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# Special Bulletin

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UNIFOR/GM Unit Oshawa Information Meeting

MAY 2019

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# Grievance Resolution

- Will maintain ability to build vehicles in Oshawa
- Investment of \$170M to support a transition of operations at the Plant from vehicle assembly to one focused on stamping, related sub-assembly, and other miscellaneous activities for GM and other auto industry customers.
- A minimum of 300 hourly jobs at the plant in 2020 with the expectation of significant growth beyond this target (500) within 3 years.
- GM and Unifor commit to establish a joint Action Centre with an appropriate level of funding and resource allocation to support the necessary transition services for the Oshawa workforce.
- Seniority Members will be eligible to apply for up to \$6,000 in retraining assistance, subject to the terms and conditions of the program.
- Temporary Part-Time Employees (hired on or before November 26, 2018) will be eligible to apply for up to \$3,000 in retraining assistance, subject to the terms and conditions of the program.
- Seniority Membership will be eligible to apply for up to \$10,000 in relocation assistance, under Option #6 (pref. hire), subject to the terms and conditions of the program.
- The parties agree to amend pension plan language to allow for immediate prorated retirement for those with insufficient bank time to achieve 30 & Out retirement milestone on a prorated basis.
- A committee, made up by the Company and Union with equal representation, will be assigned to focus on future business development.
- The Parties will meet within thirty (30) days of the effective date of this Agreement to develop a plan to support the transition and position the Operations for future success.
- Packages will be made available to Members who will suffer a permanent job loss as a result of the discontinuance of vehicle assembly operations at the plant.
- Enhanced Incentive program separate and distinct from the Income Security Fund.
- Arbitrator Robert Herman will remain seized with respect to enforcement and interpretation of this Agreement.
- Ability to defer payment of retirement incentive to January of the following year.
- Flex Line will cease vehicle production in October 2019
- Truck Line will cease vehicle production on or before December 31, 2019. Company to provide written notice should there be any extensions.



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# Oshawa Site Incentive Programs

The General Motors of Canada Company (the “**Company**”) is offering the following incentive program options only to full-time Members with seniority (“**Seniority Members**”) who suffer a permanent job loss as a result of the November 26th announcement and the decision to end production at the plant. Seniority Members must choose their option by an application deadline established by the Company. Under no circumstances will any Seniority Member receive benefits under more than one option. An election, once made by a Seniority Member, shall be irrevocable.

## Option #1: Enhanced Retirement Incentive

**Non-Trades** classifications are eligible to receive:  
\$130,000 retirement incentive + \$10,000 vehicle voucher

**Skilled Trades** classifications are eligible to receive:  
\$150,000 retirement incentive + \$10,000 vehicle voucher

This option is available to full-time Seniority Members who as of December 31, 2019 or the Seniority Member’s separation date whichever is earlier, are eligible to retire and receive an immediate pension as described more fully in the provisions of the General Motors Canadian Hourly-Rate Employees Pension Plan (the “Pension Plan”) on one of the following bases:

- a) Normal Retirement (age 65 or greater, or if hired after October 1, 2008 age 65 and 10 or more years of Credited Service)
- b) 85 Points (age 55 but not 60 and combined age + Credited Service = 85 or more)
- c) 30 & Out (attained 30 years of Credited Service)
- d) Age 50 to 64 with 10 or more years of Credited Service [that includes those eligible for the PRIMP under Section i(a) of the Miscellaneous Agreement Concerning Payments Upon Plant Closure in the Supplemental Agreement Covering the Income Maintenance Benefit Plan identified as Exhibit D to the Collective Agreement]

## Option #2: Leave to Retirement Program (Grow-Ins)

This option is available only to Seniority Members who, as of December 31, 2019, or the Seniority Member’s separation date whichever is earlier, have at least 26 years (and no more than 29.9 years) of Eligibility Service. Under this option, the Seniority Member is placed on Leave and receives 65% of their wages and, subject to the requirements of the Canada Revenue Agency (CRA) and the Income Tax Act and Regulations, accrues Credited Service under the Pension Plan during the period of the Leave until the Seniority Member attains 30 years of Credited (or Eligibility) Service. Once 30 years of Credited Service (or Eligibility Service) has been attained, the Seniority Member will cease accruing Credited Service and retire to an immediate pension under the terms of the Pension Plan and receive the following one-time lump sum payment corresponding to their years of Eligibility Service and job classification as of December 31, 2019, or the Seniority Member’s separation date whichever is earlier:

29 but less than 30 years:	\$85,000/\$95,000 (Non-Trades/Trades) retirement incentive + \$10,000 vehicle voucher + leave to retirement at 65% of wages
28 but less than 29 years:	\$75,000/\$85,000 (Non-Trades/Trades) retirement incentive + \$10,000 vehicle voucher + leave to retirement at 65% of wages
27 but less than 28 years:	\$65,000/\$75,000 (Non-Trades/Trades) retirement incentive + \$10,000 vehicle voucher + leave to retirement at 65% of wages
26 but less than 27 years:	\$55,000/\$65,000 (Non-Trades/Trades) retirement incentive + \$10,000 vehicle voucher + leave to retirement at 65% of wages

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If the Seniority Member has attained 30 years of Eligibility Service and has less than 30 years of Credited Service, the calculation will be pro-rated by using the actual Credited Service accrued by the Seniority Member divided by 30.

**OR**

Seniority Members may choose an immediate retirement under the Pension Plan with a special allowance benefit applicable to 30 & Out retirements that will be **prorated** by using the actual Credited Service accrued by the Seniority Member divided by 30.

This option will be automatically applicable to eligible Seniority Members who, due to the Credited Service limitations under the Income Tax Act during periods with reduced or no pay, are not able to accrue additional Credited Service to reach a total of 30 years.

29 but less than 30 years:	\$105,000/\$115,000 (Non-Trades/Trades) retirement incentive + \$10,000 vehicle voucher + immediate prorated 30 & Out retirement
28 but less than 29 years:	\$100,000/\$110,000 (Non-Trades/Trades) retirement incentive + \$10,000 vehicle voucher + immediate prorated 30 & Out retirement
27 but less than 28 years:	\$95,000/\$105,000 (Non-Trades/Trades) retirement incentive + \$10,000 vehicle voucher + immediate prorated 30 & Out retirement
26 but less than 27 years:	\$90,000/\$100,000 (Non-Trades/Trades) retirement incentive +\$10,000 vehicle voucher + immediate prorated 30 & Out retirement

### **Option #3: Layoff to PRIMP**

This option is available only to Seniority Members who, as of December 31, 2019 or the Seniority Member's separation date whichever is earlier are: eligible for the PRIMP under Section i(b) of the Miscellaneous Agreement Concerning Payments Upon Plant Closure in the Supplemental Agreement Covering the Income Maintenance Benefit Plan identified as Exhibit D to the Collective Agreement.

These Seniority Members can choose one of the two following options:

- i) **PRIMP:** Those who qualify for PRIMP but are under age 50, will commence layoff immediately and apply for benefits under the SUB for 2 years and then the Income Maintenance Plan (IMP) for 1 year as described in the Collective Agreement and related Supplemental Agreements. Upon age 50, they will commence PRIMP.

**OR**

- ii) **Buyout:** \$130,000/\$150,000 (Non-Trades/Trades) one time lump sum payment  
+\$10,000 vehicle voucher

Seniority Members who accept a buyout under Option #3 will receive health care (including dental) for a minimum of six months from the date the Seniority Member exits the workplace in accordance with the provisions of the benefit plans in place on December 31, 2019.

### **Option #4: Buyout Program**

This option is available only to Seniority Members and is based upon their years of seniority as of the full-time Seniority Member's date of termination. Such Seniority Members will be eligible for a one-time lump sum payment as follows:

- a) 4 but less than 10 years: \$40,000 lump sum payment
- b) 3 but less than 4 years: \$30,000 lump sum payment
- c) 2 but less than 3 years: \$20,000 lump sum payment
- d) 1 but less than 2 years: \$15,000 lump sum payment
- e) Less than 1 year: \$10,000 lump sum payment

Seniority Members who accept a buyout under Option #4 will receive health care (including dental) for six months from the date the Seniority Member exits the workplace in accordance with the provisions of the benefit plans in place on December 31, 2019.

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## Option #5: Oshawa Site Opportunity

Eligible Seniority Members will be canvassed in seniority order for available job opportunities at the Oshawa Site. Timing and job assignments to be determined based upon new operating model.

## Option #6: Special Preferential Hire Opportunity

The Company agrees to conduct a Special One-time (\$40,000 retirement incentive) canvass at both the St. Catharines Propulsion facility and Woodstock PDC in order to create “one for one” job openings for Seniority Members with greater than 5 years of seniority from Oshawa Assembly to apply for preferential hire opportunities. Eligible Seniority Members who successfully apply for such a preferential hire opportunity will receive a \$10,000 relocation allowance payment.

This option is restricted to Seniority Members with greater than 5 years of seniority to off-set the cost of layoff and restructuring benefits.

## For All Options:

Seniority Members who accept a job opportunity with the Company are not eligible for any other option set out above. Seniority Members who are terminated or separated, but do not qualify for any of the options above, will receive compensation, severance pay, and benefits pursuant to the terms of the Collective Agreement and applicable law. Seniority Members who become separated under paragraph 54(f) of the Collective Agreement will not be eligible for these incentive programs. Seniority Members who are not actively employed, including for reasons related to disability, unpaid leaves, public office leave, etc., and who are not able to return to active status prior to age 65, will not be eligible for these incentive programs.

Vehicle voucher will be administered per past practice. All payments made pursuant to an option set out above shall be subject to applicable statutory deductions. Credited Service and Eligibility Service are used as defined in the Pension Plan.



# Message from Greg Moffatt, Plant Chairperson



*We have worked hard in achieving this resolve to address every demographic group in our membership.*

On Sunday Nov. 25, 2018 at 4 p.m., I was informed by the GM Oshawa Plant Manager that there would be an announcement on Monday Nov. 26, 2018 that our plant was one of five that the company would be closing. Many members heard rumours of this announcement on social and regular media. On the first shift of production, GM thought they'd direct us into lunchrooms and team rooms to inform us of our future and expected us to be quiet and meekly accept their decision. They underestimated our membership and as workers we walked out of the plant in protest prior to their attempts to justify their decision.

The timing of this announcement, a month before Christmas, was callous and created unnecessary stress for all those affected. Our membership took the fight to GM. Our campaign saw more than 20 actions and protests in order to make sure GM heard our disapproval of their unacceptable decision.

As a union, we put on a public campaign that included TV ads from coast to coast to coast. The vast majority of Canadians sided with the men and women of the Oshawa assembly plant and sent GM a strong message where it hurt them the most - sales.

After fighting the fight, our members told us they wanted answers. The message was clear, "push the grievance to arbitration", and save as many jobs as possible in Oshawa. This became our priority. That is why, on Feb. 25 2019, we began constructive negotiations with GM, following one of the most aggressive multi-media campaigns in our history to convince GM to reverse its decision to close the Oshawa Assembly Plant.

The Membership, the In-Plant Committee, the Local Union and the National Union quickly realized we were in this fight alone, with no support from Provincial or Federal Governments, namely Doug Ford and Justin Trudeau. They both threw in the towel so easily. Everyone knows Doug Ford's comment "the ship has sailed, it's too late", suggesting a few extra weeks of E.I. would fix everything. Justin Trudeau was no better. He sat on the sidelines offering little to no support on any front. His silence was simply deafening! This lack of action from both levels of government was and continues to be a gross and flagrant display of how they continuously throw good-paying Canadian jobs away without any consideration of how it affects us, our families and our great community of Oshawa.

I am proud and privileged to represent the best workforce in the world! The decision to abandon our award-winning vehicle assembly facility is a slap in the face to all our members, to the people of Oshawa and to all Canadian taxpayers who contributed not only to GM's success but to keep the company alive when it was in the grips of bankruptcy.

Our livelihoods are at stake with continuous market changes and corporate powers growing. We have worked hard in achieving this resolve to address every demographic group in our membership. I can assure everyone, any arbitration decision would not have produced a more favourable outcome.

I firmly believe we have made the best of a terrible situation.

A handwritten signature in black ink that reads "Greg Moffatt". The signature is written in a cursive, slightly slanted style.

Greg Moffatt,  
Plant Chairperson

# Message from Colin James, President Unifor Local 222



*This agreement is a demonstration of the local's commitment to bringing you the best outcome possible.*

Understanding that we were a top producer for General Motors and one of the best at building cars globally makes this so difficult to understand and accept. That's why we fought back. Since the announcement on November 26, 2018 you have all expressed fears and concerns about the future of the Oshawa plant.

This great local stands side by side with each of you. We feel the devastation that this terrible decision inflicts on all of our members. I know how big a blow this is to Oshawa Assembly Plant but I also want to recognize our members within the independent parts plants making, in some cases, half the wages that we make here in the Oshawa Assembly Plant. These are difficult times and there are many more hurdles and challenges that await us. I know it will be tough for all of us, but this is also the time for us all to join in solidarity.

This agreement is a demonstration of the local's commitment to bringing you the best outcome possible. Not just for ourselves, but for our community. This is truly a bad situation and we have committed to work to make it better.

I know this is a far cry from what we deserve but when you have governments, both Federal and Provincial alike, that seem not to care about the loss of good paying jobs it makes what is already an uphill battle even more difficult. Although I am no fan of President Trump he at least was able to prompt GM to have second thoughts about what it is doing. I'm proud of my Union and the National for taking on this fight despite the lack of political assistance and for all of the support and effort that they have put into helping us get the best settlement possible.

Thanks to each of you for your patience and support through this difficult process. Thanks to each of you for believing and having faith in your Union. I'd like to give a special mention to the In-Plant Committee for remaining steadfast in their approach and demands, and in their charge to get this done. Lastly, I want to express my appreciation to Greg Moffatt and Dino Chiodo for their hard work and dedication, working long nights to get a conclusion that looks after every demographic in this facility.

Simply put, we have worked to make the best from what we had.

A handwritten signature in black ink that reads "Colin James". The signature is fluid and cursive.

Colin James,  
President Local 222



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