

Report for Unifor Local 1285 Website – April 2015

In April, after having been on vacation for a week and a half to start the month, I attended FCA Council which consists of the local union executives, chairpersons and coordinators of all the facilities in Canada with union members employed by Fiat Chrysler Automobiles Group. My report to the council was very similar to the report posted for February/March. As far as the other Parts Depots were concerned, Red Deer as always is quietly plugging away. Their business seems to always be busy, and the only issue that seems to come up repeatedly is their lack of space within their facility. Montreal has just been through a set of meetings where they swapped some jobs with Team Industrial. Montreal and our PDC here in Mississauga have many differences when it comes to how the jobs are split between Mopar and Team and also how we interact with each other. The results of the job swapping in Montreal have Mopar employees getting 2 maintenance jobs and 2 Re-warehousing jobs in exchange for giving up total control of their docks on afternoons. My understanding is that includes shipping/receiving clerks as well. Management in Montreal are also very seriously looking at allowing Day and Ross more freedom on the docks when loading trailers. This would mean Day and Ross would be crossing the yellow demarcation line on the dock to grab cages and load them. This is a real issue for the union as Day and Ross workers are not unionized and the move puts them closer and closer to the work being done by unionized Mopar employees. It has long been the concern of the in-plant committee here in Mississauga that Day and Ross would eventually make their way towards our work by slowly chipping away at Team's work. The in-plant committee in Montreal has made it clear that their feeling is that it is an unacceptable move and we fully support that. The Mopar and Team Industrial unionized employees continue to have problems getting along. Montreal PDC Chairperson Claude Mitchell again expressed his frustration over Team's lack of interest in working together to make a better working environment in the warehouse. As for the rest of FCA Council, each facility gave a report, as did all the coordinators, and the key topic again seemed to revolve around World Class Manufacturing and its effects on the changing workplaces.

After FCA Council concluded, I attended Auto Council which involves all of the Detroit 3 union chairpersons and local union executives. This council really focused on 2 things... The first was the article in the Globe and Mail regarding GMs willingness to discuss moving to a defined contribution pension from their current defined benefit pension, and the 2015 federal election and the importance of taking down the Harper majority. In regards to the Globe and Mail article, the council agreed that discussing anything pertaining to bargaining a new collective agreement was pointless seeing as it was still 18 months away for the Master groups

and most certainly pointless if there was no plan for commitment to investment in one of the big plants. As far as the federal election is concerned, it was pointed out that 30% of unionized members actually voted for Harper's Conservatives in the last federal election!!! That boils down to the leadership in our facilities not taking an active enough approach to educating the membership on the attacks to not only working people, but the union's we work in who negotiate our wages and benefits. It isn't always a comfortable conversation to have, but as a union we need to be talking amongst ourselves so that we can have a strategy as a collective group that will benefit not only ourselves, but also the working class generations to come. The Conservative Party of Canada just does not have those interests in mind. "Party of One" by Michael Harris is great read for anyone interested in just what exactly Harper's governments priorities have been to this point.

As for our own building, the committee continues to file grievances at an unprecedented rate. Team Industrial employees and supervisors performing Mopar employees work seem to be one of the main reasons lately. This issue is in the process of being addressed, but I would like to remind everyone that unfortunately George and I cannot be everywhere at once. If you see a Mopar supervisor or Team Industrial employee or supervisor performing Mopar employees work, tell them to stop and phone your union rep. Even if you're unsure, rather than allowing them to continue, ask the person to stop and get someone who can be sure. Grieving these incidents should be a last resort if we cannot get them handled as they are happening.

There have also been some concern regarding the "Overtime Book". Regardless of how management decides they want to canvass for overtime, the idea behind the language in our contract is to ensure that the canvassing is done fairly. That means if everyone is afforded the opportunity in accordance to the rules laid out in the contract, it can be done however management deems necessary. That being said, the in-plant committee believes that the OT book can work only as long as there are open canvasses where anyone who wants to work OT, can. When those canvasses become limited, then the purpose of the book is defeated. Thus, as of Tuesday April 28th, the Overtime Book will only be used for Saturday overtime. All other OT will be canvassed by a supervisor.

Although I'm sure I could go on much longer on any one of the issues in this post, I will wrap it up there. I'm sure as things seem to be fast and furious recently in the Mississauga PDC, there will be plenty to report for May as well, so stay tuned and thanks for reading.

In solidarity,

Todd Riverso.

