

Why We Have To Win

When we were first employed by General Motors of Canada, we signed contracts with the understanding that if we wished to make GMCL our lifetime career, our compensation would be our regular salary PLUS a deferred income, including benefits, so we could retire in dignity with an acceptable degree of security.

Throughout our careers, most of us had opportunities to leave GM for other careers with a higher salary, but we decided to stay because of our retirement security. This was the benefit of our deferred income.

General Motors is trying to change the rules in mid game.

In 2008, GMCL announced changes in our benefits, all to our detriment. In November, they deceived us on the health of our pension. We were told that our pension was 94% funded on an ongoing basis when in reality it was about 50% funded on a solvency basis. They knew. Had GMCL filed for bankruptcy protection (CCAA) in June of 2009, we would be receiving about half of our pension. We were saved by the Ontario and Federal governments.

In the Fall of 2009 GMCL announced that our "Basic Life Insurance" would be lowered to \$20,000. Our dependents have all lost thousands of promised dollars. This was the last straw. If we (GENMO) did not draw a line in the sand, it would never end. As you all know, we have retained the law firm of Sack Goldblatt Mitchell LLP (SGM) in a class action for the benefit of all salaried retirees. Joe O'Neill is our plaintiff.

There are a lot of horror stories out there. A past co-worker's wife has a blood disorder called ITP. The drug to treat the disease is over \$1,000 per week. GM unilaterally put a \$25,000 cap on our drug plan with a ten percent co-pay. The out of pocket expense for this one drug will be over \$29,000 per year. The expense of new drugs is tremendous. Who will be next?

This is only one example of one changed benefit. There are countless other stories.

Corporations are like sharks. They eat to survive. It isn't personal, its business. We have to band together to protect ourselves from any further benefit reductions and get back what we've lost. We have to protect ourselves from the shark, even if it is our own company.

That is why we have to win.

Brian Rutherford

President

GENMO SPO