



INTEGRAM BARGAINING REPORT



HIGHLIGHTS OF A TENTATIVE AGREEMENT BETWEEN UNIFOR LOCAL 444 AND INTEGRAM SEATING WINDSOR

November 8th, 2020

This virus will not be here forever, and we were not about to let that be an excuse to lower your worth. Our members are their most vital asset that sets the supplier bar in this industry and deserves proper compensation through pay and benefits that award them for their labour and aids the company in retaining their highly skilled workforce.



Integram Chair Dave Simone, the Integram bargaining committee and local 444 Integram liaison VP Mike D'Agnolo laid much of the groundwork for this contract. The committee's experience and knowledge of the workplace were vital to the process and allowed us to focus on our member's critical issues. I want to thank our Secretary-Treasurer James Stewart VP Manny Cardoso and Darryl Desjarlais, who were there for the final marathon session to bring us over the finish line. I commend all of them for their commitment to the Integram membership.

Your bargaining committee achieved Pay Raises, Benefits Improvements, Lowering the new higher grid, Buy-out packages, and Signing Bonus. A healthy contract that reflects a greater worth in our Integram members.

I, along with the entire bargaining committee, fully endorse this tentative agreement.

In Solidarity,
Dave Cassidy, President Unifor Local 444

\$3000 Quality & Production Bonus

3 Year Agreement

Wage Improvements

Benefit Improvements

Retirement Packages

Job Security



Your Bargaining Committee unanimously recommends this agreement.
We Urge you to Vote in Favour.

Wage Improvements

Year 1 - \$1200.00 Gross Lump Sum Payment in lieu of increase plus \$3000 Quality & Production Bonus

Year 2 - 2 % wage increase to base wage

Year 3 - 2 % wage increase to base wage

This puts IWS as the highest paid seating division within Magna Canada.

Lump sum payments can be directed to the Magna/Sunlife RRSP, including the Quality & Production Bonus, which will be paid within 30 days of ratification of this agreement.

TPT Wages

The new rate of pay for TPT has been increased to \$17.00 per hour.

Grow In

The current ten (10) year grow in has been reduced by three (3) years for a new seven (7) year grow in.

**Examples provided below reflect Assembler rate.

YOUR EXISTING 10 YEAR GRID

Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
70%	70%	70%	75%	80%	80%	85%	90%	90%	95%	100%
\$18.63	\$18.63	\$18.63	\$19.97	\$21.30	\$21.30	\$22.63	\$23.96	\$23.96	\$25.29	\$26.62

NEW 7 YEAR GRID

Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7
70%	70%	75%	80%	85%	90%	95%	100%
\$18.63	\$18.63	\$19.97	\$21.30	\$22.63	\$23.96	\$25.29	\$26.62

Retirement Packages

A total of forty-five (45) retirement incentive packages at \$20,000 each, are available over the life of the agreement. **Any unused incentive packages will be carried over to the following year

Year 1 - twenty (20) at \$20,000

Year 2 - fifteen (15) at \$20,000

Year 3 - ten (10) at \$20,000

Benefit Improvements

PHYSIOTHERAPIST	\$500 Per Year
MASSAGE THERAPY	\$500 Per Year
CHIROPRACTOR	\$500 Per Year
ACUPUNCTURE	\$500 Per Year
NATRUAPATH	\$500 Per Year

Physiotherapy, massage therapy, chiropractic, acupuncture and naturopath have now been separated and now have individual coverage of \$500 each per family member per calendar year. An increased benefit which was previously \$600 dollars combined.

Benefit Continuation of Permanently Laid off Members - Health & Dental benefits will continue for a maximum of four (4) weeks starting the last day of work.

RETIREE BENEFIT IMPROVEMENT

Retiree Benefits - Retiree Life Insurance coverage has been increased to \$10,000 and the minimum age qualifier has been reduced from age 60 to 55

Employee & Family Assistance

Homewood treatment centre coverage - Any unused referrals in a calendar year may be carried over into the next calendar year.

Safety Shoe Allowance

Safety Shoes are now \$130.00 per calendar year.

Payroll Shortages

Company administered pay errors of four (4) hours or more will be paid the same day when the error is reported by 12 noon. If reported after noon it will be paid by noon the following day.

Union Representation

The plant chairperson can provide in plant representation when one bargaining unit member is working.

New Technology

The company and the union will review and discuss any new technology coming into the plant.

Job Security

The RU program will be maintained for the life of the agreement.

Bargaining Unit Work

Upon ratification, the M.P.S. Classification will be removed from bargaining unit work. Members in this classification will exercise their bumping rights under Article 13.04 (b) and (c).

Janitor Classification

Upon ratification, the Janitor Classification will be in wage parity with the assembler classification.

Floating Holidays

Up to two (2) of your four (4) floating holidays can now be paid out at the end of each calendar year if unused.

Bereavement Leave

Holiday and vacation will not count against bereavement.

Language Changes

Letter of Agreement Workplace Harassment and Discrimination

The Union will conduct their own independent investigation. The union will have two (2) trained harassment investigators.

Health and Safety

Time Study

Article 20.19 We have negotiated a dispute resolution process for time study and/or work standard related issues.

Ergonomics

Article 20.21 We have negotiated a dispute resolution process for ergonomic related issues.

Hours of Work

Employees required to switch shifts by the company will be given five (5) working days' notice and the switch will start at the beginning of the next week. Unless the employee agrees otherwise.

Overtime

Overtime hours will now be posted on each line.

For equalization purposes overtime hours will be added in increments of one quarter hour (eg. .25)

Benefits

All eligible retirees will now have an opportunity to have a one on one discussion with a Magna Compensation representative.

Job Posting - Temporary positions will be extended to six (6) months.

Time Off Requests - Company agrees to continue time off requests in paper and in electronic form.

Classifications - A repair classification has been created.

Job Rotation - The company agrees to reinstate pre-COVID job rotations.

Leave of Absence - We were able to secure time off for any member elected to Municipal Office.

Rules and Regulations - Plant committee will be given five (5) working days' notice to any changes to plant rules and regulations whenever possible.

Workplace Problem Solving - The Fairness Committee and the vote on employee reinstatement have been removed.

Disciplinary Action - The elected representative or designate in the affected area will be used when an employee is being issued a formal discipline.

Recall Rights - All junior members affected by the layoff will have their recall rights to the end of the agreement.

Inventory - We secured the physical inventory work for the life of the agreement.

Skilled Trades

Hours of Work

Midnights	11:30pm – 7:30am
Days	7:30am – 3:30pm
Afternoons	3:30pm – 11:30pm

- * To be implemented within fourteen (14) days
- * All steady day positions remain the same.

Upon ratification three (3) Electronic Techs will be recalled by seniority from layoff, one per shift.

*Note these positions will only be offered to the Electronic Techs on layoff.

Skilled Trades

Language One Time Bump Option

Skilled trades with no production seniority will be allowed to bid on jobs with the understanding that they start with day one production seniority.

New Technology Training

Negotiated a training plan to be discussed with the company prior to any new equipment entering the plant.



DURATION OF AGREEMENT

This is a three (3) year agreement expiring on November 4th, 2023 at 11:59 pm

Your Bargaining Committee unanimously recommends this agreement.
We Urge you to Vote in Favour.

YOUR INTEGRAM BARGAINING COMMITTEE



DAVE CASSIDY
President



JAMES STEWART
Secretary Treasurer



MANNY CARDOSO
1st Vice-President



MIKE D'AGNOLO
2nd Vice-President
Liaison to Integram



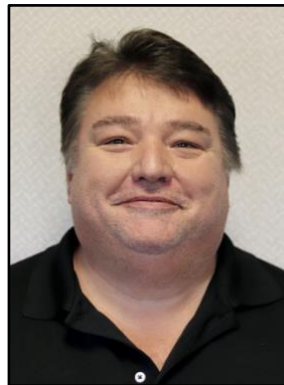
DARRYL DESJARLAIS
3rd Vice-President



LUIS DOMENGUES
Nat. Staff Rep.



DAVE SIMONE
Chairperson



JEFF BEDARD
Committeeperson
Foam/ABBA



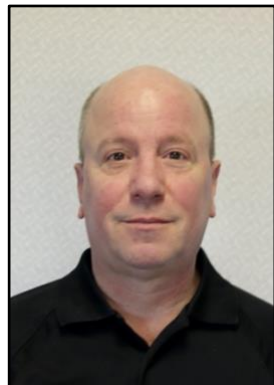
ROB BURGESS
Committeeperson
In-Direct



KEN DAIGNEAU
Committeeperson
Assembly



DWAYNE ELLIS
Committeeperson
Assembly



ROD MARENTETTE
Committeeperson
Skilled Trades

Visit on Facebook, Instagram, Twitter and our Web Page

www.uni444.ca



/cm-uni240