SPECIAL ANNOUNCEMENT

March 15, 2018

SPECIAL ONE-TIME HOURLY PRODUCTION RETIREMENT INCENTIVE CANVASS FOR ST. CATHARINES!

- $30,000 one-time lump sum payment
- 170 opportunities available for production
- Must be retirement eligible by September 1, 2018 to apply
- Application Process will commence on Monday, March 26, 2018
- Application Deadline – 4:00 PM on Friday, April 6, 2018
- Elections will be irrevocable
- Retirement date determined by the Company based on business need (but no later than September 1, 2018)
- Additional information to follow shortly

Also...HOURLY PRODUCTION HIRING IN ST. CATHARINES IN 2018!

- Introduction of a special one-time Employee Referral Program
- All GM employees will have the opportunity to recommend one family member or friend
- Applicants will be subject to regular prescreening and testing
- Only qualified candidates will be considered
- The new 2016 language for Referrals for Employment and Assessment will apply
- Additional information to follow shortly

OPERATIONAL UPDATE – CRANKSHAFT MOD 1

- The Union and Company have engaged in extensive discussions regarding the declining condition of the St. Catharines HFV6 crankshaft line operations and the challenges associated with trying to maintain the obsolete equipment. The Company reaffirmed the business criticality of the HFV6 operation and cautioned the Union about the severe negative impact that a potential catastrophic disruption could have upon St. Catharines’ future operating plan.

- Upon a comprehensive analysis of all available options, the parties agreed that the Company had no other viable alternative but to address the operational instability and provide some measure of risk mitigation for St. Catharines, its employees, and its customer base.

- As a result, the Company will cease operation of the HFV6 crankshaft line – Module 1 operation and permanently reassign the associated volume production to a third-party supplier as soon as is practical, but no earlier than April 1, 2018. The Union and Company will work together to minimize the impact to the workforce through redeployment.

- The Company will offer Document 12 retirement incentives associated with the limited number of permanent jobs lost, as per the collective agreement. Eligible employees will be contacted directly.

The Union and the Company will continue to seek innovative opportunities to best position St. Catharines for future investment and/or additional volume considerations.

Tim McKinnon
Unifor Chairperson
Local 199

Carolyne Watts
Plant Manager
GM St. Catharines