

Skilled Trades Update

Truck GA has a list of hundreds of PFC (Plan For Change) work requests to help Production address issues they have building the trucks. Most of these are minor work station rearrangements but others are much more complicated. Running production six days a week on both shifts as well as some production Sundays leave Trades very limited opportunities to make these changes. For months now, Truck GA has been supplementing their IMMs with IMMs from every area on all shifts on weekends. Even with all this extra help, the work requests from Production are not stopping. We needed to come up with an innovative solution to keep contractors out and without forcing IMMs to work more overtime.

An obvious fix would be to simply hire either more IMMs or IMM apprentices. Even though we have no Trades on layoff with recall rights, our total number of Trades is higher than it should be, but the Trade mix isn't correct. We have 328 Trades which breaks down to one Mechanical Designer, 60 T&D, 104 IMMs and 163 Electricians. This number includes those elected in-plant and at the Union Hall, per diems, non-traditional (engineering) and those on sick leave. We still do have six "Time for Time" T&D who are not in their Trade but are on Production. "Time for Time" is a section of our recall language in our Collective Agreement. These six worked in their Trade in GM Oshawa for a short time and do not have recall rights into the Trades. We have just rewritten the letter from 2016 negotiations on these six.

Originally they could be a Pref Hire into their Trade or apply for a new apprenticeship. The new letter provides for these six being placed into a modified IMM apprenticeship upon successful completion of an assessment. Dependent on training required, we expect all six being placed into the third or fourth year of an apprenticeship. This placement would occur once total Trades numbers get to the correct overall number.

With all of our Trades at work, Appendix "R" – our work ownership language – states that with no Trades on layoff with recall rights, GM can bring in contractors to do our work on any day

we are fully utilized, which according to our language, is 8 hours a day, by the day. To keep the contractors away from our traditional work, we had to look at other options.

In the last couple weeks GM requested some third shift Trades be loaned to Truck GA on thirds to work on these PFC (Plan For Change) work requests. Flex Trim and Chassis provided two Electricians, Bodyshop provided two IMMs and two Electricians. These temporary loaned Trades will work in Truck GA for up to 60 days. Because these Trades are not working in their regular areas, some overtime has been required to do their normal work for startup.

Last week an agreement was reached to allow four T&D to supplement the Truck GA IMMs on straight time. These four T&D positions will be posted on a temporary basis, two on each of Shift #1 and #2. These temporary postings will go up this week and will be open to all T&D Trades. At the conclusion of these temporary positions, the four T&D will return to their previous area and shift. Each of these four T&D will, after a month of training, work one on one with an IMM. Before any of these four T&D can do IMM work on overtime, all IMMs in all departments and on all shifts, must be utilized provided they have signed the overtime supplementation sheets.

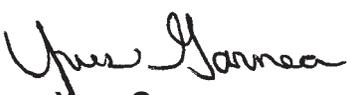
To help ensure we keep contractors away from our traditional work, we have also agreed to look at both T&D and Electrical supplementation of IMMs on overtime. This supplementation would again be after all IMMs, in all departments and all shifts have been cleared. To do this we have created a new supplementation sign-up sheet for T&D and Electricians that includes a box to indicate if you want to supplement the IMMs.

Remember, if you do not sign up on the supplementation sheets for work outside your department, either in your Trade or to supplement IMMs, if you are in line to work, you will not be asked and will be bypassed. You will also be charged for the hours available. By signing up you are not stating you will work, you are just indicating you want to be asked.

In Solidarity,


Greg Moffatt
 Shop Committee Chairperson


Bill Dickson
 Skilled Trades Chairperson


Yves Garneau
 Zone 1 Committeeperson


Tom Fowler
 Zone 2 Committeeperson


Jim Hogg
 Zone 3 Committeeperson