvas for the limbo group will be starting next week and we should be done by the end of the week. Once this phase is completed the company will continue with the next round of postings.

Congratulations to everyone on the amazing work we did to earn doughnuts and coffee for last year's business results and earnings, all the hard work and dedication was much appreciated by the company but just a little shy on the mark of \$14500 that the members in the States received for their profit sharing cheques.

Going forward with the start of two shifts Dannie Bender will be the new B.U.L. for A Shift and Jen Cowdrey will be the B.U.L. for B shift. If you're looking for time off, please email your respective B.U.L.

A-Shift: Dannie.bender@gm.com

B-Shift: Jennifer.cowdrey@gm.com

In Solidarity,

Sean Fortune and Nathan Dunn

Coordinator Report

Seniority Lists

The plan going forward will be to put out the seniority lists for Production and Trades by the 5th of each month. This allows time to verify the attrition list to make sure the updated seniority list is accurate once members officially leave. A member sent me a message last week letting me know that some members would like to see a seniority list by department, if possible. At first, I was hesitant as this list would need to be updated each time there is movement in each department. After some discussion in our office, we are going to look at it in February potentially posting departmental seniority lists on top of our plant wide seniority list.

Contract Books

Our contract book has been sent to the print shop. Once the printers send us a proof version back, we will verify one last time and then we will get our contract printed. This will likely take about a month to receive the proof version back however once we get a proof version, we will likely post the proof on the unifor88.ca site.

Mental Health and First Aid Training

On January 23rd and 24th the Inplant committee had an opportunity to take a 16 hour Mental health and first aid course. I would like to thank Dave Simmons for negotiating this for our office. This course was very informative, and I think useful for every rep to have in their toolbox.

In Solidarity,

Mark Gee
519-532-2615
Mark.gee@gm.com

NEXT GENERAL MEMBERSHIP MEETING

February 23rd, 2025 – 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> <u>Stephan Cronin</u> 226-888-7526 <u>Rob Gallace</u> 519-521-7609 <u>Jeff Bankes</u> 519-521-6724</p> <p><u>Safety (A) John Arthur</u> 226-234-5218 <u>Safety (B) Colin Creery</u> 519-608-3263 <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>