

Memo

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

To: CAMI Assembly Hourly Employees

Date: May 17, 2021

Subject: Paid Infectious Disease Emergency Leave (Paid IDEL) – *Putting Workers First Act, 2021*

This communication is to provide information to represented (hourly) employees about the eligibility for paid leave related to COVID-19.

Who is entitled?

Employees who currently do not receive paid sick time for specific COVID-19-related reasons will be entitled to three (3) paid days of leave during the eligible absence period.

Eligible Absence Period:

Any absence(s) between April 19, 2021 and September 25, 2021 meeting the qualifications for IDEL under the **When is an Employee eligible for paid IDEL** section below.

When is an Employee eligible for paid IDEL?

Employees are entitled to three (3) days of paid leave for themselves, or if they are providing care or support to an eligible dependent who is:

- Under medical investigation, supervision, or treatment related to COVID-19
- Attending a vaccination appointment during their scheduled shift
- Experiencing a side effect from a COVID-19 vaccination
- Under direction from the CAMI Health Centre, medical practitioner, or other authority to self-isolate
- Paid IDEL is not available to employees who cannot work due to non-essential travel and/or travel restrictions that prevent their return to Ontario

Eligible 'dependents' for the purpose of Paid IDEL include:

- The employee's spouse
- A parent, stepparent, or foster parent of the employee or the employee's spouse
- A child, stepchild, or foster child of the employee or the employee's spouse
- A child who is under legal guardianship of the employee or the employee's spouse
- A brother, stepbrother, sister, or stepsister of the employee
- A grandparent, step-grandparent, grandchild or step-grandchild of the employee or the employee's spouse
- A brother-in-law, step-brother-in-law, sister-in-law, or step-sister-in-law of the employee
- A son-in-law or daughter-in-law of the employee or the employee's spouse
- An uncle or aunt of the employee or the employee's spouse
- A nephew or niece of the employee or the employee's spouse
- The spouse of the employee's grandchild, uncle, aunt, nephew, or niece

Substantiation:

Employees are not required to provide a medical note or a certificate from a qualified health practitioner as evidence. However, these are acceptable forms of substantiation if the employee is asked for substantiation and elects to provide. Employees may be asked for “evidence reasonable in the circumstances.” Acceptable substantiation will depend on the reason given.

Other examples of acceptable substantiation include:

- Provide your vaccination card or email of appointment booking for yourself or eligible dependent
- Provide copy of Public Health notice to isolate
- Health Center provided notice to isolate (employees are still required to contact the Health Center to advise of any COVID-related symptoms as outlined in the GM COVID policy)

Calculation of IDEL Paid Leave Benefit:

The paid IDEL leave is the lesser of:

- A. \$200.00
- B. The wages the employee would have earned had they not taken the leave, excluding shift premiums and overtime

Note: The current agreement to pay team members for balance of shift when sent home by the CAMI Health Centre for COVID-related reasons continues to apply during the eligible absence period. Such an event would count as one (1) Paid IDEL day.

Leave Deemed to be Taken in Full Days:

Similar to the ESA emergency leave days, partial days of absence will be treated as one of the three (3) days of entitlement. Compensation for partial paid days will be calculated as described in the **Calculation of IDEL Paid Leave Benefit** section above.

How to Apply for IDEL at CAMI:

Team Members requesting IDEL leave must apply in writing to Employee Relations and provide the specific reason for the leave. An IDEL application form is available in these locations -

- Group Leader or Employee Relations upon request
- Human Resources SharePoint page
- Unifor Local 88 website
- www.gmcamiassembly.ca