

## **Christmas Update**

This December will bring a close to a very tough 2025. I don't think anyone expected GM to invest a ton of money into a new roof, retool parts of welding and assembly and then shut down production altogether and invoke mass layoffs. There is not a plant in North America that has been through the downtime that our membership has had to endure since 2020 when Covid first came.

We also said good-bye to too many active and retired members who passed away in 2025 – the toughest part of becoming friends is having to say good-bye for the final time.

There are some very important items that need to be mentioned:

- Vacation owed was paid out last week. We have found some errors with the payments, and we are sorting through them. ER is not here this week so no further vacation owing will not be paid out until January.
- EI Clawback. We only had about 55 EI Clawback claims at the start of last week, now we have well over 100. Due to the volume, EI Clawback will begin to be paid in January. The Clawback will be paid to anyone who is retired, still active at work or on layoff but not collecting EI. We cannot pay anyone's EI Clawback if you are still collecting EI, you need to be on full SUB. We will review the EI Clawback claims each month and pay out your claim when you are no longer collecting EI – we will review these once a month and work our way through the list.

### **Benefits Office Hours**

Everyone has now received their own personal letter detailing the amount of money you will be getting and your various options. The deadline is 4pm on January 7th.

Benefits will be at the Union Hall on:

Monday, December 22, 2025	7-3pm
Tuesday, December 23, 2025	7-3pm
Monday, January 5, 2026	7-3pm
Tuesday, January 6, 2026	7-3pm
Wednesday, January 7, 2026	7-4pm

**In Closing** – 2025 will go down as my toughest year as the plant-chair. The past 5 years have been very frustrating. The auto industry has always been about the highs and lows, and if that is true, then we are definitely due with some good news at some point and a long stretch of high times. Our membership has proven repeatedly that we are the number one plant in GM's lineup. We had a major investment that GM believed would put us at the forefront of a new electric future – but it has not taken off the way GM envisioned, nor the way our membership needed. Meetings with various governments, GM and Unifor National continue, and hopefully an option will bring about a new future for our plant.

It has been 35.5 years since I started at CAMI, back when I was 22. After a lot of long talks, I have decided to retire, effective February 1, 2026. I have been the plant chair for 19.5 years, and it is time to start thinking more of my wife, Jen and our future. Not many people truly understand what Jen and my family have to go through, it's a lot of time away from them.

I truly believe our plant will make it through this period, and I will continue to make calls even after retirement to help push the various groups towards an agreement. I don't want anyone to read into this that I think the plant will shut down, I truly believe we are going to come out of this at some point in 2026 and have a re-birth. At some point the band will get back together, but I won't be along for that ride.

I have asked Mark Gee to take the reins – he is ready. Mark has been coming with me to the important meetings outside the plant, meetings about our future. He has been to the 2 last rounds of bargaining and has a great handle on the language and how the office works. Mark is also currently the recording secretary of both GM and Auto Council and knows the inner workings of both groups.

I will be making a video in January for my last update and a more formal good-bye. But thank you, to everyone, for electing me to represent all of you for the past 19.5 years, it truly was an honour!

Merry Christmas everyone, and all the best for a much better 2026. I hope a little Christmas magic finds its way into all of your homes.

In Solidarity, Mike Van Boekel