

May 9 Update

Questions & Answers

Staffing Numbers - Production

Company continues to state that 460 will be our production number to run one shift.

Packages

The Inplant continues meeting with the company regarding pension packages and VTEP's. Talks are actually moving along, and we are hopeful a resolve can be reached in the next few days. We are working on retirement packages as well as buyout packages.

We have also been in talks with National as well as government representatives, both Federal and Provincial, regarding auto tariffs, the state of our plant and the future of our plant. GM continues to make record profits year after year. There is a definite onus on GM to provide jobs to Canadians as a country, we buy more vehicles than we produce each year. It was GM decision to move the Terran and Equinox to Mexico and greatly reduce their Canadian footprint. Brent Tree and Mike Van Boekel met personally with Premier Ford to discuss our plant and our future.

These packages are also tied directly to the grievances of the 30 waiting to retire who signed up last September, as well as the 79 laid off in February.

Port Elgin

If you are scheduled to attend Port Elgin, you still report for your week. If we have future Port Elgin education courses, all members, including those laid off, are still eligible to attend.

*Note – Port Elgin, Vacation and Bank Time taken during a layoff period, does not trigger active status, therefore you will not receive wage increases or reset benefits.

Vacation Booking

We were in the middle of vacation booking when we were notified of the upcoming lengthy indefinite layoff. We stopped vacation booking for the more junior members and we have stopped round 2. Once the plant is reconfigured to one shift, we will notify the membership and round 2's can continue.

We are in talks with the company on vacation payout dates for this year's vacation and dates for next year's vacation payouts.

Union Representation

Going to one shift is going to dramatically change the Union Representation structure. We have not been recognized as one shift for 35 years, since the fall of 1990. The contract states how the representation structure works, ratio of 250 members per committee person. We will be taking dramatic cuts both in Zone Committee people as well as Specialty Representatives.

Benefits

How vacation payout affects EI - Government relief rules?

Normally, earnings paid because of a temporary or permanent separation from employment are allocated from the week of the separation. Separation earnings can include:

- vacation pay
- pay in lieu of notice
- severance pay
- closure bonuses
- sick leave credits

Under the temporary measure, if your claim or the allocation starts between March 30, 2025 and October 11, 2025, earnings from separation are not deducted from your benefits.

Clawback update

This process has been slower than we'd like. It is currently waiting on a Payroll update to be made by IT. Once this is ready to go, we will post a specific post about it, so please keep an eye out for this.

Pension Credit - 170 hours and how it works for this year and next

For DB members, if you have 170 hours worked or paid vacation for this year, you will get a pension credit. If the layoff extends into next year, you are eligible to receive an additional credit for next year as well, as long as you had the 170 hours for this year.

DC contributing while off

Yes, as long as you are SUB payable, you can contribute. You need to fill out a new DC contributions form for each new layoff. There is a new form this year, so if you have a form from last year, you will need the new one to contribute with the company paying their portion.

