

Quick Facts on Auto Talks 2016

September 9, 2016

This information sheet is to help new members better understand the bargaining process used in Detroit Three negotiations. It is our hope that regular information will help keep new members informed. If you still have questions, please contact us on [Facebook](#) or [Twitter](#). All you need to do is search for Autotalks16!

Why does Unifor select a target company?

Unifor selects only one of the Detroit Three companies as “the target” so that the union and the Master Bargaining Committee can narrow its focus, capacity and resources to reach a fair and meaningful tentative settlement.

Selecting one company is not about choosing the employer where we can get the richest agreement. Rather, it is about choosing the company where we feel we can achieve a meaningful agreement that will suit the needs of **all** of our members working in the Detroit Three.

Why pick General Motors (GM) as the target company?

GM was selected because, after careful consideration, we believed this is where the union can achieve an agreement that is able to address our key bargaining priorities, which we will then use to establish a pattern with FCA and Ford and.

Key bargaining priorities include:

1. New investments and product allocation (both vehicle and powertrain)
2. General Wage Increases and lump sum payments
3. Enhancements to the New Hire Program
4. Retirement incentives
5. Special payment to targeted categories of older retirees.

It is also important to note that GM as a corporation is doing incredibly well financially. In fact, the company reported \$4.8 billion (US) in net profits in the first half of the 2016 year. GM also set a single year record in 2015 with a reported \$9.7 billion (US) in profits. This is the highest among the Detroit Three companies. North America manufacturing is responsible for 86 per cent of GM’s global profits, and Canada continues to play a major part in their success.

For updates on bargaining please visit our webpage: unifor.org/autotalks16

Why set a firm strike deadline?

Through decades of experience in bargaining collective agreements, the union has found that the really tough decisions don't typically get made until a deadline is approaching. The specific deadline for GM is 11:59 p.m. on Monday, September 19. An exact date forces both the employer and our union to focus attention and resources to reach a fair tentative deal.

Is Unifor going on strike?

In almost any set of negotiations there is a possibility a strike may occur. However, Unifor does not approach bargaining to initiate a dispute with any company. Our goal is to reach a new agreement that fairly recognizes the hard work of our members, secures Canadian investments for the future, so all three companies maintain their presence in our local communities and contribute to the Canadian economy.

Talking about a strike is not about idle threats to the company. It is being honest about what is important to the union, our members and our communities, and what we believe is worth fighting for.

Members have already set direction and overwhelmingly authorized strike action. It is our belief that the future of good jobs and an investment in our communities and Canada overall is an important priority. We will not strike unless it is absolutely necessary in order to reach our bargaining objectives.

What happens if an agreement is not reached by September 20?

If we don't have a tentative agreement with the target company (GM) by 11:59 p.m. on September 19, or if we do reach a tentative agreement but it is not ratified by our members, then a work stoppage/strike will occur.

The union will not strike unless we are forced to do so. If the employer does not provide an offer, by the deadline, which secures investment and meets priorities the members who work at GM, including members of locals 199, 222 and 636, will be on strike starting September 20.

If I don't work at GM will I automatically be on strike on September 20?

No. The point of having a target location is to exercise our collective power to push for a fair settlement with GM and then have that agreement set a pattern for FCA and Ford.

All Unifor members will, however, be asked to show their support and solidarity with GM because the contract reached with GM will set the standard. While the members of the GM Master Bargaining Committee continue to negotiate to reach a tentative agreement, the Fiat Chrysler and Ford bargaining committee will take a pause.

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