

# 2016 Auto Talks

## #AUTOTALKS16

  
**UNIFOR**  
theUnion | lesyndicat  
September 8, 2016

LOCALS: (FCA) 444, 1285, 1498, 195, 1459, (Ford) 200, 240, 707, 584, 1324 and (GM) 222, 636, 199

## Unifor selects GM as target

On September 6, the Unifor National President announced General Motors as the target company to set a pattern in bargaining with the Detroit Three automakers.

“These negotiations are about the future for all of us - the industry, local communities and good jobs. Our demand is clear. Invest today to build a future for tomorrow,” said Unifor National President Jerry Dias.

The GM Master Bargaining Committee will seek to reach a settlement that is fair and meaningful for our members. This one agreement, once ratified by members, sets the standard for the remaining two agreements.

Negotiations between the Master Committee and GM continue with the intent of reaching a tentative settlement before the midnight deadline on Monday, September 19. Consequently, bargaining with Fiat Chrysler and Ford will pause during this period.



## General Motors facts:

General Motors employs 6,600 Unifor members in Oshawa, St. Catharines, Woodstock and Ingersoll making the Impala, Equinox, Buick Regal, Cadillac XTS, and GMC Terrain, as well as engines, transmissions and components. **NOTE: The 2,600 working at the CAMI plant in Ingersoll are not part of the Master Agreement.**

## Stay up to date!

The one and only place that you can find accurate and current information is online.

Visit the dedicated Unifor website page. Look in the updates section at: [unifor.org/autotalks16](http://unifor.org/autotalks16)

## What's next: September 19

Monday, September 19 at 11:59pm is the date the contract expires and it is also the strike deadline. While the Master Bargaining Committee will work hard to negotiate and reach a settlement, if one cannot be reached, strike action may be necessary. A strike has already been authorized by the overwhelming vote of the membership.

Should a strike occur it will only affect workers who work at the target company.

## Hot topics at the table

An important topic during negotiations is the current new-hire grow-in program. Under the program, a newly hired Unifor member starts at 60 per cent of the base wage, and over 10 years “grows-in” to full wages and benefits.

In 2012, Unifor was under fierce pressure to accept a U.S.-style permanent two-tier wage system. Our union rejected and resisted this, arguing instead that our alternative – an extended new hire grow-in program – was a better model.

While the program has helped attract new investment to Canada, addressing the grow-in is a bargaining priority. All bargaining committees are committed to find ways to support new hires during this round of negotiations.

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## It's time for solidarity

For those members who are going through bargaining for the first time, it is important to note that your Unifor sisters and brothers at GM will set the pattern to form the basis of your contract. So, even if your company is not the target, what happens now in auto talks will have an impact on your final contract.

The strength of our bargaining committees is rooted in the solidarity of the entire membership. It is important that the employer knows we are united.

As one strong union, we must send a collective message and we need to stick together. **Solidarity matters for all of us – be sure to show it!**

If you are not a worker at the target company, which includes Locals 222,199 and 636, you still have a vital role.

### Here's three ways to support bargaining:

1. Talk to your co-workers, friends and family members about the importance of these negotiations. This is about the future of jobs and our communities.
2. Raise your voice for solidarity! Get active on social media. Send out regular Facebook posts with messages of support and solidarity and/or tweets.
3. Stay informed. Go to [unifor.org/autotalks16](http://unifor.org/autotalks16) for updates and our latest fact sheet.

As we near the contract expiry on September 19, the bargaining team at GM needs your support. Remember to send emails to those locals who are part of the target company negotiations.

With your help and support for your sisters and brothers at the target company, we can push back and make gains for everyone.

## Detroit Three vital to economy

The auto industry is vital to both local communities and the overall Canadian economy. A new study commissioned by Unifor lays out just how important auto is.

The study, found at [unifor.org/autotalks16](http://unifor.org/autotalks16) under the background section, assesses the economic impact if automakers were to leave Canada.

**Researchers found that in the short term Canada's gross domestic product would fall by up to \$26 billion, with a loss of up to 150,000 jobs and a decline in government revenues of up to \$4.7 billion per year.**

**Longer term, Ontario's economy would be permanently reduced by up to \$21 billion and 38,000 jobs, with government revenues permanently cut by up to \$3.9 billion per year.**

This is why Unifor has made investment in Canada a cornerstone priority in negotiations. With so much at stake in our communities, for the economy, jobs and government revenues – which pays for healthcare, schools, roads and more – a focus on investment in Canada is not only good for auto, it's good for all of Canada!

The study was done by Robin Somerville, Director of the Centre for Spatial Economics and President of Quantitative Economic Decisions Inc., who last year prepared a similar report on the economic impact of the GM Oshawa operations.

To read the full report, and for further background, please visit [unifor.org/autotalks16](http://unifor.org/autotalks16).