



## Supplemental Unemployment Benefits - SUB Frequently Asked Questions

### 1. What is SUB?

Supplemental Unemployment Benefit is a top up paid by the company to those eligible during a layoff.

### 2. Am I eligible?

All full-time members are eligible for SUB upon completion of one (1) year seniority.

### 3. What are SUB CREDITS?

Credits are used to indicate how many weeks of SUB you will be paid and are exchanged at 1 credit/week of EI entitlement. NEW: If you are eligible to receive SUB, you will start each new layoff with the maximum number of credits based on your date of hire and seniority. You will no longer need to accumulate credits. View your eligibility in the SUB seniority entitlement chart.

### 4. How much is SUB?

The SUB Basic rate is 70% and calculated as

$$\begin{aligned} \text{Rate of Pay} \times 40 \text{ hours} &= \text{Gross Amount} \\ \text{Gross Amount} \times .70 &= \text{Amount} \\ \text{Amount} - \text{EI gross payment} &= \text{Gross SUB payment} \end{aligned}$$

### 5. When will I receive SUB?

SUB is triggered by EI and is typically paid out on Thursdays. Check your paystubs.

**If your reports are not filed, you will not receive SUB.** If you filed your report late Sunday, Monday or later, of the week you are eligible to receive EI, there is a possibility SUB will not process until the following week. If you like your payments to be on time, file your report on the Friday (after 8am) or Saturday to ensure you receive SUB for that week.

**NOTE: You will not receive a SUB payment for any waiting period you serve with EI.**

### 6. My report was filed on time, why haven't I received a SUB payment?

There are a few reasons that you may not have received a SUB payment - detailed below.

#### a) If you have a NEW CLAIM, there was no SUB code on your file.

When you are placed on layoff the Company submits an ROE(Record of Employment) to Service Canada. If you are eligible, a SUB code will be included with the ROE issued. Sometimes on a new claim this is left out of the process.

When filing your report, and if eligible under **Other Money** it should say:

*"Our records show that you are receiving money from Supplemental Unemployment Benefits (SUB) plan. Is there any other money that you have not previously told us about, that you received or will receive for the period of this report?"*

If it only says:

*"Is there any other money that you have not previously told us about, that you received or will receive for the period of this report?"*

There is a good chance the SUB code was not included in your ROE. If so, **STOP** your report and call me – Vincent Filice and I will speak to an agent to activate your code.

### Other Money

▶ Help for this page

Our records show that you are receiving money from a Supplemental Unemployment Benefits (SUB) plan. Is there any other money that you have not previously told us about, that you received or will receive for the period of this report?

No  Yes

**b) When filling out an APPLICATION for a PREEXISTING CLAIM, you removed the SUB code on your file.** When filling out an application for a pre-existing claim (NOT FILING A REPORT) you will be asked about **Other Monies Information.**

You **MUST** click:

**“Supplemental Unemployment Benefits (SUB)”**

You will remove your code if you click:

**“I did not or will not receive additional money from any employer.”**

**Other Monies Information**  
 Answers to fields and questions with an asterisk (\*) are mandatory.

**Employer:**  
 Name General Motors of Canada  
 Phone Number  
 First day worked  
 Last day worked 20/08/2021

**Do not declare** pension or worker's compensation payments in this section. We will ask you to declare these types of payments later.

\* Have you received or will you receive any of the following monies from this employer or from another source? Check all appropriate boxes. ⓘ

- Severance pay
- Pay in lieu of notice
- Statutory Holidays
- Bonus and incentives (all)
- Paid sick leave
- Supplemental Unemployment Benefits (SUB)
- Paid maternity leave
- Group wage loss insurance
- Honorarium
- Salary Continuance
- Profit Sharing
- Retiring Allowances
- Accumulated Sick Leave Credits
- Other

I did not or will not receive additional money from any employer

Previous Continue

If you removed your SUB code when filing out an application - **notify me ASAP**. I will have a letter issued from Service Canada proving you have received EI payments for the corresponding weeks. When you receive that letter in the mail, bring it to me to have your SUB processed the following week.

**c) You are out of SUB credits.** SUB credits are used at a rate of one credit/week of layoff. Once these are depleted you will no longer receive SUB payments. If you run out of SUB, IMP is there for those who qualify. Refer to my SUB chart for more information.

Depending on where you fall in the SUB seniority entitlement, they shall be credited back to you at the beginning of each layoff period. No accumulation needed.

It can be frustrating and overwhelming if you are expecting to receive a sub payment and do not. In most cases it is fixable. The best thing you can do is take the time to read through this leaflet as well as the APPLICATION and REPORTING Guidelines before you begin. If you are unsure, need assistance or did not receive SUB, call me - Vincent Filice or my alternate Adam Nie, and we will help you.

**7. What is EI clawback?**

If your gross income exceeds the annual maximum income established by the government, you may need to repay some of your EI benefits – this repayment is referred to as a “clawback.”

GM will pay you the clawback/EI repayment amount if it is associated with the **EV transition ONLY**.

Any further questions, please feel free to contact me - Vincent Filice or my Alt. Adam Nie.

**VINCENT FILICE**  
**ALT: ADAM NIE**  
 UNIFOR LOCAL 199 SUB/EI REPRESENTATIVES  
 IN PLANT: 905 641-6419 | CELL PHONE: 905 658-7781  
 EMAIL: [vincent.filice@gm.com](mailto:vincent.filice@gm.com) | [adam.nie@gm.com](mailto:adam.nie@gm.com)