

# Just the Facts

Fiat-Chrysler Automobiles | Ford | General Motors

#AUTOTALKS16



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

## What's in a Pattern?

A lot can be said about patterns; they are a template by which you can recreate something. They ensure from one to the next that they are similar enough as to not be able to tell a difference. A pattern is a form of replication, it stands to reason that pattern bargaining, as it is referred to, would be the same from one employer to the next. As explained in Issue #1 of Just the Facts, the bargaining committees have now gone through the surveys and from them created a list of demands for the various companies as negotiations get set to begin.

"Other than those items which are unique to one specific facility or another, the agreements, by and large, tend to be quite similar and contain roughly the same overall monetary value for the members," says Greg Moffatt, Chairperson of the G.M. Master Bargaining Committee as well as Chairperson of the Unifor Local 222 G.M. Oshawa facility.

"What works for us over at General Motors as far as some of our local items we negotiate might not work at Ford or FCA just based on how we each do things a little different. When we are at the Local bargaining table we try and hash those items out and keep the National Agreement as close to the original is possible," continues Moffatt.

Bargaining with the D3 automakers contains two main components; the Master Agreement and the Local Agreement, both are negotiated separately. The Master agreement is where the National President bargains alongside the Chair of each respective bargaining committee and sets the National 'pattern' for the agreements. Local agreements are negotiated between workplace corporate staff and a local bargaining committee to iron out details that focus on specific issues regarding each individual facility. For

example, each Local union will have a local bargaining committee to go over the details of a local agreement that will differ from one location to another. Bargaining that has a monetary cost attached to it is generally sent to the national committee to be dealt with.



## It's Worth Repeating

"My dream is for people around the world to look up and to see Canada like a little jewel sitting at the top of the continent. "

- Tommy Douglas

"Remember our proud history of social justice, universal health care, public pensions and making sure no one is left behind. Let's continue to move forward."

- Jack Layton

"High rates of unionization lead to greater income equality, lower unemployment and inflation, higher productivity and speedier adjustments to economic shocks."

- Unions and Collective Bargaining Economic Effects in a Global Environment, The World Bank

## Unifor Auto Council calls for new investment in Canada

LONDON, ON, June 1, 2016 / CNW/ - Meeting in advance of the start of bargaining with the Detroit Three auto companies this summer, delegates to the Unifor Auto Council voted unanimously to make new investments in Canada, including new product allocations, the top priority of the talks.

"When we get into bargaining, the number one priority will be maintaining and expanding the footprint of the industry in Canada," said Chris Taylor, Chair of the Auto Council and the President of Local 200 at the Ford engine plant in Windsor.

"That was the unanimous decision of our members here today."

The 120 delegates to the council, representing the bargaining committees at General Motors, Ford and Fiat Chrysler Canada, passed unanimous resolutions calling for each company to commit to bringing new products to Canada, and to specific investment mandates for Canada for assembly and powertrain operations.

They came to London from Unifor Locals at Detroit Three auto plants in Ontario, bringing with them the priorities for bargaining from each of those plants. ~  
Source Unifor, for more information visit [Unifor.org](http://Unifor.org).

"The idea behind pattern bargaining has always been to make sure that the Detroit 3 automakers were operating on a level playing field therefore ensuring one doesn't end up with some kind of huge cost savings advantage that then disadvantages the other two adding extra pressure to them and therefore stress to the industry," adds Chris Taylor, Ford Master Bargaining Chairperson, President of Unifor Local 200 as well as Auto Council Chairperson for Unifor which consists of the Master Bargaining committees from each of the D3 Locals.

Traditional pattern bargaining has operated in the fashion that after the Labour Day weekend the National President has announced a target manufacturer that bargaining will focus on.

"At the point that we pick our target and announce it to the public, we cease our talks with the other two manufacturers, it makes sense at this point to concentrate all of our efforts on the company we have selected, this will be where we believe we are the most likely to achieve a fair and meaningful settlement for our members (based on the previously identified bargaining priorities)," says National President Jerry Dias. "When our members come together and we explain the deal we put together for them our hope is always that they see what is in it for everyone, keeping in mind that we all have brothers and sisters working across the country in our various facilities and we need to be looking out for each other and our communities."

Once a tentative contract is reached with one employer, the 'pattern' is then set and brought to the other bargaining tables. "There is definitely negotiation still going on at this point as neither of the other two companies want to sign a pattern deal," says Moffatt, "there is still a lot of work to do to make sure all the members at all the facilities have a standard agreement to go over and vote on."

"When we start bringing all of our members together at the different locations across the province we give them a number of hours to go over the proposed changes to the existing contract, some people ask for the entire contract book but it makes more sense to just go through a highlight booklet as it represents everything that changes in the existing agreement," adds Dino Chiodo, President of Local 444, Ontario Regional Council Chair and head of FCA Master Bargaining for Unifor. "There are things we call flow through, those items are anything that will not change in the existing contract book and we agree to automatically sign off on so we don't have to go through hundreds of pages of agreement and can focus on the parts our members have asked us to change."

**Please use the hashtag #AUTOTALKS16 on social media when referring to this round of bargaining.**