

No. 41

October 1, 2012 Effective Date of Agreement

Mr. T. McKinnon
Chairperson, Shop Committee
Local 199, UNIFOR
124 Bunting Road
St. Catharines, Ontario
L2P 3G5

Dear Sir:

Subject: **Extended Layoffs**

During 1990/2016 Negotiations, the parties agreed that when a layoff is anticipated to extend beyond twenty (20) working days to a maximum of thirteen (13) weeks, the parties will discuss the circumstances and the Company can mutually agree to extend the temporary layoff provisions up to thirteen (13) weeks, provided no employee is forced out.

Yours truly,

GENERAL MOTORS OF CANADA COMPANY

G. van Heuven
Personnel Director
St. Catharines

Page 1 of 1

ST. CATHARINES 07/SOP 41 v02 Approved 9/21/2016 8:34 AM

SUBMITTED TO UNIFOR: 9/21/16

APPROVED BY PARTIES: [Signature] [Signature] 9/21/16

No. 47

Effective Date of Agreement

Mr. T. McKinnon
Chairperson, Shop Committee
Local 199, UNIFOR
124 Bunting Road
St. Catharines, Ontario
L2P 3G5

Dear Sir:

Subject: Skilled Trades Temporary Assignment

During current negotiations, discussions took place concerning high seniority employees being temporarily assigned to other departments while lower seniority employees were retained within their home department.

It is not the Company's policy to select higher seniority employees for this purpose. However, the particular assignment outside the department of the skilled trade may be influenced by the availability, capability and experience of the employee to be assigned.

It will continue to be the Company's policy to make temporary assignments in such a manner that fair treatment of the affected employees is assured.

Any problems arising from this agreement will be discussed and resolved between the parties.

Yours truly,

GENERAL MOTORS OF CANADA COMPANY

G. van Heuven
Personnel Director
St. Catharines

Page 1 of 1

ST. CATHARINES New Language SOP 47 ST Temp Assign v02

Approved 31 October 2016

SUBMITTED TO UNIFOR: HK 11/08/16

APPROVED BY PARTIES: HR 11/08/16

Rev chg# to 47.

No. 48

Effective Date of Agreement

Mr. T. McKinnon
Chairperson, Shop Committee
Local 199, UNIFOR
124 Bunting Road
St. Catharines, Ontario
L2P 3G5

Dear Sir:

Subject: Skilled Trades Transition Period

During the current negotiations, the parties discussed the vital role skilled trades employees play today in the competitiveness of the Company. The parties agree, however, that in order to remain competitive and better position the Company for long term success, greater emphasis must be placed on the efficient utilization of skilled trades beyond traditional lines of demarcation.

As a result of these discussions, the parties have agreed to consolidate existing skilled trades classifications into two (2) classifications, Electrician and Industrial Mechanic. Exceptions are noted in points 11, 12, and 13 of this agreement.

As a result of these discussions, the parties have agreed to the following transition plan:

1. The parties agreed to establish a local skilled trades subcommittee consisting of no more than three (3) members representing the Union and three (3) members representing the Company.
2. The local skilled trades subcommittee will meet within sixty (60) days following the signing of this agreement to work cooperatively together to develop and implement a training plan for two (2) skilled trades classifications based upon the GM Corporate Skills Versatility Chart.

3. The transition period for consolidation to two (2) skilled trades classifications will be completed no later than September 15, 2018.
4. Skilled trades employees will retain their existing skilled trades classification and wage rate until they have been reclassified in accordance with this agreement.
5. In recognition of the consolidation of classifications, the wage rate for the two (2) classifications, Electrician and Industrial Mechanic will be established at the Electrician rate agreed to in the 2016 Agreement. The new wage rate will take effect September 15, 2018.
6. The parties recognize that cross training of all skilled trades employees will be required. The parties will work together to prioritize and implement a cross training plan in line with the GM Corporate Skills Versatility Chart. Skilled trades employees will be expected to continue to work to their level of ability as outlined in the COA.
7. The parties agree that no contractor will be utilized in the department to support production if there are available trades capable of performing the work. Additionally, skilled trades service employees will be scheduled to perform planned maintenance on production equipment to support production up time.
8. It is understood by the parties that employees must have appropriate technical qualifications, certifications, and/or licenses to perform their work where required by law. The practice with respect to reimbursement for trade licenses will continue to be in accordance with Document 48, Section III, Par (e) of the Master Agreement.
9. The parties agree that during the transition period only, when weekend skilled trades overtime is scheduled in the department, management will schedule the appropriate number of the five (5) original COA skilled trades classifications as business needs dictate.

10. During the transition period only, if a skilled trades classification is not scheduled to work weekend overtime in accordance with point #9 above, and another skilled trades employee from one of the five (5) original COA classifications perform work in excess of four (4) hours, that had historically belonged to one of the five (5) original COA skilled trades classifications not scheduled to work, then the local skilled trades subcommittee will meet to discuss and resolve the issue.
11. The parties agree that skilled trades employees classified as Cutter Grinder (MISZ) will be red circled and retained in SKOOS (Cutter Grinders, Glendale Avenue) for the life of the 2016 Agreement.
12. The parties agree that the current skilled trades employees classified as Toolmakers (MKSZ) in the Toolroom will be red circled and retained in SKOOC (Tool Room) for the life of the 2016 Agreement performing work that the business case supports.
13. The parties agree that the current skilled trades employees classified as Toolmakers (MKSZ) in SKOON (Tool Maintenance, Glendale Avenue) will have their seniority established in SKOOC (Tool Room). These employees will be red circled and retained in SKOOC (Tool Room) for the life of the 2016 Agreement performing work that the business case supports.
14. The parties agree that the current skilled trades employees classified as Machine Repair (MESZ) in SKOOP (Machine Repair, Glendale Avenue) will be reclassified in accordance with this agreement and red circled and retained in SKOOP (Machine Repair, Glendale Avenue) for the life of the 2016 Agreement performing work that the business case supports.
15. The parties agree that the current skilled trades employees assigned to SKOO9 (Central Services) will be reclassified in accordance with this agreement, but red circled in department SKOO9 for the life of the 2016 Agreement performing noncore work that the business case supports. The retention of the noncore

work is at the discretion of the Company. However, management will review any decision not to retain noncore work as far in advance as possible with the local skilled trades committee.

16. At the conclusion of the transition period, skilled trades employees in St. Catharines will be classified as either Electrician or Industrial Mechanic who will continue to work to their level of ability in the performance of all work.

17. During these discussions, the Union expressed a concern with respect to layoffs. The Company agreed that skilled trades employees would not be permanently laid off as a direct result of the consolidation of skilled trades classifications. It is understood that this is not intended to apply in the event of layoff due to volume reductions as driven by market conditions beyond the control of the Company.

Any problems associated with this agreement will be discussed and resolved between the parties

Yours truly,

GENERAL MOTORS OF CANADA COMPANY

G. van Heuven
Personnel Director
St. Catharines

SUBMITTED TO UNIFOR: 11/08/16 LK

APPROVED BY PARTIES: 11/08/16 JLM

MATERIAL HANDLING DIVISION – 09

C Material Handling - Glendale Avenue

- (01) Team Members - Material Handling
- (02) Team Members – Shipping & Receiving
- (03) Team Leaders
- (04) Gen 5 Floor Walkers

SUBMITTED TO UNIFOR: 9/21/16

APPROVED BY PARTIES: JH JH 09/21/16

MACHINE REPAIR DIVISION - NON-SKILLED - 12

A

(02) Oilers, Coolant & Chemical Control,
~~Battery Service Attendants~~ Glendale Avenue

Page 1 of 1

ST. CATHARINES 08 Exhibit A LSA 12 v0100 Approved Original
9/20/2016 9:44 AM

SUBMITTED TO UNIFOR: 9/21/16

APPROVED BY PARTIES: AK 9/21/16

GLENDALE AVENUE WEST ENGINE - 14

A. Glendale Avenue West Engine Machining

- (01) Head Line Machining
- (02) Block Line Machining
- (03) Tool Set-up

B. Glendale Avenue West Engine Assembly

- (01) Assembly Loop 1
- (02) Assembly Loop 2
- (03) Head Sub-Assembly

Page 1 of 1

ST. CATHARINES 08 Exhibit A LSA 14 v01 Approved Draft 9/20/2016 9:46 AM

SUBMITTED TO UNIFORM: 9/21/16

APPROVED BY PARTIES: *[Signature]* *[Signature]* 09/21/16

GF6 TRANSMISSION DIVISION – 15

A ~~Gears~~ GF6 Transmission Machining

- (01) ~~Team Member/Team Leader—Gears~~
(02) ~~Prismatics (TCH Case and Valve Body)~~

B ~~Prismatics~~ GF6 Transmission Assembly

- (01) ~~Team—Member/Team—Leader—TCH~~
~~Case and Valve Body Machining Assembly Main Line~~
(02) ~~Sub-Assembly North (React, Input, Output,~~
~~Final Drive and Valve Body)~~
(03) ~~Sub-Assembly South (Case Sub, Rotating~~
~~Clutch, Center Support, TCH Sub)~~
(04) ~~Test and Button-up~~

C ~~Assembly~~

- (01) ~~Team Member/Team Leader—Main Line—~~

D ~~Sub-Assembly (North)~~

- (01) ~~Team Member/Team Leader—React, Input, Output,~~
~~Final Drive and Valve Body~~

E ~~Sub-Assembly (South)~~

- (01) ~~Team Member/Team Leader Case Sub~~
~~Rotating Clutch, Center Support, TCH Sub~~

F ~~Test and Button-up~~

- (01) ~~Team Member/Team Leader—Test and Button—up~~

Doc. No. 16-46

UNPUBLISHED LETTER

GENERAL MOTORS OF CANADA COMPANY

AgreementEffectiveDate

Mr. Tim McKinnon
Chairperson, Shop Committee
Local 199, UNIFOR
124 Bunting Road
St. Catharines, ON
L2P 3G5

Dear Tim:

Subject: Electrician Lump Sum Payment

During 2016 negotiations, the parties discussed the consolidation of existing skilled trades classifications into two (2) skilled trades classifications.

Following these discussions, the Company agreed to provide a one time lump sum payment of \$720.00 to all employees classified as an Electrician (ELSC) identified on the attached list and who are also active as of September 15, 2018.

The parties further agree that this payment will be made at the conclusion of the transition period identified in Statement of Policy No. 57 – Skilled Trades Transition Period attached to the Local Agreement.

Any problems associated with this agreement will be reviewed and resolved between the parties.

Yours truly,

G. van Heuven
Personnel Director
St. Catharines

Page 1 of 1

ST. CATHARINES New Language UL 16-46 ElectLump Sum Payment

v01 Approved 31 October 2016

SUBMITTED TO UNIFOR: LK 11/08/16

APPROVED BY PARTIES: 11/08/16

Rev #chg

Doc. No. 12-47

UNPUBLISHED LETTER

GENERAL MOTORS OF CANADA COMPANY

AgreementEffectiveDate

Mr. Tim McKinnon
Chairperson, Shop Committee
Local 199, UNIFOR
124 Bunting Road
St. Catharines, ON
L2P 3G5

Dear Tim:

Subject: Medical Notes

During 2016 negotiations, the parties discussed the Union's concern that anticipated legislative changes may allow registered nurses and registered practical nurses to diagnose and treat illnesses.

The Union expressed concern that if these changes do occur, Statement of Policy No. 18 – Medical Notes would be too restrictive, allowing for medical notes only from a doctor or nurse practitioner.

As a result of these discussions, the Company has agreed that in the event legislative changes or regulatory changes do occur during the life of the 2016 Agreement that allow for registered nurses or registered practical nurses to diagnose and treat illnesses, the parties will meet to discuss and implement the appropriate changes to Statement of Policy No 18 – Medical Notes.

Yours truly,

G. van Heuven
Personnel Director
St. Catharines

Page 1 of 1

ST. CATHARINES New Language UL - Medical Notes v02 Approved

13 September 2016

SUBMITTED TO UNIFOR: 9/16/16

APPROVED BY PARTIES: [Signature] 9/16/16

Doc. No. 16-48

UNPUBLISHED LETTER

GENERAL MOTORS OF CANADA COMPANY

AgreementEffectiveDate

Mr. Tim McKinnon
Chairperson, Shop Committee
Local 199, UNIFOR
124 Bunting Road
St. Catharines, ON
L2P 3G5

Dear Tim:

Subject: Referrals for Employment Assessment Process

During 2016 negotiations, the parties discussed the Employment Assessment Process and the priority of the applicants who are assessed through said process. The Union expressed a desire to be able to advance select applicants to have an opportunity to be assessed through this process when the Company is seeking to hire.

The parties discussed and acknowledged that the hiring process must be designed to yield the most qualified candidates. Those candidates should also be reflective of the societal applicant pool.

During the life of the 2016 Agreement the Personnel Director and Plant Chairperson will meet monthly to consider applicants who have been identified through the Shop Committee. It is understood that only applicants who successfully complete the Employment Assessment Process will be considered for employment.

Yours truly,

G. van Heuven
Personnel Director
St. Catharines

Page 1 of 1

ST. CATHARINES New Language UL 16-48 v03 Approved 20
September 2016

SUBMITTED TO UNIFOR: 9/21/16

APPROVED BY PARTIES: [Signature] [Signature]

Doc. No. 16-49

UNPUBLISHED LETTER

GENERAL MOTORS OF CANADA COMPANY

AgreementEffectiveDate

Mr. Tim McKinnon
Chairperson, Shop Committee
Local 199, UNIFOR
124 Bunting Road
St. Catharines, ON
L2P 3G5

Dear Tim:

Subject: Skilled Trades Force-In Free Process

Effective AgreementEffectiveDate skilled trades employees
previously entitled to four (4) force-in free days will now be
entitled to six (6) force-in free days.

Skilled trades employees must notify Management ten (10)
calendar days in advance of their desire to exercise their force-
in free days.

Management will respond to the employee by the Tuesday of
the following week based upon available manpower and the
number of skilled trades employees required to work.

If a skilled trades employee requests the use of one or more
force-in free days, the day(s) would be considered used only if
the employee is in line to work overtime and would otherwise
have been forced in.

All other aspects of the existing force-in free practices are as
follows:

- Records will continue to be maintained as per past
practice.

Page 1 of 2

ST, CATHARINES New Language ul 16-49 ST Force in Free Proces v02

Approved 21 September 2016

SUBMITTED TO UNIFOR: 9/21/16

APPROVED BY PARTIES: [Signature] [Signature]

- Skilled trades employees being forced into work will be provided with written notification.
- In accordance with the Employment Standards Act (ESA) employees may not be forced to work more than eight (8) hours in a day or forty-eight (48) hours in a week.
- Skilled trades employees may be forced in for less than an eight (8) hour overtime shift, up to a maximum of forty eight (48) hours per week.
- A skilled trades employee that has worked extension of shift overtime which results in the employee being prevented from being forced into work under the Employment Standards Act (ESA) will be asked and charged for the hours that would have been available to the employee on the weekend had the employee not worked the extension of shift overtime during the week.
- Skilled trades employees will be forced only to the extent and in the number necessary to ensure adequate coverage for service to production or to cover critical repairs, PM tasks, or other work critical to the start-up or continuous improvement of the operations, or new model-related project work.

Yours truly,

G. van Heuven
Personnel Director
St. Catharines

Doc. No. 16-50

UNPUBLISHED LETTER

GENERAL MOTORS OF CANADA COMPANY

AgreementEffectiveDate

Mr. Tim McKinnon
Chairperson, Shop Committee
Local 199, UNIFOR
124 Bunting Road
St. Catharines, ON
L2P 3G5

Dear Tim:

Subject: Tool Set-up Pilot Project

During the 2016 negotiations, the parties discussed the Union's desire to establish a new Tool Set-up Division.

The parties recognize that there are several issues to address prior to establishing a new Tool Set-up Division, for example transfers, flow rights, overtime, cross training and duration of the lock-in period.

As a result of these discussions, the parties agreed that within thirty (30) days from the effective date of the agreement the parties will meet to discuss a pilot project in the crank tool set-up room.

The parties agreed to the following framework for the pilot project.

1. Three (3) of the existing tool set-up employees will be reassigned to the crank tool room. Cutter Grinders will assist in the training of the tool set-up employees during the pilot project.
2. For purposes of administering overtime, tool set-up employees will perform wheel set-up work on straight time and overtime working with the cutter grinder employees. This overtime process supercedes MOU –

Page 1 of 2

ST. CATHARINES New Language UL 16-50 Tool Set-up Pilot v0204

ApprovedSubmitted 31 October 2016

SUBMITTED TO UNIFOR:

APPROVED BY PARTIES:

LK 11/08/16 Rev # chg
JR 11/08/16

Cutter Grinders Red Circled for Blue Room Activities
dated July 29, 2010 and MOU addendum dated June
20, 2013.

Any issues arising from this agreement, including the duration
of the pilot, will be discussed and resolved between the parties.

Yours truly,

G. van Heuven
Personnel Director
St. Catharines

Page 2 of 2

ST. CATHARINES New Language UL 16-50 Tool Set-up Pilot v0204

~~Approved~~Submitted 31 October 2016

SUBMITTED TO UNIFOR: HL 11/08/16

APPROVED BY PARTIES: HL 11/08/16

Doc. No. 16-51

UNPUBLISHED LETTER

GENERAL MOTORS OF CANADA COMPANY

AgreementEffectiveDate

Mr. Tim McKinnon
Chairperson, Shop Committee
Local 199, UNIFOR
124 Bunting Road
St. Catharines, ON
L2P 3G5

Dear Tim:

Subject: Skilled Trades Business Case Process

During 2016 negotiations, the parties held extensive discussions regarding skilled trades and their role in the competitiveness of the Company. Within the context, the parties discussed the applicability of a business case process that could result in GM trades being given the opportunity to perform work that would otherwise be assigned to contractors.

The parties agreed that sixty (60) days from the effective date of the agreement the skilled trades sub-committee, consisting of three (3) members of the Union and three (3) members of the Company, will need to create a document which will outline the steps in the business case process to be used going forward in St. Catharines.

It was further discussed by the parties that the following will serve as tenets for the process:

1. Non-traditional work will be reviewed weekly with the local skilled trades shop committee showing a two (2) week forecast of work to be performed.
2. The Union will be given the opportunity to present a proposal for non-traditional work under consideration for contracting out. The awarding of all work will be

Page 1 of 2

ST. CATHARINES New Language UL 16-51 ST Busn Case Process v03

Approved 21 September 2016

SUBMITTED TO UNIFOR: 9/21/16

APPROVED BY PARTIES: [Signature] [Signature]

on the basis of an evaluation of a stand-alone business case and its competitiveness with contracting alternatives.

3. Labour costs will be shared semi-annually with the Union.
4. All work performed in accordance with this process will be performed on a non-precedent setting basis.
5. Production service support will be prioritized over project work.
6. Manpower requirements will be determined based on the scope of work. Once the manpower requirements are determined, GM trades will be assessed for availability. If GM trades are available, they will be scheduled in a manner that is cost effective.
7. If GM trades are available and the cost of the project is more efficient to do with GM trades the work will be assigned accordingly.
8. If GM trades are available, but not available to support an entire project there may be opportunities to work in conjunction with contractors to form a composite crew. This scheduling practice will be utilized to provide a cost savings to GM.

Any issues arising from this agreement will be discussed and resolved between the parties.

Yours truly,

G. van Heuven
Personnel Director
St. Catharines

Doc. No. 16-52

UNPUBLISHED LETTER

GENERAL MOTORS OF CANADA COMPANY

AgreementEffectiveDate

Mr. Tim McKinnon
Chairperson, Shop Committee
Local 199, UNIFOR
124 Bunting Road
St. Catharines, ON
L2P 3G5

Dear Tim:

Subject: Attendance

During 2016 negotiations, the parties discussed the Union's concern that group leaders were requesting medical notes from all team members upon the team members return to work following their first absence from work due to illness.

During the meeting the Company stated that in accordance with the Full Attendance Policy, group leaders are expected to use discretion and good judgement particularly when dealing with non-habitual absences due to illness. Medical notes are not required from employees who have been absent from work due to illness, if the single day of absence is the first day the employee has been absent from work within a six (6) month period.

As a result of these discussions, the Company will reiterate with all managers the Full Attendance Policy expectations with respect to medical notes.

Yours truly,

G. van Heuven
Personnel Director
St. Catharines

Page 1 of 1

ST. CATHARINES New Language UL 16-52 Attendance v01

Approved 20 September 2016

SUBMITTED TO UNIFOR: 4/21/16

APPROVED BY PARTIES: [Signature] [Signature]

Doc. No. 16-53

UNPUBLISHED LETTER

GENERAL MOTORS OF CANADA COMPANY

AgreementEffectiveDate

Mr. Tim McKimmon
Chairperson, Shop Committee
Local 199, UNIFOR
124 Bunting Road
St. Catharines, ON
L2P 3G5

Dear Tim:

Subject: Overtime Scheduling Practices

During 2016 negotiations, the parties discussed the Union's concern that the Company was notifying employees on their last shift on Friday, that they were being forced into work for weekend overtime, disrupting plans the employees may have made.

During these discussions, the Company reaffirmed the importance of work life balance and its intention to give as much notice of weekend overtime as possible, particularly when not enough volunteers are interested in working.

Accordingly, the parties agree to work together to reduce the occurrences of forcing employees into work on their last shift prior to the weekend. Both parties however, recognize that issues may arise due to factors outside the control of local management.

Any issues arising from this agreement will be discussed and resolved between the parties.

Yours truly,

G. van Heuven
Personnel Director
St. Catharines

Page 1 of 1

ST. CATHARINES New Language UL 16-53 OT Scheduling Practices

v01 Approved 20 September 2016

SUBMITTED TO UNIFOR: 9/21/16

APPROVED BY PARTIES: [Signature] 9/20/16

Doc. No. 16-54

UNPUBLISHED LETTER

GENERAL MOTORS OF CANADA COMPANY

AgreementEffectiveDate

Mr. Tim McKinnon
Chairperson, Shop Committee
Local 199, UNIFOR
124 Bunting Road
St. Catharines, ON
L2P 3G5

Dear Tim:

Subject: Out of Department Overtime

During 2016 negotiations, the Union raised a concern that some group leaders, after exhausting their own overtime group, were offering overtime to employees outside the overtime group in a manner that favoured some employees.

The Company responded that although there is no contractual obligation to do so, available overtime outside of the contractual group should be offered in a fair and equitable manner focusing on those employees who have expressed an interest in working overtime outside of their contractual group and who have the requisite skills and experience to perform the job.

Any problems arising from this agreement will be discussed and resolved between the parties.

Yours truly,

G. van Heuven
Personnel Director
St. Catharines

Page 1 of 1

ST. CATHARINES New Language UL 16-54 Out of Dept OT v01

Approved 31 October 2016

SUBMITTED TO UNIFOR:

APPROVED BY PARTIES:

JK 11/08/16 Rev #chg
JK 11/08/16

Doc. No. 16-55

UNPUBLISHED LETTER

GENERAL MOTORS OF CANADA COMPANY

AgreementEffectiveDate

Mr. Tim McKinnon
Chairperson, Shop Committee
Local 199, UNIFOR
124 Bunting Road
St. Catharines, ON
L2P 3G5

Dear Tim:

Subject: GMS and BIQ IV

During 2016 negotiations, the parties discussed the significant contribution the Union has made with respect to the continued enhancement of GMS elements and the BIQ IV absolutes at St. Catharines. Both parties recognize that operating GM facilities with this single, common manufacturing system compiled from automotive bests from around the globe, will give GM a manufacturing competitive advantage. As today's automotive business environment continues to be rapidly changing and extremely competitive, it is understood and accepted by the parties that operating plants within the GMS and BIQ IV parameters is a business imperative and, as such, a precondition for all future product allocation decisions.

Accordingly, the parties acknowledged the progress made to date and have re-affirmed their commitment to support all the elements of GMS and the BIQ IV absolutes. The parties agreed they will continue to work cooperatively to facilitate the understanding, acceptance, and implementation at the St. Catharines facility.

Yours truly,

G. van Heuven
Personnel Director
St. Catharines

Page 1 of 1

ST. CATHARINES New Language UI 16-55 GMS & BIQ IV v01

Approved 20 September 2016

SUBMITTED TO UNIFOR: 9/21/16

APPROVED BY PARTIES: [Signature]

LK 9/21/16

Doc. No. 16-56

UNPUBLISHED LETTER

GENERAL MOTORS OF CANADA COMPANY

AgreementEffectiveDate

Mr. T. McKinnon
Chairperson, Shop Committee
Local 199, UNIFOR
124 Bunting Road
St. Catharines, ON
L2P 3G5

Dear Tim:

Subject: Placement/Ergonomic & Data/Process Change
Representative (PEDP)

During 2016 negotiations, the Company and Union held
extensive discussions on how to formalize and acknowledge
the current practices already in place to manage engineering
driven process change and the time elements associated with
these changes.

Both parties acknowledge the fluidity of the industry and
understand that efficient process evolution is essential to
remaining competitive. To accomplish this, the parties agree
that the early and transparent exchange of pertinent information
outlining any engineering driven process change is crucial, as it
allows time for the parties to deal with potential time standard
discrepancies in advance of the change. With this in mind the
parties recognize the following process:

- Before an engineering driven process change occurs to
the Standard Operating Sheets (SOS), Tasks Instruction
Sheets (TIS), or Job Element Sheets (JES) and prior to
placing the documents at a job station, advance notice
shall be given to the elected Shop Committee person
and Placement/Ergonomic & Data/Process Change
Representative (PEDP Representative) to review with
the management team and/or Engineering. This will
allow for greater understanding of the changes by the
Shop Committee person, PEDP Representative and/or

Page 1 of 4

ST. CATHARINES New Language, UI 16-56 PEDP Rep v0504 ApprovedDraft 9/20/2016
10:31 AM

SUBMITTED TO UNIFOR: 9/21/16

APPROVED BY PARTIES: [Signature]

[Signature] 9/21/16

Engineering and allow for improved communication and sign-off with group leaders, team leaders, and team members while also improving the document sign-off process. Standard time data will be reviewed between Engineering and the PEDP Representative using the same standard time data systems (e.g. Mode 4.3.3 or STDS apps). SOS, TIS and JES will be provided via email or paper copy to the PEDP Representative and meeting times will be mutually agreed upon to review the affected data revisions. As standard data systems cannot calculate all the job elements, a defined study, mutually agreed to by the parties, will be conducted by engineering, the Shop Committee person or PEDP Representative to resolve the issues of the affected job elements, automatic cycle time or over cycle lights.

- Prior to any engineering driven process change, the Engineering group will notify the PEDP Representative of the proposed change(s). Along with the notification, the Engineering group will provide the PEDP Representative with a detailed explanation of the change and provide all relevant information and documentation including the updated STS and SOS. When practicable, the Company will endeavor to provide a minimum of fourteen (14) days advance notice.
- Within an agreed upon number of days of the initial notification, the appropriate member of the engineering group will meet with the PEDP Representative to discuss the change and provide appropriate feedback. If the Union feels that there is an error in the application of time for a particular process, the parties will attempt to reach an understanding through open dialogue of the concern.
- If the parties are unable to resolve the issue through discussion, a meeting will take place within seven (7) days involving the PEDP Representative and the Manager of Industrial Engineering in an attempt to resolve the issue by presenting a detailed, comprehensive explanation of their concerns. If the parties feel it's appropriate, the proposed change can be tested for trial purposes on the line for a period of one

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ST. CATHARINES New Language U116-56 PEDP Rep v0504 Approved Draft 9/20/2016
10:31 AM

SUBMITTED TO UNIFOR: 9/21/16

APPROVED BY PARTIES: MC

KK 9/21/16

(1) week. During the trial period the group leader and team leader will work with the parties to try and resolve concerns. The one (1) week trial may be extended if mutually agreed upon by the parties.

- Standards will be established on the basis of fairness and equity and shall recognize the efficiency of operations and the reasonable working capacity of a normal experienced team member (as identified by the team leader in conjunction with Industrial Engineering and the PEDP Representative) to safely produce quality work while following the standardized process in the manner agreed to by the Company and Union. A reasonable amount of training for team members is required before conducting a delay study. Management will be permitted to assign a trainer for the job change for a specified amount of time prior to reviewing the job.
- If at any time during the process the parties are unable to resolve the conflict, a study will take place and the results will be reflected in an agreed upon settlement.
- Data collection tools may include the appropriate use of the Andon System, Maintenance Toolboxes, etc. reflecting or representing standard time and team leaders effectively carrying out their duties. Engineering will establish procedures to provide advance knowledge of model mix changes.
- Circumstances affecting the time of performance of a particular operation that were not taken into account in establishing a production standard are known as non-standard conditions. When non-standard conditions exist which adversely affect the operation, a team member who is following the prescribed method and using the tools provided in the prescribed method and working at the expected reasonable working capacity of a normal experienced team member, will not be disciplined.
- When the standard data systems are changed, the Industrial Engineering Manager shall arrange joint training for the Engineers and PEDP Representative.

SUBMITTED TO UNIFOR: 9/21/16

APPROVED BY PARTIES: [Signature]

[Signature] 9/21/16

- Any issues arising from this agreement will be discussed and resolved between the parties.

Yours truly,

GENERAL MOTORS OF CANADA COMPANY

G. van Heuven
Personnel Director
St. Catharines

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ST. CATHARINES New Language UI 16-56 PEDP Rep v0594 Approved Draft 9/20/2016
10:31 AM

SUBMITTED TO UNIFOR: 9/21/16

APPROVED BY PARTIES: [Signature]

9/21/16

Doc. No. 16-57

UNPUBLISHED LETTER

GENERAL MOTORS OF CANADA COMPANY

AgreementEffectiveDate

Mr. Tim McKinnon
Chairperson, Shop Committee
Local 199, UNIFOR
124 Bunting Road
St. Catharines, ON
L2P 3G5

Dear Tim:

Subject: Air Quality in HFV6 Block and Head Machining

During 2016 negotiations, the parties had extensive discussions in regards to the Union's demand to resolve odour issues in HFV6 Block and Head machining - Mod 3. The Company raised the concern that this issue would more effectively be addressed at the plant with the Local Joint Health and Safety Committee.

Accordingly, the parties agreed that the Union's issues regarding odour in HFV6 will be further discussed at the Local Joint Health and Safety Committee in an effort to address the odour issue. If the Local Joint Health and Safety Committee is unable to find a mutually agreeable resolve, the issue will be referred to the Personnel Director and Plant Chairperson for resolution.

Yours truly,

G. van Heuven
Personnel Director
St. Catharines

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ST. CATHARINES New Language UL 16-57 Air Qlty V6 Blk & Hd v02

Approved 04 November 2016

SUBMITTED TO UNIFOR:

APPROVED BY PARTIES:

HL 11/08/16 Rev #chg
JR 11/08/16

Doc. No. 16-58

UNPUBLISHED LETTER

GENERAL MOTORS OF CANADA COMPANY

AgreementEffectiveDate

Mr. Tim McKinnon
Chairperson, Shop Committee
Local 199, UNIFOR
124 Bunting Road
St. Catharines, ON
L2P 3G5

Dear Tim:

Subject: Skilled Trades Business Case Proposals

During 2016 negotiations, the parties discussed and agreed upon a business case process that could result in GM trades being given the opportunity to perform work that would otherwise be assigned to contractors.

During these discussions, the parties agreed that a lift truck would be made available to skilled trades employees for their use to facilitate any work that the parties agree to perform under the Skilled Trades Business Case Process.

Yours truly,

G. van Heuven
Personnel Director
St. Catharines

Memorandum of Understanding

Re: Temporary Part Time Employees – St. Catharines

During 2016 negotiations, the parties held extensive discussions relative to the use of Temporary Part Time employees (TPTs) at the St. Catharines facility during the life of the agreement.

As a result of these discussions, the parties agreed that student and non-student TPTs may be utilized Monday through Sunday in the following instances:

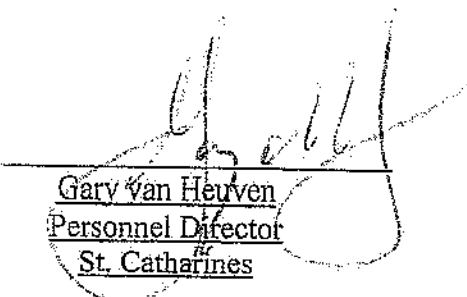
1. To enable contractual time off
2. To support Team Leaders off-line
3. Arrangements mutually agreed upon between the Plant Chairperson and Assistant Plant Manager

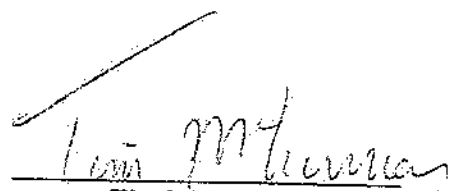
The parties further agreed the following list intends to illustrate some examples of the other arrangements that would be agreed to by the Plant Chairperson and the Assistant Plant Manager for the use of TPTs:

1. Launch periods
2. Temporary work assignments
3. Short term containment
4. Short term volume increases

The parties acknowledge that the examples listed above do not constitute an exhaustive list but serves as a framework for application of utilizing TPT employees at the St. Catharines facility to ensure ongoing flexibility and cost competitiveness.

Acknowledgement and Agreement:


Gary van Heuven
Personnel Director
St. Catharines


Tim McKinnon
Chairperson Shop Committee
UNIFOR Local 199

9/21/16
JLH
LK 09/21/16