



Chairperson's Report

June 21th 2024

Re: The Company BEV Announcement with FAQ

Friday, June 14th the Company finally announced to the Union and the Membership the anticipated news of the BEV Drive Unit delay. The Company stated the start of regular production is now scheduled to begin early 2027 from the original date of October 2025. This announced delay is also impacting a number of other sites across the business. The Company has shared in their Q&A post on their Facebook Page one of the main reasons why they are making this adjustment is because the customer demand is not growing as quickly as they forecasted. All our volume in the plant is driven by customer demand. We have the popular Gen5 Engine and DCT Transmission which remain in high demand. The Union will continue to meet and discuss with the Company ways to lessen the impact on your pay and job security for this extended downtime. We will be sure to share updates as they become available.

Since this announcement the Union has received many questions from our members, some of which we don't have full answers for yet, but this is what we can answer right now;

Frequently Asked Questions:

How long will GEN5 & DCT operations continue production? – Currently, both products are in strong demand with our customers to maintain their current schedule. After verifying with the Company there are no scheduled changes to volume for the foreseeable future. Gen5 is running strong at 3 shifts in machining and assembly and DCT to maintain their schedule at one shift. The Company also stated production is based on customer demand and is subject to change.

What about the Gen6? – The Union has brought the GEN6 up to the Company but at this time the Company is not prepared to discuss the Gen6 with the Union. The Union is always advocating for additional volume or new work to secure the future of our plant and gainful employment for all our members.

Why did we go with Drive Units instead of another engine or transmission? – When the Company approached the Union to discuss product allocation for St. Catharines, there were no other choices except Drive Units. The American bargaining investments were either for next generation truck/large SUV or electric vehicle products.

Is the plant going to close? – The Company answered this question on their Facebook Page providing this answer, "No, St. Catharines will continue to play a role in ICE and EV components and during this time of transition we will focus on DCT and Gen5 production." St. Catharines Propulsion Plant remains a key part of GM's Internal Combustion and EV Propulsion production plans.

What are my call back rights? – Master Language 54(f) states anyone with less than 1 year of seniority will have 3 years of call back rights. Any member with more than one year seniority has 5 years of call back rights. Call back rights will go by order of seniority.

What if my call back rights expire? – Now that we've been updated with the new date for Drive Unit launch the Union will continue discussions with the Company on this issue and work towards reaching an agreement that protects our members should their call back rights expire. Everything beyond the terms of the collective

agreement needs to be negotiated and agreed to by the parties. The Union will provide an update on this issue when new details become available.

EI/SUB questions? – EI Representative Vince Filice has a leaflet titled “Supplemental Unemployment Benefits – SUB Frequently Asked Questions” on tables in the West Clock house. His office is just left of the elevator in the West Clock House, and he would be happy to answer any of your EI/Sub questions. Previously the SUB benefit qualifier before 2020 require 6yrs of seniority to start accruing credits. After 2020 it went down to 3yrs. At 2023 negotiations we were able to change this eligibility requirement to 1yr of seniority with no accruing credits needed. You are given your entitled amount per your seniority. Check Vince’s leaflet for more.

What about EI/SUB for those with less than 1yr seniority? – Members with less than 1yr of seniority are currently ineligible for SUB. The Union has proposed to the Company some ideas on how these members could be made eligible which include a variety of options like considering workshare, union workplace training, weekend support, ect. To date we have NOT reached any agreement. We will continue to push this topic with the Company to reach an agreement and will provide updates to the members as they become available.

EI claims are based on your economic region of where you live as per government regulations. Everyone is delt with as an individual. Please see Vince Filice your EI Representative to learn the details to your specific situation.

Any update about government funding for the EV Drive Unit investment? – Both the Provincial and Federal governments have committed to support the EV Drive Unit production at St. Catharines. However, the details of those agreements are still being finalized, and will be announced at a later date.

How long do my benefits last after I get laid off? – For those getting laid off July 1st you will have benefits for the remainder of the current month plus 30 days, so end of August.

For those being laid off in September, you will finish the month of September and have an additional 30 days which brings you to the end of October.

We understand this type of news impacts many people in many different ways. Some members have already made use of the resources that are available to the membership through our Equity & Benefit Reps as well as the Telus Health Program. For more information on the Telus Health Program please contact your Equity Reps.

As more questions come in, we will do our best to address them in a timely manner and provide answers to the membership.

Issued by, Trevor Longpre, GM Unit Plant Chairperson

With the Bargaining Committee Scott Little, Tony Verde, Stan Kuczma

**No one has been disciplined for working safely. Take your time.
Do it Safe. Do it right.**

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