



## INPLANT UPDATE

### DETROIT 3 BARGAINING UPDATE

Mike Van Boekel and Dan Borthwick

For the past month and a half the two of us were in Toronto taking part in the Detroit 3 bargaining. GM was picked as the first target company and this gave us the opportunity to work first hand on the pattern contract that set the stage for all Detroit 3 bargaining. The National union kept us very involved and we participated in many committee meetings. The meetings continued for weeks as we worked towards the deadline of 11:59pm, Monday, September 19. A tentative deal was reached just after midnight.

We want to be very clear that we did not support them bringing the framework for this contract to their membership. In fact, we both left the hotel the next morning in protest of the lack of sufficient gains in this contract. One of the main goals of the contract was to supply a new product to Oshawa and St Catharines. Oshawa's new product is the overflow for the plant assembling Silverado/Sierra pickup trucks, overflow volumes based strictly on sales. The UAW contract in United States awarded their members significant monies in each year of the contract, the new Canadian contract does not equal that. In fact the American GM workers gained more money in the first year of their contract than this new contract does over the entire 4 year deal!

The new wage hire progression does make improvement with monetary raises each year, which is great. However the issues that were felt to be absolutes were not attained; no time served, no shift premiums, no COLA. In 2013 Local 88 took a stance during negotiations to attain full time status for our SWE workforce. We understand it was not everything we needed, but at the time, it got our SWE members full time. We expected that pattern bargaining would address issues and make further improvements for junior members. That did not happen.

GM made over 11 Billion dollars last year. Our senior people have not had a raise in over 10 years, COLA has been basically frozen for a decade and our pensions remained untouched, even though this was a pension year. Our junior members need more, but our senior members deserve more as well. Based on the meetings we took part in, and how the final contract came to be, we both agreed that we could not endorse the tentative agreement. We could never bring that contract back to our members in September 2017 and ask for it to be ratified.

Here are the ratification results for the GM plants from Sunday, September 25.

	Production	Trades
Oshawa	76%	52%
St Catharines	54%	59%
Woodstock	56%	66%

Chrysler and Ford are scheduled to bargain next. One has to wonder if the 'pattern' agreement is good enough to pass at those locations. Once the Detroit 3 have concluded bargaining, our Local 88 Master Bargaining Committee will begin meeting. We will set up a time line leading to when our current agreement expires next September.

**WE WANT TO BE VERY CLEAR TO THE MEMBERSHIP  
START PUTTING SOME MONEY AWAY EACH WEEK FROM YOUR PAY  
NEXT SEPTEMBER WE ARE GOING TO BE IN FOR A FULL FIGHT WITH GM**

We already set the pattern in every area of importance that GM refers to for measuring their plants. We are constantly referred to as #1 in all major areas of importance. If we are #1 in every important area we should be treated as such.

We are not going to drive GM away from our plant, but there is room for responsible negotiations that better reflect the position that GM is in, the position our members enabled GM to reach.

*We were going to attach the GM bargaining glossy to this update, however it can be found in its entirety on our website at <http://unifor88.ca/>*