

CAW-Canada/General Motors

BARGAINING REPORT

HIGHLIGHTS OF THE TENTATIVE AGREEMENT BETWEEN CAW-CANADA AND GENERAL MOTORS

PRODUCTION AND SKILLED TRADES

MAY 2008

A MADE IN CANADA PATTERN

Highlights

no two-tier wages

productivity and quality bonus

improved restructuring incentive

benefit improvements

improved vehicle purchase plan

historic close-out agreement at
Windsor Transmission



President's Message

BARGAINING DURING A CRISIS

The entire Canadian auto industry has been locked in an historic crisis for several years now. The CAW has lost one-third of its members at the Big Three just since the 2005 round of bargaining. And nowhere have the job losses been worse than at GM.

This crisis is not remotely the fault of the workers. It is well-known that GM's Canadian workforce demonstrates the highest productivity, and the best quality, of any auto workers in the Western hemisphere, and probably in the world. We have laboured and sweated to produce high-quality vehicles, at prices that are more affordable than ever. Yet our jobs are disappearing by the thousands.

Why? Our government has allowed offshore firms a complete blank cheque to sell as much as they want in our market, without buying anything back. Our government has allowed the Canadian dollar to soar to ridiculous levels, far above its fair value, because of oil prices. And our federal government has refused to play any active role in supporting the new investments and new technologies that are desperately needed to help our industry adapt to changing trade patterns, environmental rules, and consumer tastes.

The CAW has been fighting hard to change this, to bring governments to the table as part of a multi-dimensional effort to reverse the

crisis. But the right-wing Harper government in Ottawa still turns a blind eye to the auto sector.

So you can only imagine my fury when I read press reports that leading GM executives were rushing to defend the sorry record of the Harper government on auto issues. They know full well that without the CAW they would never have received the support they did for past investments, like the crucial Beacon project. Yet instead of joining us in a fight to change the Harper government's lamentable record, they lecture us about being "cooperative" with a government that fiddles while our auto industry burns.

In today's dog-eat-dog political and

Continued on Page 4



The Principle of Pattern Bargaining

The strategy of pattern bargaining has served our union very well over the years. And it proved its worth once again in 2008, which was definitely the toughest round of major auto bargaining we've ever experienced.

Under pattern bargaining, the union reaches its first deal with a target company. We choose that company very carefully, depending on where we can get the best deal for our members, with the least amount of sacrifice.

In the good old days, when the auto industry was doing well, this often meant choosing the company with the highest profits and hottest-selling products. Now, however, with the industry in crisis, we are more subtle and strategic in our choice. Factors like the quality of our relationship with the company, the state of their Canadian facilities, and the possibilities of winning new product commitments, become just as important.

Then, once the pattern has been set, we require the other two companies to match it. But the core economics – wages, benefits, pensions, time off, income security – must be consistent.

This reflects our philosophical effort to “take wages out of competition.” We want to establish a level playing field, in terms of how workers are treated. Companies can then compete on the basis of product, design, marketing, or productivity. But not on the backs of the workers.

Every round of bargaining, the companies which did not set the pattern, inevitably complain about the pattern. And this

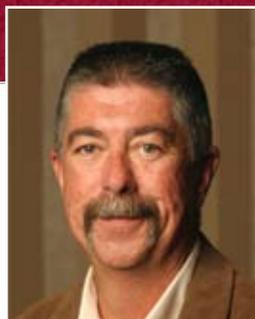
year was no different. GM was rattling sabres even before we finalized our deal with Ford. Whereas the Ford deal basically froze total Canadian hourly labour costs for three years, GM was demanding \$30 per hour worth of concessions. They also claimed that Canadian workers must match wages and benefits in non-union transplant facilities in places like Mississippi and Alabama. I can't imagine anything more offensive.

Thanks to pattern bargaining, CAW members at GM now have a tentative agreement that's much better than if we'd bargained with GM first. Pattern bargaining depends on the solidarity of CAW members across the whole auto industry.

Solidarity across the industry is equally important when times are bad, such as in the case of members at the Windsor Transmission plant, which GM plans to close in 2010. This news came as a terrible shock to the 1,400 workers there, but because of the solidarity shown by the committee, the union was able to negotiate a precedent-setting close-out agreement that will take care of members long after the plant shuts down.

I join with all the members of the CAW-GM Master Bargaining Committee in recommending this agreement for your ratification.

In solidarity, Jim O'Neil



Message from Chris Buckley, Chairperson of the CAW/GM Master Bargaining Committee & President of Local 222

Securing our Future

As the chair of your CAW-GM Master Bargaining Committee, this has been the most challenging set of negotiations I have ever experienced.

Not only did we enter into negotiations expecting GM to meet

the pattern agreement established with Ford, but we were also determined to ensure that the company would commit to new products that would keep our plants running well into the future.

Our union approached these negotiations determined to secure a future for our members at General Motors - a future so greatly deserved. We did this earlier than usual, knowing full well that auto workers in Canada face some of the most challenging obstacles and unstable conditions in our history. A growing trade deficit caused by unfair trade deals, the high Canadian dollar, a looming U.S. recession, skyrocketing oil prices and a federal Conservative government that refuses to support this critical industry, will only cause these conditions to worsen in the months ahead.

Our members at GM have been feeling the effect of this economic insecurity as badly as any workers. Enough was enough. When we opened negotiations we told the company point blank: without new product commitments, there would be no deal. We knew from the outset that we'd be in for quite a struggle.

As negotiations progressed, GM announced the closure of the Windsor Transmission plant, set to take place in 2010. This announcement was absolutely devastating.

In the wake of this terrible news our committee members in Local 1973 showed they were able to keep their cool and stuck together, giving us the opportunity to negotiate a strong closure agreement that will protect the interests of the members and their families. Despite the incredible challenges these members and their families will face, they were determined to help our master committee negotiate a deal that was responsible and fair and that would ensure our members' jobs are protected in other GM locations.

We achieved both of these objectives thanks to the unity and solidarity of our master committee. To negotiate a settlement that doesn't bow to the company's demand for two-tiering, pension and benefit reductions and other cuts, in the face of major economic uncertainty, is a testament to the strength of our union and all local committees representing GM locations in Oshawa, St. Catharines, Windsor and Woodstock.

Our CAW-GM Master Bargaining Committee and CAW GM Council unanimously recommend this agreement for your ratification.

In solidarity, Chris Buckley



Productivity and Quality Bonus

The CAW has negotiated a productivity and quality bonus. Active employees, as of the Monday following notice of ratification, will receive a \$2,200 bonus. The payment will be made within two weeks following ratification.



Wages and COLA

COLA will be frozen at the current level of \$1.36 per hour until September 21, 2008.

Effective September 22, 2008, \$1.31 of the current \$1.36 in COLA will be folded-in to base rates. The remaining \$.05 COLA will continue as a COLA float.

Base Rates are then frozen for the life of the collective agreement.

COLA under the new agreement is suspended for one year and will resume with the COLA scheduled for December 2009. A total of 7 COLA adjustments will be payable under the agreement.

Recommendation

Your Master Bargaining Committee and all local bargaining committees unanimously recommend this tentative agreement and urge you to vote in favour of it.

Projected COLA Increases

	ASSEMBLER	PRODUCTION TECHNICIAN	TRADES
Current Earnings	\$33.91 includes \$1.36 COLA	\$34.20 includes \$1.36 COLA	\$40.30 includes \$1.36 COLA
1st Year	NO INCREASES	NO INCREASES	NO INCREASES
2nd Year			
projected COLA	\$0.58	\$0.58	\$0.58
End of 2nd year	\$34.49	\$34.78	\$40.88
3rd Year			
projected COLA	\$0.44	\$0.44	\$0.44
End of 3rd year	\$34.93	\$35.22	\$41.32

COLA Summary

	ASSEMBLER	PRODUCTION TECHNICIAN	TRADES
1ST YEAR INCREASE	NO INCREASES	NO INCREASES	NO INCREASES
2ND YEAR INCREASE	\$0.58	\$0.58	\$0.58
3RD YEAR INCREASE	\$0.44	\$0.44	\$0.44
PROJECTED TOTAL	\$1.02	\$1.02	\$1.02

Term

This is a three-year agreement, which expires at 11:59 P.M. September 14, 2011.



economic environment, nothing comes without a fight. No-one can possibly believe that sucking up to irresponsible politicians in Ottawa will save this industry. Only by forcing Ottawa to act, through political pressure, will we win the change we need.

That's why I hope that CAW members in the Oshawa and Durham regions will join the rally in Jim Flaherty's riding planned for June 1.

I am very proud of the contract we have negotiated in this round of bargaining, despite the crisis. We've protected our wages, pensions and benefits. We've fought back two-tier wages. We've defended retiree health benefits.

These are admirable achievements. But it's no cause for celebration,

because we know the auto crisis will only get worse so long as government allows auto jobs to be sold internationally to the highest bidder. The painful closure of GM's Windsor Transmission plant, after decades of productive and profitable service, is only the latest casualty. We pulled out all the stops to cushion the blow for CAW members there, but it still sickens us to see another plant close.

We've done our bit with this contract to address the crisis. It holds the line on costs. It's principled and pragmatic. But this contract won't solve the industry's problems. Only government can do that. And that's why we must carry on our struggle, after ratification, by becoming fully active in the fight for

new government policies – and, if necessary, for a new government.

I add my voice to the unanimous vote of the CAW-GM Master Bargaining Committee in recommending ratification of this agreement.

In solidarity,

Buzz Hargrove

National President

Windsor Transmission Closure Agreement

Despite the CAW's best efforts to ensure the survival of the Windsor Transmission plant, General Motors informed the bargaining committee that the company will close the plant in the second quarter of 2010.

The union has negotiated an historic closure agreement that seeks to minimize the impact on our members and their families.

This will include:

- Six severance and retirement package options to ensure all members are covered;
- Retirement incentives of up to \$125,000 for eligible CAW members;
- Pro-rated pensions where applicable;

- A \$35,000 vehicle voucher for all members; Your local committee strongly urges you to purchase a vehicle assembled by General Motors workers in North America.

Special Contingency Fund

Appendix H and H1 have been renewed. This Appendix provides for maintaining current funding for a number of programs, for example:

- Legal Services Plan
- Child Care Programs
- Dependent Children Scholarship Program

Pension Improvements

Benefit Rate Increases

Basic benefit rates and the Special Allowance rates for active employees and those who retire on or after October 1, 2008 will be increased by the amount of the P-COLA adjustment for October 1, 2009 and October 1, 2010.

Pensioner Cost of Living (P-COLA)

P-COLA for all current retirees and surviving spouses has been maintained. There will be no P-COLA adjustment for October 1, 2008. The P-COLA adjustments will take place on October 1, 2009 and October 1, 2010.

Vehicle Purchase Discount

In 2008, we have modified and improved the Employee Vehicle Purchase Program as follows:

- The new \$2600 discount will now be available to retirees as well as actives, once over the life of the collective agreement.
- The \$1000 insurance subsidy has been converted into an additional amount to be added to the vehicle discount.
- The discount on the vehicle purchase will now total \$2600 (since the previous \$1000 insurance subsidy was taxable, the new higher discount leaves participants in the same net position).
- As before, vehicles purchased with this discount must be manufactured by GM in North America (some exceptions).



Pension Rates

Basic Benefit - Production Technician

EXAMPLES	CURRENT	OCT-01 2008	OCT-01 2009	OCT-01 2010
Current Retiree retired Oct 2007	\$68.50	\$68.50	\$69.50* (\$68+\$1 PCOLA*)	\$70.50* (\$69+\$1 PCOLA*)
Active Member retires Oct 1 2008		\$68.50	\$69.50* (\$68+\$1 PCOLA*)	\$70.50* (\$69+\$1 PCOLA*)
Active Member retires Oct 1 2009			\$69.50*	\$70.50* (\$69+\$1 PCOLA*)
Active Member retires Oct 1 2010				\$70.50*

*PCOLA amount is an estimate only

30 and out - Production Technician

EXAMPLES	CURRENT	OCT-01 2008	OCT-01 2009	OCT-01 2010
Current Retiree retired Oct 2007	\$3,515	\$3,515	\$3,565* (\$3515+\$50 PCOLA*)	\$3,615* (\$3515+\$50 PCOLA*)
Active Member retires Oct 1 2008		\$3,515	\$3,565* (\$3515+\$50 PCOLA*)	\$3,615* (\$3515+\$50 PCOLA*)
Active Member retires Oct 1 2009			\$3,565*	\$3,615* (\$3515+\$50 PCOLA*)
Active Member retires Oct 1 2010				\$3,615*

*PCOLA amount is an estimate only

Basic Benefit - Skilled Trades

EXAMPLES	CURRENT	OCT-01 2008	OCT-01 2009	OCT-01 2010
Current Retiree retired Oct 2007	\$81	\$81	\$82* (\$81+\$1 PCOLA*)	\$83* (\$82+\$1 PCOLA*)
Active Member retires Oct 1 2008		\$81	\$82* (\$81+\$1 PCOLA*)	\$83* (\$82+\$1 PCOLA*)
Active Member retires Oct 1 2009			\$82*	\$83* (\$82+\$1 PCOLA*)
Active Member retires Oct 1 2010				\$83*

*PCOLA amount is an estimate only

30 and out - Skilled Trades

EXAMPLES	CURRENT	OCT-01 2008	OCT-01 2009	OCT-01 2010
Current Retiree retired Oct 2007	\$3,895	\$3,895	\$3,945* (\$3895+\$50 PCOLA*)	\$3,995* (\$3945+\$50 PCOLA*)
Active Member retires Oct 1 2008		\$3,895	\$3,945* (\$3895+\$50 PCOLA*)	\$3,995* (\$3945+\$50 PCOLA*)
Active Member retires Oct 1 2009			\$3,945*	\$3,995* (\$3945+\$50 PCOLA*)
Active Member retires Oct 1 2010				\$3,995*

*PCOLA amount is an estimate only



Our History: Making Progress and Holding

This represents the eighth major auto contract negotiated by the CAW since we were founded as an independent union in 1985.

In good times and bad, we have tried to enhance the benefits and protections enjoyed by our members, their families, and their communities. We have bargained better compensation. But we've also bargained protection and security: income security, restructuring incentives, health and social benefits for every phase of life (from parental leave to child care to tuition assistance to long-term care for the aged). We've done everything we could to cement new investments and jobs. And we've always tied our bargaining to the broader fight to build a better, fairer, more independent Canada.

CAW members at GM have played a crucial, central role in this history. Never was their role more important than in 1996, when their determination on the picket line was essential in preserving the

CAW/GM REPORT

OCTOBER 1993

Highlights of the agreement between the CAW-Canada and GM Canada
Message from CAW President Buzz Hargrove

GM meets trend-setting pattern

It's well known that the most difficult issue we faced in the GM negotiations was the threat to our SUB program. Our SUB fund was virtually bankrupt and, with hundreds of GM workers on layoff and others scheduled to be laid off, we had to dramatically increase the funds available for income support. We insisted the company could not ignore its responsibilities to laid off workers and to the communities so dependent on our workers' incomes.



CAW/GM CANADA REPORT

HOURLY

OCTOBER 1998

Highlights of the agreement between the CAW-Canada and GM Canada
Message to General Motors workers from Buzz Hargrove

Fighting Back Does Matter!

In all 20 years in the auto union movement, nothing has made me more proud than during this strike against the largest manufacturing company in the world. Working people are living through an about-face. We're in constant and dangerous battle with the message that "there's really nothing we can do" about what's been happening. This week was about workers' actions, that might one day be taken in both Canada and the United States. We especially want to thank our members and support that it had to do with the about-face economic impact we were having on our members with the two-week

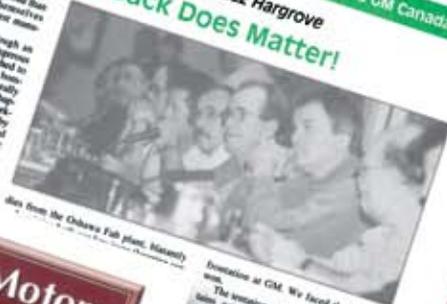


Photo from the Oshawa Fab plant, Ontario

Duration at GM. We faced the test and the innovative agreement before you could see it. Health, higher pay-outs, increased ability to recover our work. The positive impact on jobs is evident from the following:

The increase in GPA will mean about 400 new job openings in the GM chain. Our emphasis on limiting outsourcing led to a negotiated reversal of about 300 jobs to Oshawa, St-Théodore and London.

The St. Catharines axle plant - approximately 600 jobs - has again been approved and will survive through the end of this agreement.

Look on major outsourcing: the need to work with other manufacturing companies with other workers, the end on the auto or new production for future jobs.

This bargaining could well, I'm confident, have a special chapter in the way it should have by right and by common sense. The confidence of our leadership and members, and recognizing our issue. We have made history.

I join with the members of the GM Master Bargaining Committee in recommending that you vote in favour of this agreement.

CAW-Canada/General Motors BARGAINING REPORT

HIGHLIGHTS OF THE TENTATIVE AGREEMENT BETWEEN CAW-CANADA AND GENERAL MOTORS
PRODUCTION AND SKILLED TRADES
SEPTEMBER 2005

Highlights:

- wage increases
- improved pensions
- benefit improvements
- added leader gains
- improved overtime pay structure
- new retirement allowance
- new vehicle purchase plan
- job security update

PROTECTING OUR JOBS BUILDING OUR INDUSTRY

Message from Buzz Hargrove

In most ways, the 2005 Big Three bargaining was totally unprecedented. For both the union and the companies. Like I've said for months, there was "no business as usual" in this round of bargaining.

But in some respects, 2005 bargaining was like déjà vu, all over again - as were Big Three. A company in dire financial trouble. The metals too big to fail. Expectations that Canadian workers should



We had an incredible demonstration involving the company, government, and our own union in the U.S. We endured long strikes. We were attacked without mercy in the media, and by right.

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1985-2005
ANNIVERSARY



CAW/GENERAL MOTORS BARGAINING REPORT

SEPTEMBER, 2002

President's Message

Visible Progress



President's Message: It was THE first time since 1984 that CAW members at General Motors were given the responsibility to negotiate our Big Three pattern contract. I chose GM as the target because of GM's production responsibility in Canada, but even more importantly because of the best, disciplined leadership that I have demonstrated by chairman Mike Shickle and the other staff in-plant leadership at all locations. We're engaged in a new era of partnership with GM. We're confident that the CAW/GM Bargaining Committee could negotiate an excellent pattern agreement for all CAW members. And I am pleased to say that GM workers can be one of the first to see the results of this agreement. This was a significant but not a perfect agreement. We're engaged in a new era of partnership with GM. We're confident that the CAW/GM Bargaining Committee could negotiate an excellent pattern agreement for all CAW members.

Defining the Line

principle of pattern bargaining. That year we won a major breakthrough, initially with Chrysler, on the issue of "work ownership," protecting our jobs from outsourcing. GM initially refused to accept that pattern contract, and forced us on strike. But after three weeks on the picket line, and the occupation of a plant in Oshawa (after GM tried to remove crucial dies and molds), GM finally bowed.

That fight to preserve pattern bargaining has been crucial to our subsequent success. Once again, in 2008, GM complained (falsely) that the pattern agreement was "too rich" and they would not accept it. But past history, especially the 1996 strike at GM, convinced them that they must accept the pattern - sooner or later.

The solidarity of CAW members, across all three companies, through these eight rounds of Big Three bargaining has been the crucial factor behind our ability to make progress in good times, and hang onto that progress in tough times.



Income Security

Restructuring Allowances

Restructuring Allowances have been increased from \$70,000 to \$75,000 for production and \$90,000 for trades, plus for the first time a **\$35,000 vehicle voucher** for both has been negotiated into the collective agreement.

Income Security Fund

Income Security Fund has been renewed, effective September 17, 2008.

The \$25,000 Retirement Incentive has been eliminated.

Paid Holiday Schedule

*Friday, October 10, 2008	Friday before Thanksgiving
Monday, October 13, 2008	Thanksgiving
December 24, 25, 26, 2008	Christmas Holiday Period
December 29, 30, 31, 2008	Christmas Holiday Period
January 1, 2, 2009	Christmas Holiday Period
Friday, April 10, 2009	Good Friday
Monday, April 13, 2009	Easter Monday
Friday, May 15, 2009	Friday before Victoria Day
Monday, May 18, 2009	Victoria Day
Friday, June 26, 2009	Friday before Canada Day
Friday, September 4, 2009	Friday before Labour Day
Monday, September 7, 2009	Labour Day
*Friday, October 9, 2009	Friday before Thanksgiving
Monday, October 12, 2009	Thanksgiving
December 24, 25, 2009	Christmas Holiday Period
December 28, 29, 30, 31, 2009	Christmas Holiday Period
January 1, 2010	Christmas Holiday Period
Friday, April 2, 2010	Good Friday

Monday, April 5, 2010	Easter Monday
Friday, May 21, 2010	Friday before Victoria Day
Monday, May 24, 2010	Victoria Day
Friday, July 2, 2010	Friday after Canada Day
Friday, September 3, 2010	Friday before Labour Day
Monday, September 6, 2010	Labour Day
*Friday, October 8, 2010	Friday before Thanksgiving
Monday, October 11, 2010	Thanksgiving
December 24, 2010	Christmas Holiday Period
December 27, 28, 29, 30, 31, 2010	Christmas Holiday Period
Friday, April 22, 2011	Good Friday
Monday, April 25, 2011	Easter Monday
Friday, May 20, 2011	Friday before Victoria Day
Monday, May 23, 2011	Victoria Day
Friday, July 1, 2011	Canada Day
Friday, September 2, 2011	Friday before Labour Day
Monday, September 5, 2011	Labour Day

* Woodstock gets the August Civic Holiday three-day weekend instead of Thanksgiving. For example in the first year Monday August 3, 2009; in year two Monday August 2, 2010; and in year three Monday August 1, 2011.

SPECIAL PAYMENT: The annual special payment is continued at \$1700



Improved Insurance Benefits

There will be increases in the rates
for future S & A, EDB and Life Insurance claims
in the 3rd year of the agreement as a result of the fold-in
of any new COLA generated in the 2nd year of the agreement.

Insurance Examples (including projected COLA)*

	Current	September 2008	September 2009	September 2010
Production Technician				
S&A	\$ 840	\$ 840	\$ 840	\$ 855
EDB under 10	\$ 2,955	\$ 2,955	\$ 2,955	\$ 3,015
EDB over 10	\$ 3,250	\$ 3,250	\$ 3,250	\$ 3,315
Life Insurance	\$ 78,000	\$ 78,000	\$ 78,000	\$ 79,500
Electrician				
S&A	\$ 990	\$ 990	\$ 990	\$ 995
EDB under 10	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,530
EDB over 10	\$ 3,850	\$ 3,850	\$ 3,850	\$ 3,880
Life Insurance	\$ 92,500	\$ 92,500	\$ 92,500	\$ 93,000

*COLA is projected at 2% in each year of the agreement. Actual benefit levels may be higher or lower depending on actual inflation.

Optional and Dependent Life

Effective January 1, 2009 there will be a six month premium holiday and a 10% premium reduction for both Optional Group Life Insurance and Dependent Group Life Insurance.

Survivor Income Benefit Insurance (SIBI)

SIBI benefits will be increased as follows and will apply to current as well as future recipients:

- \$25 per month – effective October 1, 2008
- \$25 per month – effective October 1, 2009
- \$50 per month – effective October 1, 2010

Health Care Benefits

Drug Plan

Effective January 1, 2009 the prescription drug co-pay for Actives and Retirees will increase to 10% per prescription, with the following out-of-pocket maximums:

- As of January 1, 2009 - \$250/family/year
- As of January 1, 2010 - \$270/family/year
- As of January 1, 2011 - \$290/family/year

Out of pocket maximums are combined family amounts.

Long Term Care

Effective January 1, 2009, the maximum rate of coverage will be \$1,543.95 per month for new entrants. Current residents of long term care facilities will be exempt from this provision and will continue at the previously capped semi-private rate.

Medical Practitioners

- Chiropractor annual maximum increased by \$15 (to \$465)
- Psychologist annual maximum increased by \$25 (to \$675)

Vision Care

Effective October 1, 2008 the Vision plan will be improved as follows:

- Vision Care benefit increased by \$20 in each category;
 - Single vision: from \$200 to \$220 every 24 months
 - Bifocal: from \$255 to \$275 every 24 months
 - Multi-focal: from \$325 to \$345 every 24 months
 - Contacts: from \$210 to \$230 every 24 months
- Eye exams amount increased by \$20 (to \$85), every 24 months

Family Assistance

Up to \$400,000 is available to pay for short-term family counseling during the life of this agreement through the Employee Family Assistance Program.

Skilled Trades

Appendix “R” Skilled Trades Work Ownership

This important language has been maintained during our most trying and difficult round of bargaining. GM tried to eliminate this language from the collective agreement.

CAW Apprenticeship Sponsorship

The Company has agreed to meet following bargaining to discuss a CAW apprenticeship sponsorship program. This new CAW initiative would allow the CAW to be a sponsor of apprentices to receive their training.

Skilled Trades Restructuring Incentives

\$90,000 plus \$35,000 new vehicle allowance has been bargained. Incentives will allow for senior workers to retire and provide job opportunities for less senior workers.

Skilled Trades Union Education Program

Funding has been maintained at current contribution formula.

Workplace Training Program

The workplace training program has been expanded to include new and updated courses. Funding has been renewed to ensure company commitments will be met.

CAW-GM Bargaining 2008



www.caw.ca



Time Off

- Hours for vacation pay reduced by 40 hours for employees with 3 or more years of seniority (effective July 1, 2009)
- Active employees, with 3 or more years of seniority as of July 1, 2009 will receive \$3,500. Payment to be paid prior to the end of July, 2009.

New Hire Grow-In

- Effective on the date of ratification, new hires to receive 70% of base wage
- 80% at the 1st anniversary of employment, 90% at 2nd anniversary, 100% at 3rd anniversary
- COLA payments start on employee's 3rd anniversary

Future new hires will not be eligible for SUB and short work week until 3rd anniversary and will have modified time off until 3rd anniversary. New hire grow-in system will apply to all members hired after the date of ratification. Existing employees are not affected.

EXAMPLE

New employee hired on October 1, 2008 (Assembler)

Oct. 1, 2008	Hourly Wage Rate at 70% is \$23.70
Sept. 1, 2009	Hourly Wage Rate at 80% is \$27.09
Sept. 1, 2010	Hourly Wage Rate at 90% is \$30.47
Sept. 1, 2011	Hourly Wage Rate at 100% is \$33.86, plus estimated COLA of \$1.02, (and 5¢ initial float) for a final rate on Oct. 1, 2011 of \$34.93.

Your CAW-Canada Master Bargaining Committee at General Motors



BUZZ HARGROVE
President



JIM O'NEIL
Secretary-Treasurer



CHRIS BUCKLEY
GM Master Bargaining Committee Chair, President Local 222



PETER KENNEDY
Assistant to the Secretary-Treasurer



JIM STANFORD
CAW Economist



JOHN SCANLAN
National Representative



SYM GILL
Director, Pensions & Benefits



JEFF WAREHAM
National Representative, Pensions & Benefits



DAVID ROBERTSON
Director, Work Organization & Training Department



COLIN HESLOP
Director, Skilled Trades



PAT BLACKWOOD
National Representative, Skilled Trades



SARI SAIRANEN
Director, Health, Safety and Environment



LYLE HARGROVE
Director, Health, Safety and Environment Fund



KEITH OSBORNE
Plant Chairperson, Local 222, Oshawa



RON SVAJLENKO
Skilled Trades Chairperson, Local 222, Oshawa



TERRY McDONALD
Skilled Trades Representative, Local 222, Oshawa



KEITH MOTT
Skilled Trades Representative, Local 222, Oshawa



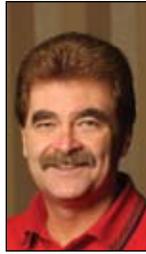
RON CARLYLE
Area Chairperson, Local 222, Car Plant, Oshawa



GREG MOFFATT
Area Chairperson, Local 222, Truck Plant, Oshawa



KEVIN GRAY
Area Chairperson, Stamping, Local 222, Oshawa



WAYNE GATES
President, Local 199, St. Catharines



TERRY WHITE
Plant Chairperson, Local 199, St. Catharines



JOHN ARNTZ
Shop Committeeperson, Local 199, St. Catharines



PETER BARBER
Skilled Trades Rep. Local 199, St. Catharines



GARY MARTIN
Skilled Trades Rep. Local 199, St. Catharines



BILL REEVES
President, Local 1973, Windsor



KEN BRUNER
Chairperson, Local 1973, Windsor



RANDY REGIER
Skilled Trades Master Chairperson, Local 1973, Windsor



SANDRA ROSS
Chairperson, Local 636, Woodstock



PAUL GOGGAN
GM National Co-ordinator Health and Safety



SUSAN HOUSTON
GM National Equity Co-ordinator



KEVIN SHIELDS
GM National Training Co-ordinator



JOHN HOCKEY
GM National Co-ordinator Benefits



KAREN CLARK
GM National Co-ordinator Ergonomics



MARK DESJARDINS
GM National Co-ordinator Skilled Trades Union Education Program



TONY LEAH
GM National Co-ordinator Skilled Trades Union Education Program



MIKE MICHAUD
GM National Skilled Trades Co-ordinator



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