

Memo

General Motors of Canada Company
CAMI Assembly
300 Ingersoll St., P.O. Box 1005
Ingersoll, Ontario N5C 4A6

Subject:
Productivity and Quality Bonus Payment

Date:
January 26, 2021

To:
GM CAMI Assembly

From:
Employee Relations

Department:
All

Department:
Employee Relations

PLEASE READ CAREFULLY - NEW REQUIREMENTS FOR BONUS TO RRSP RE: Productivity/Quality Bonus

If you want to direct the Productivity/Quality Bonus to RRSP, action is required:

- ***If you are already a CAMI group RRSP member:***
Even if you have completed forms to direct previous bonus payments to your RRSP account, you ***MUST*** complete an **Election of Productivity/Quality Bonus to RRSP Payroll Authorization Form (Pink form)**. These forms are available in Employee Relations/Union Office and **must be returned to Employee Relations no later than February 17, 2021 at 12:00 PM. There are absolutely no exceptions.**
- ***If you are NOT a CAMI group RRSP member:***
You are required to open a new CAMI group plan account with Canada Life. Forms are available in Employee Relations. Complete the 'Application for Membership in a Retirement Savings Plan' (page 69-70). You are also required to complete the **Election of Productivity/Quality Bonus to RRSP Payroll Authorization Form (Pink form)**. These forms are available in Employee Relations/Union Office and **must be returned to Employee Relations no later than February 17, 2021 at 12:00 PM. There are absolutely no exceptions.**

Please note: If you are directing your bonus to your RRSP, you will be responsible to pay the CPP and EI contributions applied to your bonus. These deductions will come off your regular earnings in the week that the bonus is paid. It is estimated that CPP will be \$395.13 and EI will be \$114.55 on the bonus payment in **addition** to the CPP and EI deductions on your regular earnings.

Please note that your bonus cannot be directed to your RRSP if:

1. You have insufficient regular earnings to meet the statutory payroll deductions (CPP, EI) during the pay period in which the bonus is paid.
2. You are on leave of absence or inactive at the time of your scheduled payment.

If you want a cash payout, no action is required, do not complete an Election of Productivity/Quality Bonus to RRSP Payroll Authorization Form (Pink form).

The Productivity/Quality bonus will be paid per the following schedule:

- Pay date of February 25, 2021 – eligible hourly team members who are active at work
- No later than December 31, 2021 – all eligible hourly team members who are not active at work

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