

General Motors Health, Safety, Environment and Ergonomic

Health & Safety Training

Joint annual health & safety meeting will be held as follows:

Oshawa – Central Headquarters facility
Windsor and St. Catharines – local health and safety committees will meet at the local CAW union hall.

Health and Safety

- The joint health & safety committees at Woodstock, Oshawa car and truck plants will meet to discuss the use and installation of defibrillators (AEDs) in their plants. The number and placement of defibrillators will be determined by the local parties.
- General Motors has committed to completing all detailed arc flash analysis at all locations during the life of this agreement. There will be a review of new equipment for appropriate hazard class labeling including levels of

Personal Protective Equipment;

- Nanotechnology will be an agenda topic during the 2009 joint health and safety training;
- The joint health and safety committee will meet to review and determine the best method to educate and train employees on the Ministry of Labour's new ticketing program and Bill C-45.

Environment

- Information sharing continues with notification of uncontrolled emergency release of hazardous material.
- Review development on EPR, fuel cells and other leading edge environmental technology issues and practices.
- Environmental, regulatory and technical refresher at environmental annual training.

Additional Benefit Modifications

Chronic Care

Effective January 1 2009, for new claimants only, the chronic care co-pay and semi-private benefit for those entering a chronic care hospital will be modified:

- The chronic care semi-private hospital benefit (currently \$30 per day) will be capped at 180 days per benefit year.
- The chronic care co-pay benefit (equal to the provincially approved co-pay amount not to exceed \$60 per day) will also be capped at 180 days.
- Following expiration of the 180 day period, a benefit will be provided up to the reimbursement level payable under the Long Term Care benefit plan.

Laxatives and Shampoos

Effective October 1, 2008, laxatives and medicated shampoos that can be purchased over the counter will no longer be covered benefits under the drug plan.

- Plan participants who have incurred a claim for these products within the 12 month period prior to October 1 2008 will continue to have the laxative or shampoo covered.
- In addition, patients undergoing cancer treatment will continue to have these products covered under the Special Authorization procedure when medically necessary.

Total and Permanent Disability Benefits – Life insurance payout

Effective October 1 2008 the Payout of Life Insurance for disabled employees will be available for employees with less than 10 years of Participation. Current disabled employees will be grandfathered.

Income Security

- The Income Security Fund Maximum Liability will be established at \$440 million, less the overage in the current contract, which will mean a fund of approximately, \$360 million.
- SUB credits will be cancelled at a rate of 1 for 1 for the term of the new agreement.
- Employees currently in receipt of SUB benefits under Doc 13 will continue to receive these benefits for the duration of their eligibility. Future use of Doc 13 SUB will be eliminated except for preferential hires who are laid off prior to the expiration of the 2005 Master Agreement.