

## PRODUCT COMMITMENTS

- During these restructuring talks, General Motors agreed to maintain the previously announced product commitments in Oshawa and St. Catharines.

## TPT PROGRAM

- Expanded usage of TPTs during the workweek if no seniority employees are on layoff.
- Seniority employees on layoff, who opt to be a TPT, will now be covered by the equivalent TPT health care and insurance program.
- TPT employees hired on or after the effective date of this agreement will be paid the overtime premium only after 40 hours have been worked in any scheduled week.
- Current TPTs will be compensated at 70% of the base rate of the job classification.

## NEW HIRE PROGRAM

- The start rate for new hires will be 70% of the established rate with increases of 5% per year for the following six years until the full job rate is attained.
- New hires will contribute \$1 per hour toward the existing defined benefit pension plan.
- New pension credits will be capped at a maximum of 30 years credited service.
- New hires are entitled to the same retiree health benefits, funded either through a Health Care Trust (when it is set up) or by the company.
- A modified SUB program will be introduced for new hires.

