

UNIFOR • FORD OF CANADA

BARGAINING REPORT

SUMMARY OF THE 2020 TENTATIVE AGREEMENT BETWEEN UNIFOR AND FORD OF CANADA



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HIGHLIGHTS

- \$1.95 billion in investments
- General wage increases
- \$7,250 Productivity and Quality bonus
- Inflation Protection Bonuses
- Improved New Hire Program
- Benefit improvements
- Three-year term
- Reduced health deductible for all retirees

YOUR UNIFOR FORD OF CANADA 2020 BARGAINING COMMITTEES



JOINT MESSAGE TO ALL FORD OF CANADA MEMBERS

MAKING HISTORY IN CHALLENGING TIMES

On September 8, 2020, we made the decision to select Ford Motor Company to establish the pattern agreement for 2020 negotiations with the Detroit Three. In preliminary talks with each of Ford, GM and FCA prior to bargaining, it was Ford that demonstrated a vision for Canadian manufacturing most closely aligned with our own. A future built on the principles of both environmental and economic sustainability; a future that saw Canada as a global auto sector leader.

On September 22, 2020, after weeks of intense bargaining, and despite the challenges posed by the COVID-19 pandemic, we announced a tentative agreement that delivers \$1.95 billion in investment alongside significant economic gains for Unifor members. It is an agreement that the Ford Master Bargaining Committee is incredibly proud of.

The agreement includes a \$148 million investment commitment from Ford to introduce a new engine derivative to the Windsor operations, securing work in that facility for years to come.

Most significantly, Ford committed to invest \$1.8 billion to retool our Oakville Assembly Complex (OAC) to produce Battery Electric Vehicles (BEV), following the phase out of the Edge. This retool is scheduled to begin in 2024, with the first BEV vehicles forecasted to roll off the assembly line in 2026, and hopefully sooner.

This is one of the most significant investment announcements in Canadian automotive history, and is a game-changer for the Canadian auto sector.



JERRY DIAS
National President



LANA PAYNE
National Secretary-Treasurer



JOHN D'AGNOLES
Ford Master Bargaining Chair

Through this conversion, Oakville will become the first mass production BEV plant in Canada – and one of only a few currently in North America. Ford's investment is also the biggest single facility investment in the auto sector since 2015 in Canada. This is good news for Unifor members, their families, our communities, and Canada's auto industry as a whole.

Our ability to secure this massive new investment, with support from government, is the product of our collective power as a union, power that we have been building for seven years as a loud progressive voice for working people. The fact is that until now, Canada has not seen one dime of the more than \$300 billion in global investments announced for electric vehicle production.

Today, Canada is back in the game.

Apart from investment, this three-year agreement makes good on many of the core commitments we made to our members.

(continued on page 2)

The deal includes two general wage increases, a \$7,250 Productivity and Quality bonus, inflation protection bonuses, a special skilled trades wage adjustment, significant changes to the New Hire Program, including a shortened wage progression, and many more fringe and health care benefit improvements. You can read about these and other details in this summary document.

Your Master and Local Bargaining Committees worked in solidarity throughout bargaining, never losing focus of the priorities established by our members: job security and economic progress for all.

The commitments and significant economic gains in this agreement will set the pattern for Unifor members across the Detroit Three, and beyond.

The settlement also improves on other important areas, including health and safety, skilled trades, local facility improvements, and equity issues.

The Master Bargaining Committee also demonstrated their commitment to social unionism by pursuing and securing new language on paid domestic violence leave and racial justice, and making improvements in the areas of equity and employee and family assistance.

Unifor is incredibly proud of the work of all Master and Local Bargaining Committee members. We also appreciate the support received from the members throughout this challenging period. We stand in solidarity with the Unifor Ford Master Bargaining Committee in recommending this tentative agreement for your ratification.

In solidarity,

Jerry Dias,
Unifor National President

Lana Payne,
Unifor National
Secretary-Treasurer

John D'Agnolo,
Ford Master Bargaining
Committee Chair

WAGE INCREASES AND BONUSES FOR TRADITIONAL MEMBERS (hired before September 24, 2012)

WAGE TABLE

Wage increases: 2.5% in years 1 and 3.

All members at full rate of pay will receive a 4% lump sum bonus in year 2 of the agreement.

The current accumulated cost of living allowance of \$0.61 remains unchanged. The quarterly COLA adjustment will be suspended until June 5, 2023, at which time the adjustment will be reactivated.

WAGE GAINS: PRODUCTION AND SKILLED TRADES

Hourly Earnings	Production	Trades	Bonuses
Current earnings (does not include COLA)	\$35.53	\$41.88	
Year 1 wage increase	2.5%	2.5%	
Skilled trades adjustment		\$0.38	
Year 1 Wage (does not include COLA)	\$36.42	\$43.31	
Productivity and quality bonus			\$7,250
Year 2 (4% lump sum)	4% of earnings		
Year 2 inflation protection bonus			\$2,000
Year 3 wage increase	2.5%	2.5%	
Skilled trades adjustment		\$0.38	
Year 3 inflation protection bonus			\$2,000
Year 3 wage (does not include COLA)	\$37.33	\$44.77	

Note: Job classifications above are for illustrative purposes only.

Production is illustrated by Assembler 1 wages. Trades is illustrated by Electrician wages.

4% lump sum payment applies only to production and skilled trades members at full rate.

NEW! Skilled Trades Special Adjustment

A two-step Skilled Trades special adjustment of \$0.38 in years 1 and 3 will reinstate the 20% base wage differential.

NEW! COLA enhancement

The COLA calculation has been adjusted to better reflect increases in the cost of living over a three-year period.

RECOMMENDATION

Your Master Bargaining Committee and Local Bargaining Committees unanimously recommend this tentative agreement.

We urge you to vote in favour.

THREE-YEAR TERM

Unifor has negotiated a **three-year agreement** that expires at 11:59 p.m. on Monday, September 18, 2023.

WAGES

- 2.5% wage increase, effective September 28, 2020.
- 4% lump sum payment, based on previous twelve months' earnings, effective September 27, 2021.
- 2.5% wage increase, effective September 26, 2022.

ECONOMIC SUMMARY

ECONOMIC GAINS FOR TRADITIONAL PRODUCTION MEMBERS

Table for illustrative purposes only.

Increase	Year 1	Year 2	Year 3	Total
Productivity and quality bonus	\$7,250			\$7,250
Inflation protection bonus		\$2,000	\$2,000	\$4,000
Wage increase	2.5%		2.5%	
Estimated annual value of wage increases	\$1,850	\$1,850	\$3,750	\$7,450
Lump sum		4%		
Estimated annual value of lump sum		\$3,000		\$3,000
Total value	\$9,100	\$6,850	\$5,750	\$21,700

Note: Value for a traditional production member working 2,080 hours of straight time per year.

PRODUCTIVITY AND QUALITY BONUS: \$7,250

Unifor has negotiated a Productivity and Quality Bonus. On the Monday following notice of ratification, active employees and members on the inactive roll who performed work for the company between January 2, 2020 and the Monday following the notice of ratification will receive a one-time **\$7,250** Productivity and Quality Bonus, including those who retired prior to ratification (this excludes TPTs). The company will provide an option for employees to have payment of the bonus directed to the Unifor-Ford Savings Plan.

OPERATIONAL CHANGES

Automatic Short Work Week Benefit

Short Work Week will be applied as per Appendix R of the collective bargaining agreement. It will be paid based on 40 compensated hours per week.

Absenteeism

Extend the time period to apply progressive discipline for infractions pertaining to culpable absenteeism from twelve (12) to eighteen (18) months.

INFLATION PROTECTION BONUS: 2 X \$2,000

A lump sum bonus of **\$2,000** will be paid to each employee prior to the Christmas Holiday period in the following months: December 2021, December 2022.

This bonus is available to active and inactive members who performed work for the company in the respective payment year.

Employees hired on or after the effective date of the agreement will receive a prorated bonus in his or her first year of employment starting with the month following hire date.

The company will provide an option for employees to have payment of the bonus directed to the Unifor-Ford Savings Plan.

TEMPORARY PART-TIME

Temporary part-time workers will receive the following increases and changes:

- **\$500** bonus upon ratification.
- Pay rate adjusted to 65% of the prevailing rate.
- Wage adjustments in line with all negotiated general wage increases.





NEW HIRE PROGRAM (hired on or after September 24, 2012)

A critical priority in 2020 negotiations was to improve the New Hire Program for current members and future hires.

Enhancing the Wage Progression

The New Hire Wage Progression has been improved in substantial ways:

- The grid has been shortened to 8 years.
- The base percentages in the grid have been improved at every step. For example, a new hire will earn 65% of the prevailing rate. Previously, the percentage was 61.25% of the 2012 base rate.
- The catch-up year has been eliminated.
- Members will now receive the prevailing rate upon completion of their 8th year of seniority.
- Wages will now adjust with negotiated increases.

Improving other program elements

- The afternoon (5%) and night (10%) shift premiums have been reinstated for all workers.
- Eligibility for the Supplemental Unemployment Benefit (SUB) has been accelerated to 3 years' seniority.
- The shortened wage progression accelerates the timeline for members to access the following benefits:
 - COLA
 - Dependent Tuition Program
 - Retirement Health Benefit Contributions
 - Legal Services Plan

WAGE PROGRESSION

PRODUCTION MEMBER EXAMPLE

Seniority	Current Progression % of base	Current Hourly Rate	New progression % of prevailing rate	Year 1: 2.5% GWI Hourly rate	Year 3: 2.5% GWI Hourly rate
Start	61.25%	\$20.92	65%	\$23.67	\$24.26
1	64%	\$21.86	69%	\$25.13	\$25.76
2	66.75%	\$22.86	73%	\$26.59	\$27.25
3	72%	\$24.59	77%	\$28.04	\$28.74
4	76%	\$25.95	81%	\$29.50	\$30.24
5	80%	\$27.32	85%	\$30.96	\$31.73
6	84%	\$28.69	90%	\$32.78	\$33.60
7	88%	\$30.05	95%	\$34.60	\$35.46
8	92%	\$31.42	100%	\$36.42	\$37.33
9	96%	\$32.78	100%	\$36.42	\$37.33
10	100% Old Base Wage	\$34.15	100%	\$36.42	\$37.33
11	100% Prevailing Wage	\$35.53	100%	\$36.42	\$37.33

NEW HIRE PROGRAM CONTINUED

ECONOMIC GAINS FOR IN-PROGRESSION MEMBERS

If on the date of ratification your seniority is...	Enhanced progression: the new wage income* you will receive over 3 years will be...	Productivity and Quality Bonus	Inflation Protection Bonus		Grand total new money over 3 Years
			Year 2	Year 3	
0-1 Yr. 	\$21,803	\$7,250.00	\$2,000.00	\$2,000.00	\$33,053
1-2 Yrs. 	\$23,333	\$7,250.00	\$2,000.00	\$2,000.00	\$34,583
2-3 Yrs. 	\$23,975	\$7,250.00	\$2,000.00	\$2,000.00	\$35,225
3-4 Yrs. 	\$23,729	\$7,250.00	\$2,000.00	\$2,000.00	\$34,979
4-5 Yrs. 	\$25,147	\$7,250.00	\$2,000.00	\$2,000.00	\$36,397
5-6 Yrs. 	\$27,323	\$7,250.00	\$2,000.00	\$2,000.00	\$38,573
6-7 Yrs. 	\$31,525	\$7,250.00	\$2,000.00	\$2,000.00	\$42,775

*Calculation does not include overtime or shift premium.

UNDERSTANDING WAGE GAINS FOR MEMBERS IN THE ENHANCED NEW HIRE PROGRAM

EXAMPLE:
A member hired on October 30, 2015 (4 years' seniority)

Current hourly rate: \$25.95

2020

Scale adjustment (Sept.) = \$27.66 (+\$1.71)
 Prevailing wage adjustment (Sept.) = \$28.78 (+\$1.12)
 2.5% increase to prevailing rate (Sept.) = \$29.50 (+\$0.72)
 Step increase on anniversary (Oct.) = \$30.96 (+\$1.46)

Total 2020 increase = +\$5.01 per hour

2021

Step increase on anniversary (Oct.) = \$32.78 (+\$1.82)

Total 2021 increase = +\$1.82 per hour

2022

2.5% increase to prevailing rate (Sept.) = \$33.60 (+\$0.82)
 Step increase on anniversary (Oct.) = \$35.46* (+\$1.86)

Total 2022 increase = +\$2.68 per hour

*Without negotiated improvements this rate would have been \$30.05.

INVESTMENT AND PRODUCTION

FORD OF CANADA PRODUCT AND INVESTMENT COMMITMENT LETTER

Mr. J. Dias
National President
Unifor
205 Placer Court
Toronto, ON
M2H 3H9

Dear Mr. Dias:

During 2020 negotiations, Unifor leadership clearly stated their desire to maintain a strong Canadian manufacturing footprint, particularly with respect to investment and product allocation at Oakville. The parties acknowledged that this is a period of significant change in the automotive industry with the rapid development and implementation of new technologies such as electrification, autonomous driving, and connected vehicles. In the context of such change, the company and union agreed that a viable and thriving automotive industry in Canada is predicated on both competitive operational practices and government support in order to build a strong business case for future investment. As a result of these discussions the company outlined its planned commitment for the Canadian operations to the union.

Windsor Operations:

In addition to the expected continued production of the 7.3L engine throughout the life of the agreement, a new 6.xL engine is planned to launch in 2022 at Windsor Engine Plant (WEP).

The company confirmed its intention that the Essex Engine Plant will remain the sole source for all 5.0L engine assembly and current component machining, and any potential derivatives from its base architecture.

The company also confirmed its intention to continue production of the Nano cylinder heads at the WEP Annex for the duration of this collective agreement.

Expenditures related to Windsor investment: **\$148,000,000.00 (CAD)**.

Oakville Assembly Complex:

Notwithstanding the previously discussed balance out of the Nautilus planned for the 2nd quarter 2023, the company confirmed the expected continued production of the existing FWD Edge through the 2nd quarter 2023 and the AWD Edge through the life of the collective agreement.

Contingent on necessary agreements made in partnership among the company, the union and federal and provincial governments - including implementation of this collective agreement and government incentives to support facility re-tooling, installations and re-arrangements - the company plans to transform OAC from traditional internal combustion engine (ICE) vehicle production into a battery electric vehicle (BEV) assembly facility for the future production of BEVs, currently planned to commence in 2024, with plans to launch the first BEV in 2026. The total impact of this plan is estimated at up to 3,000 new or secured jobs at OAC by 2027 and approximately **\$1,800,000,000.00 (CAD)** of expenditures or investment.

Other Locations:

The company advised the union that it plans to sell the existing Bramalea Parts Distribution Centre during the life of the collective agreement and exit its warehousing operations at that facility. The Company will lease two (2) new parts depot facilities for its warehousing operations, one west of the Greater Toronto Area (GTA), and the other in the Ottawa, Ontario area.

When considered in totality, the planned investment provided by the company in its Canadian operations will be approximately **\$1,948,000,000.00 (CAD)**.

The parties recognize that for the Canadian automotive manufacturing industry to remain competitive, contributions from Industry, Unions and Government are necessary. Accordingly, the union agreed that it would partner with the company to approach provincial and federal governments to obtain financial incentives that will support the business case and contribute to the success of this vision as set out in the letter.

Yours very truly,

FORD MOTOR COMPANY OF CANADA, Limited

R.J. Kantautas

Vice President, Human Resources

INSURANCE

INSURANCE BENEFITS

On ratification, all life and disability program benefits, including Survivor Income Benefits, are increased for active employees as at the new hourly rates of pay.

The following table illustrates the improvements after the application of the general wage increases over the term of the agreement:

INSURANCE EXAMPLE For illustration purposes only			
	Current	Sept. 2020	Sept. 2022
Assembler	\$35.53	\$36.42	\$37.33
S&A	\$870	\$900	\$915
EDB under 10 years	\$3,075	\$3,165	\$3,225
EDB 10 or more years	\$3,380	\$3,480	\$3,550
AD&D	\$40,500	\$41,750	\$42,500
Group Life	\$81,000	\$83,500	\$85,000
Tradesperson	\$41.88	\$43.31	\$44.77
S&A	\$1,025	\$1,055	\$1,090
EDB under 10 years	\$3,670	\$3,740	\$3,865
EDB 10 or more years	\$3,985	\$4,115	\$4,215
AD&D	\$47,750	\$49,500	\$51,000
Group Life	\$95,500	\$99,000	\$102,000

SICKNESS AND ACCIDENT PROGRAM

The company will provide sickness and accident benefits for up to 5 days following completion of a residential substance abuse treatment program for transitioning to aftercare, if recommended by the treatment facility doctor.

NEW HIRE RETIREMENT HEALTH CARE

For employees hired on or after September 24, 2012 the employer will make an hourly contribution toward post-retirement health care benefits upon completion of the New Hire Program.

Contributions (to a maximum of 2,080 hours) will be phased in to \$1 per hour over four years as follows:

- \$0.50/hour contribution in Year 1
- \$0.50/hour contribution in Year 2
- \$0.75/hour contribution in Year 3
- \$1.00/hour contribution in Year 4

Contributions will be directed to an Employee Life and Health Trust (ELHT) subject to agreement on feasibility of such a Trust for this purpose.

HEALTH BENEFITS



VISION CARE

Increased coverage reimbursement levels by \$50.00 to:

- Single vision lenses \$270.00
- Bi-focal lenses \$325.00
- Multi-focal lenses \$395.00
- Contact Lenses \$280.00
- Laser eye surgery \$450.00

Increased vision examination reimbursement by \$25 to a maximum of \$110.



PARAMEDICAL

Psychologist Treatment benefits are increased to \$75 per visit and annual maximum increased to \$700 per benefit year, per participant.



Occupational Therapy benefits added for dependent children not otherwise covered by provincial healthcare, up to annual maximum of \$500 per year.



DURABLE MEDICAL EQUIPMENT

Coverage for Continuous Glucose Monitoring systems added to an annual maximum of \$1,600.



MEDICAL CANNABIS

Annual limit of \$500 where prescribed by physician due to illness or medical condition. Following conditions need to be met prior to approval: Age 25 or over; suffering from chronic neuropathic pain or spasticity due to MS or nausea due to chemotherapy, and deemed last resort treatment for above.



DENTAL CARE

Increased annual maximum by \$200 to \$3,000.

Increased lifetime orthodontics maximum by \$200 to \$3,800.



RETIREE HEALTH CARE DEDUCTIBLE

The health care deductible is reduced by 50% for all retirees and surviving spouses.

PENSION BENEFITS

The terms of the current pension plans remain unchanged including the terms of the Hybrid Pension Plan. The lifetime pension and the 30-and-out Special Allowance and Supplement will continue in their current amounts.

LEGACY DEFINED BENEFIT (DB) PLAN

The DB Plan will be maintained at current levels for Basic, Special Allowance and Supplement under the Legacy DB and Hybrid DB pension plans.

DEFINED CONTRIBUTION (DC) PLAN

The union and company agreed to explore transferring DC plan members (anyone hired on or after November 7, 2016) to the College of Applied Arts & Technology (CAAT) new DBPlus plan. The CAAT DBPlus provides a lifetime DB pension including survivor benefits, indexation and early retirement options.

COMMUTED VALUE (CV) OPTION IMPROVED

The company has agreed to permit roll-over transfer of the cash portion of the commuted value (CV) in excess of CRA maximums directly to individual RRSP, once the new Ford payroll system is launched.

RETIREMENT INCENTIVE

The company will provide a one-time \$40,000 lump sum retirement incentive for up to 350 employees (including 20 skilled trades) in early 2021. The parties will meet to discuss implementation across Unifor locations.

RESTRUCTURING PACKAGES

The company commits to making available retirement incentive packages during the life of the agreement consisting of a \$60,000 lump sum (Non-Skilled Trades) and \$70,000 lump sum (Skilled Trades) and a \$20,000 vehicle voucher to mitigate the impact of indefinite layoffs that will not result in recall.

SKILLED TRADES



APPRENTICESHIPS

In these negotiations Ford has committed to hiring up to 75 apprentices, between the Oakville Assembly Complex and the Windsor powertrain facilities.

The split between the facilities will be determined by the requirements at each location and by the Skilled Trades Master Committee.

APPENDIX J

Total rewriting of this language in order to correct, update and align the apprenticeship program at both locations.

APPENDIX T

Skilled Trades Work Ownership

The committee reversed attempts by Ford to make detrimental changes to this language.

This important language was strengthened and maintained during this difficult round of bargaining.

Skilled Trades Differential

There are two new special adjustments to reflect the Skilled Trades hourly wage differential in years 1 and 3 (see page 2).

Skilled Trades Master Committee

A new Ford/Unifor Skilled Trades Master Committee is established to deal with trades-related issues.

Skilled Trades Union Education Program

Funding has been secured to continue this valuable program.



HEALTH, SAFETY, ERGONOMICS AND THE ENVIRONMENT

The Health and Safety Sub-Committee negotiated a number of changes that will help create safer and healthier work environments at all Ford facilities. These changes will ensure the union and employer stay current with important evolving workplace issues.

Leadership COVID-19 Statement

The Company and the Union reflected on the collective journey taken to help ensure everyone's safety at Ford facilities. Through dedication, collaboration and innovation, Unifor and Ford of Canada remain committed to address the continuing challenges posed by COVID-19.

Enhanced Workplace Environment Representative Training

During the 2020 negotiations, the Company and the Union had extensive discussions relating to the advantages of having a Unifor Workplace Environmental Representative and their positive impact in the workplace. Additional training will be offered to the workplace environmental representatives related to Global Plant Action.

Unifor Involvement in Emergency Preparedness

During the 2020 negotiations, the parties agreed that the local JHSC will participate in the evacuation planning discussions for their locations and provide recommendations for improvements.

Promotion of CPR AED Training

The parties recognized the contributions of CPR and AED to the survival rate of victims. As such, the parties will promote awareness and encourage participation in the volunteer program across the sites.

Commitment to Training

As a result of these negotiations, the company recognizes the value of ongoing training, including:

- Unifor/Ford Working at Heights Training Program
- Unifor/Ford Ergonomic Surveillance Tool Training
- Annual Health and Safety/Ergonomic Conference
- LEC member skills
- New equipment buyoff checklists and standards
- JHSC knowledge on safety standards

New Emerging Technologies

During the 2020 negotiations, the parties discussed emerging technologies like artificial intelligence, the role of JHSCs and the understanding of applicable safety standards, regulations and required safety prevention controls prior to their implementation.



Industrial Hygiene

The parties reaffirmed the role of the workplace health and safety representatives and the need to further their skills to prevent injuries and illnesses.

During the life of the collective agreement, the JHSC and MHSC members will receive enhanced training on provincial regulations, permissible exposure limits, hierarchy of controls, effective communication of sampling results and other topics as agreed to by the MHSC.

Psychological Health and Safety

The Company and the Union discussed psychological health and safety including the CSA Z1003 Psychological Health and Safety in the Workplace Standard. During the term of the collective agreement, the MHSC will review the Standard with the local JHSCs and discuss its application to local work practices and communications.

Health, Safety, and Ergonomic Training

The parties recognized the value of Health and Safety and Ergonomic representative training and its positive effect in the workplace. Procedures are now in place to ensure increased participation of additional representatives at the Annual Health and Safety/Ergonomic Conference during the life of the collective agreement.

Training Programs to be Reviewed and Modified

The parties agreed to update training videos for all facilities.

Safety Shoe Allowance

The annual safety shoe allowance increased to the following amounts:

- Blue tag \$125.00
- Green tag \$150.00

PAID HOLIDAY SCHEDULE: October 2020 - September 2023

Monday, October 12, 2020	Thanksgiving
December 24, 25, 28, 29, 30, 31 2020	December Holiday Period
Friday, January 1, 2021	December Holiday Period
Friday, April 2, 2021	Good Friday
Monday, April 5, 2021	Monday after Easter
Friday, May 21, 2021	Friday before Victoria Day
Monday, May 24, 2021	Victoria Day
Friday, July 2, 2021	Canada Day
Monday, August 2, 2021	Civic Holiday/Heritage Day
Friday, September 3, 2021	Friday before Labour Day
Monday, September 6, 2021	Labour Day
Monday, October 11, 2021	Thanksgiving
December 24, 27 – 31, 2021	December Holiday Period
Friday, April 15, 2022	Good Friday
Monday, April 18, 2022	Monday after Easter
Friday, May 20, 2022	Friday before Victoria Day
Monday, May 23, 2022	Victoria Day

Friday, July 1, 2022	Canada Day
Monday, August 1, 2022	Civic Holiday/Heritage Day
Friday, September 2, 2022	Friday before Labour Day
Monday, September 5, 2022	Labour Day
Monday, October 10, 2022	Thanksgiving
December 26 - 30, 2022	December Holiday Period
Monday, January 2, 2023	December Holiday Period
Friday, April 7, 2023	Good Friday
Monday, April 10, 2023	Monday after Easter
Friday, May 19, 2023	Friday before Victoria Day
Monday, May 22, 2023	Victoria Day
Friday, June 30, 2023	Canada Day
Monday, August 7, 2023	Civic Holiday/Heritage Day
Friday, September 1, 2023	Friday before Labour Day
Monday, September 4, 2023	Labour Day



**Your Master Bargaining Committee and Local Bargaining Committees
unanimously recommend this tentative agreement.
We urge you to vote in favour.**

EQUITY

To enhance the equity work undertaken by Unifor, gains were achieved in this round of negotiations, including:

RACIAL JUSTICE

Through negotiations, Unifor and Ford have agreed to develop an ambitious Anti-Racism Action Plan, that includes the establishment of a new Racial Justice Advocate position.

This new Racial Justice Advocate will work through the Employment Equity rep and offer support to those who face anti-Black and anti-Indigenous discrimination.

Additionally, the parties agree to recognize March 21 – the International Day for the Elimination of Racial Discrimination – each year, to organize actions and a moment of silence.

DOMESTIC OR SEXUAL VIOLENCE LEAVE

If a Unifor member is ineligible for S&A benefits, the company will provide up to 10 paid days of leave when an employee or an employee's child has experienced or been threatened with domestic or sexual violence.

WHITE RIBBON CAMPAIGN

The union secured an increase in funding to the White Ribbon Campaign, which seeks to end male violence against women and girls, promote gender equity, healthy relationships and a new vision of masculinity.



OTHER PROVISIONS

CHILD CARE BENEFIT

The Child Care Benefit has been expanded to include coverage of for-profit regulated and registered daycare facilities. Total increases are \$4 on the Full-Day benefit for ages 0-6, \$3 on the Half-Day benefit, and \$600 on the annual maximum.

LEAVE ALLOWANCE

Amend the duration of Family Medical Leave allowance (top up) to align with the duration of the Employment Insurance Benefit or as per the ESA whichever is longer.



LEGAL SERVICES PLAN

The Legal Services Plan provides coverage for all employees upon completing the New Hire program until retirement and clarifies funding language to reflect current practice (pay-as-you-go) around funding.

SCHOLARSHIP PROGRAM

Expanded to add coverage for certificate programs at accredited schools in the United States and Canada. The program provides coverage for seniority employees hired on or after September 24, 2012 upon completing the New Hire program.

YOUR UNIFOR FORD OF CANADA MASTER BARGAINING COMMITTEE



JERRY DIAS
National President



LANA PAYNE
National Secretary Treasurer



JOHN D'AGNOLES
Ford Master Bargaining
Committee Chair, President,
Local 200, Windsor



SHANE WARK
Assistant to the National
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SCOTT DOHERTY
Executive Assistant
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DINO CHIODO
Director, Auto Sector



SARI SAIRANEN
Director, Health, Safety and
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ANGELO DICARO
Director, Research



COREY VERMEIJ
Director, Pensions
and Benefits



JOHN BRESLIN
Director, Skilled Trades



CAMMIE PEIRCE
National Representative,
Pensions and Benefits



KAYLIE TIESZEN
National Representative,
Research



MARC BRENNAN
Vice-Chair, Ford Master
Bargaining Committee



MARK SCIBERRAS
President, Local 707, Oakville



BOB SCOTT
Chairperson, Local 707,
Oakville



DARRIN CAERELS
Skilled Trades Chairperson,
Local 707, Oakville



TIM LITTLE
Vice President, Local 200,
Windsor



KEVIN BELL
Chairperson, Essex Engine
Plant, Local 200, Windsor



CHAD LAWTON
Chairperson, Windsor Engine
Plant, Local 200, Windsor



BOB KRIZANOVIC
Skilled Trades Chairperson,
Local 200, Windsor



RICK ANDERSON
Chairperson, Edmonton PDC,
Local 1087, Edmonton



GARY RUMBOLDT
Chairperson, Bramalea PDC,
Local 584, Bramalea



SANDY KNIGHT
President, Local 584,
Bramalea



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