

**LOCAL**

**AGREEMENTS**

**BETWEEN**

**GENERAL MOTORS OF CANADA COMPANY**

**Oshawa, Ontario**

**AND THE**

**LOCAL NO. 222, UNIFOR**

**Oshawa, Ontario**

**Dated: October 10, 2023**

**Effective: October 15, 2023**



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## PREFACE

All recently revised and new language is highlighted by underlining.

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**MEMORANDUM  
OF  
LOCAL SENIORITY AGREEMENT**

entered into this

October 10, 2023

BETWEEN:

General Motors of Canada Company  
Oshawa, Ontario,  
Hereinafter referred to as the "Company",

AND:

Unifor, Local No. 222, Oshawa, Ontario,  
Hereinafter referred to as the "Union",

WHEREAS

the parties, together with other parties, entered into an agreement dated this October 10, 2023.

Hereinafter referred to as the "Master Agreement"; and

WHEREAS

the said Master Agreement contemplates that certain matters pertaining to Seniority may be the subject of local agreement, which matters are herewith made the subject of this Local Seniority Agreement.

WITNESSETH:

## DEFINITIONS

For the purpose of this Local Collective Agreement, it is agreed between the parties that the following definitions will apply.

**A. Department** - The term "Department" as herein used is listed in Schedule 'A' appended to the Local Seniority Agreement.

**B. Division** - The term "Division" as herein used is listed in Schedule 'A' appended to the Local Seniority Agreement.

**C. Plant** - The term "Plant" as herein used encompasses all "Departments" and "Divisions" as referenced above.

## **General Provisions**

(1) In accordance with Paragraph (58) of the Master Agreement, seniority rights shall be exercisable in seniority groups and classifications within Departments and Divisions as set forth in Schedule 'A' appended to this Local Seniority Agreement.

(2) Pursuant to Paragraph (59) of the Master Agreement, when employees acquire seniority rights, their name, serial number or GMIN for new employees hired after November 5, 2020, shall be posted on an electronic seniority board located in the Department in which they are employed. The names and seniority dates of employees shall be listed under their respective classifications in order of seniority. Zone Committeepersons will be notified of all changes made in the electronic seniority boards located within their zone.

(3) In accordance with Paragraph (60) of the Master Agreement, a master seniority record will be maintained by Human Resources/Labour Relations and the Plant Chairperson may have access to this record at any reasonable time. Also, once per month, the Company shall forward an electronic copy of the current master seniority record to the Plant Chairperson who may distribute it accordingly.

(4) The parties will establish an Oshawa Workforce Committee made up of two (2) members of the Shop Committee appointed by the Chairperson and two (2) Management Representatives appointed by Human Resources/Labour Relations. This Committee will meet on a monthly basis, or as required, to review the Production and Skilled Trades employment requirements within the Plant.

### **(a) Deleted - 2020 Negotiations**

(5) The parties agree that solutions to special problems involving any of the layoff and recall procedures of this Local Seniority Agreement may be negotiated between the parties.

## **Vacation Shutdown**

(6) The provisions of this Local Seniority Agreement shall not apply to an individual employee during an annual vacation period, except as provided in Paragraph (21).



(a) In those instances where it becomes necessary to work individuals during a designated vacation shutdown, the process outlined in Paragraph (16) of the Local Seniority Agreement will be used to select employees to work during this period.

### **Reductions in Force (Other than Skilled Trades)**

(7) The parties agree that in the event of a reduction in force within a Department, in situations where employees have the identical seniority date, the employee with the lower serial number or GMIN for new employees hired after November 5, 2020, will be considered as having the greatest seniority except in cases where significant training would be required.

(8) No seniority employee shall be removed from a Department due to a reduction in force while probationary employees are retained at work in such Department.

(9) In the case of a reduction in force in a Seniority Group within a Department, or where employees must be displaced to make room for other employees who, under the provisions of this Section, are entitled to be recalled to jobs in that Seniority Group, seniority employees shall be laid off from that Seniority Group in seniority order or another agreed upon method.

(10) Seniority employees who are so removed from the General Seniority Group within a Department shall, provided they have sufficient seniority, be reassigned to jobs within the General Seniority Group within the same Division or failing that shall be laid off.

(11) In the event that a reduction in force results in the displacement of seniority employees in departments within Division 3, such employees may elect to be reassigned to a job within the Production Division the employee serviced, rather than exercise their flow to displace a junior employee in their Division. In order to be considered for an assignment, such employees must make written application with Human Resources/Labour Relations on forms supplied by the Company. Only those applications on file with Human Resources/Labour Relations at the start of business five (5) working days prior to the layoff will be considered valid.

(12) Seniority employees who have been so laid off shall, seniority permitting, be recalled in line with their seniority, to jobs in the General Seniority Group within the Plant.

(13) Paragraphs (7) through (12) provide for the displacement of employees on a seniority basis in Departments and Divisions within the Plant. In applying these provisions, the Company will make such displacements as quickly as possible, without adversely impacting the efficiency of its operations, but in any event no later than:

(a) Within a Department, by the fourteenth (14) day following the layoff;

(b) Within a Division, by the twenty-first (21) day following the layoff;

(c) Within the Plant, by the thirtieth (30) day following the layoff;

(14) Notwithstanding the provisions of Paragraphs (7) through (13), the parties may at any time mutually agree upon exceptions hereto.

(15) Employees transferred in accordance with the provisions of Paragraphs (7) through (13) will immediately establish seniority in their new classification, Department and Division. Management shall not be obligated to place any employee on any job under these provisions unless the employee is capable of performing the normal requirements of the job.

### **Temporary Interruption of Work (Other than Skilled Trades)**

(16)(a) Notwithstanding the provisions of Paragraphs (9) through (13) above, in the event of a temporary interruption of work (excluding model change) which is considered at the time to be sixty (60) days or less, for other than Inspection and Paint, the following procedure will apply as soon as practical but in any event by the Monday following the temporary interruption of work. In Inspection and Paint, the following procedure will commence as of the start of the third full week of layoff. Those employees whose services are not required will be laid off in seniority order, by classification, by Department in the following order:

**(1)** Employees with less than one (1) year of seniority.

**(2)** Employees with more than one (1) year of seniority who have not applied to work in accordance with Paragraph (16)(d) below.

**(3)** Employees with more than one (1) year of seniority who have applied to work in accordance with Paragraph (16)(d) below.

**(b) (1)** In the event that additional employees are required during temporary interruptions in specific classifications within a Department, individual employees who made application but who were not selected for the available work at the time the temporary interruption commenced will be selected for work in seniority order.

**(2)** In the event there are insufficient employees within the classification in (b)(1) above, Management will recall employees in line with their inverse seniority, by classification, within the affected Department.

**(c)** Employees who are retained at work under these provisions must be capable of performing the work required.

**(d)** Employees with more than one (1) year of seniority who desire to work during temporary interruptions of work, in their classification and Department, must make written application to Human Resources/Labour Relations on forms supplied by the Company. Only those applications on file with Human Resources/Labour Relations at the start of business four (4) working days prior to the layoff will be considered valid. Application will remain in effect unless the employee withdraws the application on file with Human Resources/Labour Relations in sufficient time to be deleted from the system at the start of business four (4) working days prior to the layoff.

**(e)** The parties may at any time mutually agree to extend the time limits set out in these provisions.

In the event the temporary interruption of work continues for a period in excess of sixty (60) days, the provisions of the Reduction in Force section of this Local Seniority Agreement will be enacted.

(f) It is understood that the Company will not be liable for any claim for back pay resulting from the application of the provisions under this Paragraph (16).

(17) Solutions to special problems arising under or not covered by Paragraph (16) may be agreed upon between Management and the Chairperson.

### **Model Change Layoffs and Recalls**

(18) Notwithstanding the layoff provisions of Paragraphs (9) through (17) inclusive of this Local Seniority Agreement, in the event of layoffs resulting from a model change, the following provisions shall apply:

(a) Employees will be laid off as the jobs to which they are assigned are affected, except as otherwise specified.

(b) For model changeover purposes, the Plant shall be divided into Systems defined as follows and the model change provisions shall apply to each System separately:

- (1) #1 System – Body
- (2) #2 System – Final Assembly
- (5) Department 30 – Oshawa OEM Operations
- (9) Department 70 – Plant Repair

(c) The model changeover periods in each of the Systems enumerated in (18)(b)(1) and (2) above shall commence with a date five (5) working days prior to the framing of the last job in the applicable Body area and shall conclude twenty (20) working days after the first unit of new model production, other than pilot or pre-production models, has been produced off the Final Condition Line in each of the applicable Systems.

During the model changeover period in a System, employees who are on layoff will be recalled to work as new model production, including pilot and pre-production models, resumes in line with the Departmental classification in which they hold seniority rights. Thereafter, employees shall be recalled in accordance with Paragraphs (12) and (13) of this Local Seniority Agreement.

**(d)** The model changeover periods for the Systems enumerated in (18)(b)(5) and (9) above, shall commence and conclude with dates supplied to the Union by Management. During such periods, employees who are on layoff will be recalled to work in line with the Departmental classification in which they hold seniority rights. Thereafter, employees will be recalled in accordance with Paragraphs (12) and (13) of this Local Seniority Agreement beginning the first working day after the conclusion of a model changeover period in that System.

**(e)** Notwithstanding Paragraphs (18)(c) and (18)(d) above, the Company may advise the Union in writing of the conclusion of the model change period in an individual System or in more than one System and thereafter recall employees remaining on layoff in accordance with Paragraphs (12) and (13) of this Local Seniority Agreement.

**(f)** Notwithstanding the foregoing, in the event of model change layoff affecting employees working in Departments 30 and 70, such employees may apply to remain at work in accordance with the Departmental classification in which they hold seniority rights and in the System in which they are working at the time of such layoff. Employees must make written application to their Group Leader/Supervisor or Human Resources/Labour Relations on forms supplied by the Company. Only those applications on file with the Employment Office at the start of business two (2) weeks prior to the commencement of the model change period will be considered valid.

In the event there are insufficient applicants for the work to be performed, Management shall assign employees to such work commencing with those employees in the classification and in the System affected who have the least seniority, provided such employees have at least one (1) year's seniority and were at work at the time the model change layoff commenced and are capable of performing the work required. It is understood that the Company will not be liable for any claim for back pay resulting from the application of the provisions under this Paragraph.

**(g)** Employees laid off pursuant to Paragraph (18)(f) above will be recalled in the following order:

(1) First, employees with at least one (1) year's seniority at the time of their layoff, who had applied to remain at work during the model changeover period, in seniority order, commencing with the employee having the greatest seniority;

(2) Second, employees with at least one (1) year's seniority at the time of their layoff, who had not applied to remain at work during the model changeover period, in reverse seniority order, commencing with the employee having the least seniority;

(3) Third, employees with less than one (1) year's seniority at the time of their layoff, in seniority order, commencing with the employee having the greatest seniority. Such recalls shall be by classification in a Department.

(h) Solutions to special problems involving model change layoffs and/or recall arising under or not covered by the above may be negotiated between Management, the Chairperson, and the respective District Committeeperson(s).

### **Utility Employees**

(19) During Model Change start-up, two (2) Utility employees per Group Leader's Area, per their respective shift, from among those who serviced that area at the time the Model Change layoff commenced, may be recalled in seniority to assist in start-up readiness issues on the required shift for a period of ten (10) working days.

If more than two (2) Utility employees per Group Leader's Area per shift are needed, an agreed upon method will be reached by Management, the Plant Chairperson and the respective District Committeeperson(s).

(20) Deleted – 2016 Negotiations

### **Extra Help (Model Change/Plant Rearrangement)**

(21) When Extra Help employees are to be selected for non-trades work or to assist Skilled Classifications pursuant to Paragraph (157) of the Master Agreement during model changeover periods or plant rearrangement, seniority employees

will be permitted to apply for such work with their Group Leader/Supervisor on forms to be supplied by the Company, one copy of which will be given to the employee. To be eligible, employees must specify, and be capable of doing, the Extra Help work requested and have filed applications on or before April 1 of the current year (unless otherwise agreed upon by the parties). Employees with the greatest seniority will be given preference.

(a) The seniority of such employees shall remain and accumulate in their former classification to which they will be returned upon the completion of the Extra Help assignment. It is understood, therefore, that no employee will be credited with any seniority in such Extra Help classifications either for the purpose of being retained in the classification or as a factor for being selected at some subsequent period for Extra Help work.

(b) When the number of Extra Help employees assigned to any such classification within the department is to be reduced, such employees shall be laid off in seniority order in relation to other employees of that same status from that classification.

(c) During the model changeover period, as defined in Paragraph (18)(c) and (18)(d) of this Local Seniority Agreement, those employees selected to work as Extra Help will, for the duration of their Extra Help assignment, have their transfer rights under the provisions of Paragraph (62) of the Master Agreement suspended. Furthermore, such employees will be required to forego their vacation time off and/or any approved leaves of absence during their Extra Help assignment.

## **Supplemental Help**

(22) Pursuant to the provisions of Paragraph (155) of the Skilled Trades Section of the Master Agreement, an employee who is selected as a Supplemental Help to a particular trade will be considered as having established seniority rights in whatever "Supplemental Help Seniority Group" to which the employee is assigned (i.e. Supplemental Help Electrician, etc.), with the provision that such seniority rights:

(a) Shall become effective when the employee has worked thirty (30) consecutive days in a particular Supplemental Help classification; and

(b) Shall govern the order of layoff from that Supplemental Help Seniority Group in the event of reductions in force; and

(c) Shall govern the order of selection for reassignment to that Supplemental Help Seniority Group in the event of future requirements; and

(d) Shall not be applicable to any other Supplemental Help Seniority Group.

(e) Employees laid off from the Supplemental Help Seniority Group attached to a particular trade shall, seniority permitting, return to their former Departmental classification. Employees who do not have sufficient seniority will be laid off and recalled in accordance with the Local Seniority Agreement.

(f) An employee who has established seniority rights in a particular Supplemental Help Seniority Group, has subsequently been laid off, and who fails to return to the former Supplemental Help Seniority Group in line with the employee's seniority, as openings occur, shall forfeit all claim to the former Supplemental Help classification and the employee's future selection shall be solely at the discretion of the Company.

(g) On an annual basis the Company shall supply the Union with a list of Supplemental Help employees by seniority and classification.

(h) Notwithstanding the above, an employee who has been laid off from a Skilled Trades classification may elect to be reassigned to a Supplemental Help classification in another trade if such Supplemental Help work is available. Such employee will be given preference in selection over employees currently on the Supplemental Help seniority listings, provided the employee can perform all aspects of the work required.

### **Reduction in Force (Skilled Trades)**

(23) Pursuant to Paragraph (58) of the Master Agreement, in the event of a reduction in force the following procedure shall apply:



**(a)** Extra Help, Supplemental Help, then probationary Journeypersons in that order, will be laid off in seniority order from the affected classification.

**(b)** In the case of a reduction in force in a Skilled Trades classification within a Department, or where employees must be displaced to make room for other employees who, under the provisions of this Section are entitled to be recalled to jobs in their Skilled Trades classification, seniority employees shall be laid off, in seniority order or another agreed upon method. Those Skilled Trades employees having the identical Skilled Trades seniority date shall be laid off in accordance with the following:

**(1)** preference will be given to employees transferred from a non-trades classification in order of their Oshawa-wide seniority.

**(2)** in the event employees have identical Oshawa wide seniority, they will be ranked in serial number order or GMIN if hired after November 5, 2020, with the lower number being considered as having greater seniority.

**(c)** Seniority employees who are so removed from a Skilled Trades classification within a Department shall be laid off.

**(d)** Seniority employees who have been so laid off shall, seniority permitting, be recalled in line with their seniority to jobs within their Division.

**(e)** Paragraphs (23)(a) through (23)(d) provide for the displacement of employees on a seniority basis by Department and Division. In applying these provisions the Company will make such displacement within the following time limits:

**(1)** within a Department, by the third (3) day following the layoff;

**(2)** within the Division, by the seventh (7) day following the layoff.

**(f)** Skilled Trades employees transferred in accordance with the provisions of this Paragraph will immediately establish seniority in their new Department.

**(g)** Deleted – 2016 Negotiations

**(h)** Notwithstanding the provisions of Paragraphs (23)(a) through (23)(g), the parties may at any time mutually agree upon exceptions hereto.

### **Temporary Interruption of Work (Skilled Trades)**

**(24)(a)** Notwithstanding the provisions of Paragraph (23)(b) through (23)(e) above, in the event of a temporary interruption of work which is considered at the time to be thirty (30) days or less, the following procedure will apply as soon as practical but in any event by the Monday following the temporary interruption of work. Those employees whose services are not required will be laid off in seniority order, by Skilled Trades classification, by Department in the following order:

- (1)** Extra Help, Supplemental Help then Journeypersons with less than one (1) year of Skilled Trades seniority.
- (2)** Journeypersons with more than one (1) year of Skilled Trades seniority who have not applied to work in accordance with Paragraph (24)(d) below.
- (3)** Journeypersons with more than one (1) year of Skilled Trades seniority who have applied to work in accordance with Paragraph (24)(d) below.

**(b)** In the event that additional Journeypersons are required during temporary interruptions, in a specific Skilled Trades classification within a Department, individual Journeypersons who made application but who were not selected for the available work at the time the temporary interruption commenced, will be selected to work in Skilled Trades seniority order.

**(c)** In the event there are insufficient Journeypersons within the Skilled Trades classification in Paragraph (24)(b) above, Management will recall Journeypersons in line with their inverse Skilled Trades seniority, by Skilled Trades classifications, within the affected Department.

**(d)** Journeypersons with more than one (1) year of Skilled Trades seniority who desire to work during temporary

interruptions of work in their Skilled Trades classification and Department, must make written application to their Group Leader/Supervisor or Human Resources/Labour Relations on forms supplied by the Company. Only those applications on file with Human Resources/Labour Relations at the start of business four (4) working days prior to the layoff will be considered valid. Applications will remain in effect unless the employee withdraws the application on file with Human Resources/Labour Relations in sufficient time to be deleted from the system at the start of business four (4) working days prior to the layoff.

(e) In the event the temporary interruption of work continues for a period in excess of thirty (30) days, the provisions of the Reduction in Force section, Paragraph (23), of the Local Seniority Agreement will be enacted.

(f) The parties may at any time mutually agree to extend the time limits set out in these provisions.

(g) It is understood the Company will not be liable for any claim for back pay resulting from the application of the provisions under this Paragraph (24).

(h) Solutions to special problems arising under or not covered by this Paragraph may be agreed upon between Management and the Plant Chairperson. Prior to going to a permanent layoff, the Company will discuss the option of offering a plant-wide inverse layoff.

## **(25) Deleted – 2016 Negotiations**

### **Miscellaneous Provisions**

(26) A leader shall be defined as a Journeyperson who leads or processes the work of other employees, and who has Journeyperson status in one of the Skilled Trades classifications the employee leads. In order to function as a leader, an employee must have sufficient Skilled Trades seniority to hold in the Skilled Trades classification in which the employee has Journeyperson status.

(27) In the event of a reduction in force affecting apprentices who commenced the program on the same date, the provisions

as outlined in Paragraph (23)(b) of the Local Seniority Agreement will apply.

**(28)** Any employee laid off from a journeyperson classification will have up to fourteen (14) calendar days, from the date of the layoff, to file an application with Human Resources/Labour Relations to exercise a one-time election to work in a non-trades classification. Employees who do not apply within fourteen (14) days following the initiation of their layoff, forfeit their ability to apply to work in a non-trades classification for the duration of their layoff and will be subject to the provisions of Paragraph (54)(f) of the Master Agreement. Employees filing applications under this Paragraph will:

**(a)** In the event the journeyperson previously held seniority in a non-skilled classification within the bargaining unit, be credited with a seniority date equal to the amount of time spent as a non-trades employee, and then;

**(1)** be given preference over a New Hire, or failing that,

**(2)** displace a probationary employee working in a non-trades classification, or failing that,

**(3)** displace the lowest seniority employee within the Plant, working in a non-trades classification, providing the journeyperson has greater seniority.

**(b)** In the event the journeyperson had not previously held seniority in a non-trades classification within the bargaining unit, be credited with a seniority date the same as the date of assignment in accordance with (1) or (2) below:

**(1)** be given preference over a New Hire, or failing that,

**(2)** displace a probationary employee working in a non-trades classification.

The displacement of employees necessitated by any of the above provisions will take place no later than the second Monday following the date the journeyperson files an application in accordance with these provisions.

An employee, exercising the provisions of this paragraph, must return at the earliest opportunity to the employee's former Skilled Trades classification in line with the employee's Skilled Trades seniority, as openings occur. Failing to so return the employee shall forfeit all claim to the employee's former Skilled Trades classification and the employee's full seniority shall be established in the seniority group in which the employee is working.

**(29)** In the event employees are transferred from a non-trades classification to a Skilled Trades classification, who have not previously established seniority in that Skilled Trades classification, they will have date of entry seniority status in that Skilled Trades classification as of the date of such transfer. Notwithstanding the above, employees so transferred to a Skilled Trades classification shall continue to hold seniority in their former non-trades classification for a period of sixty (60) days for the sole purpose of enabling them to return to their former non-trades classification should they prove to be incapable of performing the work of the Skilled Trades classification to which they were assigned. Thereafter, employees will forfeit all rights to return to work to a non-trades classification except as otherwise provided in Paragraphs (22) and (28) of the Local Seniority Agreement.

**(30)** In the event the layoff provisions of this Local Seniority Agreement would otherwise require the layoff of a Team Leader, such Team Leader shall be the last employee to be laid off from work normally performed by the employees in the Group and such Team Leader shall be the first recalled to work normally performed by the employees in such Group.

## **ATTACHMENT LOCAL SENIORITY AGREEMENT**

### **REDUCTION IN FORCE**

During current negotiations the Company identified concerns related to the impact a significant reduction in force, resulting from either a derate or loss of shift may have on the efficiency and quality levels of operations in Oshawa. In demonstration of the continued commitment to appropriately balance the interests of the business with those of the employees, the parties have agreed to the following process for handling the reassignment of impacted employees within divisions.

The reassignment of employees impacted by a significant reduction in force will happen as a managed flow, in a series of structured waves. During the reassignment, no employee with sufficient seniority to hold, within their division, will be on layoff for greater than fourteen (14) days.

The Company assured the Union that the application of this Attachment would be administered on a good faith basis and its provisions would not be invoked in situations where the existing time limits for departmental, divisional and plant wide leveling afforded sufficient time for the Company to effect the reassignments without adversely impacting operations.

Any problems associated with the administration of this Memorandum shall be resolved between the parties.

**IN WITNESS WHEREOF**, the parties hereto have caused their names to be subscribed by their duly authorized officers and representatives.

**FOR LOCAL 222**

J. Gale  
C. Waugh  
B. Troke  
B. Nicholls  
S. Pearce  
J. Gray

**GENERAL MOTORS OF  
CANADA COMPANY**

C. Thomson  
J. Boodram  
V. Bone

**FOR THE NATIONAL  
UNION**

D. Chiodo

Where Departments have been combined for layoff and recall purposes as set forth in this Schedule "A" appended to the Local Seniority Agreement, such combined Departments shall be considered as one (1) Department for the purpose of exercising seniority rights in accordance with the layoff and recall provisions of the Local Seniority Agreement.

| <u>Department Name</u>                                                          | <u>Department</u> | <u>Division</u> |
|---------------------------------------------------------------------------------|-------------------|-----------------|
| <b>CCA – OEM STAMPING &amp; SERVICE PARTS:</b>                                  |                   |                 |
| Oshawa OEM Operations                                                           | 30                | A               |
| Oshawa OEM – Maintenance and Tool & Die                                         | 42                | B               |
| <b>MFG – VEHICLE ASSEMBLY:</b>                                                  |                   |                 |
| Maintenance – Body                                                              | 49G               | 1               |
| Maintenance – General Assembly                                                  | 49H               | 1               |
| Maintenance – Paint                                                             | 49P               | 1               |
| Project/Launch/Blended Crew                                                     | 49R               | 1               |
| Apprentice Training                                                             | 56                | 1               |
| Inspection                                                                      | 1                 | 3               |
| Inspection – Third Shift                                                        | 100               | 3               |
| General Assembly – Building C                                                   | 85                | 6               |
| General Assembly Line – Building C – Third Shift                                | 741               | 6               |
| Plant Repair                                                                    | 70                | 6               |
| Plant Repair – Third Shift                                                      | 761               | 6               |
| <u>General Assembly – Building D + Road and Roll Testers</u>                    | 61                | 7               |
| <u>General Assembly Line – Building D + Road and Roll Testers – Third Shift</u> | 751               | 7               |
| Body – Small Parts/Sub Assembly                                                 | 91                | 8               |
| Body – Assembly and Finishing                                                   | 92                | 8               |
| Body – Small Parts/Sub Assembly – Third Shift                                   | 711               | 8               |
| Body – Assembly and Finishing – Third Shift                                     | 721               | 8               |
| Weld Monitors                                                                   | 89                | 8               |
| Weld Monitors – Third Shift                                                     | 789               | 8               |
| Paint                                                                           | 83                | 14              |
| Paint – Third Shift                                                             | 731               | 14              |
| Final Finish                                                                    | 66                | 14              |
| Final Finish – Third Shift                                                      | 771               | 14              |



**OSHAWA OEM OPERATIONS**  
**DEPARTMENT 30 DIVISION A**

**General**

1. OEM Team Leader
2. OEM Press Systems Technician
3. OEM Utility Replacement
4. OEM Metal Finisher
5. OEM Material Controller
6. OEM Material Technician

## **OSHAWA OEM – MAINTENANCE AND TOOL & DIE**

### **DEPARTMENT 42 DIVISION B**

#### **Skilled Trades Classifications**

##### **Non-Interchangeable**

1. Electrician
2. Electrician Team Leader
3. Industrial Mechanic – Millwright
4. Industrial Mechanic – Millwright Team Leader
5. Tool and Die Maker
6. Tool and Die Maker Leader

##### **General**

Nil

**MAINTENANCE - BODY**  
**DEPARTMENT 49G DIVISION 1**

**Skilled Trades Classifications**

**Non-Interchangeable**

1. Electrician
2. Electrician Team Leader
3. Industrial Mechanic – Millwright
4. Industrial Mechanic – Millwright Team Leader

**General**

Nil

## **MAINTENANCE - GENERAL ASSEMBLY**

### **DEPARTMENT 49H DIVISION 1**

#### **Skilled Trades Classifications**

##### **Non-Interchangeable**

1. Electrician
2. Electrician Team Leader
3. Industrial Mechanic – Millwright
4. Industrial Mechanic – Millwright Team Leader

##### **General**

Nil

**MAINTENANCE - PAINT**  
**DEPARTMENT 49P DIVISION 1**

**Skilled Trades Classifications**

**Non-Interchangeable**

1. Electrician
2. Electrician Team Leader
3. Industrial Mechanic – Millwright
4. Industrial Mechanic – Millwright Team Leader

**General**

Nil

## **PROJECT/LAUNCH/BLENDED CREW**

### **DEPARTMENT 49R DIVISION 1**

#### **Skilled Trades Classifications**

##### **Non-Interchangeable**

1. Electrician
2. Electrician Team Leader
3. \_ Industrial Mechanic – Millwright
4. Industrial Mechanic – Millwright Team Leader

##### **General**

Nil

## **APPRENTICE TRAINING**

### **DEPARTMENT 56 DIVISION 1**

#### **Skilled Trades Apprentice Classifications**

##### **Non-Interchangeable**

1. Apprentice – Electrician
2. Apprentice – Industrial Mechanic – Millwright
3. Apprentice – Tool & Die Maker

##### **General**

Nil

## **INSPECTION**

### **DEPARTMENT 1 DIVISION 3**

#### **General**

1. Inspectors – Special Assignment
2. Inspectors – Vehicle Assembly – In Process Monitor
3. Process Controller
4. Team Leader



**INSPECTION - THIRD SHIFT**  
**DEPARTMENT 100 DIVISION 3**

**General**

1. Inspectors – Special Assignment
2. Inspectors – Vehicle Assembly – In Process Monitor
3. Process Controller
4. Team Leader

## **GENERAL ASSEMBLY – BUILDING C**

### **DEPARTMENT 85 DIVISION 6**

#### **General**

1. Technicians – Production
2. Utility Replacement – Production
3. Team Leader – Production
4. Repair

## **GENERAL ASSEMBLY – BUILDING C – THIRD SHIFT**

### **DEPARTMENT 741 DIVISION 6**

#### **General**

1. Technicians – Production
2. Team Leader
3. Utility Replacement – Production
4. Repair

## **REPAIR**

### **DEPARTMENT 70 DIVISION 6**

#### **General**

1. Technicians – Production
2. Team Leader
3. Repair
4. Utility Replacement

**REPAIR - THIRD SHIFT**  
**DEPARTMENT 761 DIVISION 6**

**General**

1. Technicians – Production
2. Team Leader
3. Repair
4. Utility Replacement – Production

**GENERAL ASSEMBLY – BUILDING D**  
**+ ROAD AND ROLL TESTERS**

**DEPARTMENT 61 DIVISION 7**

**General**

1. Technicians – Production
2. Process Controller
3. Team Leader
4. Utility Replacement – Production
5. Road and Roll Testers

**GENERAL ASSEMBLY – BUILDING D  
+ ROAD AND ROLL TESTERS – THIRD SHIFT**

**DEPARTMENT 751 DIVISION 7**

**General**

1. Technicians – Production
2. Process Controller
3. Team Leader
4. Utility Replacement – Production
5. Road and Roll Testers

## **BODY - SMALL PARTS/SUB-ASSEMBLIES**

### **DEPARTMENT 91 DIVISION 8**

#### **General**

1. Technicians – Production
2. Team Leader
3. Utility Replacement – Production



## **BODY – ASSEMBLY AND FINISHING**

### **DEPARTMENT 92 DIVISION 8**

#### **General**

1. Utility Repair Metal Finishers
2. Technicians – Production
3. Ding Repair on Final Painted Surfaces
4. Team Leader
5. Utility Replacement – Production

**BODY - SMALL PARTS/SUB-ASSEMBLIES – THIRD  
SHIFT**

**DEPARTMENT 711 DIVISION 8**

**General**

1. Technicians – Production
2. Team Leader
3. Utility Replacement – Production

## **BODY – ASSEMBLY AND FINISHING – THIRD SHIFT**

### **DEPARTMENT 721 DIVISION 8**

#### **General**

1. Utility Repair Metal Finishers
2. Technicians – Production
3. Ding Repair on Final Painted Surfaces
4. Team Leader
5. Utility Replacement – Production

## **WELD MONITORS**

### **DEPARTMENT 89 DIVISION 8**

#### **General**

1. Quality Product Monitor
2. Team Leader

## **WELD MONITORS - THIRD SHIFT**

### **DEPARTMENT 789 DIVISION 8**

#### **General**

1. Quality Product Monitor
2. Team Leader

## **PAINT**

### **DEPARTMENT 83 DIVISION 14**

#### **General**

1. Utility – Paint Systems Attendants
2. Technicians – Sprayers
3. Team Leader
4. Utility Replacement – Production

**PAINT - THIRD SHIFT**  
**DEPARTMENT 731 DIVISION 14**

**General**

1. Utility – Paint Systems Attendants
2. Utility – Technician Sprayer
3. Team Leader
4. Utility Replacement – Production

## **FINAL FINISH**

### **DEPARTMENT 66 DIVISION 14**

#### **General**

1. Utility Repair – Final Paint Inspect Repair
2. Team Leader



**FINAL FINISH - THIRD SHIFT**  
**DEPARTMENT 771 DIVISION 14**

**General**

1. Utility Repair – Final Paint Inspect Repair
2. Team Leader

**MEMORANDUM  
OF  
LOCAL WAGE AGREEMENT**

entered into this

September 24, 2023

BETWEEN:

General Motors of Canada Company  
Oshawa, Ontario,  
Hereinafter referred to as the "Company",

AND

Unifor, Local No. 222, Oshawa, Ontario,  
Hereinafter referred to as the "Union",

WHEREAS

the parties, together with other parties, entered into an agreement dated this October 10, 2023 (hereinafter referred to as the "Master Agreement"); and

WHEREAS

the said Master Agreement contemplates that certain matters pertaining to Wages may be the subject of local agreement, which matters are herewith made the subject of this Local Wage Agreement.

WITNESSETH:

## **New Hires - Automatic Wage Increases**

**(1)** Re-engaged employees on or after September 14, 1982 shall receive the wage rate for the job classification in which re-engaged in accordance with Paragraph (97) of the Master Agreement.

## **Temporary Transfers**

**(2)(a)** When an employee is temporarily required to work in a lower rated classification other than their own when work is not available within their own classification, such employee shall receive the established rate for the classification in which the employee is required to work.

**(b)** Notwithstanding the above, when an employee is temporarily transferred to a lower rated job classification but the employee works one (1) hour within their regular job classification, the employee will be paid the established rate for their classification for all the hours worked on that day.

**(c)** In the event an employee is temporarily assigned to a higher rated job classification on any given day, the employee will be compensated at the higher rate for all hours worked on that day, providing the employee works on such higher rated job classification for one (1) hour or more.

**(d)** When an employee is temporarily required to work in a lower rated classification other than their own, while work within their own classification is available, such employee shall receive the higher of the two established rates.

**(e)** When an employee is regularly assigned to work in two (2) or more differently rated classifications, the employee will be paid the highest rate.

## **Permanent Transfers**

**(3)(a)** When a probationary employee is permanently transferred to a higher rated classification the employee will receive their present rate or the Hiring Rate of the classification to which the employee is transferred, whichever is higher.

**(b)** When a seniority employee is permanently transferred to a higher rated classification the employee will receive the wage rate for that classification on the date of the employee's transfer.

**(c)** When a seniority employee is permanently transferred to a lower rated classification the employee will receive the wage rate for that classification on the date of the employee's transfer.

**(d)** When an employee is displaced from the plant and is subsequently recalled, the employee will receive the established wage rate for the job classification to which the employee is assigned.

**(4) Deleted – 2023 Negotiations**

**Skilled Trades**

**(5)** The above provisions of the Local Wage Agreement shall apply to Employees in Skilled Trades classifications, except Paragraph (1).

**(a)** Upon becoming classified as a journeyperson an employee shall receive the rate of the job classification.

**(b)** A Leader shall not receive a reduced rate when, for a temporary period, the Leader is required to perform, within their classification, duties other than leading.

**(6)** Attached hereto as Appendix "A" are the wage rates by job classification as agreed upon by the parties.

**IN WITNESS WHEREOF**, the parties hereto have caused their names to be subscribed by their duly authorized officers and representatives.

**FOR LOCAL 222**

J. Gale  
C. Waugh  
B. Troke  
B. Nicholls  
S. Pearce  
J. Gray

**GENERAL MOTORS OF  
CANADA COMPANY**

C. Thomson  
J. Boodram  
V. Bone

**FOR THE NATIONAL  
UNION**

D. Chiodo

**APPENDIX “A”**  
**WAGE RATES**  
**BY JOB CLASSIFICATION**

# APPENDIX "A" OF THE LOCAL WAGE AGREEMENT

## NON-TRADES CLASSIFICATIONS

Effective Septembre 24, 2023,  
employees shall receive the following straight-time hourly wage:

| Job Classification                                 | Job<br>Code | Effective<br>Date<br><u>09/24/2023</u><br>\$ |
|----------------------------------------------------|-------------|----------------------------------------------|
| Repair                                             | EMTZ        | <u>42.83</u>                                 |
| Ding Repair on Final Painted Surfaces              | CRNZ        | <u>43.18</u>                                 |
| Inspectors – Special Assignment                    | YINZ        | <u>42.89</u>                                 |
| Inspectors – Vehicle Assembly – In Process Monitor | JAAZ        | <u>42.47</u>                                 |
| Process Controller                                 | IXAZ        | <u>42.83</u>                                 |
| Road and Roll Testers                              | IRAZ        | <u>42.47</u>                                 |
| Team Leader                                        | AFLZ        | <u>43.08</u>                                 |
| Technicians – Production                           | AFAZ        | <u>42.39</u>                                 |
| Utility – Paint Systems                            | DCWZ        | <u>42.83</u>                                 |
| Paint Utility Technician                           | DEWZ        | <u>42.83</u>                                 |
| Quality Product Monitor                            | JAWZ        | <u>42.83</u>                                 |
| Utility Replacement Production Technician          | AFTZ        | <u>42.83</u>                                 |
| OEM Utility Technician                             | DMAZ        | <u>42.89</u>                                 |
| OEM Metal Finishers                                | CSWZ        | <u>42.83</u>                                 |
| OEM Press Technician                               | DMWZ        | <u>43.51</u>                                 |
| OEM Material Controller                            | KXAZ        | <u>42.47</u>                                 |
| OEM Material Technician                            | KYAZ        | <u>42.83</u>                                 |
| OEM Team Leader                                    | DPLZ        | <u>43.58</u>                                 |

**Effective September 22, 2024,  
employees shall receive the following straight-time hourly wage:**

| <b>Job Classification</b>                          | <b>Job<br/>Code</b> | <b>Effective<br/>Date<br/><u>09/22/2024</u><br/>\$</b> |
|----------------------------------------------------|---------------------|--------------------------------------------------------|
| Repair                                             | EMTZ                | <u>43.69</u>                                           |
| Ding Repair on Final Painted Surfaces              | CRNZ                | <u>44.04</u>                                           |
| Inspectors – Special Assignment                    | IYNZ                | <u>43.75</u>                                           |
| Inspectors – Vehicle Assembly – In Process Monitor | JAAZ                | <u>43.32</u>                                           |
| Process Controller                                 | IXAZ                | <u>43.69</u>                                           |
| Road and Roll Testers                              | IRAZ                | <u>43.32</u>                                           |
| Team Leader                                        | AFLZ                | <u>43.94</u>                                           |
| Technicians – Production                           | AFAZ                | <u>43.24</u>                                           |
| Utility – Paint Systems                            | DCWZ                | <u>43.69</u>                                           |
| Paint Utility Technician                           | DEWZ                | <u>43.69</u>                                           |
| Quality Product Monitor                            | JAWZ                | <u>43.69</u>                                           |
| Utility Replacement Production Technician          | AFTZ                | <u>43.69</u>                                           |
| <br>OEM Utility Technician                         | <br>DMAZ            | <br><u>43.75</u>                                       |
| OEM Metal Finishers                                | CSWZ                | <u>43.69</u>                                           |
| OEM Press Technician                               | DMWZ                | <u>44.38</u>                                           |
| OEM Material Controller                            | KXAZ                | <u>43.32</u>                                           |
| OEM Material Technician                            | KYAZ                | <u>43.69</u>                                           |
| OEM Team Leader                                    | DPLZ                | <u>44.45</u>                                           |



**Effective September 21, 2025,**  
**employees shall receive the following straight-time hourly wage:**

| <b><u>Job Classification</u></b>                          | <b><u>Job Code</u></b> | <b><u>Effective Date</u></b><br><b><u>09/21/2025</u></b><br><b><u>\$</u></b> |
|-----------------------------------------------------------|------------------------|------------------------------------------------------------------------------|
| <u>Repair</u>                                             | <u>EMTZ</u>            | <u>45.00</u>                                                                 |
| <u>Ding Repair on Final Painted Surfaces</u>              | <u>CRNZ</u>            | <u>45.36</u>                                                                 |
| <u>Inspectors – Special Assignment</u>                    | <u>IYNZ</u>            | <u>45.06</u>                                                                 |
| <u>Inspectors – Vehicle Assembly – In Process Monitor</u> | <u>JAAZ</u>            | <u>44.62</u>                                                                 |
| <u>Process Controller</u>                                 | <u>IXAZ</u>            | <u>45.00</u>                                                                 |
| <u>Road and Roll Testers</u>                              | <u>IRAZ</u>            | <u>44.62</u>                                                                 |
| <u>Team Leader</u>                                        | <u>AFLZ</u>            | <u>45.26</u>                                                                 |
| <u>Technicians – Production</u>                           | <u>AFAZ</u>            | <u>44.54</u>                                                                 |
| <u>Utility – Paint Systems</u>                            | <u>DCWZ</u>            | <u>45.00</u>                                                                 |
| <u>Paint Utility Technician</u>                           | <u>DEWZ</u>            | <u>45.00</u>                                                                 |
| <u>Quality Product Monitor</u>                            | <u>JAWZ</u>            | <u>45.00</u>                                                                 |
| <u>Utility Replacement Production Technician</u>          | <u>AFTZ</u>            | <u>45.00</u>                                                                 |
| <br><u>OEM Utility Technician</u>                         | <br><u>DMAZ</u>        | <br><u>45.06</u>                                                             |
| <u>OEM Metal Finishers</u>                                | <u>CSWZ</u>            | <u>45.00</u>                                                                 |
| <u>OEM Press Technician</u>                               | <u>DMWZ</u>            | <u>45.71</u>                                                                 |
| <u>OEM Material Controller</u>                            | <u>KXAZ</u>            | <u>44.62</u>                                                                 |
| <u>OEM Material Technician</u>                            | <u>KYAZ</u>            | <u>45.00</u>                                                                 |
| <u>OEM Team Leader</u>                                    | <u>DPLZ</u>            | <u>45.78</u>                                                                 |

## SKILLED TRADES CLASSIFICATIONS

**Effective September 24, 2023,  
employees shall receive the following straight-time hourly wage:**

| <b>Job Classification</b>                 | <b>Job Code</b> | <b>Effective Date</b><br><b><u>09/24/2023</u></b><br><b>\$</b> |
|-------------------------------------------|-----------------|----------------------------------------------------------------|
| Electrician                               | RBSZ            | <u>51.97</u>                                                   |
| Electrician – Leader                      | RCSZ            | <u>53.20</u>                                                   |
| Industrial Mechanic – Millwright          | R4SZ            | <u>51.97</u>                                                   |
| Industrial Mechanic – Millwright – Leader | R5SZ            | <u>53.20</u>                                                   |
| <u>OEM</u> Tool and Die Maker             | SHSZ            | <u>51.97</u>                                                   |
| <u>OEM</u> Tool and Die Maker – Leader    | SISZ            | <u>53.20</u>                                                   |

**Effective September 22, 2024, employees shall receive the following  
straight-time hourly wage:**

| <b>Job Classification</b>                 | <b>Job Code</b> | <b>Effective Date</b><br><b><u>09/22/2024</u></b><br><b>\$</b> |
|-------------------------------------------|-----------------|----------------------------------------------------------------|
| Electrician                               | RBSZ            | <u>53.01</u>                                                   |
| Electrician – Leader                      | RCSZ            | <u>54.26</u>                                                   |
| Industrial Mechanic – Millwright          | R4SZ            | <u>53.01</u>                                                   |
| Industrial Mechanic – Millwright – Leader | R5SZ            | <u>54.26</u>                                                   |
| <u>OEM</u> Tool and Die Maker             | SHSZ            | <u>53.01</u>                                                   |
| <u>OEM</u> Tool and Die Maker – Leader    | SISZ            | <u>54.26</u>                                                   |

**Effective September 21, 2025, employees shall receive the following  
straight-time hourly wage:**

| <b><u>Job Classification</u></b>                 | <b><u>Job<br/>Code</u></b> | <b><u>Effective<br/>Date</u></b><br><b><u>09/21/2025</u></b> |
|--------------------------------------------------|----------------------------|--------------------------------------------------------------|
|                                                  |                            | <b><u>\$</u></b>                                             |
| <u>Electrician</u>                               | <u>RBSZ</u>                | <u>55.97</u>                                                 |
| <u>Electrician – Leader</u>                      | <u>RCSZ</u>                | <u>57.29</u>                                                 |
| <u>Industrial Mechanic – Millwright</u>          | <u>R4SZ</u>                | <u>55.97</u>                                                 |
| <u>Industrial Mechanic – Millwright – Leader</u> | <u>R5SZ</u>                | <u>57.29</u>                                                 |
| <u>OEM Tool and Die Maker</u>                    | <u>SHSZ</u>                | <u>55.97</u>                                                 |
| <u>OEM Tool and Die Maker – Leader</u>           | <u>SISZ</u>                | <u>57.29</u>                                                 |

**MEMORANDUM  
OF  
LOCAL GENERAL AGREEMENT**

entered into this

**October 10, 2023**

BETWEEN:

General Motors of Canada Company  
Oshawa, Ontario,  
Hereinafter referred to as the "Company",

AND

Unifor, Local No. 222, Oshawa, Ontario,  
Hereinafter referred to as the "Union",

WHEREAS

the parties, together with other parties, entered into an agreement dated this **October 10, 2023** (hereinafter referred to as the "Master Agreement"); and

WHEREAS

the said Master Agreement contemplates that certain matters not specifically covered by the terms of the Master Agreement nor by the terms of certain other Local Agreements between the parties hereto may be the subject of local agreement, which matters are herewith made the subject of the Local General Agreement.

WITNESSETH:

## Representation Provisions

(1) Pursuant to the provisions of Paragraph (8) of the Master Agreement the Union has elected to be represented Zone Committeepersons whose respective areas for representation purposes shall be subject to adjustment by the parties, in accordance with the applicable terms of the Master Agreement.

(2) Deleted - 2020 Negotiations.

(3) In the event a Committeeperson is requested at a time when both the Zone Committeeperson and alternate are absent from the plant and the District Committeeperson is present, the District Committeeperson for the district, in which the zone is located, will be called to handle the complaint.

(4) Pursuant to the provisions of Paragraph (10) of the Master Agreement the zoning of the plant shall be by mutual agreement between the Shop Committee and the Management so that each zone on each shift shall contain approximately two hundred and fifty (250) employees.

(5) In the event the services of the District Committeeperson is required pursuant to the provisions of Paragraphs (24)(a) or (29) of the Master Agreement, the Plant Chairperson will be notified and arrangements will be made for the District Committeeperson to leave their regular duties, if any, and they will be compensated as provided for in Paragraph (82) of the Master Agreement.

(6) Pursuant to Paragraph (19) of the Master Agreement, the Plant Chairperson may, when unavailable, designate a Zone Committeeperson provided for in Paragraph (11)(a) of the Master Agreement to substitute and provide representation of employees as specified in Paragraphs (29), (30), (166), (167), of the Master Agreement.

(7) In the event the services of the District Committeeperson is requested by a Zone Committeeperson during other than the working hours of their shift, the District Committeeperson will be permitted to enter such Zone Committeeperson's zone when arrangements have been made with Human Resources/Labour Relations. The District Committeeperson will be permitted to use no more than a reasonable period of time in any one plant entry and the time so spent in the plant will not be paid for by the Company, except in cases involving Paragraphs (29), (30), (166) and (167) of the Master Agreement, in which event the

District Committee person will be compensated as provided for in Paragraph (82) of the Master Agreement.

### **Grievance Procedure Provisions**

(8) Where, under the provisions of Section VIII of the Master Agreement it has been finally established that an employee has not received the proper pay because of error in calculation or improper classification of the work done by the employee, the employee shall be paid the difference in pay between that which the employee did receive and that which the employee would have received had such error or improper classification not occurred.

### **Leaves of Absence Provision**

(9) Pursuant to the provisions of Paragraph (68) of the Master Agreement, informal leaves of absence may be granted, for personal reasons, for a period not to exceed three (3) days, upon request by the employee to, and approval by, the employee's Group Leader. Formal leaves of absence of less than thirty (30) days may be granted upon application in writing by the employee to, and approval by, the employee's Group Leader. Such leaves of absence shall not be renewed.

### **Miscellaneous Provisions**

(10) The Company will advise the Shop Committee in advance of any change in production schedules affecting volumes and an opportunity will be given to the Shop Committee to discuss all plans in connection with such contemplated change.

(11) If an employee is injured on the job the employee will be paid for the balance of the shift on which the employee has been sent home or has been sent to an outside hospital or to an outside doctor by the Plant Health Centre of the Company because of such injury, irrespective of when the injury occurred.

(12) Where unpaid lunch periods are established, such periods shall not be considered as time worked.

(13) Pursuant to the provisions of Paragraph (48) of the Master Agreement either the Company or the Union may require that the employee or a member of a group of employees, involved in the grievance being appealed, shall be present at Step Three meetings of the Grievance Procedure.

**(14)** A ten minute rest period for all employees will be given after the first two hours of work after the regular starting period and after the first two hours after the regular lunch period. This rest period is given conditional upon the rest period limits being strictly adhered to and production being maintained without loss.

**(15)** By agreement between the parties, special problems or areas of mutual concern will be discussed during the life of this agreement. Amendments may be introduced to these Local Collective Agreements by mutual consent and will carry the same weight as provisions previously established at formal negotiation sessions.

**(16)** When it is established that an employee, through no fault of their own, has been underpaid by four (4.0) or more hours, for bereavement, vacation, jury duty, or hours worked, the shortage will be processed by direct deposit as quickly as possible to minimize the impact on the employee. Pay shortages of less than four (4.0) hours will be adjusted in the regular weekly pay following notification to the Company of the error.

**IN WITNESS WHEREOF**, the parties hereto have caused their names to be subscribed by their duly authorized officers and representatives.

**FOR LOCAL 222**

J. Gale  
C. Waugh  
B. Troke  
B. Nicholls  
S. Pearce  
J. Gray

**GENERAL MOTORS OF  
CANADA COMPANY**

C. Thomson  
J. Boodram  
V. Bone

**FOR THE NATIONAL  
UNION**

D. Chiodo



## **COMPANY STATEMENTS**

### **AND**

## **LETTERS**

(The following statements and letters which were furnished to Unifor are not a part of the Local Agreements but have been included in this booklet for information purposes.)

**INDEX OF  
STATEMENTS OF POLICY  
AND LETTERS OF INTENT**

**STATEMENTS OF POLICY**

- 1. Filling Openings in a Skilled Trades Classification when Qualified Journeypersons are Working in Non-Trades Classifications**
- 2. Overtime Policy**
- 3. Personal and Emergency Relief Policies**
- 4. Informing Employee of Production Standard**
- 5. Maintaining an Equitable Balance of Overtime Hours between Shifts**
- 6. Obtaining Permission for Injured Employee to Leave Plant**
- 7. Application of Paragraph 11 of the Local General Agreement when No Work is Available for Injured Employee**
- 8. Leaving the Plant when Employee is Ill**
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**RULES**

- 11. Overtime Rules – Non-Trades Employees**
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**LETTERS**

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- 13. Providing Information on Changes in Employee's Seniority Status**
- 14. Deleted – 2016 Negotiations**

- 15. Application of Attachment to Document 12 of Master Agreement**
- 16. One-for-One Coveralls**
- 17. Access to Remain at Work Application Records**
- 18. Vacation Shutdown Period**
- 19. Deleted – 2016 Negotiations**
- 19A. Priority Letter – Skilled Trades**
- 20. Application of Paragraph 66 of the Master Agreement**
- 21. Application of Paragraph 65 of the Master Agreement**
- 22. "Preferred Job" or "Shift" Opportunity for Seniority and/or Medical Accommodation Placements**
- 23. Temporary Absence Program**
- 24. "Shakeout" meeting prior to Step Three Meeting**
- 25. Monthly Fourth Step Meetings**
- 26. Seniority Provisions Relative to Temporary Transfers**
- 27. Seniority Provisions Relative to Temporary Transfers (Skilled Trades)**
- 28. Deleted – 2020 Negotiations**
- 29. Inverse Seniority Involving Layoffs of more than the Balance of a Shift but less than forty (40) Hours**
- 30. Application of Paragraphs 54(d) and 56 of the Master Agreement**
- 31. Extra Help Employees – Maintenance Non-Trades Classifications**
- 32. Extra Help Employees – Maintenance Skilled Classifications**
- 33. Rest Periods – Wash-Up – Extended Shifts**

**34. Deleted – 2016 Negotiations**

**35. Protective Footwear Subsidy**

## **No. 1**

### **STATEMENT OF POLICY**

When filling an opening in a skilled trades classification and there is an employee working in the plant in a non-skilled classification but who is a qualified journey person under Paragraph (153) of the Master Agreement in the classification in which the opening occurs, such employee shall be given preference over a new hire provided that the employee has made such qualifications known to Management, has filed an application to be employed in the skilled trades classification in which the opening occurs, and provided further, that such qualifications are equal to the new hire.

## **No. 2**

### **STATEMENT OF POLICY**

Where an employee has been notified that the employee is expected to work overtime, and promptly presents to the Group Leader a reasonable excuse for not being able to work overtime on a particular day, the employee will not be required to work such overtime. This statement shall not apply in emergency situations of the Company when other employees capable of doing the job are not available for replacement.

## **No. 3**

### **STATEMENT OF POLICY**

It is the policy of the Company to enable employees to leave their jobs when necessary for the purpose of personal relief. The manner in which this is accomplished may vary as established by Management for departments or groups.

In addition, however, the Company recognizes there are occasions when employees may require emergency relief and, in such cases, Management will take whatever steps are necessary to provide such relief.

Abuses of such procedures will be subject to control.

**No. 4**

**STATEMENT OF POLICY**

Where a production standard in terms of a specific amount of production has been established on a job assignment, the employee on the assignment will be informed what the standard is.

**No. 5**

**STATEMENT OF POLICY**

In the application of Paragraph (159) of the Master Agreement, Management has no intention of changing its present practice regarding the maintenance of an equitable balance of hours between shifts among skilled trades and non-trades employees engaged in similar work within their respective Departments. Although it is not practical to balance hours over a three (3) shift operation, the Company assures the Union that in such situations it will listen to suggestions from the Union to provide overtime opportunities for those employees working a steady third shift.

**No. 6**

**STATEMENT OF POLICY**

During recent negotiations pertaining to Paragraph (11) of the Local General Agreement, the parties discussed a problem which occurs when an employee claiming injury or illness is unable to obtain permission to leave the plant.

Management have agreed that where an employee requests to seek immediate medical attention for a work-related injury or illness, they will be given permission to leave the plant to seek such medical attention.

Upon return to work, the employee will provide satisfactory evidence of immediate medical attention to support such a claim of illness or injury.

Abuses of this procedure or failure to provide satisfactory evidence will result in disciplinary action.

**No. 7**

**STATEMENT OF POLICY**

As a result of negotiations between the parties with respect to Paragraph (11) of the Local General Agreement, it was agreed by the Company that in a case where an injured employee had been sent to the employee's Group Leader by the Plant Health Centre and had subsequently been sent home because no work was available, Paragraph (11) would be applicable as though the employee had been sent home by the Plant Health Centre.

**No. 8**

**STATEMENT OF POLICY**

In a situation in which an employee is ill and unable to perform work in the plant, arrangements will be made for the employee to leave the plant by Management without undue delay.

**No. 9**

**STATEMENT OF POLICY**

It is the Company's policy to issue employees who are permanently assigned to operations which require the wearing of protective footwear.

The Company will continue to provide protective footwear to employees who are temporarily assigned to operations where the regular employees are issued safety boots.

The Local Health and Safety Committee may recommend the issuance of safety footwear where both accident experience and the potential for serious foot injury exists. The Company will review these recommendations.

It is the policy of the Company to require employees issued with safety footwear to wear same.

**No. 10**

Deleted – 2016 Negotiations



**RULES FOR ADMINISTRATION OF  
PARAGRAPH (159) OF MASTER AGREEMENT  
CONCERNING EQUALIZATION OF  
OVERTIME WORK  
NON-TRADES EMPLOYEES**

1. During the period of time an employee is serving as Plant Chairperson, District Committeeperson, or Zone Committeeperson, overtime hours worked or offered will not be credited, nor shown on the equalization of hours records.

a. When a Committeeperson ceases to function as such, the Committeeperson will be credited on the equalization records with the average hours of the employee's equalization group.

b. An employee temporarily acting as a Committeeperson for a period of less than thirty (30) days, will be credited with the hours the employee would have worked based on the average of hours worked by the employee's equalization group had the employee not been a Committeeperson; however, if the period is for thirty (30) days or more, the employee will be credited with the average hours of the employee's equalization group when the employee ceases to function as a Committeeperson as provided in "a" above.

2. Hours shown on equalization records shall be credited as follows:

a. One hour at time and one half ( $1 \frac{1}{2}$ ) = 1.5 hour credited.

b. One hour at double time (2) = 2.0 hours credited.

3. Equalization records will be maintained on an up-to-date basis. It is desirable to post the record of overtime worked or declined and the accumulative total no less frequently than weekly. Equalization Records will be maintained on a mutually satisfactory basis by Department.

a. The equalization of overtime record forms will be openly displayed. (The method of display will be mutually satisfactory to both parties).

**b.** The equalization of overtime records shall show the classification or classifications that constitute a department for equalization of overtime purposes. Employees in each department shall be listed in accumulated overtime hours order. Daily and accumulated overtime hours shall be shown as provided in Paragraph 2, above.

**4.** Employees will be credited for overtime hours worked and hours of work refused as follows:

**a.** Employees who perform overtime work in their equalization groups will be credited for such hours in accordance with Paragraph 2.

**b.** Absent employees who would have had the opportunity to work by reason of their entire group working, shall be credited with the amount of hours involved and in accordance with Paragraph 2.

**c.** Employees who accept or decline hours offered on a Saturday and/or Sunday and/or Friday or Monday designated holiday under Paragraph 90 of the Master Agreement when their immediate preceding or succeeding work day, as the case may be, is a scheduled Paid Absence Allowance shall have such hours credited pursuant to Paragraph 2.

**d.** An employee on sick leave of absence, or other approved leave of absence, or absent for any other excused reason for a period of thirty (30) calendar days or more, shall not be credited for any overtime during this period, but will re-enter the group with the average number of hours of such group.

An employee on sick leave of absence, or other approved leave of absence, or absent for any other excused reason for a period of less than thirty (30) calendar days shall have the employee's hours credited in accordance with Paragraphs 2 and 4(b).

**e.** Employees transferred to work out of the bargaining unit shall, upon their return, be credited with the highest hours of the equalization group they re-enter.

**f.** Employees refusing overtime work will be credited as though they had worked, except as provided in Paragraphs 4(g) and 6.

**g.** An employee absent from work by reason of absence due to compensable occupational injury or disease for a period of less than thirty (30) calendar days shall not be credited for any overtime during this period. In the event such an employee is absent for a period of thirty (30) calendar days or more, the employee shall re-enter the group with the average number of hours of such group.

**5.** Employees with seniority transferred into another equalization group shall immediately be credited with the average hours of the equalization group to which they are transferred.

**a.** A new employee will be credited with the highest hours of any equalization group which the employee enters.

**b.** In the event that an employee is transferred to another equalization group and subsequently is returned to the group from which the employee was transferred within a period of fourteen (14) calendar days, the employee shall return to the employee's former group and will be credited with the same hours which the employee had when the employee left the group; however, the employee shall also be credited with those overtime hours which the entire group worked while the employee was transferred from the group or those overtime hours with which the employee was credited while out of the group, whichever are higher.

**6.** Employees called at home for notification to come to work that same day but who cannot report for work, shall not be credited for such hours. Employees called at home for notification of work on the following day or days will be credited for such hours in accordance with Paragraph 4, and its sub-paragraphs.

**7.** As of January 1st of each year, the overtime equalization records will be changed and employees in a department with the lowest hours credited to them will start off at zero. Employees with the highest number of hours credited to them will start with the number of hours they have over the lowest member of their department.

(Example:

a. has six hundred (600) hours as of January 1st.

b. has six hundred and thirty (630) hours as of January 1st.

On January 1st, "a" will start off with zero hours and "b" will start off with thirty (30) hours.)

**RULES FOR ADMINISTRATION OF  
PARAGRAPH (159) OF MASTER AGREEMENT  
CONCERNING EQUALIZATION OF  
OVERTIME WORK  
SKILLED TRADES EMPLOYEES**

1. During the period of time an employee is serving as Plant Chairperson, District Committeeperson, or Zone Committeeperson, overtime hours worked or offered will not be credited, nor shown on the equalization of hours records.

a. When Committeepersons cease to function as such, they will be credited on the equalization records with the average hours of their shift.

b. Employees temporarily acting as Committeepersons for any period of time will be credited with the hours they would have worked in line with their department had they not been a Committeeperson.

2. Hours shown on equalization records shall be credited as follows:

a. One hour at time and one half ( $1 \frac{1}{2}$ ) = 1.5 hours credited.

b. One hour at double time (2) = 2.0 hours credited.

c. On a holiday as specified under Paragraph 90 of the Master Agreement all hours worked in excess of eight (8.0) hours will equal three (3.0) hours credited.

3. Equalization records will be maintained on an up-to-date basis. It is desirable to post the record of overtime worked or declined and the accumulative total no less frequently than weekly.

a. The equalization of overtime record forms will be openly displayed. This method of display will not interfere with

any other mutually satisfactory method in use in some departments in the plant.

**b.** The equalization of overtime records shall show the classification or classifications that constitute a group for equalization of overtime purposes. Employees in each group shall be listed in serial number order. Daily and accumulated overtime hours shall be shown as provided in Paragraph 2, above.

**4.** Employees will be credited for overtime hours worked and hours of work refused as follows:

**a.** Employees who accept or decline overtime work in any department will be credited for such hours in accordance with Paragraph 2.

**b.** Absent employees who would have had the opportunity to work in line with their department shall be credited with the amount of hours involved and in accordance with Paragraph 2.

**c.** Employees who accept or decline hours offered on a Saturday and/or Sunday and/or Friday or Monday designated holiday under Paragraph 90 of the Master Agreement, shall have such hours credited pursuant to Paragraph 2.

**d. (i)** Employees who are absent from work for any reason, with the exception of those who are on layoff pursuant to Paragraph 24(a)(3), shall be credited with the hours in accordance with Paragraph 2 that would have been available to them had they been at work.

**(ii)** Employees transferred to work out of the bargaining unit shall be credited for any overtime hours worked or the overtime hours that would have been made available to the employee had the employee remained in the bargaining unit during this period. At the end of each week, the employee will be credited with the greater hours of either of the above.

**e.** Employees refusing overtime work will be credited as though they had worked, except as provided in Paragraph 6.

**f.** Skilled Trades employees who perform any overtime work other than Skilled Trades will be credited for hours worked in their overtime group.

**5.** Seniority employees, and/or graduating Apprentices transferred into another department, or between shifts in their own department, shall immediately be credited with the average hours of the assigned shift to which they are transferred. It is understood that this provision applies to permanent reassignments only.

**a.** Graduating Apprentices will be entered on the overtime record on the first day of week following the week in which they graduate. They will then be credited with the average hours of their shift in the department to which they are assigned. For the balance of the week in which they graduate they will be entitled to be offered overtime on a "last to be asked" basis.

**b.** New employees will be credited with the highest hours of the Skilled Trades classification in the Department which they enter.

**6.** Employees called at home for notification to come to work that same day but who cannot report for work, shall not be credited for such hours. Employees called at home for notification of work on the following day or days will be credited for such hours in accordance with Paragraph 4, and its sub-paragraphs.

**7.** As of January 1st of each year, the overtime equalization records will be changed and the employee in a group with the lowest hours credited to said employee will start off at zero. The employee with the highest number of hours credited to said employee will start with the number of hours the employee has over the lowest member of the employee's group.

(Example:

**a.** has six hundred (600) hours as of January 1st.

**b.** has six hundred and thirty (630) hours as of January 1st.

On January 1st, "a" will start off with zero hours and "b" will start off with thirty (30) hours.)

**No. 12**

October 10, 2023

Mr. J. Gale,  
Plant Chairperson, Shop Committee.

Dear Mr. Gale:

During the current negotiations, the Company discussed with the Union their concerns regarding employees who are assigned to per diem assignments. After much discussion, the parties agreed that those employees who start a supervisory per diem assignment during the term of the current agreement will not accumulate seniority for the duration of their assignment, with the exception of the first ninety (90) days. Additionally, it was agreed that employees selected for per diem assignments must have sufficient seniority to hold in the bargaining unit through the duration of their per diem assignment.

Yours truly,

C. Thomson,  
Site HR/LR Director, Oshawa Assembly



No. 13

October 10, 2023

Mr. J. Gale,  
Plant Chairperson, Shop Committee.

Dear Mr. Gale:

As a result of negotiations between the parties with respect to Paragraph (2) of the Local Seniority Agreement, it was agreed by the Company to use updated electronic communication methods to display seniority lists. Management agrees to discuss any new issues that may arise with respect to the use of dedicated TVs across the Oshawa Campus.

Yours truly,

C. Thomson,  
Site HR/LR Director, Oshawa Assembly

**No. 14**

Deleted – 2016 Negotiations

No. 15

October 10, 2023

Mr. J. Gale,  
Plant Chairperson, Shop Committee.

Dear Mr. Gale:

During the current negotiations, the parties had considerable discussion about the application of the Attachment to Document 12 of the Company Statements and Letters appended to the Master Agreement. More specifically, the parties discussed the application of this provision, as it applied to the process for “tie-breaking” the seniority of employees hired at the Oshawa location under the preferential hire provisions of Document 12, in the administration of the layoff and recall provisions of the Local Seniority Agreement. As a result of these discussions, the Local and National parties agreed that the provisions of this Attachment would be applied for “tie-breaking” purposes when conducting reductions in force at the department, division, and plant wide levels.

Yours truly,

C. Thomson,  
Site HR/LR Director, Oshawa Assembly

October 10, 2023

Mr. J. Gale,  
Plant Chairperson, Shop Committee.

Dear Mr. Gale:

During current negotiations, the parties agreed as follows:

(1) Effective upon ratification of the 1984 Collective Agreements and not more often than once during each twelve (12) month period thereafter, the Company is prepared to provide seniority employees with coveralls on a one-for-one basis; that is, for each pair of coveralls purchased by the employee from Expense Stores, the Company will provide a second pair of coveralls free of charge.

(2) An employee who elects to purchase coveralls in accordance with this understanding, will be required to wear such clothing on the job, and will be responsible for the laundering of these coveralls.

(3) This understanding shall not apply to the following employees:

(a) employees assigned on a permanent basis to those operations currently issued with coveralls or alternative protective clothing on a designated safety basis, and,

(b) employees hired by the Company to function as vacation replacements, more commonly referred to by the parties as summer students.

Any understandings regarding the provision of protective clothing already in force within the plant shall not be affected by this letter.

Yours truly,

C. Thomson,  
Site HR/LR Director, Oshawa Assembly

**No. 17**

October 10, 2023

Mr. J. Gale,  
Plant Chairperson, Shop Committee.

Dear Mr. Gale:

During 1999 negotiations the parties agreed to revise the process for maintaining records of the applications to remain at work utilized in the administration of the Temporary Interruption of Work provisions of the Local Seniority Agreement. As a result of these revisions, records of such applications will be maintained centrally by Human Resources/Labour Relations.

In order to ensure that employees have appropriate access to the status of their application request, the Company agreed to provide the appropriate access to this information.

Yours truly,

C. Thomson,  
Site HR/LR Director, Oshawa Assembly

No. 18

October 10, 2023

Mr. J. Gale,  
Plant Chairperson, Shop Committee.

Dear Mr. Gale:

During these negotiations, discussion took place regarding the scheduling of the Vacation shutdown period for the Oshawa Complex. The Company advised the Union that the scheduling of the vacation shutdown period is no longer a local plant decision but, rather, it is established by the Corporation and applicable to all plant locations. However, Local Management understands that this is an important issue to employees and, accordingly, is prepared to recommend to the Corporation that the vacation shutdown period be scheduled for the last two (2) weeks of July.

Yours truly,

C. Thomson,  
Site HR/LR Director, Oshawa Assembly

**No. 19**

Deleted – 2016 Negotiations

**No. 19A**

October 10, 2023

Mr. J. Gale,  
Plant Chairperson, Shop Committee.

Dear Mr. Gale:

During current negotiations, agreement was reached regarding a procedure of filling openings or vacancies in Skilled Trades.

Such openings or vacancies shall be filled by employees having rights under the paragraphs listed below, in the order listed below:

**(1)** The recall provisions of the Local Seniority Agreement.\*

**(2)** Paragraph (61), (62) and (65) of the Master Agreement.

**(3)** Letter No. 20 appended to the Local Agreements.

Yours truly,

C. Thomson,  
Site HR/LR Director, Oshawa Assembly

\*Note: When the number of openings to be filled in any one classification is ten (10) or less, priority 2 shall become priority 1. If the number of openings to be filled exceeds ten (10) priority 2 shall become priority 1 for the first ten (10) and for 25% of those in excess of ten (10).



October 10, 2023

Mr. J. Gale,  
Plant Chairperson, Shop Committee.

Dear Mr. Gale:

During our recent negotiations, it was agreed that when it is necessary to apply the provisions of Paragraph 66 of the Master Agreement, the following procedures would apply:

- (1) Where an employee has been laid off due to a reduction in force and recalled in accordance with the employee's seniority rights to a job the employee is not capable of doing, the employee shall be placed on a production job in the General Seniority Group in the Department concerned.
- (2) If the employee is not capable of performing such production job, they shall be placed on a second production job in the General Seniority Group in the Department.
- (3) If the employee is not capable of performing such production job, the employee shall be placed on a non-production job in the Department, if available.
- (4) If the employee is not capable of performing such non-production job, the employee shall be laid off and placed on a job in the plant as soon as possible, but in any event by the third working day following such layoff.
- (5) If the employee is not capable of performing the job to which the employee is assigned under Paragraph 4 above the employee shall be laid off and the matter shall be promptly discussed by the parties.
- (6) It is understood that the placement of an employee on any job under Paragraphs 1 through 4 above shall not result in the displacement of an employee with greater seniority.

(7) It is further understood that the term "Department" as used in Paragraphs 1, 2 and 3 above shall be interpreted in the same manner as it is for layoff and recall purposes.

Yours truly,

C. Thomson,  
Site HR/LR Director, Oshawa Assembly

October 10, 2023

Mr. J. Gale,  
Plant Chairperson, Shop Committee.

Dear Mr. Gale:

During negotiations the parties devoted considerable time discussing problems associated with placement of employees who suffer a compensable or major physical disability. The parties recognize that placement of such employees will not impinge upon the fundamental principles of seniority as outlined in the Collective Agreement.

In order to accomplish the objectives of Paragraph 65(a) (compensable occupational disease or injury) and (b) (major physical disability other than covered by Paragraph 65(a)) of the Master Agreement, the following procedure will apply:

**(1)** Any employee placed in accordance with this procedure must possess sufficient seniority to be retained in or returned to the seniority group in the Department in which the employee is so placed. Such an employee shall be placed as openings occur or shall displace lower seniority employees within such Department.

**(2)** Any employee placed in accordance with this procedure shall be given a copy of the form submitted to the Plant Chairperson indicating the employee's name, date of placement, etc.- a copy of which is attached hereto.

**(3)** In the event of a permanent reduction in force affecting a placement employee, such employee shall be laid off from the employee's department in line of seniority and will displace seniority and capabilities permitting, a less seniority employee in the employee's division. The Shift Leader (or comparable manager if entitled differently) will participate in a review of the placement employee's case with the objective of securing a work assignment within the division. Failing that, the placement employee will displace the junior employee plant-wide, seniority and capabilities permitting.

(4) Prior to any placement employee clearing the employee's division, a representative of the Union and Management will review the case. The purpose of that review is to ensure that all possible avenues of retaining the employee on a suitable job assignment have been explored.

(5) Any employee placed on a job in accordance with this procedure shall have their placement restrictions reviewed, at least annually, by the Plant Health Centre.

(6) If the results of a medical re-examination referred to in Point #5 above determine that an employee does not require job placement, such employee shall thereupon return to the seniority status the employee held prior to being placed on a job in accordance with this procedure.

(7) To be eligible for job placement in accordance with this procedure, an employee must be able to perform the normal requirements of the job.

(8) Meetings between the parties will occur from time to time to discuss any difficulties associated with the administration of this letter.

Yours truly,

C. Thomson,  
Site HR/LR Director, Oshawa Assembly

No. 22

October 10, 2023

Mr. J. Gale,  
Plant Chairperson, Shop Committee.

Dear Mr. Gale:

During negotiations it was agreed that situations which involve the placing of seniority and/or employees requiring accommodation on "preferred jobs" or "shifts" may be brought to the Area Manager by the District Committeeperson involved for discussion with the objective of placing such employees as noted above. If unresolved, the matter will be referred to the Human Resources/Labour Relations for resolution.

Yours truly,

C. Thomson,  
Site HR/LR Director, Oshawa Assembly

No. 23

October 10, 2023

Mr. J. Gale,  
Plant Chairperson, Shop Committee.

Dear Mr. Gale:

During the current negotiations the Union expressed a concern that the Company could, without justification, decline to participate in a Temporary Absence work release program when approved by the Ministry of Correctional Services. It was the Union's further concern that the affected employee, if not released from jail because of the Company's decision, would be subject to discipline for the employee's continued absence from work.

The Company assured the Union that it would participate in a Temporary Absence work release program in a timely fashion (i.e. two (2) working days) when approached by the Ministry provided that: (1) the employee's seniority had not already been broken, (2) the nature of the misconduct which had resulted in the jail sentence had not adversely impacted the employer-employee relationship, and (3) that the Company had no plans to either suspend or discharge the employee for absence from work or other shop rule violation occurring prior to the Ministry's approach to the Company.

In addition, the Company assured the Union that any absence occurring solely because the Company had declined to participate in a Temporary Absence work release would not be the basis for disciplinary action or separation.

Yours truly,

C. Thomson,  
Site HR/LR Director, Oshawa Assembly

**No. 24**

October 10, 2023

Mr. J. Gale,  
Plant Chairperson, Shop Committee.

Dear Mr. Gale:

During negotiations, the parties agreed that prior to the Step Three Meeting, the Union can request a "shakeout" meeting with the Area Manager in whose plant the upcoming Step Three grievances have originated. Such meeting will include the District Committeeperson, the Zone Committeeperson so affected, and Human Resources/Labour Relations.

The "shakeout" meeting will in no way infringe upon the parties' contractual obligations in the Grievance Procedure.

Yours truly,

C. Thomson,  
Site HR/LR Director, Oshawa Assembly

**No. 25**

October 10, 2023

Mr. J. Gale,  
Plant Chairperson, Shop Committee.

Dear Mr. Gale:

During negotiations pertaining to the Local Seniority Agreement dated December 7, 1976, it was agreed that where necessary meetings would be conducted on a monthly basis for purposes of discussing cases at the Fourth Step of the Grievance Procedure.

Yours truly,

C. Thomson,  
Site HR/LR Director, Oshawa Assembly



October 10, 2023

Mr. J. Gale,  
Plant Chairperson, Shop Committee.

Dear Mr. Gale:

During negotiations the parties discussed various problems associated with the temporary transfer of employees across Department lines to fill short term staffing requirements. The Company assured the Union that such temporary transfers were in no way intended to circumvent the normal transfer provisions of the Local Seniority Agreement. Accordingly, it was agreed that such temporary transfers would not exceed sixty (60) days unless otherwise agreed to by the Plant Chairperson. It was also agreed that the Union would be advised of any temporary loan that exceeded thirty (30) days as soon as possible once it was known that the duration of the temporary assignment was expected to exceed thirty (30) days. It was further agreed that the seniority rights of employees so loaned would continue to be retained in their former Department for the duration of the temporary transfer.

Yours truly,

C. Thomson,  
Site HR/LR Director, Oshawa Assembly

**No. 27**

October 10, 2023

Mr. J. Gale,  
Plant Chairperson, Shop Committee.

Dear Mr. Gale:

During the current discussions the parties discussed various problems associated with the temporary transfer of Skilled Trades employees across Departmental lines to fill short term staffing requirements. The Company assured the Union that such temporary transfers were in no way intended to circumvent the normal provisions of the Local Seniority Agreement. Accordingly, it was agreed that such temporary transfers would not exceed sixty (60) days unless otherwise agreed to by the Plant Chairperson.

It was further agreed that the seniority rights of Skilled Trades employees so loaned would be retained in their former Department for the duration of the temporary transfer.

It is understood that the overtime rights of Skilled Trades so loaned would remain in their home department and they will be asked to work in the department they are temporarily loaned to on a last to be asked basis.

Yours truly,

C. Thomson,  
Site HR/LR Director, Oshawa Assembly

## **No. 28**

Deleted – 2020 Negotiations

October 10, 2023

Mr. J. Gale,  
Plant Chairperson, Shop Committee.

Dear Mr. Gale:

During discussion of the inverse seniority provisions of the Local Seniority Agreement the parties agreed during negotiations to implement the principle of inverse seniority, as it applies to employees with one or more years of seniority, in situations that involve a layoff of a period of more than a balance of a shift but less than forty (40) hours duration. The mechanics of this principle of inverse seniority will be worked out between the Area Manager and the District Committeeperson involved and will be implemented.

Each layoff, which falls into the above-mentioned category, will be discussed prior to the layoff, recognizing the interests of both parties.

Yours truly,

C. Thomson,  
Site HR/LR Director, Oshawa Assembly

October 10, 2023

Mr. J. Gale,  
Plant Chairperson, Shop Committee.

Dear Mr. Gale:

This will confirm the following understanding reached during current contract negotiations by representatives of the local Union and local Management in reference to the application of Paragraphs 54(d) and 56 of the Master Agreement.

When the plant or any portion thereof has been shut down for any reason and employees are thereafter to be recalled, the Company will have the option of accomplishing such recalls by any of the means available (e.g. local news media, telephone, regular mail, electronic communication). Within two (2) working days of the date employees have been instructed to report in answer to recalls issued as above, the Company will issue recalls in accordance with the provisions of Paragraph 56 to those employees who have failed to report as advised.

It is understood that where the procedure outlined above results in any employee remaining on layoff while an employee with comparable recall rights but less seniority is at work, the Company's liability shall be limited to the number of working days, if any, by which it exceeded the two (2) working day limit set out in line nine above in mailing a registered recall notice to the more senior employee.

e.g. All employees in Department 30 are instructed by telephone to report on Monday, September 16, 1974. All report as instructed except five (5) who are at the midpoint of the departmental seniority list. Two (2) of these report on Tuesday, a third on Wednesday. The Company has no liability to these employees. Registered recall notices are sent to the two (2) remaining employees who report on Monday, September 23, 1974. Denying having received telephone communication, they file grievances claiming junior employees were recalled earlier on Monday, September 16, 1974. Investigation establishes that a registered recall notice was mailed to one employee on Wednesday, September 18. No liability exists. However, it is

established that the recall notice mailed to the final employee was not mailed until Thursday, September 19. The Company in this instance concedes liability for all hours worked by a junior employee in Department 30 on the day prior to the grievant's return to work, in this case Friday, September 20, 1974.

It is further understood that in the time allowed an employee under Paragraph 54(d) to report for work without suffering loss of seniority shall be measured only from the date of mailing of the registered recall and not from an earlier recall issued by other means.

This understanding shall be subject to review or cancellation after October 1, 1977, upon ten days written notice by either party.

Yours truly,

C. Thomson,  
Site HR/LR Director, Oshawa Assembly

October 10, 2023

Mr. J. Gale,  
Plant Chairperson, Shop Committee.

Dear Mr. Gale:

During negotiations, it was agreed that the following understanding would govern extra help employees selected pursuant to Paragraph 21 of the Local Seniority Agreement.

**(1)** The display and distribution of overtime among extra help employees will be governed by Paragraph 159 of the Master Agreement. Their right to overtime shall be secondary however, to the right of regular employees in the same classifications and on the same shift.

**(2)** The Union will be notified of the names, serial numbers, classifications and seniority dates of employees assigned as extra help in accordance with Paragraph 21 of the Local Seniority Agreement.

**(3)** Management will furnish the members of the Shop Committee with a list of those employees who applied for work as Extra Help in accordance with Paragraph 21 of the Local Seniority Agreement five (5) working days following April 1 of each year.

Yours truly,

C. Thomson,  
Site HR/LR Director, Oshawa Assembly

October 10, 2023

Mr. J. Gale,  
Plant Chairperson, Shop Committee.

Dear Mr. Gale:

During our negotiations pertaining to the Local Seniority Agreement it was agreed that the following understanding would govern extra help employees selected pursuant to Paragraph 21 of that Agreement, to assist Skilled Classifications in the Maintenance Department:

- (1) Each Senior Group Leader shall be responsible to equitably distribute overtime by extra help classification among those employees under the General Supervisor's jurisdiction who, for purposes of identification, shall constitute a group;
- (2) In the event that an imbalance of overtime hours is created between extra help employees in a like classification attached to separate groups, an employee may, when the imbalance exceeds fifty hours, make application to the employee's Group Leader/Supervisor to transfer to a group offering an opportunity to adjust the discrepancy;
- (3) Upon transferring to a different group an employee shall remain within that group for a reasonable period;
- (4) It shall be deemed, in the event that no application to transfer is made, that equitable distribution of overtime exists within the various extra help classifications;
- (5) In addition to maintaining a record of overtime distribution pertaining to the respective Department as a whole, each General Supervisor shall maintain a separate record of overtime distribution by extra help classification of employees within the employee's individual group.

Yours truly,

C. Thomson,  
Site HR/LR Director, Oshawa Assembly



**No. 33**

October 10, 2023

Mr. J. Gale,  
Plant Chairperson, Shop Committee.

Dear Mr. Gale:

Employees whose shifts are scheduled to work in excess of one (1) hour of overtime will receive a ten-minute rest period prior to starting to work overtime. In the event compulsory overtime is scheduled at the end of the regular shift, the ten-minute rest period for eligible employees will be honoured at the conclusion of the compulsory overtime period.

Yours truly,

C. Thomson,  
Site HR/LR Director, Oshawa Assembly

**No. 34**

Deleted – 2016 Negotiations

October 10, 2023

Mr. J. Gale,  
Plant Chairperson, Shop Committee.

Dear Mr. Gale:

During current negotiations, the parties agreed as follows:

(1) Effective upon ratification of the current Collective Agreement and not more often than once during each twelve (12) month period thereafter, the Company will pay up to two hundred dollars (\$200.00) towards the purchase price of one (1) pair of approved safety footwear, purchased by a seniority employee actively at work at time of purchase. Such footwear must be purchased through approved Company vendors.

(2) An employee who elects to purchase safety footwear in accordance with this understanding will be required to wear such footwear on the job.

(3) This understanding shall not apply to the following employees:

(a) those employees assigned on a permanent basis to those operations currently receiving safety shoes on a designated safety basis, and,

(b) employees hired by the Company to function as vacation replacements, more commonly referred to by the parties as summer students. Such employees shall purchase their own safety footwear.

Yours truly,

C. Thomson  
Site HR/LR Director, Oshawa Assembly

## NOTES



| 2025                 |   |   |       |   |   |                      |   |   |      |   |   |                               |   |   |        |   |   |                            |   |   |      |   |   |   |   |   |   |
|----------------------|---|---|-------|---|---|----------------------|---|---|------|---|---|-------------------------------|---|---|--------|---|---|----------------------------|---|---|------|---|---|---|---|---|---|
| JAN.                 |   |   | JAN.  |   |   | FEB.                 |   |   | FÉV. |   |   | MAR.                          |   |   | MARS   |   |   | APR.                       |   |   | AVR. |   |   |   |   |   |   |
| S                    | M | T | W     | T | F | S                    | S | M | T    | W | T | F                             | S | S | M      | T | W | T                          | F | S | S    | M | T | W | T | F | S |
| D                    | L | M | M     | J | V | S                    | D | L | M    | M | J | V                             | S | D | L      | M | M | J                          | V | S | D    | L | M | M | J | V | S |
| 1 2 3 4              |   |   |       |   |   | 1                    |   |   |      |   |   | 1                             |   |   |        |   |   | 1 2 3 4 5                  |   |   |      |   |   |   |   |   |   |
| 5 6 7 8 9 10 11      |   |   |       |   |   | 2 3 4 5 6 7 8        |   |   |      |   |   | 2 3 4 5 6 7 8                 |   |   |        |   |   | 6 7 8 9 10 11 12           |   |   |      |   |   |   |   |   |   |
| 12 13 14 15 16 17 18 |   |   |       |   |   | 9 10 11 12 13 14 15  |   |   |      |   |   | 9 10 11 12 13 14 15           |   |   |        |   |   | 13 14 15 16 17 18 19       |   |   |      |   |   |   |   |   |   |
| 19 20 21 22 23 24 25 |   |   |       |   |   | 16 17 18 19 20 21 22 |   |   |      |   |   | 16 17 18 19 20 21 22          |   |   |        |   |   | 20 21 22 23 24 25 26       |   |   |      |   |   |   |   |   |   |
| 26 27 28 29 30 31    |   |   |       |   |   | 23 24 25 26 27 28    |   |   |      |   |   | 23 24 25 26 27 28 29<br>30 31 |   |   |        |   |   | 27 28 29 30                |   |   |      |   |   |   |   |   |   |
| MAY                  |   |   | MAI   |   |   | JUNE                 |   |   | JUIN |   |   | JULY                          |   |   | JUILL. |   |   | AUG.                       |   |   | AOÛT |   |   |   |   |   |   |
| S                    | M | T | W     | T | F | S                    | S | M | T    | W | T | F                             | S | S | M      | T | W | T                          | F | S | S    | M | T | W | T | F | S |
| D                    | L | M | M     | J | V | S                    | D | L | M    | M | J | V                             | S | D | L      | M | M | J                          | V | S | D    | L | M | M | J | V | S |
| 1 2 3                |   |   |       |   |   | 1 2 3 4 5 6 7        |   |   |      |   |   | 1 2 3 4 5                     |   |   |        |   |   | 1 2                        |   |   |      |   |   |   |   |   |   |
| 4 5 6 7 8 9 10       |   |   |       |   |   | 8 9 10 11 12 13 14   |   |   |      |   |   | 6 7 8 9 10 11 12              |   |   |        |   |   | 3 4 5 6 7 8 9              |   |   |      |   |   |   |   |   |   |
| 11 12 13 14 15 16 17 |   |   |       |   |   | 15 16 17 18 19 20 21 |   |   |      |   |   | 13 14 15 16 17 18 19          |   |   |        |   |   | 10 11 12 13 14 15 16       |   |   |      |   |   |   |   |   |   |
| 18 19 20 21 22 23 24 |   |   |       |   |   | 22 23 24 25 26 27 28 |   |   |      |   |   | 20 21 22 23 24 25 26          |   |   |        |   |   | 17 18 19 20 21 22 23       |   |   |      |   |   |   |   |   |   |
| 25 26 27 28 29 30 31 |   |   |       |   |   | 29 30                |   |   |      |   |   | 27 28 29 30 31                |   |   |        |   |   | 24 25 26 27 28 29 30<br>31 |   |   |      |   |   |   |   |   |   |
| SEPT.                |   |   | SEPT. |   |   | OCT.                 |   |   | OCT. |   |   | NOV.                          |   |   | NOV.   |   |   | DEC.                       |   |   | DÉC. |   |   |   |   |   |   |
| S                    | M | T | W     | T | F | S                    | S | M | T    | W | T | F                             | S | S | M      | T | W | T                          | F | S | S    | M | T | W | T | F | S |
| D                    | L | M | M     | J | V | S                    | D | L | M    | M | J | V                             | S | D | L      | M | M | J                          | V | S | D    | L | M | M | J | V | S |
| 1 2 3 4 5 6          |   |   |       |   |   | 1 2 3 4              |   |   |      |   |   | 1                             |   |   |        |   |   | 1 2 3 4 5 6                |   |   |      |   |   |   |   |   |   |
| 7 8 9 10 11 12 13    |   |   |       |   |   | 5 6 7 8 9 10 11      |   |   |      |   |   | 2 3 4 5 6 7 8                 |   |   |        |   |   | 7 8 9 10 11 12 13          |   |   |      |   |   |   |   |   |   |
| 14 15 16 17 18 19 20 |   |   |       |   |   | 12 13 14 15 16 17 18 |   |   |      |   |   | 9 10 11 12 13 14 15           |   |   |        |   |   | 14 15 16 17 18 19 20       |   |   |      |   |   |   |   |   |   |
| 21 22 23 24 25 26 27 |   |   |       |   |   | 19 20 21 22 23 24 25 |   |   |      |   |   | 16 17 18 19 20 21 22          |   |   |        |   |   | 21 22 23 24 25 26 27       |   |   |      |   |   |   |   |   |   |
| 28 29 30             |   |   |       |   |   | 26 27 28 29 30 31    |   |   |      |   |   | 23 24 25 26 27 28 29<br>30    |   |   |        |   |   | 28 29 30 31                |   |   |      |   |   |   |   |   |   |

| 2026                 |   |   |       |   |   |                      |   |   |      |   |   |                      |   |   |        |   |   |                      |   |   |      |   |   |   |   |   |   |  |  |  |  |
|----------------------|---|---|-------|---|---|----------------------|---|---|------|---|---|----------------------|---|---|--------|---|---|----------------------|---|---|------|---|---|---|---|---|---|--|--|--|--|
| JAN.                 |   |   | JAN.  |   |   | FEB.                 |   |   | FÉV. |   |   | MAR.                 |   |   | MARS   |   |   | APR.                 |   |   | AVR. |   |   |   |   |   |   |  |  |  |  |
| S                    | M | T | W     | T | F | S                    | S | M | T    | W | T | F                    | S | S | M      | T | W | T                    | F | S | S    | M | T | W | T | F | S |  |  |  |  |
| D                    | L | M | M     | J | V | S                    | D | L | M    | M | J | V                    | S | D | L      | M | M | J                    | V | S | D    | L | M | M | J | V | S |  |  |  |  |
| 1 2 3                |   |   |       |   |   | 1 2 3 4 5 6 7        |   |   |      |   |   | 1 2 3 4 5 6 7        |   |   |        |   |   | 1 2 3 4              |   |   |      |   |   |   |   |   |   |  |  |  |  |
| 4 5 6 7 8 9 10       |   |   |       |   |   | 8 9 10 11 12 13 14   |   |   |      |   |   | 8 9 10 11 12 13 14   |   |   |        |   |   | 5 6 7 8 9 10 11      |   |   |      |   |   |   |   |   |   |  |  |  |  |
| 11 12 13 14 15 16 17 |   |   |       |   |   | 15 16 17 18 19 20 21 |   |   |      |   |   | 15 16 17 18 19 20 21 |   |   |        |   |   | 12 13 14 15 16 17 18 |   |   |      |   |   |   |   |   |   |  |  |  |  |
| 18 19 20 21 22 23 24 |   |   |       |   |   | 22 23 24 25 26 27 28 |   |   |      |   |   | 22 23 24 25 26 27 28 |   |   |        |   |   | 19 20 21 22 23 24 25 |   |   |      |   |   |   |   |   |   |  |  |  |  |
| 25 26 27 28 29 30 31 |   |   |       |   |   |                      |   |   |      |   |   | 29 30 31             |   |   |        |   |   | 26 27 28 29 30       |   |   |      |   |   |   |   |   |   |  |  |  |  |
| MAY                  |   |   | MAI   |   |   | JUNE                 |   |   | JUIN |   |   | JULY                 |   |   | JUILL. |   |   | AUG.                 |   |   | AOÛT |   |   |   |   |   |   |  |  |  |  |
| S                    | M | T | W     | T | F | S                    | S | M | T    | W | T | F                    | S | S | M      | T | W | T                    | F | S | S    | M | T | W | T | F | S |  |  |  |  |
| D                    | L | M | M     | J | V | S                    | D | L | M    | M | J | V                    | S | D | L      | M | M | J                    | V | S | D    | L | M | M | J | V | S |  |  |  |  |
| 1 2                  |   |   |       |   |   | 1 2 3 4 5 6          |   |   |      |   |   | 1 2 3 4              |   |   |        |   |   | 1                    |   |   |      |   |   |   |   |   |   |  |  |  |  |
| 3 4 5 6 7 8 9        |   |   |       |   |   | 7 8 9 10 11 12 13    |   |   |      |   |   | 5 6 7 8 9 10 11      |   |   |        |   |   | 2 3 4 5 6 7 8        |   |   |      |   |   |   |   |   |   |  |  |  |  |
| 10 11 12 13 14 15 16 |   |   |       |   |   | 14 15 16 17 18 19 20 |   |   |      |   |   | 12 13 14 15 16 17 18 |   |   |        |   |   | 9 10 11 12 13 14 15  |   |   |      |   |   |   |   |   |   |  |  |  |  |
| 17 18 19 20 21 22 23 |   |   |       |   |   | 21 22 23 24 25 26 27 |   |   |      |   |   | 19 20 21 22 23 24 25 |   |   |        |   |   | 16 17 18 19 20 21 22 |   |   |      |   |   |   |   |   |   |  |  |  |  |
| 24 25 26 27 28 29 30 |   |   |       |   |   | 28 29 30             |   |   |      |   |   | 26 27 28 29 30 31    |   |   |        |   |   | 23 24 25 26 27 28 29 |   |   |      |   |   |   |   |   |   |  |  |  |  |
| 31                   |   |   |       |   |   |                      |   |   |      |   |   |                      |   |   |        |   |   | 30 31                |   |   |      |   |   |   |   |   |   |  |  |  |  |
| SEPT.                |   |   | SEPT. |   |   | OCT.                 |   |   | OCT. |   |   | NOV.                 |   |   | NOV.   |   |   | DEC.                 |   |   | DÉC. |   |   |   |   |   |   |  |  |  |  |
| S                    | M | T | W     | T | F | S                    | S | M | T    | W | T | F                    | S | S | M      | T | W | T                    | F | S | S    | M | T | W | T | F | S |  |  |  |  |
| D                    | L | M | M     | J | V | S                    | D | L | M    | M | J | V                    | S | D | L      | M | M | J                    | V | S | D    | L | M | M | J | V | S |  |  |  |  |
| 1 2 3 4 5            |   |   |       |   |   | 1 2 3                |   |   |      |   |   | 1 2 3 4 5 6 7        |   |   |        |   |   | 1 2 3 4 5            |   |   |      |   |   |   |   |   |   |  |  |  |  |
| 6 7 8 9 10 11 12     |   |   |       |   |   | 4 5 6 7 8 9 10       |   |   |      |   |   | 8 9 10 11 12 13 14   |   |   |        |   |   | 6 7 8 9 10 11 12     |   |   |      |   |   |   |   |   |   |  |  |  |  |
| 13 14 15 16 17 18 19 |   |   |       |   |   | 11 12 13 14 15 16 17 |   |   |      |   |   | 15 16 17 18 19 20 21 |   |   |        |   |   | 13 14 15 16 17 18 19 |   |   |      |   |   |   |   |   |   |  |  |  |  |
| 20 21 22 23 24 25 26 |   |   |       |   |   | 18 19 20 21 22 23 24 |   |   |      |   |   | 22 23 24 25 26 27 28 |   |   |        |   |   | 20 21 22 23 24 25 26 |   |   |      |   |   |   |   |   |   |  |  |  |  |
| 27 28 29 30          |   |   |       |   |   | 25 26 27 28 29 30 31 |   |   |      |   |   | 29 30                |   |   |        |   |   | 27 28 29 30 31       |   |   |      |   |   |   |   |   |   |  |  |  |  |
| <div>⏮</div>         |   |   |       |   |   |                      |   |   |      |   |   |                      |   |   |        |   |   |                      |   |   |      |   |   |   |   |   |   |  |  |  |  |





