

# SUMMARY OF THE MARCH 2009 CAW-GM AGREEMENT

## Monthly Health Care Contribution

Effective January 1, 2010 a new health care contribution will come into effect:

- Active employees and retirees under age 65 contribute \$30 per month
- Retirees age 65 or older and surviving spouses contribute \$15 a month

## Drug Plan

The out of pocket maximum of \$250 for the 10% co-pay on drugs (combined family amount) increases to:

- January 1, 2010 -\$270
- January 1, 2011 -\$290
- January 1, 2012 -\$310

Lowest cost brand name drugs will be added back to the drug plan formulary.

## Dental

Reimbursement levels will remain at the 2008 Ontario Dental Association (ODA) fee guide for the duration of the agreement.

## Long Term Care

Effective January 1, 2011 the maximum rate of coverage for new entrants will be set at \$1,200 per month. Current residents and those entering prior to January 1, 2011 will remain at current coverage levels.

## Life Insurance

COLA will no longer be included when determining a member's life insurance benefit.

## Restructuring Events

All currently announced events will be covered under the terms of existing agreements.

For new events, document 12 and 13 will be modified to \$50,000 for production and \$60,000 skilled trades, plus a \$20,000 vehicle voucher.

## Income Security

The remaining Income Security Fund maximum liability is increased by \$125,000,000 to reflect the extension of the agreement to 2012.

## Dependent Tuition Refund Program

The Dependent Tuition Refund program benefit is reduced to \$1,300 per dependent per year, beginning January 1, 2010.

## Special Contingency Fund

The combined cost of all union-sponsored initiatives will be reduced by one-third.

## Annual Special Payment

The \$1,700 annual Special Payment is diverted to offset other costs.

## Time Off

Schedule Paid Absence reduced by 40 hours.

## Workplace Training

The Workplace Training Program will now provide 24 hours of training per member during the life of the contract, beginning September 2009.

## DEFENDING OUR MEMBERS... *(continued from front cover)*

That was the gun to our heads. But we responded in a principled, pragmatic manner. And we fought back.

We stepped up our fight for pensions. We clearly won the public argument that pensioners must not be the victims of a crisis they didn't create. We mobilized 15,000 pensioners at Queen's Park. We occupied the offices of MPPs. And we pushed back hard against the most outrageous proposals we faced at the bargaining table.

Our union's motto is, "Fighting back makes a difference." And it made a difference even here, with our backs against a wall.

We present to you a new collective agreement with no wage cuts. No reductions in pensions. Most core benefits preserved. Dramatic improvement in the security of our pensions. And a health care trust with real up-front money in it, to preserve the security of our retiree health benefits.

Considering the state of the company we work for, that's an incredible achievement and a bargaining victory in itself. There are many other Canadians working for bankrupt companies who could only dream of preserving what we have

preserved in this contract. They need our union's support as well. And this is why we will continue to press ahead with our demands for stronger pension, severance and EI protections, for the betterment of all working people throughout the country.

We have fought hard to preserve the things that matter most. We have stuck together as a union. And we have lived to fight another day.

Thank you for the solidarity and support you have shown your union. We join with all the members of the CAW-GM Master Bargaining Committee in unanimously recommending your ratification of this agreement.

### *In solidarity,*

Ken Lewenza  
CAW National President

Chris Buckley, Chairperson,  
CAW-GM Master Bargaining  
Committee and President,  
CAW Local 222

