

# UNIFOR • GENERAL MOTORS

## LOCAL 199 BARGAINING REPORT

SUPPLEMENT TO THE 2020 TENTATIVE AGREEMENT BETWEEN UNIFOR AND GENERAL MOTORS



**unifor**  
theUnion | lesyndicat

## YOUR LOCAL 199 BARGAINING COMMITTEE



## LOCAL 199 HIGHLIGHTS

- Team Leader Wage increases to \$1.00/hour.
- New SIP, Standards improvement process now includes Paragraph 166 & 167 and Doc. 91 to 94.
- Bargaining unit members train bargaining unit members not managers.
- Tool Tech. moved to new seniority group and receive Team Leader rate.
- Team Leader rate for to gage, met lab, quality and precision for all members at the COA rate.
- No Doctors note required for all employees until 4 PEL days used even if on the attendance program.
- Overtime notification day changed from Thursday to Wednesday.

### RECOMMENDATION

Your Unifor General Motors Master Bargaining Committee and the Local 199 Bargaining Committee unanimously recommend this tentative agreement.

**We urge you to vote in favour.**

- TPT Selection process criteria.
- Call/Do not call list in each department established for overtime
- 10-day maximum wait for notice of approval of time off/vacation outside of prime time.
- GSC must be able to drive
- Apprentice Rep will also become skilled trades trainer as well

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

## LOCAL 199 HIGHLIGHTS CONTINUED

- Overtime hours adjusted to 0 at the beginning of a new contract.
- Adjustment to skill trades seniority to correct a small number of long-standing errors.
- 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 (90 days within 6 months).*
- ADP-Payroll Online Password reset has been increased from 60 days to 180 days (from computer).
- There was an improvement negotiated at the Trades SC relative to the external/internal ratio for apprenticeship selection. Our current ratio is 3:1 (external to internal) and we 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.
- TPTs for vacation coverage, negotiated improvements that will help enable requests for vacation, leaves-of-absences, and other contractual time-off to be approved.
- Parties will meet within 30 days to discuss resolution to S&A claim paperwork concerns.
- We are still working to resolve the issues related to our retired members that had pension time removed.

## LOCAL 199 COMMITMENTS

Capital investments to support a Transmission Supplemental Capacity Agreement:

- Equipment installation, facility modification, logistics support and vendor tooling to support the manufacture of a new transmission and variants supplementing an existing supply arrangement for vehicles in a critical market segment.
- Start of production targeted for Quarter 1, 2021.
- Continued production until the development of full manufacturing capability at the existing supplier.

Capital investments for facilities, tools, and M&E to support existing production:

### **GEN V Engines**

- Equipment refurbishment to support engine production.
- Single source of gasoline V8 engines for light duty truck production at Oshawa.
- Forecasted production for the duration of the collective agreement.

### **HFV6**

- Equipment refurbishment to extend the life of the current engine module.
- Forecasted production for the duration of the collective agreement.

### **GF6 Transmission**

- Forecasted production for the duration of the collective agreement.

Building sustainment including fire and safety protection.

In addition, the Company confirms that based on past operating performance, the St. Catharines Propulsion Plant is well positioned to be considered for future product allocation and commits to explore and consider potential product programs and investment opportunities for the facility.

## LOCAL 199 COMMITMENT LETTER

November 4, 2020

Mr. Jerry Dias  
National President, Unifor  
205 Placer Court  
North York, Ontario

Dear Mr. Dias:

During 2020 negotiations, the Company presented to the Union volume forecasts for current products at Unifor-represented facilities covered under the Master Agreement. This information was based on the most recent forecasts available to the Company at the time of negotiations.

Based on these forecasts, the Union raised serious concerns about the future of the St. Catharines Propulsion Plant and expressed the Union's desire to explore new investment opportunities to sustain production and jobs at the facility for the long term.

In response to the Union's concerns, the Company confirms that based on past operating performance the St. Catharines Propulsion Plant is well positioned to be considered for future product allocation. While nothing in this letter shall be construed as a commitment to allocate product to St. Catharines Propulsion Plant, the Company commits to the following:

Explore and consider potential product programs and investment opportunities for the St. Catharines Propulsion Plant;

Approximately C\$88M capital investment to support a Transmission Supplemental Capacity Agreement for the manufacture of a new transmission and variants supplementing an existing supply arrangement for vehicles in a critical market segment;

Upon release of 2021 Business Plan volumes, the Company will review with the Union volume forecasts for products to be manufactured at the St. Catharines Propulsion Plant as it is currently anticipated that there will be increased volumes at the facility;

Meet with the Union on a quarterly basis, subject to confidentiality requirements, to review future product plans and opportunities for the St. Catharines Propulsion Plant in accordance with the agreed-to Unifor-GM quarterly business review.