

President Report

March 26, 2025

Good afternoon, sisters and brothers,

Let me begin by thanking you all for joining our general membership meeting, it is a great avenue to connect and hear what is happening within our workplaces and those of our local including what your representatives are doing for you.

Green Shield Canada Units - Your local is working toward a new scheduling arrangement to replace the current work hours in the Etobicoke office for the 365 Team. This updated 5-day schedule will replace the hours the employer implemented after the 2024 GSC negotiations. We understand this has been a challenging journey, and we want you to know that we are committed to supporting both your mental health and work-life balance. This outcome is the result of the grievance procedure outlined in your CBA. GSC has also announced that they will be moving both the Etobicoke and Toronto office to 30 Wesley street, Toronto at the end of the 1st quarter in 2026. Your committee is working on issues that concern you regarding the move. We need to hear from you, our members. A survey will be sent out shortly to gather more information pertaining to this move. We continue working on issues regarding job postings, work transfer to other sites and the seniority issue on Local representation. We continue to actively utilize our grievance process whenever there is a difference in interpretation between the union and the company. As a result, we are advancing multiple issues, either at the grievance stage or set for arbitration, including:

- Job postings
- Off-phone requirements for idle time
- Transfer of work to other GSC non union locations
- Seniority concerns arising from the company's placement of Local 673 members in Windsor and vice versa.

Bombardier Aerospace Unit – On my last visit it was a pleasure to reconnect with familiar faces and meet new ones. Since the last round of negotiations, several issues have emerged, many of you have raised concerns about the company's approach on changes within your work groups, and with the removal of the work-from-home and then the introduction of the new trial WFH and how it is implemented. Your committee remains at the forefront, ready to listen to and address your concerns. Please remember, I'm always available, and you don't have to wait until I'm on site—feel free to reach out to either of us. We're here to support you. As I mentioned last month, the committee is continuing to push the company to adhere to the agreed-upon language to get the CBA printed. Several grievances are still slated for arbitration, and we will keep the membership informed as we move forward. Many retirees have experienced issue regarding their T4 from the employer, Brian Wilson has been working through them with the Pension department.

Toronto Cricket Club Unit – As mentioned last month, the bargaining process will begin with a membership survey—your opportunity to share your priorities and concerns. Please keep an eye out for it in the coming weeks. Additionally, the Club has confirmed that the pay equity review is now complete. After conducting a thorough review with your committee, our specialist will join us for an in-person meeting with the company to discuss the results in detail. We have provided the employer with dates to meet in person. We will keep you updated as we move forward. Thank you for your patience and support.

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De Havilland Unit - We are actively working with our National Representative Brian Smith Ramirez on the grievance scheduled for arbitration. A meeting is being arranged by the chairperson to discuss the case, including securing dates for an arbitrator. Additionally, we have requested a joint meeting between the National, Local, and Unit chairperson to engage with top executives at De Havilland. Our goal remains focused on building a stronger relationship through communication and process.

MDA Unit - We continue to see growth within the MDA Unit. One of our members has successfully moved up within the QA organization, demonstrating the opportunities available within our sector. Additionally, we are reaching out to top leadership to lend our support within the space sector. We will provide updates as they become available. As a union, we are also closely monitoring the tariff situation and its potential impact on our industry. We remain committed to advocating for our members and ensuring that their interests are protected.

National and Local Support - Unifor is actively engaged in discussions on tariffs across Canada, recognizing their profound impact on key industries such as aerospace, manufacturing, and Canadian-made goods. These trade barriers disrupt supply chains, increase production costs, and jeopardize job security. Our National President has been at the table with governments, employers, and stakeholders to tackle these challenges and advocate for workers. We are also sending letters on your behalf to Members of Parliament regarding the sectors represented by Unifor Local 673 to ensure our members have a voice in these discussions. Through these efforts, we strive to keep Canadian industries globally competitive.

Unifor votes is launching the member-to-member campaign which provides members the tools and information that is best for you as workers. You can also take the pledge to purchase Canadian product by Unifor members.

To help our members better understand the challenges in the workplace, many of the Unifor Local 673 leadership team attended a workshop dedicated to our Local 673 leadership on March 22, 2025, at the National Office. Led by Niki Lindquist, our expert *Senior Director of Equity and Education and Human Rights Lawyer*, and Tricia Wilson, our *Equity and Racial Justice Director*, the session provided valuable tools for navigating workplace conflict, addressing harassment, and understanding our roles as bystanders in difficult situations. Through a combination of insightful presentations and interactive discussions, both Niki and Tricia shared their experiences and expertise, offering guidance while also learning from our leadership team. The workshop was a testament to our ongoing commitment to building a supportive, safe, and empowered workplace for all.

As always, our priority remains advocating for our members and ensuring that your voices are heard. Stay engaged, stay informed, and let's keep working together to build a stronger, more united workforce.

I move to adopt my report.

Maryellen McI Imoyle
Unifor Local President

