



## ***GMIN Update & General News***     January 24th, 2024

**GMIN Update** – The Union is pleased to report to all production members impacted by the GMIN shuffle that their date of entry into the plant will now be recognized along with their full-time conversion date followed by their gmin from low to high to determine their plant seniority. We were striving to do what was right and restore fairness for those that were negatively impacted.

While this is less of an issue in previous rounds of smaller full-time hirings, this last round of 154 conversions highlighted the adverse effects of such a large group being sorted solely by gmin order from low to high. This shuffle seen members with 3yrs of service end up near the bottom of their full-time hire group because of a high gmin number, while others who may have only had a year of service were placed higher in their group because they had a lower gmin number. With indefinite layoffs pending for the retooling of our plant, the urgency to get this done was a priority for me.

When the gmin letter was agreed to 4yrs ago no one then could have known the kind of impact the gmin shuffle would have had until it happened, especially in a large group like this. This had the potential to be 30+ year problem and we needed to find a way to make it fair and equitable for everyone. Former SWEs had the 5-digit clock number to keep them in plant entry order. The Union's priority was to find a way to honor plant entry time for the gmin group in a similar way to the old clock number did for the SWEs.

We listened to the stories from our Local 199 members, we received support of the National Union, local day shift bargaining and benefit committee representatives were able to share their input as well on this issue with local company leadership this week. Even though we struggled through initial conversations in early November the Union stayed persistent in this cause because we needed to make it right, not just for today but on a going forward basis.

After many discussions and hearing the impact to our members the union was pleased to hear this week that the company also wanted to make it right for our members. We worked collaboratively to come to an agreement to honor date of entry for all new hires hired since September 2020.

With this new development this will cause a delay in receiving February's plant wide seniority list. Once we receive the new list from the company, we will repost it in the west clock house with the updated changes.

Layoff notices will be rescinded and reissued to the appropriately affected members who were last on the updated seniority list. For those members impacted please see Vince Filice in the EI office in the West Clock house for any layoff questions and see Lawrence in the same office for any benefit questions you may have.

For those impacted by the EV layoff you have Union Resources available to you that are encouraged to utilize. As we published in our ratification material every fulltime worker has gainful employment when

the Electric Drive Units land. Every fulltime member has contractual call back rights as per 54F of the Master Agreement. This call back option has also been made available locally for the TPTs who are getting laid off who remain in good standing. To be clear, ALL fulltime members will be called back before any TPT.

**EV Transition** – Just for clarification, the week of January 28<sup>th</sup> 2024 is the official start of the EV transition.

**Transfers** – The 2024 Transfer list is now taking transfers. Updates to this list occur every Wednesday. Contact your Committeeperson for any assistance you may need. Reminder – there is a max of 4 entries. Submit all your entries online in consecutive order from 1<sup>st</sup> preference to last.

**TEMPORARY PREFERENTIAL HIRE REQUEST \*UPDATE\*** Calls have been placed to both Cami and Oshawa to see if there are opportunities to temporarily pref-hire to these locations. At this moment neither Oshawa nor Cami are in a position to take St. Catharines members. We are asking if any members who are interested in this potential option if/when it becomes available to leave their updated contact info in the Trades Union office.

**Issued by,**

**Trevor Longpre, GM Unit Plant Chairperson**

**On behalf of the Shop Committee, Stan Kuczma, Scott Little, Tony Verde**

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

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