

## INPLANT UPDATE

| Production (fulltime)                  | Trades                                 | Apprentices              | TPTs                               | Retired                     |
|--|--|--------------------------|------------------------------------|-----------------------------|
| 2176                                   | 222                                    | 8                        | 357                                | 422                         |
| Active 3 <sup>rd</sup> Step Grievances | Active 4 <sup>th</sup> Step Grievances | Terminations (Open Case) | Next Woodstock Application on List | Members Retired Oct 1, 2017 |
| 21                                     | 3                                      | 8                        | #118                               | 47                          |

## OCTOBER 2017

### WELCOME BACK!

The Inplant Committee would like to thank everyone for their overwhelming support during our 4-week strike. The response from the membership was tremendous and it was great to stand with our community and send GM a message of how important our jobs are to this community.

On the back of this page we tried to answer some of the more common questions we are getting following the recent set of negotiations.

### PERFORMANCE BONUS

- All eligible active members (including STPT) will receive their Performance bonus **(\$6000) on November 9.**
- Anyone **not active** at work (i.e. S&A, Mat/Pat Leave, Layoff) will receive payment on **December 14.**
- Full time members may choose to put their bonus into their CAMI group RRSP. The **deadline to change (add or cancel) Bonus to RRSP is Nov 2.**
- Due to payroll constraints, STPTs do not have option to put the performance bonuses into their group RRSP.
- All eligible members, active or not, will receive a **Quality Bonus (\$2000) December 14**

### HIRING/RECALLS

Local 88 officially bargained Pref Hire language in 2013. Having our Pref Hire language means that any member on layoff from GM Ingersoll, will have the right to be offered any new hire opportunities available at other GM plants (Oshawa, St. Catherine's, Woodstock). We are pleased to announce, because of this language, there are 13 laid off local 88 members hired full time in the Woodstock Parts Depot. This does not prevent these members from returning to GM Ingersoll if the opportunity arises.

*In Solidarity;  
Your Inplant Committee*

### **BENEFITS – BARGAINING HIGHLIGHTS**

**Dental Fee Schedule.** The fee schedule lag from two (2) years to a one (1) year is effective January 1, 2018.

**Dental Implants.** Dental Implant coverage is effective January 1, 2018.

**Physiotherapy.** This benefit is effective January 1, 2018. Coverage for physiotherapy is now \$200 per year, based on one calendar year from your first claim. If your claim begins April 1<sup>st</sup> you have up to March 31<sup>st</sup> to claim the maximum \$200.

**Employment Insurance Concerns.** Members being laid off in August/September followed by a strike, weeks later, has caused numerous problems. Service Canada has delayed, or denied, many of our laid off members' claims. Our office is working through these appeals. If your EI Claim was denied, please bring all related correspondence to our office.

When dealing with Service Canada there are very strict time lines with their appeal system, it's very important that you know your appeal deadlines.

## *INPLANT UPDATE*

### 100 Incentive Packages.

The following packages were negotiated for Production members during this round of bargaining because of the current lay off.

- Team members who are pension eligible under Exhibit C-2 of the pension plan are entitled to the \$50,000 & \$20,000 vehicle voucher.
- Former Electromotive members, if retirement eligible under Exhibit C-2 of the pension plan, at age 55 or greater are entitled to Post-Retirement Health Care Benefits.
- Team members with more than 5 years are eligible for VTEP amounts under our VTEP plan.
- Team members with greater than 1 year of seniority but less than 5 years are eligible for \$20,000.

Our office has received many calls regarding the new language outlined in Letter 14 - Job Security. The new incentives DO NOT take effect unless there is a **new** event of restructuring or plant closure. Most of the calls are from people who will have 28.1 years of credited service in the new year, unfortunately with these current incentive packages you are not eligible as they were based on the previous lay off and language. If you have any benefits questions about your specific circumstances, please don't hesitate to contact our office.

### **FAQs ON OUR NEW COLLECTIVE AGREEMENT**

#### **1. When does the new posting system start?**

- The new posting system started on the first day back, if you posted greater than 6 months ago, you can post again.

#### **2. Who is now entitled to the increased Shift Premium of 5% and 10%?**

- Former SWE's, including those that were laid off and recalled, will receive the traditional 5% and 10% shift premiums going forward.
- All other members hired under the New Hire Agreement will receive \$0.50 and \$1 shift premiums for the first 10 years

#### **3. Did we get any change to buying GM incentive?**

- Letter 6, Employee Product Purchase Program remains unchanged.

#### **4. Do we still have Dependent Scholarship Program?**

- The Dependent Scholarship Program remains unchanged at \$1300.

#### **5. When do the retirement/buyout incentives take effect?**

- The retirement/buyout packages will be offered in the first 6 months of 2018, with those in the receipt of the incentive packages leaving the plant no later than June 30. We have not worked out the details yet, but we hope to put out an update with the details in November.

#### **6. Did we maintain our UAT Language?**

- Yes, all fulltime members active at work will receive 24 hours of UAT during the life of the agreement.

#### **7. Does the company still provide safety boots and glasses?**

- All safety equipment remains the same. Uniforms remain. However, the company has the choice to discontinue them based on cost.

#### **8. How and when will the Bank Time Shift Premium be paid?**

- We have an agreement that the shift premiums will be included in bank time within 3 months on a go forward basis. This is not retroactive, previously banked time is not affected. It has not been determined yet how that will take place. Two of the possibilities are:
  1. Work the Saturday and the following pay.
  2. Work the Saturday and get paid your shift premium paid when you use the Bank Time.