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On March 29<sup>th</sup>, 2019 FCA announced that the Brampton Assembly Plant will be reducing the line speed from the current rate of 930 vehicles a day to 760 as of August 5<sup>th</sup>, 2019. The reason given is to adjust the inventory, so we don't overbuild and have unsold vehicles sitting on lots.

This has created uncertainty especially amongst our most junior members and rightfully so because we all look for some sense of income security. The auto industry has always been in states of peaks and valleys as we've seen when we were working scheduled Saturdays and even some Sundays and Holidays to keep up with the demands of sales. These cycles are not new, and our senior members have through past years gone through similar times of slowdowns in the market which had created layoffs. At the beginning of this year there were 9 weeks forecasted as layoff weeks for this year. With the change in the daily build from 930 per day to 760 per day, the Company has also adjusted the layoff forecasted weeks to 5 weeks for the year. They have removed the 2 layoff weeks in October and the 2 layoff weeks in November, signalling that the 760 vehicles per day is meeting the demand of the market. We were also informed by Plant management that the week of July 15<sup>th</sup> which is slated as a down week is also protected for parts, meaning we will be working during that week unless something changes. These forecasts are always subject to change depending on market conditions.

Any changes to the Brampton Assembly Plant in the form of line speed reductions also have an effect on the workplaces which are connected to the Plant. They are the ones who provide parts and other services and so there will be an impact on additional members.

Even before this announcement we have been meeting and continue to push for more meetings in order to get firm commitments of the future products for our Plant.

We had a meeting with Mark Stewart (C.O.O. for F.C.A. North American Region) and Jorge Lares (Head of Manufacturing FCA North America) held on March 6<sup>th</sup>, 2019 held in Windsor. Each of us raised our respective issues (Brampton, Windsor and Etobicoke) for the future of each location. Both Mark Stewart and Jorge Lares made positive comments of the Brampton Assembly Plant and about our products and being able to get our daily build. Mark Stewart stated that we will continue to have these discussions and that the next meeting will take place at Brampton Assembly so they can see first hand our products being built and hear our specific issues.

Our meeting specific to the Brampton Assembly Plant will be taking place and we are waiting to hear back from Mark Stewart of his availability and were told it will be in the near weeks.

Talks have already happened at the Plant level about how best we can offset any future layoffs due to the line speed slowdown. The Company has declined to offer any packages for those eligible to retire; we will still continue to look for options at higher levels to prevent any layoffs.

We were able to negotiate with the Company to move 5 members from Brampton Assembly Plant to the Mississauga Parts Depot where they were hiring. Although there was no agreement in place for the Company to move these members, they were receptive to agreeing in order to help minimize any potential layoffs.

From the Local we've also been meeting with the local M.P.'s to let them know the importance of the Brampton Assembly Plant. Not just for the members who work there along with those providing parts and services, but also for the community. Minister Navdeep Bains had said during his meeting with Mike Manley he was told the Company is committed to the Brampton operations, we've requested to meet with him as well.

On April 29<sup>th</sup>, 2019 we met with the Mayor of Brampton Patrick Brown, this was an introductory meeting with him with us from the Local Office. We shared with him the importance of the auto industry especially our assembly plant in Brampton. Mayor Brown was quite receptive and wanted to help us in any way possible. He did say he is looking forward to coming to our Plant not only to take a tour but also to hear our concerns. The Mayor's Office has arranged for a tour of the Plant to take place on June 18<sup>th</sup>, 2019 at 9.00 am.

Meetings with the government officials and the Mayor of Brampton, Patrick Brown, are important so they can hear our concerns and we can emphasise the importance of securing the Brampton Assembly Plant. We want them to know that if FCA approaches the government for any assistance, to do their part and provide it as they have done for other industries.

We stand with your In-Plant Leadership to jointly take on the issue of any potential layoffs with the intent to avoid them. We will continue to raise our concerns to each level of the corporation on behalf of all our members. Our first and foremost obligation is to do what we can from the Local level to secure work for each and every member.

In Solidarity,

Jaspal Brar  
President

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1<sup>st</sup> Vice President

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