

In the Matter of an Arbitration

BETWEEN:

UNIFOR LOCAL 88

("the Union")

- and -

GENERAL MOTORS OF CANADA COMPANY

("the Company")

Union / Policy Grievance # 21-005

MINUTES OF SETTLEMENT

WHEREAS General Motors of Canada Limited and the National Automotive, Aerospace, Transportation and General Workers' Union of Canada (CAW-CANADA), and its Locals 199, 222 and 636 entered into a Memorandum of Understanding dated October 2, 2012 "Resolving all issues arising out of the closure of the Electro-Motive Canada Co. ("EMC") plant (formerly the GMCL London Locomotive Operation) (EMC London)" (the "MOU");

AND WHEREAS as a result of this MOU, a number of former EMC London Employees were hired into the Company's CAMI Automotive Assembly Plant ("CAMI");

AND WHEREAS an issue has arisen with respect to the interpretation of paragraph 5 of the MOU, more specifically regarding the "Years of Seniority" that the former EMC London Employees hired at CAMI have under The Supplemental Unemployment Benefit Plan (Exhibit D-1) (the "SUB Plan");

AND WHEREAS the Union filed a Policy Grievance (Grievance No 21-005) with respect to this dispute (the "Grievance");

AND WHEREAS the Union referred the Grievance to arbitration under Section 49 of the *Labour Relations Act* and Arbitrator Tatiana Wacyk was appointed as Arbitrator;

AND WHEREAS the parties wish to fully and finally resolve all issues in dispute;

THE PARTIES AGREE AS FOLLOWS:

1. The Company agrees, that for the purposes of the SUB Plan only, that, as of the date of these Minutes of Settlement, the former EMC employees listed in Schedule A (the "Former EMC Employees"), shall be eligible for a maximum of 78 weeks of SUB benefits, but otherwise subject to the conditions as to Duration of Benefits set out in Article III, Section 1 of the SUB plan and such weeks of benefits shall be at a Benefit Rate of 65% of the Weekly Straight Time Pay.

2. The Benefit Duration of 78 weeks and the Benefit Rate of 65% for each Former EMC Employee shall be applicable until such time as the Former EMC Employee reaches eligibility for 104 weeks of Benefit Duration in accordance with the terms of the SUB Plan as, on the date of these Minutes of Settlement, described under the heading "For Team Members Hired between January 1, 2010 and September 16, 2013", based upon their individual CAMI hire date.
3. Upon reaching eligibility for 104 weeks of Benefit Duration, all other provisions of the SUB Plan, including but not limited to Benefit Rate, shall be in accordance with the provisions of the SUB Plan with the exception of the Benefit Rate which shall be at 65% for the entirety of the 104 week entitlement.
4. The weeks of SUB payable shall be calculated as the number of weeks from the commencement of a layoff; less the number of weeks in which the Former EMC Employee has received a Benefit during the fifty-two week period prior to the date of layoff.
5. With respect to Former EMC Employees there shall be no back pay owing for any week of SUB benefits paid or related to a week prior to the execution of these Minutes of Settlement.
6. There shall be no repayment by any Former EMC Employee having received an overpayment of SUB benefits paid or related to a week prior to the execution of these Minutes of Settlement.
7. These Minutes of Settlement are without prejudice and precedent with respect to future dealings between the parties except with respect to the enforceability of these Minutes of Settlement.

Dated at Toronto this 8 day of February, 2022



For Unifor Local 88

Dated at Toronto this 9 day of February, 2022



For General Motors of Canada
Company