

Layoff Update, SUB and Dental Improvements

The membership of Local 88 have worked hard to achieve the fastest launch in GM history. There is now a problem in the supply chain's ability to keep up with production. No Auto Plant in Canada has taken more down time in the past 3.5 years than ours due to issues of Covid, semi-conductors, retool and now battery supply. There have been lengthy talks between Local 88, Unifor National and GM over the past weeks.

We have been working with GM to find ways to assist the membership during this upcoming layoff period. It has taken time, thank you everyone for your patience and to the Inplant Committee and Specialty Reps who worked together to help resolve this. We are not in a bargaining year, that was partly why this has taken so long to put together. By being in Toronto for GM Master Bargaining, we had all the parties together and able to keep working on this.

We want to say a huge thank-you to Lana Payne, Shane Wark and Dino Chiodo for their help during these past weeks. They realized what these last few years have done to our membership and how this upcoming layoff may be devastating for our members. We regularly met with GM to push our members' needs during these talks and have achieved what we believe to be some significant improvements.

The items below will take effect September 17, 2023 and will be in effect only for layoffs that begin between Sept 17, 2023, and October 31, 2023.

- All SUB payment will be at 70% - up from current 65%
- There is no reduction of SUB rate to 50% during this period for any member
- Members with **up to 10 years of service**, *previously entitled to 26 weeks of SUB with half at 50% rate*, will immediately have their entitlement increased to;
 - 36 weeks of SUB
 - 70% SUB rate paid for all weeks

- Members with **10 years but less than 20 years** now have their full entitlement of SUB, all paid at 70% rate
- All members, including those with greater than 20 years, will receive their full remaining SUB entitlement or 36 weeks, whichever is greater, at 70%
- Members currently on a long-term layoff leave that expected to come back in October, and all B shift production team members, have had the opportunity to work prior to October 15. Those that returned have received their 2.5% wage increase. SUB payment will reflect that rate increase
- Members on a Statutory approved leave will, in the event of their return, receive SUB entitlement relative to their shift of record upon their return to work. This would include Parental Leaves, S&A, Family Care, etc.
- There will be **no interruption of dental coverage** during this period, for those in receipt of SUB benefit, all other Health Care Benefits also remain
- The IMP program remains for any member who may exhaust their SUB entitlement
- DB members laid off for 2023 and do not reach their 170-hour requirement will receive their full pension credit for 2023, provided they achieved 170 paid hours in 2022
- DC members may choose to contribute to their pension while in receipt of SUB, forms are available at the benefits offices
- Trades members will continue to work during this period
- There are no plans to force trades on any mandatory layoffs
- Any member who begins a layoff during the above period (Sept 17, 2023, to October 31, 2023) will now have the SUB rate increased retroactively as of September 17, 2023, or IMP replaced to SUB, at the new SUB rate.
 - This adjustment may take a couple weeks for payroll to complete.

A Team Member Resource Centre began at the Union Hall on Monday, October 2, 2023. It is being staffed fulltime by two members who will assist fellow members in looking for work (full time, part time, seasonal), assist with local charities, review educational opportunities, recreational activities, etc.

Job postings, including new jobs associated with the Battery Assembly Department, will be done via the Employee Services Access Portal on the company website.

<https://www.gmcamiassembly.ca/>

A video will be prepared shortly to give an overview of what is going on and answer questions that will come up. In that video Brent Tree will give an overview of what is happening in and around our Local, Benefit reps will have an update to address any concerns, staff from our new Resource Centre will introduce themselves and give an overview of what is taking place there, and Mike Van Boekel will give a review on bargaining in Toronto.

*In Solidarity
Your Inplant Committee*