

# SUB SENIORITY ENTITLEMENT

Years of Seniority	EI	Sub	IMP
less than 1 year	up to 40 weeks	No SUB	No IMP
1 but less than 3	up to 40 weeks	<p>If the lay off occurs on or after the 1st anniversary entitled to SUB.</p> <p>Credit units shall be credited to an Employee at the beginning of each layoff period.</p> <p><b>Meet the qualifications of:</b>                      - Must have EI record in or proof of denial of EI benefits                      - Reduced for any earnings in the week                      - Not on vacation                      - Not worked in the week.</p> <p><b>Use 1.0 Credit unit per week of benefit paid</b></p> <p>- for layoffs commencing December 3rd until next EI change up to 40 weeks or EI regular max</p> <p>All SUB is paid at 70%</p>	<p><b>***[EV TRANSITION LAYOFF ONLY] = 1 year seniority***</b>                      1 but less than 6 = 32 weeks</p> <p>Employees who have 6 or more years of seniority as of the date of layoff may be eligible for IMP. IMP is 60% of wage as of layoff. You must provide an application of proof of EI denial and a statement of outside earnings every week. GM has an application to fill out.</p> <p>Insurable earnings meaning CPP and EI is deducted and earning tax implications. Contributes to insurable hours towards a new claim.</p>
3 but less than 7	up to 40 weeks	<p>If the lay off occurs on or after the 3rd anniversary entitled to SUB.</p> <p>Same eligibility as above. Same accumulation and reduction of credit units as above. Entitlement as of the last day worked.</p> <p>- 52 credits max</p> <p>All SUB is paid at 70%</p>	<p><b>***[EV TRANSITION LAYOFF ONLY] = 1 year seniority***</b>                      1 but less than 6 = 32 weeks</p> <p>Employees who have 6 or more years of seniority as of the date of layoff may be eligible for IMP. IMP is 60% of wage as of layoff. You must provide an application of proof of EI denial and a statement of outside earnings every week. GM has an application to fill out.</p> <p>6 but less than 7 = 32 weeks</p> <p>Insurable earnings meaning CPP and EI is deducted and earning tax implications. Contributes to insurable hours towards a new claim.</p>
7 but less than 8	up to 40 weeks	<p>If the lay off occurs on or after the 7th anniversary entitled to SUB.</p> <p>Same eligibility as above. Same accumulation and reduction of credit units as above. Entitlement as of the last day worked.</p> <p>- 56 credits max</p> <p>All SUB is paid at 70%</p>	<p>Employees who have 6 or more years of seniority as of the date of layoff may be eligible for IMP. IMP is 60% of wage as of layoff. You must provide an application of proof of EI denial every week. GM has an application to fill out.</p> <p>7 but less than 8 = 38 weeks</p> <p>Insurable earnings meaning CPP and EI is deducted and earning tax implications. Contributes to insurable hours towards a new claim.</p>
8 but less than 9	up to 40 weeks	<p>If the lay off occurs on or after the 8th anniversary entitled to SUB.</p> <p>Same eligibility as above. Same accumulation and reduction of credit units as above. Entitlement as of the last day worked.</p> <p>- 60 credits max</p> <p>All SUB is paid at 70%</p>	<p>Employees who have 6 or more years of seniority as of the date of layoff may be eligible for IMP. IMP is 60% of wage as of layoff. You must provide an application of proof of EI denial and a statement of outside earnings every week. GM has an application to fill out.</p> <p>8 but less than 9 = 45 weeks</p> <p>Insurable earnings meaning CPP and EI is deducted and earning tax implications. Contributes to insurable hours towards a new claim.</p>
9 but less than 10	up to 40 weeks	<p>If the lay off occurs on or after the 9th anniversary entitled to SUB.</p> <p>Same eligibility as above. Same accumulation and reduction of credit units as above. Entitlement as of the last day worked.</p> <p>- 64 credits max</p> <p>All SUB is paid at 70%</p>	<p>Employees who have 6 or more years of seniority as of the date of layoff may be eligible for IMP. IMP is 60% of wage as of layoff. You must provide an application of proof of EI denial and a statement of outside earnings every week. GM has an application to fill out.</p> <p>9 or more = 52 weeks</p> <p>Insurable earnings meaning CPP and EI is deducted and earning tax implications. Contributes to insurable hours towards a new claim.</p>
10 but less than 20	up to 40 weeks	<p>If the lay off occurs on or after the 10th anniversary entitled to SUB.</p> <p>Same eligibility as above. Same accumulation and reduction of credit units as above. Entitlement as of the last day worked.</p> <p>- 78 credits max</p> <p>All SUB is paid at 70%</p>	<p>Employees who have 6 or more years of seniority as of the date of layoff may be eligible for IMP. IMP is 60% of wage as of layoff. You must provide an application of proof of EI denial and a statement of outside earnings every week. GM has an application to fill out.</p> <p>9 or more = 52 weeks</p> <p>Insurable earnings meaning CPP and EI is deducted and earning tax implications. Contributes to insurable hours towards a new claim.</p>
20 or more	up to 40 weeks	<p>If the lay off occurs on or after the 20th anniversary entitled to SUB.</p> <p>Same eligibility as above. Same accumulation and reduction of credit units as above. Entitlement as of the last day worked.</p> <p>- 104 credits max</p> <p>All SUB is paid at 70%</p>	<p>Employees who have 6 or more years of seniority as of the date of layoff may be eligible for IMP. IMP is 60% of wage as of layoff. You must provide an application of proof of EI denial and a statement of outside earnings every week. GM has an application to fill out.</p> <p>9 or more = 52 weeks</p> <p>Insurable earnings meaning CPP and EI is deducted and earning tax implications. Contributes to insurable hours towards a new claim.</p>
All Seniority Employees		<p><b>SUB FORMULA:</b></p> <p>Rate of Pay x 40 hours = Gross Amount                      Gross amount x .70 = Amount                      Amount – EI gross payment = Gross SUB pay</p>	<p>Any documentation from Service Canada might be needed to process your claim.                      - record of EI paid and any deductions taken                      - EI denial of claim</p> <p><b>**EI CLAWBACK ONLY FOR EV TRANSITION**</b></p>