

Members Questions COVID-19



Plant Chair Questions

Mike Van Boekel

March 25 2020

Are Employees allowed to access plant at this time?

No, the plant is shut right down and the doors are locked. No outside contractors, no employees unless specifically agreed to will be allowed access. Security will turn everyone away. You can call the contact numbers on the website for benefits, plant chair, trades or talk to Joe Graves. No one will be allowed inside. There is a deep clean currently being undertaken.

Is it possible the company will offer early retirement to those with 28.1 in order to prevent long term layoffs to juniors? Is this something the union will push for?

These layoffs are temporary in nature. If they were permanent or the company wanted to layoff one shift our contract language would kick in and packages would have to be added to those that are eligible.

Will the people in the weld shop that signed early leave sheet on Thursday for Friday get SWW?

Yes, the weld shop on afternoons jumped the gun. During the shift on Thursday afternoon the company offered people the option to take an LOA or vacation day for Friday in the weld shop on afternoons only. Those people will all get SWW and the ones who took vacation will have 8 hours of vacation put back into their bank and paid SWW.

Are GM and Unifor going to join the fight against the virus by retooling and manufacturing important products for healthcare? Cause if we are, I'm in all the way

We are waiting to hear if our plant will be included.

My son in law is a TPT, who started last October. I thought I read somewhere over the weekend, that they would get short work week for Friday. He is not a student. Can someone clarify?

TPT's get 3 hours call in pay as per the language if they reported to work.

If someone in our plant tests positive or is a presumptive positive case do, they have an obligation to tell GM or our health center?

During our meetings the company made it very clear that if anyone tested positive the team, the department and the plant would all be informed, and the appropriate action would take place from there.

It appears to be likely that the virus is going to continue to accelerate in its spread across the population. Does GM anticipate that we will still be returning to work on the 5th. What will be the recourse if we choose not to return?

As per the memo, everyone is to check the call-in numbers, CAMI website or Unifor 88 website to find out if the layoff has been extended or not a couple days prior to April 5.

Has there been any talks with the national or GM about bumping up our Sub pay say to 80% like SWW?

We have had 2 main talking points with GM during the past week.

These talks took place at the local level (just us) but now the National has taken over the talks on behalf of the Detroit 3. GM has made it clear to us that all plants will be treated the same so whatever happens, will be uniform across the Detroit 3. On Friday GM made it very clear that they would not pay 100% for everyone. I have called Jerry Dias and talked to him and his top aides and I suggested that Unifor try and attain SUB for all senior members regardless of seniority, including our STPT's. This would not give our senior members more money (GM has been clear they will not pay above the SUB level) but it would give our junior members more money as they only receive EI right now. This would be for anyone under 5 years of seniority. Meetings are ongoing about that, but again, nothing has been agreed to at this point. One of GM's main worries they are not sure how long this layoff period will be.

BENEFITS QUESTIONS - STEPHAN CRONIN

When can we file for EI?

You can file as of your last day at CAMI – Most people will be March 20, 2020. Unless you're on vacation this week or on S&A currently, then file once you would have returned to work. If you were on S&A please contact one of the benefit reps.

Did Cami submit a ROE (Record of Employment) for all of us. It was one of the questions on the web page but I did not see this answer in the reporting guide release by Unifor yesterday.

All ROEs will be done by payroll. Our payroll department is hard at work making sure everything is in place for everyone. We are very fortunate to still have an in-house payroll department, so a big thank you to our payroll department - Jennifer, Donna and Julie.

I'm currently off on S&A. My return date is April 6. If we are still laid off past the 2 weeks do, I apply for EI? If not, how do I get medical clearance to return if the plant is shut down?

You'll need medical clearance first, so please contact one of us in the benefits office and we'll help direct you on the next steps

If the layoff lasts long enough, I will be having single day holidays. Also, I have a 4-day week of holidays. How will they work as far as EI is concerned?

Single days will be pulled back. If you have a full week block it will still be there. So when you go to report, please make sure to indicate that you received vacation pay over the week you were paid vacation pay.

If current events continue, how would someone initiate their retirement eligible options. Would persons have to go to the plant - or union office to formally inquire with benefits reps?

Please contact one of us benefits representatives if you are looking to initiate retirement. We will set something up, where we can have ER sign off on any upcoming retirements if the layoff becomes extended.

Will our benefits still be active during this layoff? Also, if it lasts longer than 2 weeks will we be covered 100% with dental, prescriptions etc.

Benefits are still active; the length of coverage is in a chart that is in the benefits contract

book. Expect Dental coverage which will stop at the end of the first month since layoffs began. If

we are in an extended layoff period, that'll be May 1st, 2020. Most Dental offices are closed at the moment, except for emergency visits. So getting access to your provider will be difficult in this time.

Do the lay-off weeks with Sub count as full pensionable weeks for those of us retiring in the next few months that need those hours in order to retire?

Yes, if you are collecting SUB, you are earning pensionable time.

I'm assuming that if we have a week of holidays during this lay-off we will be paid a full 40 hours by Cami and report to EI that we have worked on that week?

Yes, if you have a full week of vacation in, CAMI is paying the vacation that week. You will need to declare it on your bi-weekly reports.

If this lay-off leads into my retirement date then how do I report this on my EI report?

If you retire during the layoff and start collecting a pension, you will want to notify EI. It may be best to call EI directly and let them know your situation. 1-800-206-7218 Service Canada.

What is happening with the SUB for all seniority members?

Mike and the National are fighting to have all seniority members at CAMI qualify for SUB top up. Unfortunately, the company is not willing at this time to provide that to our members. We will continue to push for this, as we think it is the proper thing to do.

I will be on vacation until Sunday March 29, when can/should I apply for EI?

File for EI on your expected return date. If you're last day worked in the plant was still March 20, 2020, please input that date. There should be a later question on if you had vacation pay. You'll be able to input the vacation information there.

I applied for Ei. Went to use my access code. Said it was expired. Had to start a new application. When I printed my confirmation, it said I had a waiting period. Will they (government) figure out I already served waiting period in October?

Service Canada will have to already in their system if you've served the waiting period. They keep track of all past claims, and adjust your application based on that.

Applying for EI they ask if we are receiving any pensions. Is that CPP?

Yes that question asked on the applications is in regards to CPP, OAS or to any other pensions you might be receiving. It'll ask you questions about each one separately once you answer yes to that question. If you've collected CPP for over a year, it will not affect your EI amount.

If lay-off extends into the Easter weekend, is Good Friday and Easter Monday paid holidays? If so, how would this affect EI report?

You'll collect your regular EI/SUB for the whole week. As we would be on layoff status, and would not be returned for only those holidays. Makes reporting much more complicated.

When filing for your weeks of your layoffs do you have to report sub payments on the weeks you are laid off?

You do not have to report SUB payments. It will say in your reporting, money earned OTHER than SUB.

I was not laid off in October, do I have to do anything differently on my application?

Everyone will fill out a new regular EI application. The difference for those that filed before is that it will ask to reactivate claim. If you didn't file in October, it won't ask you this question.

Wondering about the 1700 hours required for a year service. During this layoff period are these 80 hours counted towards the 1700 hours?

If you are in receipt of SUB, you will be given the pensionable time. It is different for vacation allotment, as that is hours worked.

I understand we have no reference # for this lay-off, however it won't let me move forward unless I input a number?

I do have a 4-digit pin from my past application. You need to file a new application.

The 4 digit access code is only for reporting or accessing your

file with Service Canada. If you have not been reporting since the last layoff, you need to submit a new application, where it will ask you to reactive about half way through.

Why when you are filing for unemployment does it ask whether you are going to receive a pension in the next 52 weeks? It asks about Pensions because there are several different rules to how pensions affect your EI payments. If your pension is a direct result of employment it could affect your EI payments. For example, if you started to collect CPP within the last year it will be deducted from your EI. You also need to re-qualify hours from the start of collecting CPP. If you started your CPP over a year ago, it will not affect your payment. If your pension is not a direct result of employment, for example a survivor's pension, than it will not affect your EI payment. It is very important to claim everything you receive, even if it will not affect your EI payment.

I submitted my application for EI on Saturday. I know I have a week waiting but when do I submit my first report?

After you finish your application, they will send you a 4 digit access code in the mail. This access code should be the same one that you've always received. It will only change if you request a new code. With this code will be a date that you can start reporting from, along with instructions on how to do the reporting. Please make sure you are doing your reporting correctly. Most errors with over payments or incorrect information are done in this part.

FOR ANY BENEFITS RELATED QUESTIONS DURING LAYOFF CONTACT OUR BENEFITS REPS.

 <p>Jeff Bankes BENEFITS Inplant Office Phone: 226-825-8535 Ext.: 58535 (Within The Plant) Cell Phone: 519-639-3567 Email: jeffery.bankes@gm.com</p>	 <p>Stephan Cronin BENEFITS Inplant Office Phone: 226-825-8533 Ext.: 58533 (Within The Plant) Cell Phone: 519-777-7775 Email: stephan.cronin@gm.com</p>	 <p>Rob Gallace BENEFITS Inplant Office Phone: 226-825-8534 Ext.: 58534 (Within The Plant) Cell Phone: 519-859-1343 Email: robert.gallace@gm.com</p>
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CAMI SHIFT STATUS PHONE NUMBER



Assembly Plant

Plant Centralized Call In
519-425-3395

Plant Hours of Work Line
519-425-3115

Visit Unifor88.ca for any updated Info.