

## *INPLANT UPDATE*

|   |  |                                  |                                      |                                       |  |
|---|--|----------------------------------|--------------------------------------|---------------------------------------|--|
| Production (fulltime)<br>1930                   | Trades<br>199                                  | Apprentices<br>13                | TPTs<br>132                          | Retired<br>760                        | Members on Lay Off<br>65                                     |
| Active 3 <sup>rd</sup> Step<br>Grievances<br>13 | Active 4 <sup>th</sup> Step<br>Grievances<br>5 | Terminations<br>(Open Case)<br>5 | Next Woodstock<br>App on List<br>130 | Members Retired<br>Mar. 1, 2020<br>14 | Members on Lay off<br>working at GM<br>(St Catherine's)<br>2 |

March 2020 

### CORONAVIRUS UPDATE

A committee has been formed at GM Ingersoll. The committee meets daily to discuss actions needed for the Coronavirus situation. We ask everyone to please read the TV monitors for updates.

Currently some of the actions that have taken place include;

- Break areas will be cleaned once every shift
- Cleaning supplies will be available for each break area for members to wipe their tables
- Robinsons' cleaners sanitize handrails and other surfaces more frequently
- Security is screening all visitors
- Health Centre is asking anyone who travels outside of Canada to call them or stop in and see them prior to attending work or prior to leaving on your vacation

### VACATION SCHEDULING

The vacation selection process for the 2020-2021 vacation year is set to begin on March 23. If you away from work starting March 23 please make sure you have a proxy filled out. Proxy sheets are available from your committee person, or online at unifor88.ca.

### CORE TEAM/PILOT TEAM

Current Pilot Teams have been re-named *Core Teams*.

All other GM plants refer to their New Product Team as Core Team, so CAMI is now following suit. All job duties remain the same.

### BARGAINING

At the last General Membership Meeting a motion was passed that stated there would be a sister now included on the Master Bargaining Committee.

If there is no sister elected to one of the positions on the Master Bargaining committee; President, Plant Chair, Skilled Trades rep, Coordinator or one of the 4 Inplant Committeepeople, then the Women's Advocate Rep will be the default position on the Master Bargaining Committee. This ensures that at least one sister will be on the Master Committee going forward and is effective immediately. This means sister Alex McCoy is now a member of this Master Bargaining Committee.

### CAMI FITNESS CENTRE

Gym memberships are verified by automatic debit from your bank account. This debit would have appeared most recently on January 2, 2020 as "CAMI EMPLOYEES MSP". The next debit will occur April 1, 2020. If you have not signed up for debit payment from your bank account you will no longer have access to the CAMI Fitness Centre, effective July 1, 2020.

Also, all members will be required to sign an updated application. Details will follow at a later date. New applications are not accepted at this time, but we are working to get this in place shortly.

### UNION OFFICE PHONE CHANGES

Please be aware that the desk phone numbers for your representatives in the plant are in the process of changing. Internal phone extensions are now a 5-digit number assigned to each rep. Calling in from outside is now a 10-digit number for each rep with no extension. Contact numbers can be found at Unifor88.ca

### REMINDER – UNUSED PRODUCTION MEMBERS' BANKTIME TO BE PAID OUT

Bank Time Production only- Any Production Member with bank time hours not used by summer shutdown will be paid out later in July. Banking of Mandatory overtime hours is still permitted but the system will be purged at the end of June 2020.

### CV PENSION OPTION

The Ontario government have changed the formula for the commuted value option starting August 1<sup>st</sup>, affecting members who retire September 1<sup>st</sup> or later. These changes only relate to the CV option and not the monthly payment option. We highly advise everyone to contact their financial advisor and see how this may affect you. We have dedicated the other side of this update to try and explain what has happened.

## INPLANT UPDATE

### New Changes to CV Calculations Effective August 1, 2020

The Canadian Institute of Actuaries has revised its standards of practice for calculating commuted values (CVs), including making changes to the interest rate and pension commencement age assumptions. This could significantly affect the CVs paid to defined benefit (DB) pension plan members, depending on the plan characteristics (specifically the early retirement provisions), prevailing bond yields and profile of the affected member.

#### Interest Rate Assumption

A CV represents the present value of the expected stream of pension payments that the former pension plan member is forgoing by receiving the CV. To determine the present value, interest rates must be used to calculate the expected stream of pension payments as of the CV valuation date.

**Current standards:** Under the current standards, the interest rates used to calculate CVs vary monthly based on Government of Canada Bond Yields and are determined by adding a fixed 90 basis points (bps) spread adjustment to the Government of Canada Bond Yields.

**Revised standards:** Under the revised standards, the monthly interest rates are more *market-based* and replace the fixed 90 bps spread adjustment with a spread adjustment that varies monthly based on Provincial and Corporate Bond Yields. The spread adjustment will be capped at 150 bps and cannot be less than zero.

**Effect of change:** The effect of this change will depend on Bond Yields and will vary over time. Based on Bond Yields' experienced during the past few years, this change would have tended to increase the non-indexed interest rates and result in a decrease in the CV amounts.

#### Assumed Pension Commencement Age

To calculate a CV, an assumption must be made regarding the age at which the former member would have commenced a monthly pension payable from the pension plan if the member had not received a CV.

**Current standards:** The current standards assume that the former plan member would have started the pension at the age that maximizes the CV (optimal retirement age).

**Revised standards:** The revised standards assume that there is a 50% probability that the former plan member would have started the pension at the optimal retirement age and a 50% probability that the member would have started the pension at the earliest date that his or her lifetime pension would be unreduced (age 60).

**Effect of change:** This change will typically lower CVs for former plan members eligible for significant early retirement subsidies based on the provisions of the pension plan. For former plan members closer to, or already past, their earliest unreduced retirement date there may be little or no impact. The magnitude of this change to a CV, if any, due to the change in the commencement age assumption will depend on several factors. This includes the age and accrued service of the former member, the early retirement benefits provided by the pension plan, and whether the former plan member's pension is affected by limits imposed by the Income Tax Act (Canada).

These changes will only affect the CV option and not the monthly pension. We recommend speaking with your financial advisor about the personal difference this could make for yourself. These changes were implemented by the Ontario Government, so please speak to the MPP in your area to voice any concerns.

*In Solidarity;*  
*Your Inplant Committee*