

FAQ RELATED TO LAYOFF FEBRUARY 2021

Can I retire while I'm on layoff?

- Yes, please contact the benefits office with any questions regarding retirement.
- Jeff Bankes at 226-825-8535, Stephan Cronin at 226-825-8533 or Rob Gallace at 226-825-8534

Can I post while on layoff?

- Yes, but members may be required to return to work within 1 week of posting, exceptions may apply.

Is this layoff offered to every member plant wide?

- This layoff is being offered to Welding, Paint, M/H, QC with the potential to expand to other areas in the plant (e.g. Assembly, Stamping) Although every member can apply.

How does my 1000 hours for vacation work if I take a layoff?

- Paid Vacation is accumulated with 1000 hours worked between July 1st, 2020 to June 30th, 2021 for 2021/2022 vacation calendar.
- Paid holidays, jury duty, maternity, parental, adoption and bereavement count towards this.
- Paid Vacation counts towards this.
- Please see GL, Business Manager or payroll to see where you currently sit for these hours.

What happens if I have vacation booked during my layoff period?

- Full week vacation scheduled during a layoff must be taken as scheduled.
- Single day vacation will go back into your vacation "bank"

How will Vacation booking work for the 2021 vacation year?

- Every member taking the layoff will be expected to fill out a vacation proxy prior to starting the layoff.

Could I be called back to work early from my layoff?

- Yes, the company can call you back to work at any point from layoff with 1 week minimum to report.
- We ask that your current contact information is up to date.

Can I come back to work early voluntarily from my layoff?

- Members will be required to take the duration of the layoff period, as requested.
- Extenuating circumstances will be reviewed on a case by case basis.

Do I lose my current team assignment if I am off greater than 6 months?

- No, the company has agreed to extend beyond this period.

Can members in the DC pension plan continue to contribute while on layoff?

- Yes, please see Mitchell Matthews in HR for the form.

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What Qualifies DB pension plan members layoff time to count towards their pension credit?

- You must receive 170 hours pay in the 2021 calendar year for this layoff time to count towards your DB pension credit.
- Vacation and worked hours count.

Do I have S&A/EDB coverage for the layoff?

- S&A and EDB eligibility ends on the first day following the next month of layoff.
- When the person is expected to return, they will become eligible again.
- Members must serve a 7day waiting period, starting from their expected return date from layoff to qualify for S&A

Will I lose any of my other current Green Shield benefits while I'm layoff?

- Yes, dental will come off on March 1st, 2021 and will be active on your first day back to work.
- All other benefits will continue for the duration of the layoff period

To apply;

https://gm.az1.qualtrics.com/jfe/form/SV_bNJkcOL7ViPyYtj

