

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

FCA Hot Plate

FCA members will be looking to the future development of product allocation as well as definitive commitments for levels of infrastructure improvements in the Canadian facilities.

Ford Hot Plate

Ford's recent announcement of production moving to Mexico will surely be a hot topic at this year's bargaining round. The Ford Master Bargaining Committee is committed to finding future work and product for its Canadian sites.

G.M. Hot Plate

G.M. is expected to be difficult to deal with as Unifor works towards securing future product allocation and language to protect pensions in the future.

The Bargaining Process

Most members know they have a bargaining committee that is working for their collective best interest. A lot of members however don't realize how the whole process of bargaining a contract works. This series of *Just the Facts* is dedicated to laying the process out for members to hear how a deal gets put together and how it is that a contract is eventually signed between their union and the company they are employed by.

"The most important part of the puzzle is hearing from our members," says FCA Master Bargaining and Ontario Regional Council Chairperson Dino Chiodo, when asked how the Bargaining Committee's get started. "We put out surveys and ask our members what it is they are looking for in this contract so we can compile our list of demands to present to the company."

Chris Taylor, Unifor Local 200 President and Chairperson of the Ford Master Bargaining Committee, says, "Once we have heard from our members, we meet as entire Ford Council to compile the demands and come up with a final bargaining package along with an agenda on how we move forward as a group to ensure a successful round of bargaining on behalf of our members."

"Once we get things moving along with the company we always do our best to keep the members up to speed on what is happening but bargaining moves incredibly fast at times and it just isn't possible all the time," says GM Master Bargaining Chairperson, Greg Moffatt. "We just ask our members to remember we are in this together and we need to stick together in solidarity to get to our ultimate goal."

After surveys are returned to their union, the member demands are compiled into a database from which the final proposals to the company





What is the meaning of Solidarity?

Solidarity as defined by Merriam-Webster's Dictionary is: 'a feeling of unity between people who have the same interests, goals, etc.'

"That definition absolutely defines what we are, who we are and how we must proceed every single day as sisters and brothers in this union," says Jerry Dias, National President of Unifor. "We need to stick together for our common interests and in the spirit of our communities."

Solidarity is not just a word defined by a dictionary but it is also a feeling described by many active and retired workers. It is a symbol, a beacon of hope, a way for all members to feel as one.

Remember this definition at the upcoming strike authorization votes, information and ratification meetings.

As members, if everyone acts together and appreciates the gravity of what happens during bargaining, we can protect our families and communities for the future.

are created. Once bargaining begins, the long process of going through each demand with the individual company can start; this can take weeks to do as both sides will argue the merits of the demands. Eventually, a deal will be reached with the hope it comes before the strike deadline after which a ratification meeting is set to explain to the membership what has been achieved. Members have the opportunity at this point to attend the meeting and hear from the bargaining committee about changes to their existing contract.

"It isn't necessary for us to put out a whole contract at ratification, in fact it wouldn't even be possible for us to make sure everything was correct in that short timeframe, instead we put together a booklet that lays out every single change, good or bad, that affects the contract. If it isn't mentioned in the ratification booklet then it has not changed from our existing contract," states Dino Chiodo.

The importance of a strike mandate

When the time comes for the strike authorization meeting the leadership of all the bargaining committees would like the members to to remember a couple of things.

- 1) Strike authorization does not mean anyone is going on strike. It simply gives authorization to the bargaining committee to make that determination if bargaining goes past the deadline and no meaningful progress has been made. If progress is being made the committee may choose to extend the deadline on an hour-by-hour basis to ensure the best possible contract can be achieved.
- 2) A high percentage in favour of strike action (if required), sends a powerful message to the corporation that the membership supports its bargaining committee and if provoked will act out in the form of job disruption. By entrusting this incredible power to the bargaining committee the membership is putting a very powerful tool in their hands.

Social Media and News Outlets

The importance of social media and its role in this round of bargaining is not to be ignored, however members should only follow the official pages of their locals and the national union in order to get updates on what is happening during the talks. This will be the only real source of up to date information that is available in a widespread fashion.

Follow #AutoTalks16 on Twitter for regular bargaining updates from the Auto Council.