

UNIT #1 – GMVM JANESVILLE ASSEMBLY

FREQUENTLY ASKED QUESTIONS

Volume 1

This is the first of what will be regular communications to answer your questions.

This is the most current information available. Please remember that additional information and/or changes could occur due to special agreements, mergers, etc.

If you have a question that you don't see answered please place it in the question boxes at the North and South entrances.

- 1) **Q.** What is the JOBS bank?
 - A. The National Agreement (NA) Appendix K – Memorandum of Understanding Job Opportunity Bank-Security (JOBS) provides protection against indefinite layoff. The NA also allows employees to be laid off for 48 weeks during the life of the agreement after which time JOBS Bank slots are created.
- 2) **Q.** What is the difference between Protected Status and JOBS bank?
 - A. The only difference is how you enter the Bank i.e.: through efficiency gains or after the 48 weeks of volume related layoff. Both put you in the same JOBS Bank.
- 3) **Q.** What can JOBS Bankers be used for?
 - A. Non-traditional work assignments both within and outside of the bargaining unit. (Bankers assigned to traditional work are paid out of plant expense not out of the bank funds.)
- 4) **Q.** When in the bank can an employee choose to stay out of the plant and receive 85% of their pay?
 - A. Yes, with the approval of the National Parties, staying home for 85% pay is an option. The National Parties could also make it mandatory for all JOBS bank employees to stay home at 85%. With both of these options your benefits, seniority and vacation continue to accrue.
- 5) **Q.** How long can I remain in the JOBS bank?
 - A. Per the National Agreement, Appendix K page 203, not longer than 2 years during the life of the agreement if there are jobs available in the corporation. If, during the 2-year period, no jobs are available and employees remain on Protected Status, the National Parties will develop a plan specific to each location. This plan could include a Special Attrition Plan (SAP), transfer opportunities, etc.
- 6) **Q.** Is there a SAP coming to Janesville?
 - A. Not at this time. See question 5 above.

7) Forced offers to other plants:

Q. Who gets offers to other locations while in the jobs bank?

A. We spoke with International UAW Representative Bill Freeman who handles employee placement, and he explained how the process works. At the time members come back to the Jobs Bank, the National Parties would agree to run a SAP, and if there were job openings in the corporation not taken by volunteers, you could turn down two offers. At the point and time you turned down your 2nd offer, you would go to layoff and you would collect the appropriate Supplemental Unemployment Benefit Plan (SUB) and unemployment benefits. While on layoff you can then turn down 2 more job offers and at the point and time you turned down the 2nd one you would go on unpaid leave.

Q. In what order do employees get offered transfers?

A. Volunteers get offered first.

Forced offers go to the lowest seniority employees first. If this occurs the group of employees to be offered jobs may include eligible employees throughout North American Operations not just from Janesville.

8) **Q.** What are my relocation options and what are the rules?

A. There are two types of transfers at this time:

1) **Basic** which is \$4,800 and you can relocate again in 6 months.

2) **Closed Plant Status Relocation** which is \$75,000.

The allocation of these funds is as follows:

- \$11,000 signing bonus
- \$42,000 received approximately 3 weeks after employee's arrival at their new facility
- \$11,000 received a year after their report date
- \$11,000 received two years after their report date
- To earn the full amount of money employees must stay 3 years at the new location

9) **Q.** What is the status of the SUB fund?

A. Money can be moved by the company between the SUB fund and the JOBS fund. The total maximum financial liability cap is \$4.147 billion.

10) **Q.** What do I have to do if I am thinking about going to school while on layoff and collecting Unemployment Compensation (UC) and SUB?

A. You must attend a Rapid Response for Dislocated Workers information meeting. To attend please sign up at the Rick Holte Center, if possible, so enough materials will be on hand. Walk-ins will be welcome if you can't sign-up. At the meeting you will be instructed how to register with the state to waive the UC questions about going to school and availability for work.

Meetings will be held at the Union Hall on **Friday, November 14th** at the following times:

- **8:00 a.m. to 10:00 a.m.; 11 a.m. to 1 p.m. and 2 p.m. to 4 p.m.**

Additional funds are available through this program for your schooling costs and will be explained at these meetings.

If you have additional questions on this subject call 757-3808 and talk to Ed Martinez or Tom Westrick.

11) Q. Can laid-off employees still be eligible for the UAW/GM Scholarship for Dependent Children and TAP (Tuition Assistance Program)?

A. Yes, both programs are available to laid-off employees. For more information please call Tom Westrick in the Rick Holte Education Center at 3080.

12) Q. How long will my health care continue? (Healthcare, Vision and Dental)

A. Due to the 48 week maximum layoff language everyone here at Janesville will be called back to active status when they go into the JOBS Bank or Protected Status JOBS Bank. This will keep your insurance eligibility moving forward.

13) Q. Will my credited service continue to accumulate when I am laid off?

A. Our build out date is December 23rd 2008, due to holiday pay entitlement; our layoff day will be January 5th 2009. **Contract Language:** An employee who is laid off and whose first day of absence due to such layoff is the first regularly scheduled work day in the January next following the last day worked shall be deemed to have been laid off on December 31 of the year in which the employee last worked. Because of this language your Credited Service will continue in January with 40 hours per week during lay off and will continue into 2009.

This means someone starting January 1st 2009 with 29.8 years of credited service would need .2ths of a year more credited service or lay off (255 hrs.) to get 30 yrs. (255 divided by 40 = 6.38) or 7 weeks of lay off for a March 1st retirement date.

14) Q. If my line or area gets done with production prior to the end of the shift on December 23, 2008 will I get holiday pay?

A. Yes, the 2007 Collective Bargaining Agreement provides for several holidays during the months of November and December 2008. Eligible employees, who are laid off on or after **November 25, 2008**, with the layoff continuing through the Christmas holiday period, may receive pay for all of the Christmas holidays. Employees whose continuous layoff is effective during the period between November 5 through November 24, 2008, and lasts through the Christmas holiday period, may receive pay for one-half of the Christmas holidays which will be allocated to December 24, 25, 26 and 29, 2008.

15) Q. Do I have to continue to apply for UC after my weeks of eligibility have run out?

A. **(NEW INFO) No. You DO NOT have to call the Wisconsin UC Office. However, you will have to call for your SUB each week. The SUB number is (800) 489-4646.**

In Solidarity & On Behalf of Your Shop Committee



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