

July 8, 2015

Special Advisors leading the Changing Workplaces Review Presentation

Good Morning members of the panel review team and thank you for the opportunity to speak today.

My Name is Jimmy D'Agostino and I am the Local President of Unifor local 2009 AP. Local 2009 AP represents Magna Workers under the FFA agreement under Unifor.

Today alongside with me is Penny Loxton the plant chair that represents workers here in London at Qualtech Seating Systems a division of Magna.

Just to give you a little history on Qualtech seating systems: in 2007 it was organized under the FFA agreement with Unifor, in that time there was no recall rights and this facility had very little work.

Today we would like to speak to you about how work places have their own concern resolution process and how collective bargaining at our Magna units strengthen their voice and vote in Workplaces that are represented by a union.

Magna has its own Concern Resolution process which is their resolution process for all Magna facilities even in their non-union plants. As part of the collective bargaining agreement in its unionized facilities, the union takes the resolution process a step further.

The process involves a six step resolution process. As part of the collective bargaining process, the union was able to bargain involvement in the concern resolution process at steps 4, 5 and 6 to ensure workplace issues have a guarantee resolve for its members.

The members go through the first four steps of the procedure and when the worker is dissatisfied with the resolution the union will carry the concern to the next 2 levels up to arbitration for its members in order to have a satisfied and fair resolution on the issue.

This process with the union representation makes it real. There's no hiding the issue and the union will ensure meaningful resolve at all levels of the process.

These two final steps have helped members with their issues at the workplaces and with union reps involved with the process from the initial filing of the concern, it ensures that a resolution will be rendered to the member.

I have attached on page 2 a flow chart on how the concern resolution process works as per our CBA and you will see how important the union representation is in our workplaces.

This is why unions are important, without these procedures in our CBA's there's no voice and vote, the people of Ontario want to speak to be heard.

Many workers unless there's a union presence are not speaking out because they're afraid of reprisal.

When you have a union to help you are not alone.

The collective bargaining process

As part of collective bargaining for the Magna workplaces, the union has been able to achieve great gains at the bargaining table with fair deals to see member's wages, benefits and workplaces improve since 2009.

The plant chairs in each facility are all involved with the collective bargaining process as they have the best ideas on their workplace issues and how they can be resolved.

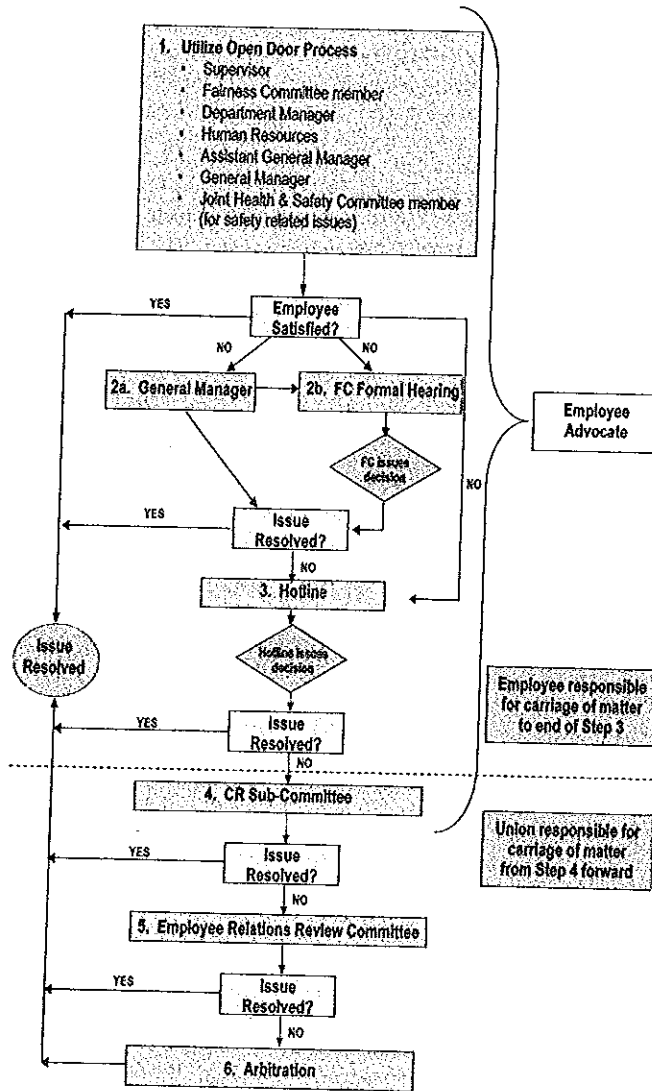
With this it gives our members voice and vote on how to improve our facilities going forward and no one is afraid of reprisal.

I have also attached a top 20 benefits list under the FFA so you can see how important the Bargaining process is for workers to make gains in our workplaces as we move forward in a better Ontario.

Ontario is a great place to live, but we can make it better for all workers. We must find ways to have our people not be afraid to speak and be heard, one way is for our unions to stand beside them side by side together as we move forward in Ontario.

Thank you today for this opportunity to speak at this workplace review.

Figure 2 – Concern Resolution Process



Top 20 benefits under the FFA today.

1. **Recognition**- Unifor local 2009 AP is the sole bargaining agent with a 3 year agg.
2. **Continuity of Operations**- no strike, stoppages or lock-outs.
3. **Representation** - Full time National Rep, Local Union Executive, Employee advocate for the Division, 1 Fairness Committee member for every 50 workers, Health & Safety Committee, Full time Benefits, Ergonomics and Time Study Rep, Women's Advocate, Skilled Trades Rep.
4. **Grievance procedure** that includes 3 steps that non-union facilities don't have, 1. CRSC 2. ERRC 3. Arb. Also the choice to have a re-instatement vote of your peers if terminated.
5. **Discrimination and Harassment language** with reporting, investigation and conclusion clauses. Women's Advocate assistance and a confidential assistance phone number.
6. **Seniority!** Provisions for lay-off and recall, shift selection, holiday selection, job postings, preferred hiring.
7. **Health and Safety language** including Modified work program language, Anti-violence language, right to refuse unsafe work language, WHMIS language

8. ***Progressive Discipline language***, set parameters to level of discipline and automatic representation up to and including the National Rep and Assistant to the President.
9. ***Classifications*** identified in the CBA, new classes must be negotiated with the Union including rates of pay.
10. ***Retirement and Group Benefits*** administered by Magna.(Magna rolled back benefits during the recession but the Unifor did not allow it on RRSP match, Profit sharing minimum (floor of 5% of total base earnings for all Magna employee's) and Magna instituted an \$8:00 prescription administration cap which we **do not** have.
11. ***Annual wage increase based on CPI*** (if the average CPI for the year is 3% our members get a 3% increase a true reflection of CPI) plus a lump sum continuous improvement incentive based on a set matrix in the local agreement.
12. ***Working conditions language***- Working hours, shift hours, overtime pay, breaks and lunches defined in the CBA including shift premium, notice of overtime, and banking of overtime, call back pay and reporting pay.
13. ***Vacation language*** spells out entitlement by service and allocation by seniority.

14. **Holidays** set in collective agreement including floaters.
15. **Leave of Absence language** including personal leave, pregnancy/parental leave, medical leave, bereavement leave, union leave (PEL), education leave. 2 half days off to be utilized for medical/dental leave.
16. **TPT programs** to allow more time off the job
17. **Skilled Trades language** including separate representation, apprentice language, training, tool allowance, contracting and full utilization language.
18. **Paid Education Leave and Social Justice Fund and Legal Plan, with free wills, power of attorney and real-estate transactions.**
19. **Inverse seniority lay-off language**
20. **Job Security language-** locks in current product and future generations of that product.