

The Communicator

Plant Chairperson's Report

Revised edition of the Plant Chair's report from the
September 24, 2006 Unit Meeting.

State of the Company

With the Corporation announcing that they will be experiencing a 1.5 billion dollar loss in this quarter and the Union being notified that we will be having two tentative down weeks in November and three in the first quarter of 2007, there is no good news to report. In previous reports I have said that the market has been softening for our products. This trend has continued. It is good to see the price of gas coming down, but the consumer will not rush out and buy large cars until you see the prices staying low for an extended period of time, then consumer confidence will return.

Prior to the past couple of weeks Chrysler was deemed to be the only one of the Big Three that was showing signs of holding their own in a very competitive market. With the recent press release from DaimlerChrysler that the Chrysler division will be reducing dealer shipments in the third quarter by approximately 90,000 units and the fourth quarter by a further 45,000 units with a projected loss in the third quarter, the press was all over us trying to find out more details.

The press

It's not unusual for the press to contact the top Union Official in the Plant. This past week was no different. I got calls from the Toronto Star, The Globe and Mail and the Brampton Guardian. They claimed to have received calls from employees in the Plant telling them about downtime. I was asked to confirm the down weeks and I had said that there are two tentative down weeks in November that are subject to change. This already had happened, as they were originally planned for October and got moved. The same could happen for November. The way it was written in the paper was: we have two down weeks in November, not subject to change. They did say the three down weeks in the first quarter of 2007 were tentative. These three weeks have already changed and hopefully they will be cancelled (just a reminder, be careful when you make plans around these down weeks as they change daily). The press referred to our cars as "gas guzzlers". This is an untrue statement. Most of the cars we build are six cylinders that compete with the majority of cars in the same category on the road today, but the perception is still there. The 5.7 liter V8 Hemi

engine with MDS can compete with the majority of V6's on the road today when it comes to fuel efficiency. Once again it comes down to perception. **The Press also claimed that we have a letter guaranteeing the third shift for the life of our Collective Agreement. What we have is a letter stating that the Company will explore all options if market demand drops for our LX products before they will layoff the third shift, but this is not a guarantee. I have written about this in previous reports. Some of the options are: reduced overtime, down weeks, line speed reductions and/or voluntary retirement incentive buyouts to avoid layoffs.** In closing, when someone from the press contacts you, do not put a negative spin on things as it may be detrimental to the future of our plant.

Layoffs

We have seen the first layoff's in our Plant since the launch of the third shift. We did go through a productivity period (110 day language) last year and saw no layoffs. Instead we hired. This past January and February we saw most line speeds in Assembly and Re-process in Paint reduced and saw no layoff's as a result. In my last report, I warned that we may see layoff's during this years' productivity period. We saw a total of 118 laid off so far. Eighteen of these were "off roll" and will be officially laid off once they get cleared to return to work. We also saw Plant numbers increase from June to September. This can be attributed to Members returning to work from being off long term on LOA's, S/A, and WSIB. Could there be more? This is quite possible. Plant numbers fluctuate and more jobs are targeted for elimination. **Since writing this report we have been told that there are no layoff's planned for the next couple of weeks, but this can also change.** One of the items we are addressing currently is the amount of shift support that is still being worked while we have Members on layoff. We will keep you informed as things progress.

Packages

We have approached the Company in regards to providing retirement packages to those eligible to retire versus having junior Members laid off. The jury is still out on this one, and we are hoping to have numbers next week, as the request is currently waiting on a response from upper Management. As a reminder to everyone, packages are not initiated by layoffs due to productivity. Packages are initiated by losing jobs through

automation, outsourcing, restructuring and/or plant closure. We have lost 12 jobs so far due to automation with another 27 targeted in the next three months.

Since originally writing this report we have been told that they will be giving us cancellation notice for nine more of the 39 jobs that were targeted to be eliminated due to automation.

We have not lost any jobs due to outsourcing and most definitely not due to restructuring or plant closure. This does not stop us from asking for packages to cover all layoffs. It would be in the Company's best interest to have senior Member's retiree as those laid off will collect SUB and other benefits and even when this is exhausted you can work as a TPT. We also do not allow the hiring of summer students unless everyone on layoff is recalled. Funding for retirement packages comes out of the SUB fund anyway, so there is an offset, giving a package to a senior Member versus having a junior Member laid off collecting from the fund. We will notify you if and when numbers are finalized.

Marketing meeting

With the softening of the market for our products we had requested a meeting with the marketing department to see what plans they have in place for our cars.

We met with representatives from the corporate marketing group on Tuesday September 26, 2006.

They have a number of plans in place to promote our cars including a number of eye catching ads and commercials. Our cars are also appearing in more movies and TV series. This is an excellent promotional tool, to name a few "Miami Vice", "CSI", "FX" and "Island". The cars are usually provided free of charge with the return being free advertising. There are a number of other promotions being done with the 300 Signature series, 300 Heritage II editions, 300C SRT package which will provide the same package as the SRT8 with a 5.7 liter engine.

The 300 just won another award as one of the Tenth Best for the second year running and is still "The most awarded car in the history of the auto industry". The Charger and Magnum also won awards in their segments, "Total Quality Award" presented by Strategic Vision. The Charger currently only has a 2.7L in fleet cars, e.g.; rentals. They will be coming out with the 2.7L for public sale. The next versions of the Daytona will be coming out soon in Sublime and Plum Crazy.

We also talked about the lack of incentives on our cars. The Company responded by saying they are adding more content to the cars while not increasing the price of the car which will maintain the resale value of cars for the consumer. This is similar to how the Japanese do it. You will not see huge incentives on their products the same as you see on the Big Three products.

One of the things we raised is that with the amount of awards that we have won, and the "curb appeal" of our

cars. They are still not doing a good enough job promoting and selling our cars.

Union Awareness

With the recent layoffs we have been encouraging Members to attend Union Awareness as this program creates approximately 76 jobs. Each class on each shift should be made up of 20 Production Workers, 3 Skilled Trades and 2 Instructors per class for a total across all three shifts of 75 plus one Coordinator. For the past couple of months attendance was very low. We have had numerous discussions with upper Management on the importance of filling the classes. For the past couple of weeks they have been canceling access cards for those that were supposed to be attending Union Awareness. It works, attendance has been up. Where we run into a problem is: Members are scheduled to attend but their Supervisors tell them not to go and to show up for work on Monday. With the canceling of access cards they cannot get into the Plant and are directed by Security to report to the Local. We have some Members who do not want to attend because they may miss out on overtime. No overtime is charged against you if you're attending Union Awareness. We also have a few that are anti Union and think it's a brainwash session. What everyone has to realize is that we would have had 76 more people on the street if it was not for Union Awareness. We have had more Members attend round two and there has been a lot of positive feedback, even from those who were reluctant to go at first.

Two Weeks of Mandatory Vacation

I have written a number of reports in the past and want to emphasize once again that during the last round of bargaining we signed a letter stipulating that everyone must take at least two weeks of vacation within the calendar year. We still have a number of our Members who do not want to take two weeks off. It will be enforced this year. If you have not taken or scheduled two weeks before October 1st they will be scheduled for you. We have Members who feel that if they take Monday through Friday off and work Saturday and Sunday they are okay. That is not the way it works. You have to be out for one full pay period similar to when you're on SPA. This is another way of creating a few additional jobs in the Plant. Again, our jobs are under attack daily.

WOM (Team Concept)

We have finally announced the Pilot area for Team Concept. We picked Zone 50 on the Final Line. There were some questions as to why we picked this area and there are several good reasons. We looked at Company supplied data from a number of areas in Assembly. This area had the most ergonomic issues, the highest WSIB cost of any Zone in the Plant as well as some of the toughest jobs. They also have the most Quality issues and the most scrap from any given area. **These issues obviously go hand in hand. It is not the fault of the**

workers, but as result of the tough jobs in the area.

The way we looked at it is: if we can turn this area around then the rest of the Plant will be a cinch. One of the main focuses of Team Concept is “Empowering Workers” by having a say in the decision making process. The Workers in the pilot area will determine if and when it goes beyond the pilot stage and the pilot area will have to be a success for Team Concept to migrate across the rest of the Plant. There will be more joint communication to come as to the start date and training start up times etc.

In Solidarity Leon Rideout

Some Quick Facts

- The Local 1285 Children’s Christmas Party will be held at the Pearson Convention Centre: 2683 Steeles Ave. East on Sunday, November 26th from 10:00 am till 3:00 pm. Applications are now available in the plant.
- A notice of nomination and election for the positions of: Skilled Trades Alternate Dayshift Committeeperson, Skilled Trades Alternate Midnight Shift Committeeperson, & Production “A” Shift Alternate TPT/Overtime Co-ordinator will be posted shortly.
- The Joint Working Towards Wellness Committee Fall Campaign focuses on “Infection Protection”
- Over 6500 signatures were collected in our Local for our “Stop Free Trade with Korea” campaign. These were presented to Federal Minister David Emerson.
- The disposal of radioactive waste at a facility in Brampton has been stopped. Thank you to those who assisted PARC in the campaign.
- Toronto City Council has voted in favour of purchasing subway cars that are fabricated by CAW workers in Ontario. Thank you to all who supported the “Made in Canada Matters” campaign.
- The Local 1285 Web site is www.cawlocal.ca/1285. To view in plant “Job Postings” click on “labour links” then click on **BAP: Job Postings / Successful Bidders**.
- TCRC Texas Hold'em Qualifier
October 15, 2006 - 10:00am
Spot One Bar & Grill, corner of Glidden & Rutherford. Union Card mandatory. \$40 entry fee. Includes buffet lunch and prizes. Registration begins at 10:00; play begins at 11:00. See the bulletin boards for detail.



Thank you to all who supported the Local 1285 food drive last week for Brampton area food banks “The Knights Table” and St. Louise Outreach Centre.

The Year's Best [Actual] Headlines of 2005:

- ❖ Something Went Wrong in Jet Crash, Expert Says
- ❖ Police Begin Campaign to Run Down Jaywalkers
- ❖ Is There a Ring of Debris around Uranus?
- ❖ Panda Mating Fails; Veterinarian Takes Over
- ❖ Miners Refuse to Work after Death
- ❖ Juvenile Court to Try Shooting Defendant
- ❖ War Dims Hope for Peace
- ❖ If Strike Isn't Settled Quickly, It May Last Awhile
- ❖ Cold Wave Linked to Temperatures
- ❖ Enfield (London) Couple Slain; Police Suspect Homicide
- ❖ Red Tape Holds Up New Bridges!
- ❖ Man Struck By Lightning: Faces Battery Charge
- ❖ New Study of Obesity Looks for Larger Test Group
- ❖ Astronaut Takes Blame for Gas in Spacecraft
- ❖ Kids Make Nutritious Snacks
- ❖ Local High School Dropouts Cut In Half
- ❖ Hospitals are Sued by 7 Foot Doctors
- ❖ Typhoon Rips Through Cemetery; Hundreds Dead



United Way Campaign 2007

All Brampton Assembly Plant workers will be canvassed between now and October 10th. There will be a 50-50 draw on October 5th.

Did you know that you can designate the charity(s) of your choice? Just ask your canvasser to see a list of specific charities. Brampton food banks: The Knights Table and St. Louise Outreach Centre, for example are on the list.

Letters

Operation Katrina

During the last negotiations, the CAW National secured unpaid leave for Skilled Trades volunteers to assist in disaster relief. The aftermath of Hurricane Katrina opened the door for DaimlerChrysler, GM and Ford tradespersons to travel to New Orleans and offer much needed assistance. Thirty volunteers were selected and divided into groups of 6 according to skills and Local. Each group spent 1 week assisting in the rebuilding effort. Local 1285 was represented by Allen Maiwell (electrician), Doug Grundy (mechanic), Mike Kucharczuk (toolmaker), Mike Salic (electrician), Bill Monahan (electrician) and Sid Molenhuis (welder).

Upon arrival in New Orleans, our team was given a tour of the 9th Ward, and although it is over a year since Katrina struck, the level of devastation is incredible. We continue to hear of the clean-up effort, with little attention paid to the actual rebuilding. The contractor we were paired with was himself a volunteer with ACORN Housing Services, who are helping low and moderate income people to rebuild. The people whose homes we were working on were ever present, and beaming with gratitude. What little money these people received from insurance or relief, is nowhere near enough to rebuild (even if supplies and manpower were available). We only hope that what we saved them on rebuilding costs, will allow them to replace some of their furnishings. Our Canadian Flag was proudly displayed at each job site by the homeowners, and every CAW team donated one day's meal allowance to purchase a fridge and stove for the families.



I wish to thank the other volunteers who withstood the harsh conditions, extreme humidity, and long work hours, donating buckets of sweat, some blood and a few tears. What we weathered for one week, pales in comparison to the many lives uprooted by Hurricane Katrina.

**In Solidarity,
Sid Molenhuis
Skilled Trades Afternoon Shift Alternate**

Women's Advocate

In my last Communicator submission I introduced the Family Education Centre and was offering parenting classes here on site. There weren't enough people signed up for the class on any of our three shifts. Therefore, I have cancelled the parenting classes. We may look at doing a different class in the spring. However, if anyone is interested in taking any of those classes, you can contact the Family Education Centre to enroll with their organization directly. Phone 905-452-0332 or go to their website www.familyedcentre.org

I had the opportunity to attend the Women's Conference in Port Elgin this year. The topic this year was 'Violence Against Women'. The 3 days were spent discussing this violence. This was the first Women's Conference I've ever attended and I definitely was impressed. The information presented is of great use.

At the Conference there was a group, 'The Miss G___ Project' that did a presentation on their current mission. They are currently trying to get a Women's Studies course offered at the high school level for both boys and girls. One can actually get a diploma in university and college in Women Studies, yet not even one course is offered in high school on this topic. Many new courses are being offered all the time at the high school level. For example a new course provided this year in Halton high schools is the Anthropology, Psychology and Sociology course. While, a combination of all 3, it gives the students an idea of some different fields of studies they may like to choose in post-secondary studies.

I talked with my fellow co-chair of the Toronto West Women's Network and we have now arranged to have 'The Miss G___ Project' speak at our next network meeting. Their website is www.themissgproject.org. If you are interested in hearing more about this group feel free to get one of their flyers from my office or attend the TWWN meeting on November 12/06 at CAW Local 707 at 1:30pm. One can bring their daughters (and sons) to this as well. I have been told that some of the teenage girls that have attended in the past have found the meetings interesting.

If you're interested in going to these various Conferences that happens throughout the year one must be able to show union involvement in that area. For example if one would like to go to the Human Right's Conference you must be on the Human Right's Committee. It is the people that donate their own personal time on these Committees showing their interest and dedication to the cause, which get to go to these events.

If you would like more information on these different Committees, and there are many of them, just speak to any Union Representative and they can point you in the right direction. You can also go to our Union's local website www.cawlocal.ca/1285 and look under Standing

Committees. These Committees are always looking for more volunteers and would definitely be happy to have new Members.

There is a new fall workshop series for women being offered by Catholic Family Services here in Brampton. The workshops are free. I have posted this information on the boards at the entrances and in the Women's locker rooms for your perusal. As well, the Child Support guidelines have been updated as of May 1/06. I have copies of them and the information guide that goes with it, in my office if **anyone** would like a copy.

**In Solidarity,
Phyllis Foster**

905-458-2522 or in plant ext. # 2522

Understanding Our Benefits

Due to the recent changes set out by Service Canada (HRDC) **all** EI applications, will now be done online. As we get closer to scheduled layoffs, the Benefits office will send out information on how to apply for EI benefits online. You will need to file online at home, with a friend or through a Service Canada (HRDC) office. If you have trouble with computers, staff at Service Canada will help you with the application process. Electronic applications cannot be done through the Benefits office. Things that you will need to know to complete future applications are: your mother's last name when she was born, and a reference code that we can provide. If you have changed your bank information since your last EI claim, you will need to notify EI of this change when you file. **Note:** EI does not accept any applications prior to the day you are laid off. Also please note that anyone who is off on sick benefits or WSIB and returns to work may be able to serve a waiting period. This should be done within 2 weeks of the date you return to work. If not, you could be denied this waiting period as time limits through the government do apply. At that time you will still be required to come to the Benefits office for instructions on how to apply and bring medical substantiation as it is required by EI.

**Art Black, Gary Bertasson, Lisa Contini
In plant ext 2874**

Quotations

Solidarity is not a matter of sentiment but a fact, cold and impassive as the granite foundations of a skyscraper. If the basic elements, identity of interest, clarity of vision, honesty of intent, and oneness of purpose, or any of these is lacking, all sentimental pleas for solidarity, and all other efforts to achieve it will be barren of results. *Eugene V. Debs*

The life I touch for good or ill will touch another life, and that in turn another, until who knows where the trembling stops or in what far place my touch will be felt. *Frederick Buechner*

Low Cost Competitors and Our Internal Situation Team Concept Finale: Series #4&5

"You can have whatever colour you want, as long as it is black" Henry Ford chuckled while marketing his popular Model T. Producing and marketing automobiles is hardly a laughing matter anymore. Devastating levels of competition and high consumer expectations have cast large shadows of uncertainty over North American auto producers. The daunting situation has left American markets fragmented, companies crippled and their unions scrambling.

Toyota's presence alone, *if not frightening enough*, is only a testament of things to come. Cut-rate imports from China are soon to overwhelm Canadian automakers who are already struggling with a stronger loonie, higher commodity costs and soaring gas prices. "The cars will be sold at nearly half the price of North American and European competitors," states The Outlook Report. While China's export numbers are still relatively low *172,800 units in 2005* their companies' are eager to strengthen overseas sales, which could become potentially explosive.

Chinese automaker "Chery" allegedly accused of replicating trademark name "Chevy" is two years away from exporting 300,000 – 400,000 automobiles. And Malcolm Bricklin the entrepreneur who imported Subaru's from Japan in the 1960's will soon be recognized for his deal with the company. Mr. Bricklin has raised \$200-million in investment capital for Chery, as part of an agreement to become their exclusive North American distributor under the Visionary Vehicles LLC name. "China is coming," says Bricklin who is targeting the middle of the market and competing against luxury type sedans. He is planning to have the cars on sale in the United States by late 2007 or 2008. Chery's domestic rival, Geely Automotive Holdings Ltd., is also unveiling plans to enter the North American market in 2008 or 2009.

Magna's founder and Chairman Frank Stronach is also shifting gears. The one time tool and die maker still preserves an aggressive nature and is continuously exploring new business opportunities. In fact, one of Magna's latest projects involves building a car with plastic body panels. The panels are molded in colour, not painted. If the technology can be perfected, it can lead to an assembly plant without a paint shop, saving a few hundred million dollars. And if the panels can be fastened to a metal space frame, it will eliminate the need for a body shop, further cutting expenses by half a billion dollars. "I don't think it's so far away" said Magna's president at the last Canadian International Auto Show. The technological advancement is only a small segment of the company's overall plan. The big

picture seems to center on how swiftly this part producing company is transforming into an auto manufacturer.

The Magna Steyr Graz facility in Austria has already slipped itself into the manufacturing business and they're building the BMW X3, Chrysler Voyager/Grand Voyager, 300C sedan and touring; Jeep Grand Cherokee and Commander; Mercedes-Benz E class 4MATIC and G class; and Saab 9-3 convertibles. Mr. Stronachs' new corporate culture strategy known as Fair Enterprise guarantees the rights of employees to share in profits and ownership of the company. So far, his plan seems to bear fruit. The company has already gained recognition as a premier global supplier of complete vehicle engineering and assembly for original equipment manufacturer's (OEM's) *In other words; the company completely assembles trademark vehicles on contract for the original manufacturer and they're gaining credit awfully fast.* The facility has built more than 230,000 vehicles and has won the 2006 J.D. Power and Associates, Gold Plant Quality Award.

Magna's hasty progress underscores a reason for concern. If their reputation supersedes our efforts, we may face ourselves competing with the company for future niche market products. Here is where the penny drops... Mr. Stronach's suspicious change of character towards Canadian CAW and American UAW unions becomes increasingly evident. "We would embrace the union," Mr. Stronach told reporters after Magna's annual meeting, revealing that he had been in discussions with United Auto Workers president Ron Gettelfinger and Canadian Auto Workers president Buzz Hargrove over a new "Framework of Fairness".

Welcoming CAW and UAW unions to Magna International will notably open the company's door to North American trademark products. While there is nothing wrong with unionizing a parts producer, there is something to be said about initiating brotherly relations with an aggressive company that is visibly striving for our future product. The possibility is bloodcurdling, particularly during current unstable conditions where GM, Ford and DaimlerChrysler are all engaged in a desperate search for quick-changeover- flex-plants.

Remnants of this concern are beginning to surface, reconfirming our thoughts and heightening our fears. Ford's recent announcement to scale back production at St. Thomas Assembly as part of a massive undertaking slating 30,000 lay-offs, spurred the National CAW union to cough up a new radical proposal. In a desperate attempt to salvage the membership, Buzz Hargrove compelled himself to roll out the red carpet for Magna's much awaited entrance. *The proposal includes Magna International Inc. building and owning a new flexible assembly plant near St. Thomas that will focus on building small Ford cars. The incentives in this arrangement include only two job classifications for*

each of the production and skilled trade workers, and a wage scale system where new employees, start at 75 percent pay; growing to 100 percent over six years. The desperate move signifies weakness within the traditional CAW bargaining system. The Canadian National Union can no longer rely on health care and currency incentives as a package. And unless local units can supply and solidify a decent reason to keep their facilities operational, the National Union is evidently willing to make unfavourable but necessary propositions. Hargrove's unfamiliar plea has left many members speculating about the future. Are we at risk of being replaced by a new breed of "competitively unionized" Magna employees; tit-for-tat?

This leads to another very important question. If the National CAW Union is in fact scrambling for a viable argument, what can local units leverage, other than a collection of concessions?

Diversifying our product line with a wider variety of vehicle platforms is probably our best solution. We have to admit that the Challenger, *built on the LY/LC platform* would be a gift to Brampton Assembly only because of our somewhat compatible LX platform. Companies will usually focus on costs when allocating a product to an assembly plant, and we know this to be particularly true in our case. This is thought provoking and warrants recognition. If we can convince the corporation that Brampton Assembly is credible enough to receive a gamut of new investment, we can convert our factory to better resemble a flexible facility. *A new paint shop that can handle a wider spectrum of cars, a diesel engine platform etc...* And if Brampton Assembly becomes progressively flexible, our chances of receiving new future products by default will increase respectively. Are we credible enough to entice such investment? *See where we rank within the Chrysler group, Figure 1.*

Fig. 1

IQS Problems Per 100 vehicles North/South America Plant Ranking. Scores do not include design failure PP100		
J.D. Power and Associates 2006 Initial Quality Study.		
1	Windsor	47
2	St. Louis (North)	52
3	Brampton	60
4	St. Louis (south)	62
5	Sterling Heights	68
6	Toluca Mexico	70
7	Toledo (north)	76
8	Warren, MI	80
9	Newark, DE	83
10	Toledo, OH	83
11	Saltillo, Mexico	90
12	Jefferson, MI	96

DaimlerChrysler's latest financial update is no surprise given the troubles facing rivals Ford Motor Co. and General Motors Corp. DaimlerChrysler cut its 2006 operating profit forecast to a \$1.5 – billion loss, more than twice the amount anticipated. To put this into perspective, Brampton Assembly lost a third shift after a \$500 – million quarterly loss in 2001. We are not immune to extreme market conditions, and if anything, we should be concerned about building large platform vehicles at a time where there is a strong shift in demand toward smaller cars. The mounting losses directly reflect the market environment in the United States as the American dollar continues to weaken against other currencies. It is increasingly clear that this event will have a significant impact on consumers around the world. Never before in financial history has the “reserve currency of the world” been so burdened by debt or suffered such serious structural imbalances. The situation foreshadows a recessionary grief-stricken industry, clambering with concessionary demands, layoffs and plant closures.

If we do not start preparing today, we may not have a chance tomorrow. Team concept *can* be a deceptive system to employees who are *unacquainted* with the program. These employees often fall prey to illusionary incentives that conceal ulterior motives. (See Team Concept, Series #3) But the program also has an element of brilliance and this is precisely what we should focus on. The system permits employee intervention when resolving quality issues. *Because employees have a better grasp of their work issues than a textbook engineer, they alone, can elevate the quality status of an assembly plant.* The trick is to do this without becoming a victim of the system or desecrating our union credo.

Within a speculative amount of time, the company and our union must bring this concept to an arrangement that reasonably reflects our principals and their situation. To give you an idea of how far along we are with team concept by comparison to the Chrysler chain, *see figure 2.*

Fig.2

<u>U.S</u>	
Belvedere Assembly	Pilot Area 85%
Corner Ave. Assembly	Pilot Area 54%
Jefferson North Assembly	Pilot Area 51%
Newark Assembly	Pilot Area 62%
St. Louis S. Assembly	Pilot Area 31%
St. Louis N. Assembly	Pilot Area 31%
Sterling Heights Assembly	Pilot Area 23%
Toledo North Assembly	Full Migration 80%
Toledo Assembly #2	Full Migration 80%
Warren Stamping	Pilot Area 15%
Detroit Axle	Pilot Area 69%
Indiana Transmission #2	Full Migration 77%
Kenosha Engine	75%
Kokomo Casting	Pilot Area 58%
Mack I & II	Pilot Area 73%
KTP	Pilot Area 38%
Toledo Machining	Pilot Area 62%
Trenton Engine Plant	Pilot Area 46%
<u>Mexico</u>	
Saltillo Engine	97%
Saltillo Assembly	97%
Toluca Assembly	97%
<u>Canada</u>	
N/A	00%

Source: DCX. 2005

As you can see, they have saved the best for last. And that is exactly the image and attitude we want to portray in this crazy competitive environment.

*If you want a quality built car, assign it to the **Brampton Assembly Plant.** If you want to quickly and cost-effectively introduce a new niche market product, assign it to the **Brampton Assembly Plant.** If you want to study a Canadian showcase operation, come to the – **BRAMPTON ASSEMBLY PLANT!***

The fact is, Brampton Assembly offers a highly intelligent workforce. And collectively we must make comprehensive decisions to position ourselves for another round of great products. However, we need to be fully conscious of our time constraints. With the clouds on the horizon, we may soon be faced with a new wave of problems. Therefore, it is imperative that we resolve this issue diligently. Our ability to do so, will exemplify how great we really are.

**In Solidarity,
John Fallis
Alternate CAW Communicator**

Complete series, 1 – 5, will be available at the Union Office

**Have a question, issue or concern that you want addressed? Have an announcement to be made?
Not sure if there's any truth to the
Rumour of the Day?**

Write it down and put it in a suggestion box, located on top of the blue kiosks/news stands or you can contact
Bill Turner, or John Fallis, CAW
Communications at:
in-plant extension 2759
out of plant (905) 458 - 2759
E-mail
wt14@daimlerchrysler.com

Ergonomics



What an exciting year we have had so far, and it's not over yet. In February, we held a Texas Hold 'Em poker tournament at Spot One, where lunch was provided and great prizes won by the top ten players. March brought us to Montreal for a back to back Leaf-

Hab game. Wayne Pirrie from BIW won a \$3000 travel voucher in May.

In June, we held our annual summer picnic at Wild Water Kingdom. It was a beautiful summer day, and despite a few minor setbacks, a great time was had by all. Thanks to Raceway Chrysler for the donations of bicycles and T-shirts. John McHugh (Bodyshop) was the winner of the September travel voucher giveaway worth \$3000. In August, a draw was held for a 2006 Dodge Charger. When the keys were brought to Micheal Robinson (C-Shift Chassis) he was ecstatic.

Our up-coming events include another awesome weekend in Montreal on October 27th, for the Leaf-Hab hockey game. This package includes bus travel, two nights accommodations at the beautiful Queen Elizabeth Hotel (one block from the Bell Center), and one game ticket.

November brings us to our annual Adult Christmas dance. Back by popular demand, the event will take place at Pearson Convention Center, on November 18th. Reception starts at 6 pm. This year will feature a few changes including a live band (52 Pick-Up). Tickets go on sale Monday, Sept. 25th for \$60 per person. Get your tickets early as they go fast.

On December 10th, we will have our annual Children's Christmas Party. It will be held at Brampton Fairgrounds on Heart Lake Road, at 10:30 am. There will also be some changes to this party, but we are sure it will please every one of all ages. Tickets will be available in November.

In December, we will draw for another trip voucher worth \$3000. from Marlin travel, who offer great deals to Chrysler employees, as posted on trading boards. Phone (905) 790-7889 & ask for Raj, and tell her you are a Social Club member.

Some More Quotations

Fear is not the natural state of civilized people. *Aung San Suu Kyi*

The law, in its majestic equality, forbids the rich as well as the poor to sleep under bridges, to beg in the streets, and to steal bread. *Anatole France*

The mass of mankind has not been born with saddles on their backs, nor a favored few to ride them. *Thomas Jefferson*

Recent concerns regarding the implementation of the 110 day language and its ergonomic impact on some of the jobs has prompted a request at the National Level for meetings with Corporate Ergonomics out of Detroit.

There is a general feeling that while ergonomic violations are not prevalent, there has been some degradation of the ergonomic quality of some operations as the company pursues productivity gains. The CAW does not oppose the Companies desire to remain competitive as this is all our best interests.

Although there have been few (if any) jobs which would violate any Ministry of Labour (MOL) ergonomic guidelines, any substantial increase in Ergonomic risk factors is a major concern both to myself, and the membership generally.

A few of the recent elemental changes frankly make no sense whatsoever from an ergonomic perspective, and there has been little interest in improvement from some of the management at the plant level. Although these generally do not exceed guidelines, common sense would direct these to more favourable areas to reduce some risk factors. This issue is not ours alone, in checking with the other CAW Regional Representative (DaimlerChrysler Windsor area) the complaints are the same.

I look forward to the outcome of this meeting. We are aware of the issue, and are working to try and resolve it favourably for all concerned.

On a more positive note... The Company has agreed to install some plywood (floating flooring). It has been installed at rear fascia install in chassis 2 north end. This is a 6 month trial and study that can be terminated by either party at the end of the trial. Try and get by and walk on it to try it out. This has been replacing matting at workers request (en masse) at companies like Ford in Oakville (language changed to favour plywood over matting), and Benteler here in Brampton. It is also widely used in Europe. We are also looking for another trial area (or 2)... any volunteers? Contact Ergonomics, your Union Representative or Supervisor.

**In Solidarity,
Gary Bovard
Regional Ergonomics Representative**

/vbcop343