

I hope everyone was able to enjoy their Thanksgiving weekend however you celebrated it!

**Safety** – We want to take this opportunity to thank and congratulate the membership for working safe when locking out your machines. We have gone **4 months** without a lockout violation in our plant and that is a huge change in our safety culture from a year ago, that is something we can take pride in. By comparison, last year we had on average 3-5 violations per month. This shows your diligent effort to work safe each and every day, and this critically important for our plant's future.

**Mr Webb** – We also want to take the opportunity to thank Brian Webb for his leadership in helping to improve our safety culture in our plant taking the time to listen and value the perspective and experiences of the membership with his empathy conversations. For championing the first ever Employee Appreciation Day, recognizing the awesome work our St. Catharine's workforce does here every single day. Even though this change was unexpected, we thank you for helping to make St. Catharine's better. We wish you all the best in your new assignments in Lockport and Rochester.

**Production Volumes** – As of the printing of this report **Gen5** volume remains strong on 3 shifts with weekend OT in the schedule for the next 16-weeks to satisfy customer demand.

**DCT** – remains steady on one shift in assembly with sparse OT, no change in volume or demand.

**Tag 'Trial' for V8 Assembly** – The recent workplace of choice survey highlighted 'work-life balance' as one of the areas of concern from the verbatims our members shared, primarily from the V8 assembly area. Numerous requests were made to plant leadership to find ways to improve work-life balance by helping to mitigate forced overtime on the weekends in V8 assembly. This issue is a challenge to achieve because we all understand we cannot volunteer to make fewer engines and still expect to stay in business. Through on-going discussions, the Company and the Union discussed options to figure out ways to mitigate forced weekend overtime. The parties have agreed to run a 'TAG Trial' in V8 assembly for the next 6 weeks on day shift. The TAG trial hopes to build the additional units Mon-Fri that help off-set the need to force Saturday shifts.

For those members who don't know what TAG is, running TAG provides teams with additional people to run continuously for additional units while offering additional breaks over and above what is contractual for the membership. This has proven to be very successful in V6 and GF6 assembly but on a smaller scale. To run TAG properly in V8 assembly it requires more members than what we currently have in the plant.

As a result, 15 members are being recalled from layoff to help run this 6-week trial. These members will be assigned to V8 assembly and GSC at the Company's desecration. This 6-week trial will run on day shift only starting October 28<sup>th</sup>.

For the Union the win is straight forward, the recall of 15 members from layoff and the additional breaks and relief V8 assembly members will receive on the assembly line.

The Company will review the results of the trial with the Union before the conclusion of the 6-week period. A communication to the membership will follow the 6-week trial to inform everyone if it was a success or not. If the trial is successful at the end of the 6-week period, then these recalled members will remain at work. Employees impacted in the teams will be canvassed for the steady dayshift positions in accordance with Statement of Policy 9 of our Local– shift preference by seniority.

**Rezoning** – The Company has recently provided notice to the Union within the timeline laid out in Section XII paragraph 7 of the Master Agreement to restructure the production zones for representation due to the reduced population after the end of GF6 and V6. The Union has reached an agreement to maintain the current zone structure until the end of the Union term which expires April 30<sup>th</sup> 2025, at which time Zone 3 will be absorb into Zone 2.

**CAAT DBPlus** – Some members have shared with us that a flyer was mailed to them by the CAAT DBPlus people last week containing information on how to register for these in and online information sessions. If you did not receive one in the mail or see these leaflets table topped in your team, they are available on the table outside the Benefit office or speak with Unifor EI Representative Vince Filice in person or by phone at 905-658-7781 for assistance.

**Trades - NOC Meetings** – These weekly meetings continue to be positive. Each week we continue to bid on work that we don't customarily perform, and over the last 4 months we've been successful in winning multiple bids. We are actively pursuing and bidding on work that was historically awarded to contractors. These bids are submitted in accordance with the contractual bidding process on a non-precedent setting basis, because we are capable of performing the work and we have available trades to perform the work.

If you are assigned work that you normally would not do, please reach out to John Lorenz at 905-641-6418 for clarification.

**EV Drive Units** – The retooling of the EV Drive Unit Footprint on the East side is on-going. I had the opportunity to be given a guided tour of the BEV footprint this past weekend to see the construction progress and facility upgrades. It is very encouraging to see all the work being done and to observe how much BEV equipment has arrived & how much more there is to come.

**Issued by, Trevor Longpre, GM Unit Plant Chairperson**

**With the Bargaining Unit, Scott Little, Tony Verde, John Lorenz**

**No one has been disciplined for working safely. Take your time.**

**Do it Safe. Do it right.**

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