

Layoff Tip Sheet

Q: How long will employees be able to collect unemployment?

A: Laid off members can collect unemployment for 26 weeks – less any weeks already used

Q: How long can employees collect sub pay?

A:

- Employees with at least one (1) year, but less than ten (10) years of seniority shall be eligible to receive SUB Regular Benefits for Qualifying Layoffs for a maximum of 26 weeks during the life of the 2007 UAW-GM Collective Bargaining Agreement subsequent to the effective date of this Memorandum.
- Employees with at least ten (10) but less than twenty (20) years of seniority shall be eligible to receive SUB Regular Benefits for Qualifying Layoffs for a maximum of 39 weeks during the life of the 2007 UAW-GM Collective Bargaining Agreement subsequent to the effective date of this Memorandum.
- Employees with twenty (20) or more years of seniority shall be eligible to receive SUB Regular Benefits for Qualifying Layoffs for a maximum of 52 weeks during the life of the 2007 UAW-GM Collective Bargaining Agreement subsequent to the effective date of this Memorandum.

Q: How does layoff effect time accrued toward retirement (credited service)?

A: Employees have what is called “Bank Hours.” It is 1,530 hours from which employees can draw 40 hours per week to count towards credited service. Until these hours are exhausted employees will be building credited service.

Q: How long does Health Care, Vision and Dental insurance last after layoff?

A: This depends on how many years of seniority an employee has. See the following chart-

<u>Years of Seniority as last day of layoff</u>	<u>Coverage will be continued w/o cost.</u>
Less than 1 year	1 month
1 year, but less than 2 years	4 months
2 years, but less than 3 years	6 months
3 years , but less than 4 years	8 months
4 years, but less than 5 years	10 months
5 years, but less than 10 years	13 months
10 years and over	25 months

Q: What happens to Personal Savings Plan (PSP) loan payments during layoff?

A: employees will receive coupons to continue to make payments. Contact GM Benefits and Services Center (Fidelity) at 1-800-489-4646.

Q: Will Personal Saving Plan (PSP) be deducted from sub pay?

A: No.

Q: If an employee has optional or dependant life insurance how will premiums be paid?

A: They are deducted from sub pay. If they are not, contact the GM Benefit and Service Center (Fidelity) at 1-800-489-4646 to set up.

Q: What happens if employees encounter problems with unemployment?

A: Contact the unemployment office employer file claims department at 1-866-845-0077.

Q: What happens if employees encounter problems with sub pay?

A: Contact GM Benefit and Service Center (Fidelity) at 1-800-489-4646.