

Inplant Update

Issue 7 – March 1st, 2025

Production Members 1087	Skilled Trades 154	Apprentices 11	Retired 1323
Active 3 rd Step Grievances 12	Active 4 th Step Grievances 4	Terminations (open Case) 3	Next General Membership Meeting March 30th, 2025

Plant Chair Report

Production - Go to battery they told us. Lots of work coming. If you want overtime go the battery department.

It hasn't quite worked out that way, not by a longshot.

The EV market is a growing market but not at the rate that GM and the other auto manufactures had hoped. Each quarter see's an increase in sales but not at a rate to sustain all the plants currently building EV's. I do believe EV's are here to stay and will continue to grow, but right now our sales are not strong enough to retain 2 full shifts without the requirement to layoff.

The fix could be to increase our vehicle offerings, however will GM invest hundreds of millions in a Canadian plant with Trump at the helm?

What if Trump just imposes 25% tariffs? 10% tariffs?

We are currently caught in a tough spot, and it is our jobs that are paying the price.

Layoffs - The company has announced 2 more weeks of layoffs across both the main plant and battery department. This is directly related to inventory.

The battery department has informed us they need to remain on 1 shift of production when everyone returns March 17. We have worked with the company for 4 years to try and offset layoffs. We have programs where members could sign up for an LOA for 6 months at a time and remain home while others continued to work. GM then announced a layoff of 79 members and have refused every single offer we had to help mitigate these layoffs. Packages, inverse layoffs, unpaid LOA's, every offer was refused.

Now battery wants to rotate layoffs. We have no incentive to work with the company and protect their skill and ability if they refuse to work with us over the 79 members plus how they are treating us regarding bargaining commitments.

We have informed the company that they must follow the contract, Letter 86. The layoffs in battery will extend beyond 46 days, therefore the battery department must purify and the senior members will work and the remaining members will remain on layoff. If they remain on layoff beyond 86 days they will bump into the main plant. It is a very sad state when we have worked together for over 4 years to try and mitigate forced layoffs but now they are refusing to work with us on any programs so the language will be followed. *Continued →*

Retirements - At bargaining we negotiated past credited service time back for members laid off in 2000-2005 and 2007-2010. We had 60 members sign up to retire and half of these are expecting a credited service adjustment. Now GM is saying this program is going to cost them millions. That is way, way more than they had originally believed. We are aware of what we bargained. We have filed a policy grievance, have done the step 3 and are making our way through the grievance procedure. We have approx. 450 members expecting a credited service adjustment.

Layoffs - GM notified us at 7am of the same day, that they were laying off the junior 79 members on Monday, February 10. There was no notice period. The members were either walked off the line or called prior to coming on the afternoons. We have Unifor National working on this with us regarding proper notification periods, and what that does in relation to our Letter 14.

GM Family First Canada Discounts - It has come to our attention that GM has performed an audit regarding Family Members Discounts in the GM Family First discount program.

Each of us is allowed up to 6 Family Discounts. GM is finding out that some people are “selling” these discounts for cash. Your dad’s best friend is not your uncle. Your best friend’s kid is not your niece or nephew. GM have the right to demand proof that these people are true family members. They can consider this fraud, and you could end up being terminated. You would be in a very difficult position to try and argue the facts – family is family and getting cash in exchange for a family discount is fraud.

In Solidarity,

Mike Van Boekel

Benefits Banter by Jeff, Stephan, and Rob

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 only.

79 Laid-off Members Vacation Payout – The company is paying out your vacation this coming week. You will need to report it to Service Canada. There is a good chance the vacation pay will be allocated from the date of your separation at your regular earnings amount per week. As a heads up this could push your EI/SUB back by a few weeks, where they will not be payable due to the vacation payout.

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. This payment will come with your first SUB pay. 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.

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

Continued →

Please include: Local 88 – EI denial Letter (or F00 letter) – GMIN # in subject and email, this helps the sub office sort emails.

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.

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.

EFAP Report

Times being tough is an understatement for our membership over the last 5 years. Rehashing those years is not something I will be doing here. I just want to let the membership know that the EFAP is always available for our members, and your families.

There are no words that can be said to capture all of what each of us has gone through or are going through during these slow times at the plant. We have been through so many ups and downs throughout the years, and we've always seemed to bounce back. So many broken promises being flung around its hard to know whether you are coming or going – and I get that. Reacting or acting out is normal under the circumstances, but remember we are here for you, we are trying our best to communicate and provide for our members the best we can with what we're given.

A statement said numerous times over the years “the auto industry fluctuates constantly, so don't get too comfortable, save your money, and don't expect anything because this industry is usually on one end of the scale or the other” you are either working 6 days a week or you are going through layoffs. As time carries on it can get to the point where the company must make a decision on whether it's feasible for them to bring on more workers, or permanently layoff. Now I don't want people trying to speculate what I've just said here, because I have no idea of what they have planned for our future, all I know is that I was there at one point back in 2001. I'm merely stating the possibility is there, this is more of a PREPARE yourself for the worse statement.

I know the struggles are real, and I want each of you to know that I am here to assist in whatever way I possibly can.

In Solidarity,

Dave Simmons
EFAP / addictions / mental health representative
519-521-7051
davidlsimmons1@gmail.com

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

- **Wednesday
March 5**
- **Wednesday
April 2**



Coordinator Report

Here's some labour history for you.. The UAW signed its first collective agreement with General Motors on February 11th, 1937. This came after a 44-day strike in which is commonly referred to as the "great GM sit-down strike", this strike was one of the most significant strikes in labour history in which GM officially recognizing the union. This February marks its 88th anniversary of this contract which provides workers with representation rights that we still have today.

Collective Agreement - The company sent us a PDF copy of the collective agreement and we have posted this on the website. Some people may have noticed that there is no page numbers attached to this document. There was an error found in the original proof, the page numbers did not match up with the indexing. This has been fixed and sent back to the printers. Once this copy comes back we will post the CBA with the page numbers and the CBA will officially be getting printed. This will give each of our members a physical copy of their collective agreement, however, we are competing with all the other locals who also have their CBAs at the same print shop so this could take some time.

I want to point out that any underlined language in the CBA is new language.

Seniority List – A new seniority list will be going up next week. We found one error on the previous list, and I want to point out that one member has retired from production, however one person was added back to the list. This is why the production number wont change by more than one this month. Members may not notice a substantial increase to their seniority until the group of credited service members leave on their much-deserved retirement date.

In Solidarity,

Mark Gee

North Zone Report

Weld, Paint, Materials

The last few weeks we've seen a lot of team leaders online and spots not being filled. On Thursday February 6, 2025, Employee Relations told the BULs doing staffing to open up the vacation allotments. Which they did. On Monday February 10,2025, the company put 79 junior members on layoff. The way this was done was cold and calculated. Our members were treated like garbage, taken from the line, put in a room and told they are no longer required. Marched back to the line to get their belongings, some in tears, obviously and understandably upset. The way it was done looked more like a termination than a layoff. The company showed us what they think of our membership, GM family first really is just a catch phrase. The upper management should be embarrassed by this despicable act, the disrespect our members where shown left me embarrassed to say I work for General Motors. In all my years here, this was the worst act of betrayal to our membership I've ever seen. Members who helped make the EV600 a success. The disrespect from upper management was appalling, but I'm sure they slept just fine. *Continued* →

We Shall Remember

It brings us great sadness to note the passing of our following Brothers and Sisters:

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

So much for back to running normally on two shifts. The company has announced a two-week layoff, weeks of March 3, and March 10, 2025. This was announced on February 24, 2025. If you want to call it an announcement, I do not. Playing a video on the plant TVs for 15 minutes while our members work and can't watch it isn't even close to giving notice. Not putting it on social media or properly announcing it makes me wonder what the company is up to. Just another example of disrespect to our members. No one has a crystal ball but at the same time its not hard to see we are building more than we are selling. I have no knowledge of more layoffs. What I do have is enough time in this place to know that if there is a way to put some money aside for a rainy day please do so. With the threat of tariffs and the possibility of more layoffs its time to save what you can. I don't say this lightly the past five years hasn't been easy on our membership. Its hard to save in todays climate where prices on almost everything are rising. I'm not insensitive, I know this isn't always possible. I do feel like it needs to be said, even with employment insurance and SUB benefits money will still be tight for a lot of our membership.

In Solidarity,

Phil and Bob.

Central Zone – A Shift

Once again, the company has shown its true colours! It is never ending it seems, week to week.

This past month the company received the direction from Detroit to layoff the extra headcount in the plant. The company will no longer look at programs of the past being an option and with all members now at full rate plus everyone is back in the building, the company had about 100-125 extra SGs at the bottom with no home. We will always need extras to cover S+A or call Ins but there were too many people.

This has been a fight we have had with the company for years now, but have always been successful with finding solutions to mitigate layoffs, anything to keep the membership still working and have some sort of money coming in.

This time was different, without notice, time to find a resolve or second option the company gives about an hour notice before they start calling members from B shift one by one to receive a notice of layoff and to leave the property being switched to -Short Work Week- and then to SUB pay.

This is disgusting how this was handled. Not only should General Motors give notice of such a layoff, we have language and letters on how this should have been handled. Members were paraded through the plant one by one and asked to leave the building without any time to take in what is happening or process, walk back to your team and grab your stuff and leave now. Disgusting. Proper notice should have been given to the bottom 79 members to allow time to prepare for this. These are human beings, not just a number! Unreal!

My shift was contacted at home, as this was the first week of afternoons and waiting to come to work. Over 40 members just on my shift alone. To the 79 members who are now on Layoff status, I am sorry. I have worked with many of you over the last 7-8 years, either on the line or as your committee person. There was a lot of good times and memories over the years and I am hoping that the Company figures out a plan to get more production/or a retool or some sort of option so going forward we can get these members back and working steady.

Shame on General Motors.

In Solidarity, Nathan Dunn

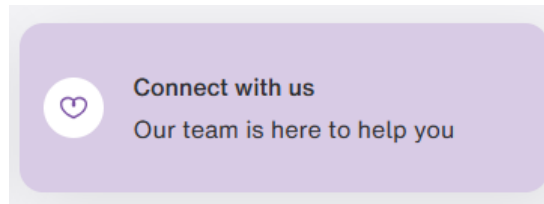
Equity Update

Times have been incredibly challenging over the last little while for our members and the entire auto industry. I am at a complete loss with how the company is choosing to handle these layoffs, announcements (lack thereof) and changes that are happening at a rapid rate. I could echo every sentiment that the Inplant committee reps have said throughout this update, but I think everyone likely gets the point. We are frustrated. We are disgusted. And we are angry.

Telus Health

I would like to share steps on how to access Telus Health for free counseling sessions. These can be done virtually, over the phone, or in person. If you don't mind virtual counseling, you can often get a same day appointment. This is intended for short term counseling, with three to four sessions being free of charge.

1. Visit www.telus.com/en/health/employers/mental/eap
2. At the bottom of the page, you are going to click "login to your account".
3. Put in the following credentials,
 - a. USERNAME – Gmcanada
 - b. PASSWORD – english
4. **A notification MAY come up and tell you to change your password, click "okay" and carry on to the next step.**



5. In the top right corner you are going to click on the small purple box that says "Connect with us, our team is here to help you".
6. From here you are given a "Get Support" list that allows you to schedule an appointment, live chat, or call the 1-877-207-8833 number for immediate support.
7. If you choose to "schedule an appointment" you will have a series of prompts to go through that include your name, type of counseling you would prefer, phone number and email.



CHATT

The Community Health Assessment Therapy Team in Ingersoll is an organization that we have worked closely with for many years. They have six MSWs on staff that are all highly trained and specialize in effective forms of counseling/therapy. Their rates are \$135 per hour with \$100 of that being covered by our benefits.

If you are interested their website is www.chatteam.ca and their phone number is 519-485-2428. I find that it is much quicker to reach them if you go to their website, click "contact us" and fill out their electronic contact form.

Please reach out at anytime if you are struggling or if you are trying to navigate Telus Health and you need some assistance.

In Solidarity,

Alexandra McCoy

Central Zone – B-Shift Report

Well, what a shit show February has been with the company pulling the rug right out from under us. First, we have the surprise 79 layoffs with no warning and no regards for those people and their families. Tap on the shoulder and a swift goodbye.

GM IS REALLY FAMILY FIRST, EH?

Now after weeks of lies, they spring it on us again, with a full 2-week plant shutdown. What a spineless company we work for, hiding behind false promises and misleading the entire workforce at Cami. **SHAME!!!**

As for the people on the floor, you are as always doing a fantastic job. With the amount of emotional and psychological trauma we have endured over the last month. Your perseverance and dedication in the jobs you do is amazing

In Solidarity,

Sean Fortune



GM CAMI Eligibility Check



1. Scan QR Code from your mobile device

or go to

my.mistersafetyshoes.com/reports/CAMI/

NEXT GENERAL MEMBERSHIP MEETING

March 30th, 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>