

UNIFOR • GENERAL MOTORS

LOCAL 222 BARGAINING REPORT

SUPPLEMENT TO THE 2020 TENTATIVE AGREEMENT BETWEEN UNIFOR AND GENERAL MOTORS



UNIFOR
theUnion | lesyndicat

YOUR LOCAL 222 BARGAINING COMMITTEE



GM Oshawa Assembly Plant - 2020 Investment Local Agreement Memorandum of Understanding

- The Company will maintain 15% active full-time TPTs.
- Any new full-time TPTs will now be able to utilize the grievance procedure.
- Any new full-time TPTs will now be able to utilize the job posting procedure.

3rd Party Material Handling

- The Company will have the ability to use a 3rd party vendor to perform for all traditional material handling functions, line-side delivery, general stores, point of use cribs, barrel handling, and kitting and sequencing work, at its discretion, supporting vehicle assembly at the Oshawa site.

RECOMMENDATION

Your Unifor General Motors Master Bargaining Committee and the Local 222 Bargaining Committee unanimously recommend this tentative agreement.

We urge you to vote in favour.

Skilled Trades

- The parties agree that Full Utilization will only apply to Line Repair work for 40 hours/week.
- Our skilled trades employees will always be the first asked to perform the line repair work, including overtime, but if they refuse, outside contractors can be utilized.

THIS IS A THREE-YEAR AGREEMENT WHICH EXPIRES AT 11:59 P.M. ON MONDAY SEPTEMBER 18, 2023

GM OSHAWA ASSEMBLY PLANT - 2020 INVESTMENT LOCAL AGREEMENT MEMORANDUM OF UNDERSTANDING

Quality Sorts

- 3rd party vendors will be able to perform quality sorts and containment activities onsite, lineside if applicable, for their commodities with no restriction on duration of the sort or containment.
- We will be the only workers that will be able to put parts on the vehicle inside or outside the building.

GMS

- GMSNEXT is next generation in Global Manufacturing Systems.
- Increase Minimum Score Threshold to 80% for 3-part Team Leader Selection Process (Part I – Written Test, Part II – Job Experience, Part III – Performance Measures).

Alternative Work Schedules

- The Company will develop the most optimal shift schedule in order to help reduce utilities cost. If running a one-shift operation, the Company will have the ability to structure the shift start and end times to avoid high peak time utility costs.
- The Company will maintain the ability to maximum run-time for optimal operating flexibility, inclusive of unpaid lunches (8.5-hour shift).

Production Standards

- Improved job dispute resolution process will focus on job cycle/load. The parties will work on a more efficient process to resolve outstanding operations that are not within cycle/load, and fast track any changes that can improve the EE's working conditions.

Job Posting Process

- All employees who move via job posting will be frozen for 4 months.
- Tertiary (3rd) openings will be filled at the Company's discretion for non-preferred jobs.
- Reduction from job will allow a reposting opportunity.
- A "blackout Period" (no posting movement) will be in effect during launch periods and model changes. Specific timing to be established between the local parties.

Union Representation

- Union awareness training will be reinstated (discussion within 60 days to work out the details).
- We have made improvements to the administration of the Union Awareness Training, which should help enable other local training (e.g. skilled trades).

Personal Protective Equipment

- Winter Wear Program will be eliminated, however, Union will have the ability to request a limited number of chits based on specific positions.

GM OSHAWA ASSEMBLY PLANT - 2020 INVESTMENT LOCAL AGREEMENT MEMORANDUM OF UNDERSTANDING

Personal Protective Equipment Continued

- Please note, as displayed in your brochure, all TPT's will now be entitled to be reimbursed for safety shoes upon attaining 30 worked shifts.

Food Services

- No Company subsidy.
- Explore the option of Tim Hortons.

Applicability of Local Memorandum of Understanding

- Oshawa OEM Stamped Products and Service Operation will continue to operate as a distinct standalone facility under the same Oshawa Local Agreement and, therefore, all employee movement to the Oshawa Assembly Plant will be restricted for the life of the collective agreement unless otherwise agreed between the parties through mutual agreement. If during this period of time there are members on layoff in Oshawa, then plant movement will be permitted. The Plant Chairperson and Human Resources/Labour Relations will discuss potential opportunities for employee movement where it makes sense to do so insofar as it does not have a negative impact on the business case for investment. We have already moved this needle forward and have agreements to allow employees from CCA and the plant to transfer through mutual agreement subject to the eligibility criteria.

Commitment to settling the 2020 GM/Unifor Master Agreement and Oshawa Local Agreement

- The production allocation is for the current life cycle. Currently, there is no future product commitment but the Company has expressed that the life cycle will be a minimum of three (3) years and that is well into the new Collective Agreement 2023.
- There will be no retirement incentives offered at the Oshawa Assembly Plant during the current life cycle of the product. In the event of a permanent reduction in force, the new hires at the Oshawa Assembly Plant will be laid off. Any employees hired prior to the 2020 Collective Agreement will flow back into the Oshawa OEM Stamped Products and Service Operation based upon Seniority.

Skilled Trades Improvements

- Oshawa OEM workforce committee to meet semi-annually to discuss the future training needs of the skilled trades workforce.
- May include technical and equipment training provided by 3rd party vendors focused on the stamping presses.

Doc # 102 (Skilled Trades Assessment):

- Upon completion of the initial skilled trades assessment at Oshawa OEM, the Company agrees to reimburse one (1) skilled trades C of Q renewal.

GM OSHAWA ASSEMBLY PLANT - 2020 INVESTMENT LOCAL AGREEMENT MEMORANDUM OF UNDERSTANDING

NEW

- Established a timeline for GM to claw back over payments – 180 days.
- Repayment Recovery Schedule:
 - \$150 per week for full rate EE's.
 - \$125 per week for in-progression EE's.
- Parties will meet within 90 days to discuss development of a new "Simplified Vacation Process."
- Master CBA language updated so that, once they accrue seniority, new hire members will be granted an adjusted local seniority date that reflects their date of hire. (This will fix the issue of members being assigned different dates based on the number of shifts they happened to work in each department).
- ADP-Payroll Online Password reset has been increased from 60 days to 180 days (from computer).
- Relative to the external/internal ratio for apprenticeship selection: improvements were made to our current ratio 3:1 (external to internal) and it was agreed to reduce the ratio to 2:1 (external to internal) which will ultimately provide greater opportunity for existing members to be selected for apprenticeship opportunities.
- Parties will meet within 30 days to discuss resolution to S&A claim paperwork concerns.

