



Chairperson's Report

April 24th, 2024

Skilled Trades Update

As you are all aware, we have now seen the end of life for HFV6 program come, and for the first time in living memory of the STCPP, members of the Skilled Trades workforce are facing indefinite layoffs while we transition to BEV 3 drive units. In the past, GM was able to avoid laying off Skilled Trades by absorbing them on to the construction projects as we re-tooled for new product programs. As part of the restructuring 2007 Competitive Operating Agreement, many changes were made to better position our plant to be competitive enough to attract future work. Some of the biggest changes in this agreement occurred with the Trades, going from 22 classifications to 5. This included exiting customarily performed work such as construction work. Presently in the Corporation GM Trades are no longer utilized to work on their own construction projects. This doesn't mean we can't do the work, but GM now prefers to have outside contractors manage these construction projects for them.

Last year GM awarded the BEV 3 retooling project to Newman Brothers as General Contractors, who are sub-contracting to E.S.Fox and Procon, who all use hiring halls to supply them their labour needs. The General Contractor is under contract with GM and owns the project site and construction work being done. The General Contractor is also under their own safety management system. From a safety perspective this method protects GM from any liability during these types of projects.

The week of April 8th contractors were assigned a job to swap out a robot from inside a Prismatic washer to install in another machine. After a couple of calls for representation to protest went unsatisfied, some Trades from GF6 escalated the situation to me for attention on the matter. After gathering some facts about this assignment and learning of a second planned robot swap for the following week, 5 E.S. Fox contractors were assigned to both jobs with 4hrs quoted for completion of each job. With GM Trades on layoff the Union viewed this as a violation of Appendix R – under point 3 - Layoff Recall. As a result, I submitted a Policy Grievance on April 11th to argue the Company was not Fully Utilizing our Trades to do our customarily performed work to service our production equipment. On April 19th, I met with the Company to discuss this Policy Grievance. Throughout these discussions, the Company was able to demonstrate a prolonged track record of contractors performing this work on company assets like robots because GM trades were fully utilized, because business teams are short of manpower to perform this work. The Union was successful in its argument for the Company to full utilize GM trades during layoff and cited a prior successful grievance for a similar instance.

As a resolve to this policy grievance, instead of winning armchair pay for 5 trades for 4 hours each, I was successful in retaining job security for 5 additional trades to continue working over and above the required to run number for V8 and DCT that would have otherwise been laid off when GF6 end of life occurs. These additional Trades will continue to work until the BEV 3 project officially launches at which time the Drive Unit Division will have populated to its new required to run number. This is a far bigger win than just 4hrs of armchair pay for 5 trades. When project work like that occurs again, GM Trades will set up and finish the job as is the current practice and the apprentices will be reassigned to observe and learn to as part of their required training. This was implemented for the first time Wednesday April 24th, 2024 in V8 Head Machining. My goal as Chair of the Union remains to mitigate the impact of this transition to our members and continue to work with the Company to find ways job security with gainful employment for everyone, especially our Trades.

Primetime vacation approvals should be posted on your team room walls by now.

Issued by, Trevor Longpre, GM Unit Plant Chairperson

**No one has been disciplined for working safely. Take your time.
Do it Safe. Do it right.**

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