



UNIFOR
Local88 | Canada

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To: Mark Ang, Chief Executive Officer & Co-Founder

From: Brent Tree, President Unifor Local 88

Date: November 9, 2023

Subject: Termination of 23 last mile delivery drivers

Attention: Mark Ang

My name is Brent Tree and I am President of Unifor Local 88 in Ingersoll, Ontario. We represent 3000 plus active and retired member of Unifor Local 88 working at the GM Cami Assembly plant in Ingersoll and the Auto Warehousing Canada (AWC) members at the Ingersoll yard.

Unifor Local 88 members have been building quality vehicles for the past 35 years in Ingersoll Ontario for customers all over the world. Our members take great pride in belonging to a trade union and all the benefits it provides for our families and the communities we live in.

On June 29, 2021 General Motors of Canada announced it was converting the GM Cami Assembly plant to the first all EV manufacturing facility in Canada. The new product to be built would be the Brightdrop commercial delivery van. The new full electric Brightdrop van is designed to be a last mile delivery van in the very competitive market. Which is the exact market you and your company are involved in. Since this announcement many large logistics company have signed up to take delivery of the Brightdrop product.

It has been brought to my attention that the workers at the Markham facility voted to join the Teamsters Union local 938 in June 2023 of this year. Following this the Gobolt Drivers Union, local bargaining committee entered into negotiations with Gobolt in September 2023. The two parties had two meetings and prior to the third meeting on September 28, 2023, you took it upon yourself to terminate 23 last mile delivery drivers. It is also my understanding that your company has Brightdrop delivery vans at facilities in Canada currently delivering product to your customers.

Unifor local 88 and its members condemn this action and do not condone union busting. All workers have a right to join a trade union if they so desire. The Labour Relations Act is quite clear that an employee cannot be terminated for joining a union.

The union movement in Canada is in the business of securing good paying fulltime jobs not temporary/casual jobs for workers from local temp agencies. Our members will do everything in our power to bring attention to your business and the anti-union stance you have taken against your workers.

This will include but not be limited to talking to your customers in the community who use or will use your service in the future to take a second look at your business model. There are not many people who want to deal with companies that are not worker-friendly these days. I am sure you have seen that workers are demanding their fair share in the profits that companies are making these days. Because the past few years workers worked through some very difficult times to keep companies open through the pandemic.

Most companies are built by their workers so it only makes common sense to treat your workers with respect and dignity.

In the best interests of all parties involved, you and your company need to reinstate the terminated workers at the Markham facility.

Return to the bargaining table and secure a fair and equitable agreements that meets the needs of both parties involved.

I urge you and your management team to do the right thing and get these workers back to work.

In Solidarity,

A handwritten signature in black ink, appearing to be 'Brent Tree', with a long, sweeping horizontal line extending to the right.

Brent Tree
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