

## HEALTH CARE

### Drug Plan

- **Dispensing Fee:** The maximum eligible dispensing fee covered by the Drug Plan has been reduced from \$11.00 to \$9.00 per prescription, effective on the 1<sup>st</sup> of the month following the implementation of the agreement.

### Semi-Private Hospital

Semi-private hospital coverage will be eliminated on the first of the month following the implementation of the agreement.

## CONTRACT TERM

- The current collective agreement has been extended by 1 year, with a new expiration date of September 17, 2012.
- Modified provisions become effective upon approval of GM's restructuring plan and implementation of financial assistance agreements between GM and the Federal and Provincial governments.

## OTHER BENEFIT MODIFICATIONS

- Effective January 1, 2010, the employee New Vehicle Purchase Discount will be discontinued.
- Tuition assistance will be provided to those eligible employees, employees on layoff and employees on a leave to retirement, who begin class prior to January 1, 2010. Employees beginning class subsequent to January 1, 2010 will not be eligible for the tuition assistance program.

## TIME OFF THE JOB

- The remaining 40 hours of Scheduled Paid Absence will be converted to paid vacation hours. These hours will be converted effective in the 2010 vacation year. Workforce reductions arising from this conversion will result in equivalent workforce eligibility for restructuring incentives.

## WAGES AND COLA

- Base wage rates remain unchanged for the life of the new collective agreement.
- The current \$.05 per hour cost of living allowance float remains unchanged until June 2012. Cost of living adjustments will be reactivated beginning with the June 2012 COLA payment.

## INCOME SECURITY

- Full-time employees who are indefinitely laid off and return as summer vacation replacements shall not accrue SUB credits for the period of time as a summer replacement. There is no change to the procedures for providing Guaranteed Annual Income Credit units.
- The EI clawback reimbursement will no longer be applied effective with the 2009 tax year. An exception to this will be made for identified layoffs which commenced prior to June 1, 2009.

## VACATION BUYDOWN

The \$3,500 vacation buydown has been eliminated to offset other costs, including pensions.

## SUMMER SHUTDOWN

- Two consecutive weeks of vacation shutdown will be designated during the months of July and/or August.

