

Inplant Update

Issue 8 – April 1st, 2025

Production Members 1085	Skilled Trades 146	Apprentices 10	Retired 1328
Active 3 rd Step Grievances 10	Active 4 th Step Grievances 4	Terminations (open Case) 2	Next General Membership Meeting April 27th, 2025

Chair Report by Mike Van Boekel

Many of you are wondering what happened during our conversations last week in Windsor. It was meetings for Ford, Chrysler and GM with the heads of Unifor – it was a very small group. The Auto Council Executive Board (which consists of various plant chairs) were also in attendance. We were asking for short and long-term plans for each plant and for GM (and all big 3) to provide assurances to our membership that they were remaining in Canada, and at each location.

GM responded with:

- They are unsure of what Trump will do on April 2 – the Trump administration changes their minds each week, and GM finds it very frustrating as policies and rules seem to keep changing.
- They do not want any tariffs.
- They realize we sell more vehicles in Canada than we make.
- They are disappointed in EV sales; however they remain committed long term to EV production.

CAMI specific:

- They are fully committed to CAMI – we had a long conversation about CAMI and the Brightdrop platform.
- GM stated that they have given some Brightdrops out to different clients in various cities for more exposure of our trucks – such as Red Cross – with the hopes that exposure will help drive sales.
- They are happy sales have increased quite a bit year over year, however they are still below expectations.
- They are very happy with our battery production; overall production, run rates, etc.
- The new roof project was continuing in 2025 and that would hopefully open broader markets.
- They have weekly sales meetings regarding our trucks and are pushing to find new markets.
- They stated Brightdrops will only be built at CAMI and we will remain the only plant to build them.

More Facts and More Rumours - Our production has now been reduced to 25 units per shift. Both shifts are getting the option to go home four hours early every day. Not in any world is this sustainable. GM has been waiting for sales to climb, and they are increasing, but not to the numbers that we had hoped for or need. We are very worried that we are headed for one shift – we don't think anyone would be surprised, yet it would still be shocking and very upsetting. Be very careful right now with large purchases and make smart financial decisions. Our Inplant agreed to rotate the battery schedule for 6 more weeks for one main reason, it buys us more time. There is no use purifying the battery department if we are going to purify the plant a month later. Forcing people to new shifts is lifechanging and can cause major changes with daycare, carpooling, family schedules, etc. To do it once is challenging enough, but to ask our members to potentially do it twice is unnecessary. We bought some time; and we will see what April brings us. As the Plant Chair, I sincerely hope I am wrong about one shift, but we must plan for worst case scenarios.

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Tariffs - President Trump seems to change policies daily. He has announced tariffs monthly and keeps extending those timelines. If tariffs come, I expect we will shut down at the end of that week – again that is only my opinion; and I think all of auto would shut down within 2 weeks. If Trump is looking for tariffs on auto, then the USA needs to engage Canada and Mexico to work out a resolve – get an agreement and get auto out of the media so the industry continue.

Trump is wrong – these are not American jobs – we have been producing vehicles in Canada for over 100 years. We sell more vehicles in Canada than we build. These are Canadian jobs; these are our jobs! Trump’s real issue should be with offshore auto companies selling over 5 million vehicles in North America last year without providing one job. If every 250,000 vehicles are an auto plant, that is 20 auto plants that he can pick a fight about; and a couple of those plants should be built in Canada - to level our trade imbalance within the industry.

Hyundai - There is no shortage of rumours or news stories about Hyundai. We cannot find anyone who will confirm these stories or rumours. But there is a lot of smoke, so hopefully it leads us somewhere. We have the capacity to expand our lineup, and our members have proven that we can take any new venture and launch it within a very quick timeline.

In Closing - These are tough times that we are living in right now, mainly due to uncertainty. Our sales are not strong, an American leader is making a fight over an issue he cannot comprehend, and rumours are running wild. Sales are increasing, but we need more. There are a lot of sticks in the fire, lots of leads, but we need a couple of breakthroughs. We need to see our trucks on the roads, not playing a game of trying to find one “in the wild”.

There are a lot of meetings happening. Rumours will continue to run rampant, however we will continue to update the membership as issues become facts.

In Solidarity, Mike Van Boekel

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

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



Benefits Banter by Jeff, Stephan, and Rob

New EI Rules - The unprovoked U.S. trade war threatens thousands of Canadian jobs and entire industries. To support workers, special measures will be implemented to the Employment Insurance (EI) program, while businesses will benefit from deferred tax payments and enhanced funding.

These changes are in addition to the temporary changes to EI’s Work-Sharing Program which is also in effect from March 7, 2025 until March 6, 2026. All details regarding any current special measures are available through the Employment and Social Development Canada webpage ‘Special measures’.

To support workers, the government has implemented “Pilot Project 24” that will:

For a period of 6 months starting on March 30, 2025

- Temporarily waive the one-week employment insurance (EI) waiting period.
- Suspend rules around separation, so workers don’t have to exhaust severance pay before collecting EI.

For a period of 3 months starting on April 6, 2025

- Make it easier to access EI by artificially increasing regional unemployment rate percentages. This temporary measure will reduce the hours required to qualify for regular benefits to no higher than 630 hours and increase the weeks of entitlement by up to four additional weeks.

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EI Clawback - We hope to have this process ready to go in the month of April. In the meantime, here is the information we have so far. Keep an eye out on the TV's in plant and on the local's webpage for when it is ready to go.

EI Benefit Reimbursement (for the previous tax year)

What: During 2024 Negotiations Unifor and GM agreed to provide a repayment of the "Social Benefit Repayment" value, found on line 422 of your Notice of Assessment from CRA, provided GM income exceeded the threshold.

Who: Employees who were on layoff during 2024 and received EI and had GM related income that exceeded the EI threshold of \$79,000 can submit an application for reimbursement of a calculated reimbursement amount.

When: Coming in April. The system is being prepared to handle the reimbursements and further announcements of the process and instructions are coming in April.

What can I do now? Your tax documents will need to be uploaded to Workday for review and processing. Please ensure you can log into Workday. Retain your relevant tax documents. Directions on how to upload to Workday will be posted when the application is ready for use.

What information is required? Please refer to the chart.

Questions? Please refer to your Unifor Benefit Representative for questions related to this benefit.

Type of Income	Tax Slip	Source of Income
Employment Income	T4	GM of Canada
SUB Benefits	T4A	GM of Canada
Taxable Benefits - Legal Services Plan	T4A	GM of Canada
Sick and Accident Benefits	T4A	GM of Canada
WSIB Benefits	T5007	WSIB
EI Benefits	T4E	HRDC
Notice of Assessment		CRA

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/SUB Letters - Denial letters & F00 letters (SUB 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.

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. Any questions about a specific drug or service can be answered by Green Shield at 1-888-711-1119.

In Solidarity, Jeff, Stephan and Rob

Skilled Trades Update

Trades Retirements - Congratulations to our April 1st retirees.

- Doug James an electrician in our Paint Department.
- David McLauchlan an electrician from the Assembly Department. Dave has been serving as one of our Skilled Trades Trainers for many years.

Hope you both enjoy your well-earned retirements.

Skilled Trade Union Education Program - The March STUEP program was cancelled last minute due to low application numbers. The next scheduled course will be at the end of June. Applications will be out in mid-April.

Trades Staffing - The company is going to continue to allow our staffing levels to drop as there seems to be an uncertainty around keeping our second production shift in the main plant. A shift can be reduced when a team member retires. If the company needs to balance a person to the retiree's spot, they will have to post the job. All other adjustments for the purpose of reducing the number of

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Skilled Trades team members will be done according to seniority regardless of the workgroup. Pg 26 (c) (iv) of our collective agreement.

Skilled Trades Council - The top topics discussed during the Peterborough Skilled Trades council held on March 7th, 8th and 9th, were tariffs and the possible impact they could have on the Canadian Auto Sector and the Skilled Trades workforce shortage. More than 100 delegates and Unifor staff attended. Unifor National president Lana Payne spoke on the Tariff threats. That all Unifor sectors need to unite and support each other. If any of the automotive manufactures or parts supply chain were to fall it could easily become a cascade of job losses. We will need to do what it takes to protect our plants and our jobs. Ken Anderson, the National Skilled Trades chairperson, spoke on the need for employers to take on more apprentices. Dave Piccini the Minister of Labour, Immigration, Training and Skills Development was on hand taking questions and suggestions from the trades delegates on how the government can help support apprenticeships and reverse the downward spiral. Lastly the Skilled Trades council paid tribute to retiring, Recording Secretary, Ray Hammel from our very own Local 88.

London Skilled Trades Council - Next meeting will be held April 9th, 7:30pm at our local 88 Union Hall notices are up around the plant near the maintenance lunchrooms. This is a very important council for all the surrounding Skilled Trades Locals. Think about coming out and being a part of the council. The council needs some new representatives.

In Solidarity,

Jason Herman
Skilled Trades Committeeperson
Jason.Herman@GM.com

Craig Napier
Skilled Trades Alternate
Craig.Napier@GM.com

Chris Cioffi
Skilled Trades Apprentice Rep
Chris.Cioffi@GM.com

Safety Report

I want to take a moment to sincerely thank each and every one of you for your hard work and dedication in building the GM vehicles that keep us moving forward. Day in and day out, both maintenance and production. You show up, delivering quality, with pressures, and everything life throws our way, inside these four walls and beyond. With all the uncertainty in the world, it's easy to feel frustrated, especially when so much is out of our control.

The past few years haven't been easy, and we won't pretend otherwise. But what sets us apart is our commitment to getting the job done safely and efficiently, no matter the challenges. That deserves to be recognized and celebrated. We should take pride in everything we've accomplished and believe in an even brighter future ahead as difficult as that may seem some days.

Stay strong. Support each other. Be kind, be patient, and take care of yourselves. Speak up when something isn't right and always keep safety at the forefront. Don't forget to share a laugh along the way too. Sometimes it's the small moments and a simple smile that make all the difference ☺

Your Health & Safety Reps are here for you. We're committed to advocating for a safer, healthier workplace. One that prioritizes both your physical and mental health well-being. Contact anyone of us at any time and have a great day!

In Solidarity,

John Arthur
A-Shift Health and Safety
John.arthur@gm.com
226-234-5218

Colin Creery
B-Shift Health and Safety
Colin.creery@gm.com
519-608-3263

Ken Lapointe
C-Shift Health and Safety
Kenneth.lapointe@gm.com
226-234-9980

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
Hundt, Tammy	Active	Stratford	March 28, 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

Production Standards

At each station there is a blue board which holds the station build book and displays any communication related to the station. The Management of change, **MOC** on the blue station boards communicates any **RED LINE CHANGES** at the workstation. It must be dated and indicate if it is permanent with a PFCM number or temporary indicating the number of days for the temporary process. With a Team leader and Group Leader stamp off and a completed Hazard Assessment.

The **Red Line Change** process is the only paperwork that changes the work at a station and in the build books. If there are any issues with this process at your station contact myself and I can answer any questions.

In Solidarity,

Rob Hoekstra
Cell # 519 520 0781



GM CAMI Eligibility Check

1. Scan QR Code from your mobile device

or go to

my.mistersafetyshoes.com/reports/CAMI/

Coordinator Report

Collective Agreements – The Collective Agreement books have arrived. Throughout the week of March 31st, the Inplant Committee will be handing out copies of the Collective Agreements to each of our members on the floor. If you are off or you do not receive one, please reach out to your rep and we will ensure that you get one.

The benefits book has been proofread. It will be at the printers shortly to wait for a draft version to come back. Once this version has been verified it will also be sent to print.

Union in Politics Committee –

The UPC will be holding the Federal all candidates forum at the Unifor Local 88 Union hall at 364 Victoria St, Ingersoll ON, on April 24th. The doors will open to the public at 5:30pm and the candidates will need to sign in by 6:00pm sharp. The event will run from 6:30pm to 9:00PM. This is always a well attending event from the people of Ingersoll and Oxford County who are interested in hearing from each candidate.



Seniority List –

The Seniority lists for April wont change by much. There was 2 Skilled Trades retirements and 1 voluntary exit and 2 production retirements. This brings our total production number down to 1085 and Skilled Trades down to 146. I want to wish each of these members well on their much-deserved retirements. The updated lists can be found on the Unifor 88 website as well as each main entrance at the main plant and battery.

Cami Assembly Fitness – The fitness application forms can be found with Albert Mizzi and myself (Mark Gee). They can also be found by emailing camiassemblyfitness@gmail.com. Albert and I are working on a new process in regard to applications for the gym, one implemented we will update on the Unifor 88 site and the board outside of the gym.

In Solidarity,

Mark Gee

North Zone Report

The zone has been relatively quiet as we all wait for the next shoe to drop. As of writing I'm being told we will work steady until June. The rumour mill says otherwise, according to CNN we may be down for two weeks in April. Some will get the reference. I've also heard we may be down from April to September, yet another rumour floating around.

Rumours can play havoc with our minds, unless it comes from the company itself, I wouldn't put a lot of thought into them. When I say company, I mean GM head office. I don't think many decisions are being made here anymore.

Vacation, everyone is asking when we are doing vacation. Mostly Lisa! I'm hoping we have everything ready to go for April, 7, 2025. I understand the urgency in having vacation picks done and planning our lives for the next year.

There are a couple of outstanding grievances from Friday March 21st. On B shift in BA, an engineer scraped sealer off a couple of bodies. On X shift, an area leader loaded parts to validate the equipment on KF left and right. This is always the case when they choose to not to bring anyone in during a layoff. The management here seems to think it is okay to do our work. Its not okay, it's disrespectful and only results in shit quality. I'd like to take a moment to congratulate Pam Moore on being chosen to run the Action Center. Pam brings a lot to the table as far as education and life experience goes. Pam never stops taking classes and is always upgrading her education. I'm sure this will be of benefit to our members on layoff, as well as members who remain working and still want to use the services of the action center. Congratulations Pam.

Phil and I will let the membership in our zones know if there are layoff dates coming as soon as we know. You deserve to know what's coming with as much notice as possible. You have families and planning to do, the more notice the better. The company ought to do a much better job at communication.

They like to remind us about the media policy. They give out a few hats to show the great job our members do. You do a great job! We play games like throwback Thursday and find the Brightdrop in the wild. The motto "GM family First" gets used a lot. Absolutely none of that makes up for last minute layoff notices, no communication, and poor sales. We do our job, now get your sales team to do theirs.

In solidarity,

Phil and Bob



**ANNUAL
EASTER EGG HUNT**

April 18th, 2025 @ 364 Victoria St.
Ingersoll 11am-2pm

There will be: Face Painting, Colouring, and Dotsy the Clown for your entertainment!!!

Enjoy a Hot-dog and a beverage, along with a **CHOCOLATE** Easter Bunny!

No need to bring a basket...baskets will be provided to collect and return - we look forward to seeing you!

While Supplies Last!

For any information please contact:
Wanda: wander4590@hotmail.com (519)425-1889
Jeff : (519)668-5066

UNIFOR LOCAL 88 UNIFOR LOCAL 3264

Race Against Darkness: GM Employees Run 152KM for Mental Health Awareness

On May 23, 2025, two GM Canada employees will run and walk 152 kilometers non-stop from GM CAMI (Ingersoll) to GM St. Catharine's to raise awareness for men's mental health and suicide prevention. This challenge, in partnership with the Buddy Up Campaign, aims to spark conversations, reduce stigma, and unite communities.

For more on the Buddy Up Campaign, visit [buddyup.ca](https://www.buddyup.ca). For more information on the Buddy Up Campaign or to donate, visit: <https://www.buddyup.ca> [Race Against Darkness - CanadaHelps](https://www.buddyup.ca) <https://www.instagram.com/raceagainstdarkness>

Details:

- **Date:** May 23, 2025
- **Start:** GM CAMI at 7:30 AM
- **Distance:** 152KM
- **Arrival:** GM St. Catharine's by 12:00 PM on May 24



How You Can Support: Cheer on the 2 runners, join runners, or share their story to help raise awareness. Every action helps break the stigma surrounding mental health.

Join the Team:

- **10K Run:** joe.defraga@gm.com
- **152K Run:** Arthur.howard@gm.com
- **Cycling (TBD Distance):** frank.mifsud@gm.com



Order a Shirt: Support the cause by ordering a black shirt that comes with a green lightbulb! Proceeds benefit The Mission Services of London. Shirts can be ordered through www.unifor88.ca, please fill out the order form in its entirety. E-transfers must be made to admin@unifor88.ca, including **Mental Health 2025** in the memo.

*** Deadline for shirt orders is April 15th.



NEXT GENERAL MEMBERSHIP MEETING

April 27th, 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>