

**What the blockade started:**

Spurred on by GM's unprecedented announcement of the closure of the Oshawa Truck Plant, the Union vowed to fight for the future of our members, their families and our communities.

*Photo by Joe Sarnovsky*



## Highlights of Grievance Resolution

- ♦ Impala production maintained on three shifts for calendar year 2009, subject to market demand.
- ♦ Build-out date for Impala production extended from 2012 to 2013.
- ♦ If Zeta Product committed during 2008 bargaining is no longer available it will be replaced with alternative product of equal or greater volume.
- ♦ New front wheel drive vehicle allocated to the Car Plant to start production in the fourth quarter of 2010.
- ♦ New front wheel drive vehicle to start production in the first quarter of 2013.
- ♦ Letter committing to replacing above-mentioned vehicles allocated to Oshawa if business plans change with new product or additional volume equal to or greater than volumes committed.
- ♦ Two-shift layoff rotation in the Truck Plant will end December 31, 2008.
- ♦ Truck plant will operate on one shift in Truck until summer shutdown 2009. (Weeks could be taken out due to market demand but not to expedite the ceasing of production earlier.)
- ♦ Commitment unless mutually agreed upon to not demolish the Truck Plant for the life of the agreement.
- ♦ Gym presently located in Truck Plant to remain and/or be relocated.
- ♦ Enhanced incentive packages including grow-ins and full benefits.
- ♦ No limit on number of members signing up for one-time offer of incentives, grow-ins and buyouts.
- ♦ Incentive program separate and distinct from Income Security Fund.
- ♦ 6 months of health care benefits, legal services and life insurance after a member takes a buyout under the incentive program.
- ♦ Tenders to be awarded to the Supplier Park and discussions to begin immediately.
- ♦ Work Ownership Letter for Skilled Trades on bidding process for non-traditional work.
- ♦ Commitment of work for the Stamping Plant for the new product allocation.
- ♦ Letter confirming that we would not need another Shelf Agreement to secure future product. Updated from 2008 bargaining to include new product commitments.
- ♦ Productivity/quality bonus eligibility issue addressed.

**Retirement Incentives  
& Buyout Program**

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# Oshawa Site Incentive Program

As a result of the Corporation's decision to cease production at the Oshawa Truck facility, General Motors of Canada is proposing the following attrition program options:

## 1. Option #1: Incentive to Retire (based on eligibility service):

Individuals who are eligible to retire will be entitled to the following:

Production: \$100,000 + \$35,000 car voucher

Trades: \$120,000 + \$35,000 car voucher

## 2. Option #2: Buyout Program (eligibility based on Company seniority, for employees who are not eligible to retire):

Less than 3 years: \$37,500/\$45,000 (Production/Trades) + \$35,000 car voucher

3 but less than 4 years: \$37,500/\$45,000\* (Production/Trades) + \$35,000 car voucher

4 but less than 5 years: \$50,000/\$60,000\* (Production/Trades) + \$35,000 car voucher

5 but less than 6 years: \$62,500/\$75,000\* (Production/Trades) + \$35,000 car voucher

6 but less than 7 years: \$75,000/\$90,000\* (Production/Trades) + \$35,000 car voucher

7 but less than 8 years: \$87,500/\$105,000\* (Production/Trades) + \$35,000 car voucher

Greater than 8 years: \$100,000/\$120,000 (Production/Trades) + \$35,000 car voucher (no prorating)

Prorated by month as described in Appendix A

Employees who accept a buyout under option #2 will maintain health care, group insurance, and legal services benefits for six months from the date the employee exits the workplace.

## 3. Option #3: Leave to Retirement Program (based on eligibility service):

26 but less than 27 years: \$50,000/\$60,000\* (Production/Trades) + \$35,000 car voucher + leave to retirement at 65% of wages

27 but less than 28 years: \$60,000/\$72,000\* (Production/Trades) + \$35,000 car voucher + leave to retirement at 65% of wages

28 but less than 29 years: \$70,000/\$84,000\* (Production/Trades) + \$35,000 car voucher + leave to retirement at 65% of wages

29 but less than 30 years: \$80,000/\$96,000\* (Production/Trades) + \$35,000 car voucher + leave to retirement at 65% of wages

\* prorated by month as described in Appendix B

Employees on a leave to retirement will accrue credited service for the entire period of the leave. The Leave to Retirement Program ends upon the employee achieving 30 years of credited service.

Both the cash incentive and the car voucher under the Leave to Retirement Program will be paid upon the employee's retirement.

### The following are the additional program parameters:

4. The Canvass for all options will commence August 1, 2008 and will conclude September 12, 2008. The Canvass for Option #2 (Buyout Program) will remain open until December 5, 2008. Eligibility will be based on service up to July 1, 2009. Timing of the employee exit will be as follows:

Aug 1/08-Dec 31/08: Mutual agreement between employee and management

Jan 1/09-July 1/09: Management discretion

**Option 1**—Notwithstanding the previous paragraph, employees who will reach 30 years of service by July 1, 2009, and become eligible to participate under the Incentive to Retire (Option #1), are entitled to

remain in the workplace until the employee reaches 30 years of service, up to July 1, 2009. See example 5a below.

**Option 2** –If an employee is asked to leave the organization prior to July 1, 2009, he/she will be given an incentive payment and pension service equivalent to the employee’s company seniority as of their date of exit from the workplace.

**Option 3**–If an employee is asked to leave the organization prior to July 1, 2009, the future retirement incentive will be based on service eligibility as of the employee’s date of exit from the workplace.

Notwithstanding the above, employees who will reach 26 years of service by July 1, 2009, and become eligible to participate under the Leave to Retirement Program (Option #3), are entitled to remain in the workplace until the employee reaches 26 years of service, up to July 1, 2009. Please see example 5b attached.

5. Payments made pursuant to the above shall not be charged to the Income Security Fund.
6. An Adjustment and Transition program shall be implemented consistent with the provisions of the Master Agreement.
7. Provision for lump sum payments to be paid over 2 calendar years to maximize tax protection, at the option of the employee.
8. Employees who are at least age 55 and who have 26 or more years of service, but less than 30 years of service, can elect between option #1 and option #3, described above.
9. Employees who are at least age 55 and who have 10 or more years of service, but less than 26 years of service, have only the option of #1 above.
10. The \$35,000 car voucher (\$24,500 net of tax and \$10,500 taxes paid by the Company) is valid for three (3) years from the date that the employee/retiree receives the voucher, and cannot be used in conjunction with the \$2,600 car voucher under the 2008-2011 Collective Agreement. A car voucher is transferable only to the employee/retiree’s spouse.

## **Example Situations**

### **Which option (#1, #2, or #3) do I qualify for?**

#### **Example 1**

An employee with 26.1 years eligibility service and is age 48 would qualify for Option #3 only.

#### **Example 2**

An employee with 28.5 years eligibility service and age 55 would qualify for either Option #1 or Option #3.

#### **Example 3**

An employee with 5.2 years company seniority and age 46 would qualify for Option #2 only.

#### **Example 4**

An employee with 32.5 years eligibility service and age 58 by would qualify for Option #1 only.

#### **Example 5a**

An employee with 29 years 10 months eligibility service as of March 1, 2009 is eligible for Option #3. Management agrees that this employee will not be asked to leave the organization prior to May 1, 2009 in which they reach 30 years and qualify for Option #1.

#### **Example 5b**

An employee is scheduled to leave March 1, 2009 with 25 years 8 months eligibility service. The employee would have received a buy-out package worth \$100,000. Management agrees that this employee will not be asked to leave the organization prior to July 1, 2009 when they reach 26 years and qualify for the Leave to Retirement Program.

# Message From Chris Buckley, President CAW Local 222

As President of CAW Local 222 and Chairperson of the CAW/GM Master Bargaining Committee, I would like to thank the entire membership of the GM Unit for your patience and exceptional solidarity during the last two months. Since June 3rd I understand this situation has been extremely stressful for all of you and your families with the levels of uncertainty escalating to alarming rates.

With the support of this membership your Union Leadership took action immediately by taking possession of GM Headquarters and blockading the building for 12 days. This action gained national and international attention and brought GM back to the table to resolve the issue.



Although we were not able to reverse GM's decision to stop producing trucks in Oshawa, we have been successful in obtaining additional products for our



## *Principles of the Auto Pact need to be restored*

Car Plant plus top-notch income security severance and early retirement benefits on the principle that GM owes us "work or wages".

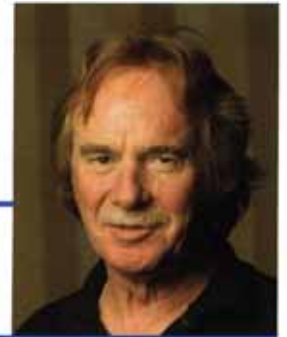
Our North American Auto Industry is under severe attack, with market conditions changing constantly and in some cases evaporating. All of us must continue to pressure our Governments at all levels to address the issues affecting our livelihoods such as trade, the Canadian dollar, rising fuel prices. We need to see the principles of the Auto Pact restored or our Canadian auto industry could disappear completely.

# Message From Keith Osborne, Plant Chairperson

The devastating news of ceasing production in the Oshawa Truck Plant was a blow to the members of CAW Local 222 and the entire community as a whole. Some of us were angry and others were fearful and justifiably so. We had just returned from bargaining the 2008 contract with a sense of job security, only to have it ripped away from us two weeks after ratification.

The Union's reaction was militant by setting up a blockade at GM Headquarters and a march down Park Road. I have never been as proud of the membership I represent as I was on that particular day.

We also filed a Policy Grievance on the issue and had all the necessary paperwork prepared by the CAW Legal Department to take our case to the Ontario Labour Relations Board. The Company presented us with a proposal that would resolve the grievance and as we do with all grievances, we began discussing the case with the Company. Although I am still angry over the chain of events that took place after bargaining, I believe we have reached a resolve on the Policy Grievance that, under the uncertain times we are facing in the Canadian auto industry and



## *Ottawa must address manufacturing crisis*

the manufacturing sector as a whole, is the best we are going to get. We can pound GM into the ground on the issue but what would we gain? We made the issue of manufacturing job loss a National issue and we have you, the membership, to thank for that. It's about time Canadians realized what's happening.

After saying that, this fight is not over. We, as a Union, must continue to write and phone our respective MPs and demand that Ottawa address the manufacturing crisis this country is in. The unfair trade laws, rising gas prices and over-valued currency are causing this crisis and our government is doing nothing about it. Let's all keep up the fight and together we can make a difference.

