UNIFOR • FORD OF CANADA

BARGAINING REPORT 2026

SUMMARY OF THE 2026 TENTATIVE AGREEMENT BETWEEN UNIFOR AND FORD OF CANADA

UNIFOR AUTO TALKS 2026

RECOMMENDATION

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

We urge you to vote in favour.

CONTRACT HIGHLIGHTS

ANNUAL WAGE INCREASES **3% + 3% + 3%**

JOB SECURITY Investments at Essex Engine and Oakville Assembly.

SHORT WORK WEEK Eligibility at 1 year.

$10,000 Productivity & Quality Bonus in 2026.

$2,000 December Bonus in 2026.

COLA RENEWED With an additional quarterly adjustment.

RETIREES Improved quarterly payments, including surviving spouses.

PENSIONS Increases to Legacy DB and Hybrid plans.

CAAT DBPLUS 2,080-hour cap on contributions eliminated.

RETIREMENT INCENTIVES of $50,000.

HEALTH CARE BENEFITS Increases to Long-Term Care, and other benefit improvements.

PATH TO FULL EMPLOYMENT For Oakville Assembly.

IMPROVED WAGE PROGRESSION For production members with less than four years.

NO CLOSURE Commitment renewed.

Contract term:
3-YEAR AGREEMENT

Agreement will expire at:
11:59 p.m. ET on **September 19, 2029.**

HIGHLIGHTS

WAGES, COLA, & BONUSES

PENSIONS & RETIREMENT SECURITY

JOB SECURITY FOR UNIFOR MEMBERS

INCOME SECURITY

ADDITIONAL PRIORITIES

MAKING GAINS AND SECURING JOBS, AGAINST ALL ODDS

Message to all Unifor members at Ford Motor Company

LANA PAYNE
National President

JOHN D'AGNOLO
Ford Master Bargaining Committee Chairperson, President, Local 200

JASON DEL BUONO
Ford Master Bargaining Committee Vice-Chairperson, OAC Chairperson, Local 707

To say Canada's auto industry is in challenging times, is an understatement. Unwarranted U.S. trade aggression towards Canada is hindering investments in assembly plants. Tariffs have already resulted in job loss throughout the supply chain, on both sides of the border. Our members have been on the front lines of this trade war for the past 18 months. Unfortunately, trade disputes are only one of the many economic and regulatory headwinds facing the industry in 2026 including a growing global dominance by China's auto sector. The ground is shifting in a big way, and with North American trade talks held hostage by the White House, the future is as uncertain as ever.

This is why we wasted little time getting to the bargaining table. Forecasts show an industrial crisis in this country potentially growing worse, before getting better. Securing a fair deal for our members meant acting quickly and decisively. Waiting and hoping for better days was not an option.

Selecting Ford Motor Company to lead Auto Talks 2026 was carefully considered. This deal is evidence that our decision was the right one. The company demonstrated a firm commitment to Canada, despite the chaos, across all its Canadian facilities. Our union believed that negotiating first with Ford, while not easy, would help set a strong pattern deal. The agreement before you is the product of nearly one month of challenging negotiations that tested the resolve of our committees. Bargaining in a crisis is never easy. In the end, your Master Bargaining Committee delivered on the key priorities Unifor set out to accomplish.

In this brochure you will find full details of the contract settlement. This new three-year agreement includes a strong wage package with increases to the base rate of pay in each year, along with an improved COLA, thousands of dollars in up-front bonus payments and an uplift to the wage progression for newer members. The agreement also includes improvements to retirement security and better pensions for all groups of members – including those in the Legacy DB, the Hybrid plan and in CAAT DBPlus.

With job security of critical importance, your negotiating team secured program commitments at all Ford facilities, including a forecasted 3rd shift of production at Essex Engine in 2029, and a pathway to full employment at Oakville by July 1, 2027.

This deal provides gains in Short Work Week, reducing eligibility to one year of seniority and a range of benefit improvements including an upward adjustment to the long-term care benefit. Importantly, this agreement extends and improves the quarterly Universal Healthcare Allowance paid to Unifor retirees, which now includes surviving spouses, helping offset rising costs.

Everything in this agreement was won despite significant odds against us. This deal delivers gains for every union member and sets the pattern we can carry to General Motors and Stellantis.

Canadian autoworkers know a lot about bargaining in hard times. We have bargained through recessions, restructurings and trade deals designed to break us, and our union has always stood strong.

We would like to thank you for your patience, your support, and your solidarity. Without it, securing these gains, overcoming these challenges, and reaching this deal would have never been possible.

Your Master Bargaining Committee agrees that this deal meets the moment and unanimously recommends it for your ratification. We are proud to join them in that recommendation fully and without hesitation.

In solidarity,

Lana Payne
National President

John D'Agnolo
Ford Master Bargaining Committee Chairperson

Jason Del Buono
Ford Master Bargaining Committee Vice-Chairperson

WAGES, COLA, AND BONUSES

FOR FULL RATE EMPLOYEES

Production base wages grow to more than **$50/hour** over the agreement.

Skilled Trades base wages grow to more than **$62/hour** over the agreement.

WAGE INCREASES IN EVERY YEAR

PRIOR TO FIRST WAGE INCREASE
+$1.42 COLA Fold-In

YEAR 1 3%

YEAR 2 3%

YEAR 3 3%

TIMELINE

3% effective September 21, 2026*

3% effective September 20, 2027

3% effective September 18, 2028

**COLA Fold-In ($1.42) prior to first wage increase.*

In-progression employees receive wage increases in accordance with the new hire wage program.

For more information see In-Progression Employees section on Page 9.

WAGE GAINS: PRODUCTION AND SKILLED TRADES
(FOR ILLUSTRATIVE PURPOSES)

	HOURLY EARNINGS	PRODUCTION	SKILLED TRADES
	Current earnings (does not include COLA float)	$44.52	$55.97
YEAR 1	COLA Fold-In	$1.42	
	Wage after Fold-In	$45.94	$57.39
	Wage increase	3%	
	COLA adjustments	1 adjustment	
	YEAR 1 WAGE	**$47.32**	**$59.11**
YEAR 2	Wage increase	3%	
	COLA adjustments	4 adjustments	
	YEAR 2 WAGE	**$48.74**	**$60.88**
YEAR 3	Wage increase	3%	
	COLA adjustments	3 adjustments	
	YEAR 3 WAGE	**$50.20**	**$62.71**

For illustrative purposes: Actual rates vary by classification. Does not include forecast value of COLA adjustments.

AS OF SEPT. 2028:

PRODUCTION TOP RATE
$50.20/hour

SKILLED TRADES TOP RATE
$62.71/hour

AS OF SEPT. 2027:

COLA INFLATION PROTECTION
RENEWED

COLA INFLATION PROTECTION RENEWED

INCREASE FROM 7 TO 8 QUARTERLY COLA ADJUSTMENTS

Cost-of-Living Allowance (COLA) is a form of wage protection against rising consumer prices. COLA increases alongside inflation.

Unifor successfully negotiated a $1.42 "Fold-In" of COLA that accumulated over the 2023 collective agreement. That "Fold-In" will be applied to the base rate of pay.

The union also successfully negotiated the renewal of the quarterly COLA adjustments for the 2026 collective agreement.

Eligible members will receive 8 quarterly COLA adjustments over the collective agreement, beginning with the pay period September 6, 2027.

COLA will continue to be capped at $2.00 just as it was during the 2023 agreement.

COLA ADJUSTMENTS

Effective date of adjustment
September 2027
December 2027
March 2028
June 2028
September 2028
December 2028
March 2029
June 2029

WAGE GAINS ARE FORECASTED TO OUTPACE PROJECTED INFLATION

The combination of the COLA Fold-In and 3% annual base wage increases exceed a projected inflation rate of 2.6% for the remainder of 2026 and an average of 2% from 2027 to 2029, with the difference rising to nearly $3 per hour by the end of the contract.

Including the projected impact of 8 quarterly COLA adjustments starting in September 2027 increases the rate at which wages outpace inflation, offering an important measure of protection against higher-than-expected cost-of-living increases.

EXAMPLE: PRODUCTION FULL RATE WAGE VS. PROJECTED INFLATION

YEAR 1 BONUSES

BONUS 1: $10,000 PRODUCTIVITY AND QUALITY BONUS

The union has negotiated a lump sum **Productivity and Quality bonus of $10,000**. Employees on the active roll of the Company (excluding Temporary Part Time (TPT) employees) as of the Monday following the notice of ratification will qualify for the $10,000 bonus.

Payment will be made to members on the inactive roll who performed work for the Company in the period from January 5, 2026, to the Monday following ratification, including those who retired prior to ratification.

Payment will be made to employees on the inactive roll unable to perform work for the Company in the period from January 5, 2026, to the Monday following ratification due to maternity, parental or adoptive leaves, providing the employee worked during the term of the 2023 Collective Agreement.

$10,000 SPECIAL PAYMENT FOR OAKVILLE MEMBERS ON LAYOFF

Employees at Oakville Assembly Plant who are on indefinite layoff as of the Monday following notice of ratification, and who would otherwise not qualify for the Productivity and Quality bonus, will receive a $10,000 Special Payment.

Target Date for Productivity & Quality Bonus and Special Payment is August 31, 2026.

BONUS 2: $2,000 DECEMBER BONUS PAYMENT

All active and inactive employees (excluding TPT employees) hired prior to the effective date of the agreement and who performed work for the company in 2026, will receive a special one-time December Bonus payment of $2,000. Payment will be made prior to the December 2026 holiday period.

YEAR 1 BONUSES VALUE AT A GLANCE

PRODUCTIVITY & QUALITY BONUS		DECEMBER BONUS		TOTAL YEAR 1 BONUS
$10,000	+	$2,000	=	$12,000

SPECIAL PAYMENT FOR OAKVILLE MEMBERS ON LAYOFF
$10,000

UNIFOR-FORD SAVINGS PLAN OPTION
Members may choose to direct the Productivity and Quality Bonus, Special Payment or December Bonus to the Unifor-Ford Savings Plan.

ECONOMIC SUMMARY

AFTER 3 YEARS:
FULL RATE PRODUCTION MEMBERS GAIN ▶ $29,547

ECONOMIC GAINS FOR PRODUCTION MEMBERS AT FULL RATE

FULL RATE PRODUCTION MEMBERS GAIN APPROXIMATELY $29,500 AFTER 3 YEARS

	YEAR 1	YEAR 2	YEAR 3	TOTAL
P&Q Bonus	$10,000			$10,000
Year 1 December Bonus	$2,000			$2,000
Wage increase	$1.38	$1.42	$1.46	
Annual value of wage increases	$2,867	$5,819	$8,861	$17,547
COLA adjustments	1 adjustment	4 adjustments	3 adjustments	
			TOTAL VALUE	$29,547

For illustrative purposes.
Does not include forecast value of COLA adjustments. Calculations are based on a 2,080 hour work year.

AFTER 3 YEARS:
SKILLED TRADES MEMBERS GAIN ▶ $33,920

ECONOMIC GAINS FOR SKILLED TRADES MEMBERS

SKILLED TRADES MEMBERS GAIN APPROXIMATELY $34,000 AFTER 3 YEARS

	YEAR 1	YEAR 2	YEAR 3	TOTAL
P&Q Bonus	$10,000			$10,000
Year 1 December Bonus	$2,000			$2,000
Wage increase	$1.72	$1.77	$1.83	
Annual value of wage increases	$3,581	$7,270	$11,069	$21,920
COLA adjustments	1 adjustment	4 adjustments	3 adjustments	
			TOTAL VALUE	$33,920

For illustrative purposes.
Does not include forecast value of COLA adjustments. Calculations are based on a 2,080 hour work year.

TEMPORARY PART-TIME EMPLOYEE WAGES AND BONUSES

The hourly rate of pay for Temporary Part-Time (TPT) employees will increase from $31.16 to **$34.07 in Year 1** (September 2026), subsequently rising to **$35.09 in Year 2** (September 2027) and then **$36.14 in Year 3** (September 2028).

All TPT employees on the active roll as of the Monday following the notice of ratification will receive a **$2,000 Productivity and Quality Bonus**.

IN-PROGRESSION EMPLOYEES

Members who are in-progression (those with less than 4 years of seniority, and not yet at the full rate of pay) will receive a share of the $1.42 COLA Fold-In in September 2026 and all General Wage Increases (3%, 3%, 3%).

Members will also benefit from a revised wage progression, which **lifts wages by an additional 2% at each step in the grid**.

Members who are in-progression also receive the $10,000 Productivity and Quality Bonus plus the $2,000 December Bonus payments, if they meet eligibility criteria.

NEW WAGE PROGRESSION

SENIORITY	CURRENT PROGRESSION	NEW PROGRESSION
START	70%	72%
1	78%	80%
2	86%	88%
3	94%	96%
4	100%	100%

For clarity: Employees will receive full rate upon completion of their fourth year of employment (same as 2023 Agreement).

BY END OF CONTRACT:

MEMBERS IN THE WAGE PROGRESSION WILL SEE SIGNIFICANT WAGE IMPROVEMENTS

IF YOU ARE IN THE WAGE PROGRESSION, THIS IS HOW YOUR WAGE WILL CHANGE

SENIORITY LEVEL ON DATE OF RATIFICATION	CURRENT WAGE*	ADJUSTMENTS SEPTEMBER 2026^	STEP INCREASE ON ANNIVERSARY DURING YEAR 1	SEPTEMBER 2027 YEAR 2: 3% WAGE INCREASE	STEP INCREASE ON ANNIVERSARY DURING YEAR 2	SEPTEMBER 2028 YEAR 3: 3% WAGE INCREASE	STEP INCREASE ON ANNIVERSARY DURING YEAR 3
0 TO 1 YEAR	$31.16	$34.07	$37.85	$38.99	$42.89	$44.18	$48.19
1 TO 2 YEARS	$34.73	$37.85	$41.64	$42.89	$46.79	$48.19	$50.20
2 TO 3 YEARS	$38.29	$41.64	$45.43	$46.79	$48.74	$50.20	
3 TO 4 YEARS	$41.85	$45.43	$47.32	$48.74		$50.20	

For illustrative purposes.
**Calculations based on base wage for Production. Includes the negotiated COLA Fold-In adjustment effective September 21, 2026.*

IMPROVING PENSION PROGRAMS

Improving all pension programs - the Defined Benefit, Hybrid, and CAAT DBplus pensions - as well as supports for current retirees was a priority for Unifor.

LEGACY DEFINED BENEFIT PENSION PLAN MEMBERS

Effective January 1, 2027, the Defined Benefit Pension **Monthly Basic Benefit Rate will increase by $3** and the **Special Allowance will increase by $150** for all Pension Class Codes.

Effective January 1, 2027, the **Supplement will increase from $18 to $20**.

LEGACY DEFINED BENEFIT PENSION PLAN INCREASES

For members hired prior to September 24, 2012

PENSION CLASS CODE	CURRENT MONTHLY BASIC BENEFIT	MONTHLY BASIC BENEFIT INCREASE	MONTHLY BASIC BENEFIT EFFECTIVE JANUARY 1, 2027
A	$73.60	$3.00	$76.60
B	$73.85	$3.00	$76.85
C	$74.10	$3.00	$77.10
D	$87.60	$3.00	$90.60
PENSION CLASS CODE	**CURRENT SPECIAL ALLOWANCE**	**SPECIAL ALLOWANCE INCREASE**	**SPECIAL ALLOWANCE EFFECTIVE JANUARY 1, 2027**
A-C	$3,795.32	$150.00	$3,945.32*
D	$4,225.32	$150.00	$4,375.32*

***On a 30-and-Out pension, your annual Special Allowance will increase by up to $1,800 in all Pension Class Codes.**

HYBRID PENSION PLAN MEMBERS

Effective January 1, 2027, for the DB Portion of the Hybrid Pension Plan, the **Monthly Basic Benefit Rate will increase by $1.50** and the **Special Allowance will increase by $75** for all Pension Class Codes.

Effective January 1, 2027, the **Supplement will increase from $18 to $20**.

HYBRID PENSION PLAN — DEFINED BENEFIT PORTION

For members hired on or after September 24, 2012 and prior to November 7, 2016

	FIRST TEN YEARS			AFTER TEN YEARS		
PENSION CLASS CODE	CURRENT MONTHLY BASIC BENEFIT	MONTHLY BASIC BENEFIT INCREASE	EFFECTIVE JANUARY 1, 2027	CURRENT MONTHLY BASIC BENEFIT	MONTHLY BASIC BENEFIT INCREASE	EFFECTIVE JANUARY 1, 2027
A	$28.00	$1.50	$29.50	$36.50	$1.50	$38.00
B	$28.09	$1.50	$29.59	$36.63	$1.50	$38.13
C	$28.19	$1.50	$29.69	$36.75	$1.50	$38.25
D	$33.38	$1.50	$34.88	$43.50	$1.50	$45.00

HYBRID PENSION PLAN — DEFINED BENEFIT PORTION — SPECIAL ALLOWANCE

PENSION CLASS CODE	CURRENT SPECIAL ALLOWANCE	SPECIAL ALLOWANCE INCREASE	SPECIAL ALLOWANCE EFFECTIVE JANUARY 1, 2027
A-C	$1,882.50	$75.00	$1,957.50*
D	$2,097.50	$75.00	$2,172.50*

***On a 30-and-Out pension, your Special Allowance benefit will increase by up to $900 in all Pension Class Codes.**

HYBRID PENSION PLAN — DEFINED CONTRIBUTION PORTION

New company contribution rates effective January 1, 2027 — an increase of $0.05 per hour for all pension class codes

PENSION CLASS CODE	YEAR 1-4	YEAR 5-7	YEAR 8+
A	$0.40/hr	$0.65/hr	$0.90/hr
B	$0.40/hr	$0.65/hr	$0.90/hr
C	$0.40/hr	$0.65/hr	$0.90/hr
D	$0.45/hr	$0.75/hr	$1.05/hr

Rates shown are company contributions per hour to the DC portion, by completed years of service.

Effective January 1, 2027, for the DC portion of the Hybrid Pension Plan, the **company contribution rates will increase by $0.05 per hour** for all Pension Class Codes.

The 30-year maximum on DC contributions is eliminated January 1, 2027.

CAAT DBPlus PENSION PLAN MEMBERS

On January 1, 2025, Unifor members hired on or after November 7, 2016 and participating in the DC Pension Plan, were enrolled in the College of Applied Arts and Technology (CAAT) DBplus pension plan.

CONTRIBUTION CAP REMOVED

Unifor succeeded in removing the 2,080 hour annual cap on required contributions. The removal takes effect January 1, 2027.

PORTABILITY LETTER OF UNDERSTANDING

For members with accumulated DC retirement savings who are currently participating in the CAAT DBplus pension plan, a letter of agreement was signed with the company to explore the feasibility of porting balances to the CAAT DBPlus plan, if and when permitted under the *Ontario Pension Benefits Act*.

HIGHER WAGES = INCREASED PENSIONS

Contributions to the CAAT DBPlus pension plan are determined by the amount of income a member earns. When the union negotiates wage increases, it directly bolsters pension contributions made by both the member and the employer.

HOW WAGE INCREASES WILL INCREASE CAAT DBPLUS CONTRIBUTIONS

AT CURRENT WAGE RATES...		WITH NEW WAGE INCREASES...	
MEMBER CONTRIBUTES	COMPANY CONTRIBUTES	MEMBER CONTRIBUTES	COMPANY CONTRIBUTES
4%	7%	4%	7%
TOTAL CONTRIBUTIONS OVER THE 3-YEAR CONTRACT			
$11,112	$19,446	$12,169	$21,295
TOTAL CONTRIBUTIONS TO CAAT DBPLUS: $30,559		TOTAL CONTRIBUTIONS TO CAAT DBPLUS: $33,464	
		TOTAL CONTRIBUTIONS INCREASE: $2,906	

Calculation based on Production base rate of $44.52 per hour at 2,080 hours.

RETIREES

INCREASE TO THE UNIVERSAL HEALTHCARE ALLOWANCE

In 2023, Unifor negotiated the Universal Healthcare Allowance, an ad hoc, quarterly payment made to retirees who were hired prior to November 7, 2016 and who retired under a Regular Early, Special Early or Normal Retirement and in receipt of a monthly pension. Quarterly payment amounts were determined by the date of retirement.

In 2026, Unifor negotiated an improved Universal Healthcare Allowance with Ford, that **increases the previous quarterly payments by $50 per quarter**.

UNIVERSAL HEALTH CARE ALLOWANCE PAYMENTS

The Universal Healthcare Allowance will be paid as follows:

- **$250 per quarter** for members who retired prior to October 1, 2008 (increased from $200/quarter)
- **$200 per quarter** for members who retired on or after October 1, 2008, and up to and prior to October 1, 2016 (increased from $150/quarter)
- **$175 per quarter** for members who retired on or after October 1, 2016, and up to and including October 1, 2023 (increased from $125/quarter)
- This payment will be made quarterly during the term of the agreement beginning in December 2026.

SURVIVING SPOUSES NOW ELIGIBLE FOR UNIVERSAL HEALTHCARE ALLOWANCE

The Universal Healthcare Allowance is now available to Surviving Spouses, who will receive 66 2/3% of the quarterly payment (consistent with survivor benefits).

2026 GAINS TO THE UNIVERSAL HEALTHCARE ALLOWANCE

RETIRED BEFORE OCT. 1, 2008
$250
PER QUARTER
$1,000 per year

RETIRED OCT. 1, 2008 AND PRIOR TO OCT. 1, 2016
$200
PER QUARTER
$800 per year

RETIRED OCT. 1, 2016 TO OCT. 1, 2023
$175
PER QUARTER
$700 per year

JOB SECURITY FOR UNIFOR MEMBERS

At a time of economic uncertainty, the union has renewed existing contract provisions and negotiated new measures to secure and stabilize Ford of Canada facilities.

CONFIRMED PRODUCTION PLANS AT FORD OF CANADA FACILITIES

WINDSOR OPERATIONS $500 MILLION USD INVESTMENT

The company committed to invest **five hundred million dollars ($500,000,000 USD)** over the life of the agreement in facility and tooling investments which will maximize 5.0L engine and machining capacity at Essex Engine Plant (EEP).

Production of the 7.3L engine is planned to continue through the life of the agreement, with the previously announced balance out of the 6.8L engine occurring in third quarter of 2026 at Windsor Engine Plant (WEP).

At EEP, production of the 5.0L and 7.3L engines is expected to continue throughout the life of the agreement.

In addition, based on current forecasted market demand, **an additional shift in engine assembly is forecasted for 2029**. In order to maximize plant engine capacity and support this forecasted additional shift, the union understands and agrees the company may need to source additional engines and machine components from an external source(s) to meet excess demand, in the event forecasted demand for the 5.0L program (including any derivatives) exceeds the maximum capacity at EEP. The company has committed that if such sourcing is required EEP will be designated the lead producer for the 5.0L program (including any derivatives).

OAKVILLE ASSEMBLY COMPLEX $400 MILLION USD INVESTMENT

The company has invested in retooling and transforming OAC, including a brand new Stamping operation. Super Duty production at OAC is expected to launch in third quarter of 2026 and continue through the life of the agreement.

Additional expenditures planned to support OAC production over the life of the agreement: four hundred million ($400M USD).

OTHER LOCATIONS:

The Casselman, Paris and Edmonton (Leduc) Parts Distribution Centres are multi-shift warehousing operations for Service Parts supplied to Ford dealers. These operating patterns are expected to continue throughout the life of the agreement, subject to customer demand level.

NO SALE AND NO CLOSURE OF UNIFOR FACILITIES

Ford has committed to a moratorium on the sale or closure of any Unifor-represented facility, in whole or in part, during the life of this agreement by renewing a Letter of Understanding.

PATHWAY TO "FULL EMPLOYMENT" AT OAKVILLE ASSEMBLY

In response to union concerns of continued indefinite layoffs at the Oakville Assembly plant, Ford is offering a one-time $50,000 payment to eligible production employees. The offer will be provided as follows:

- STEP 1: Normal and regular early retirement eligible (retirement incentive).
- STEP 2 (if required): Non-retirement eligible (separation payment).

Retirement and separation dates will be determined by the company, predicated on operational requirements and are planned to be **completed by July 1, 2027 (Canada Day)**.

The total number of employees electing to leave the company shall not exceed the number of employees on layoff as of the Monday following notice of ratification and will result in a one-for-one action.

HOW THE PATHWAY TO "FULL EMPLOYMENT" AT OAKVILLE ASSEMBLY WILL WORK

$50,000 One-time payment for eligible production employees.

STEP 1: NORMAL AND REGULAR EARLY RETIREMENT ELIGIBLE

Offered to production employees eligible for normal and regular early retirement.

STEP 2: SEPARATION PAYMENT (ONLY IF REQUIRED)

Offered to non-retirement eligible production employees.

ONE-TO-ONE RATIO

A member who accepts the one-time payment enables one laid-off member to be recalled.

Total departures cannot exceed the number of members on layoff.

PLANNED COMPLETION

July 1, 2027 (Canada Day)

SKILLED TRADES WORK OWNERSHIP PROTECTIONS

Under the agreement, the company recommits that there will be no reduction of Skilled Trades employees because of outside contracting throughout the life of the agreement.

ARTIFICIAL INTELLIGENCE GUARDRAILS

The company and union held detailed discussions on the use of artificial intelligence-enabled technology at Ford of Canada facilities. The company acknowledges Unifor's concern that advances in AI-enabled technology may impact job content and responsibilities of bargaining unit employees. The new agreement includes a letter confirming the implementation of AI-enabled technologies at facilities are covered by existing contract provisions related to advanced notice, discussion and training when jobs are affected. In addition, new technology including AI-enabled technology will continue to be on the agenda for Unifor-Ford Quarterly Business Review meetings.

INCOME SECURITY

SHORT WORK WEEK ELIGIBILITY AFTER 1 YEAR, INSTEAD OF 3

Eligibility for Short Work Week (SWW) benefits is now **reduced from 3 years to 1 year** of seniority. This change will provide hundreds more Unifor members (those in-progression) access to this important and long-standing income security benefit.

EXTENDED INCOME MAINTENANCE PLAN BENEFITS AT OAKVILLE

Unifor members at Oakville who are laid off will have Income Maintenance Plan (IMP) benefits extended until their recall date to work or until July 1, 2027 (whichever comes first).

Under these provisions, IMP benefits will continue to be paid at employee's hourly rate of pay at time of layoff.

ADDITIONAL PRIORITIES

BENEFITS

HEALTH & OPTIONAL LIFE INSURANCE

- Optional and Dependent Life Insurance **premiums will remain frozen** for the life of the agreement.
- Open Enrollments for Optional Life Insurance will be offered in 2027, 2028 and 2029.

The Benefits Sub-Committee negotiated substantial improvements to many pieces of the Benefits package listed below:

ORTHODONTICS

- The lifetime maximum for Orthodontics will **increase to $4,000** effective January 1, 2027.

LASER EYE SURGERY

- The lifetime maximum for Laser Eye Surgery will **increase to $500** effective January 1, 2027.

OCCUPATIONAL THERAPY

- The annual maximum for Occupational Therapy for children will **increase to $600** effective January 1, 2027.

VISION CARE

- Vision coverage for frames, lenses and contacts will **increase by $30 in each category** and the reimbursement frequency for dependent children 16 or under will **reduce to every 12 months** effective January 1, 2027.
    - Single vision lenses will increase to **$330**.
    - Bi-focal lenses will increase to **$385**.
    - Multi-focal lenses will increase to **$455**.
    - Contact lenses will increase to **$340**.

PSYCHOLOGIST SERVICES

- The per visit maximum for Psychologist Services will **increase to $150** and the annual maximum will **increase to $1,200** effective January 1, 2027.

ORTHOTICS

- The $400 maximum reimbursement frequency for Orthotics for employees will **reduce from 36 months to every 24 months** effective January 1, 2027.

CHIROPRACTIC SERVICES

- The per visit maximum for Chiropractic Services will **increase to $40** and the annual maximum will **increase to $500** effective January 1, 2027.

LONG-TERM CARE

- The Long-Term Care benefit will **increase to $900 per month** effective January 1, 2027 (including for anyone who entered a Long-Term Care facility on or after January 1, 2014 who is in a facility on January 1, 2027).

EMPLOYEE LIFE AND HEALTH TRUST (ELHT)

MEMBERS HIRED ON OR AFTER SEPTEMBER 24, 2012

The Employee Life and Health Trust (ELHT) is funded by contributions from the company in order to provide members with group health and dental benefits in retirement.

These hourly contributions apply to any members hired on or after September 24, 2012. Employer contributions start once members have attained 4 years of seniority.

ELIGIBILITY

In order to be eligible for ELHT benefits, retirees must have attained the following as of January 1, 2027:

- 55 years of age;
- 10 years of seniority; and
- 10,000 hours' worth of ELHT contributions from the employer.

The 10,000 hour requirement is waived for anyone who retired prior January 1, 2027 with age 55 and 10 years of seniority.

It is important to note that the ELHT is a D3 Multi-Employer initiative.

NEW ELHT CONTRIBUTION SCHEDULE

YEARS OF SERVICE	OLD ELHT CONTRIBUTION SCHEDULE	NEW ELHT CONTRIBUTION SCHEDULE
1	N/A	N/A
2	N/A	N/A
3	N/A	N/A
4	N/A	N/A
5	$0.50/hr	**$1.00/hr**
6	$0.50/hr	**$1.25/hr**
7	$0.75/hr	**$1.25/hr**
8+	$1.00/hr	**$1.25/hr**

Note: Employer contributions begin once a member attains 4 years of seniority.

SKILLED TRADES HIGHLIGHTS

APPRENTICES INCLUDED IN JOB SECURITY AND WORK OWNERSHIP APPENDIX "T"

It is the policy of the company to fully utilize all employees in Skilled Trades classifications in the performance of maintenance and construction work. Consistent with local scheduling practices, when such work is required to be performed, Skilled Trades employees, including apprentices, shall be given first priority to perform such work provided they are capable of performing such work. If for valid reasons, the company is contemplating not utilizing apprentices, discussions will take place with the Skilled Trades Chairperson, before a final decision is made.

CONTINUED COMMITMENT TO HIRE APPRENTICES

The company has maintained its commitment to hire up to **150 apprentices** between the Oakville Assembly Complex and the Windsor powertrain facilities.

Recruitment for the first class of apprentices will start no later than the third quarter of 2027.

ONGOING REIMBURSEMENT OF SKILLED TRADES LICENSE FEES

The company has agreed to continue reimbursing Skilled Trades employees for their annual renewal of **Journeyperson class membership fees** with Skilled Trades Ontario (STO), upon receiving proof of payment.

SUSTAINED FUNDING FOR THE SKILLED TRADES UNION EDUCATION PROGRAM

Funding has been secured to **sustain the Skilled Trades Union Education Program** over the course of the contract.

SAFETY BOOT ALLOWANCE

The allowance for green patch safety shoes has been increased **from $200 to $235 per year**.

PLANT OPERATIONS

BEREAVEMENT LEAVE

Increased paid bereavement leave for stepparent and stepchild **from 3 days to 5 days**.

Bereavement leave language was enhanced and will now apply to memorial services.

Members may also split the leave into two periods, with the second taken up to three months after the date of death.

100 DAY LETTER MAINTAINED

The Plant Operations Committee successfully rejected the company's request to eliminate the 100-day letter in the collective agreement. The letter remains status quo.

TRAINING

TRAINING COORDINATORS AND TRAINING PROGRAMS

The Training Committee successfully maintained Training Coordinators and Training Programs.

HEALTH, SAFETY, ERGONOMICS AND ENVIRONMENT

SAFETY SHOE ALLOWANCE

The annual safety shoe allowance is **increased from $200 to $235.**

ACTIVITIES BEING PLANNED/DEVELOPED:

The Master Health and Safety Committee (MHSC) will:

- Update the confined Spaces Training Program.
- Update WHMIS/GHS Training Program.

STRENGTHENED ERGONOMICS LANGUAGE

Removed the six-month waiting period before unresolved ergonomic issues can be escalated to the Plant's Safety Process Review Board.

HEALTH AND SAFETY INPUT ON WORKPLACE CHANGES

Workstation changes that affect health and safety, such as the removal of ergonomic chairs, flooring and mats, tools, tilt tables and lift equipment, will now receive Joint Health and Safety Committee and Local Ergonomics Committee input through the company's change management process. Unresolved concerns can be escalated to the site's Safety Process Review Board.

MENTAL HEALTH

- Maintained Mental Health First Aid Training for Unifor Representatives during the term of the collective agreement.

EFAP HIGHLIGHTS

- The company's funding commitment for short-term family counselling is **increased from $570,000 to $625,000** over the term of the agreement, with up to $200,000 in additional funding available from the Special Contingency Fund if required.
- The parties agreed to align training for EFAP Representatives and their alternates with developments in the industry's EAP standard assessment tools training, ensuring reps can continue making admission referrals for members into recognized substance abuse treatment facilities.
- The company will continue to provide an annual subscription to the Psychology Tools Complete Program, shared amongst EFAP Representatives, for the term of the agreement.

EQUITY

- Continued work towards a gender-neutral collective agreement, including updated language in Appendix Q.
- Local Employment Equity Committee communication strategies will now include diversity initiatives such as PRIDE and Truth & Reconciliation.
- Employment Equity and Women's Advocate Representatives who have already completed Applied Suicide Intervention Skills Training (ASIST) may now enroll in a refresher session, with the company covering course costs and lost wages.
- The company will continue to provide up to $1,500 for the Comfort Hearts for Cancer campaign and up to $1,800 for the White Ribbon Campaign.
- Women's Advocate posters and wallet cards will be updated as required, with distribution handled by the National Equity Coordinator.

2026-2029 PAID HOLIDAY SCHEDULE

2026

Wednesday, September 30, 2026	National Day for Truth and Reconciliation
Monday, October 12, 2026	Thanksgiving
December 24-25, 28-31, 2026	December Holiday Period

2027

Friday, January 1, 2027	December Holiday Period
Monday, February 15, 2027	Family Day
Friday, March 26, 2027	Good Friday
Monday, March 29, 2027	Monday after Easter
Friday, May 21, 2027	Friday before Victoria Day
Monday, May 24, 2027	Victoria Day
Friday, July 2, 2027	Canada Day
Monday, August 2, 2027	Civic Holiday/Heritage Day
Friday, September 3, 2027	Friday before Labour Day
Monday, September 6, 2027	Labour Day
Thursday, September 30, 2027	National Day for Truth and Reconciliation
Monday, October 11, 2027	Thanksgiving
December 24, 27-31, 2027	December Holiday Period

2028

Monday, February 21, 2028	Family Day
Friday, April 14, 2028	Good Friday
Monday, April 17, 2028	Monday after Easter
Friday, May 19, 2028	Friday before Victoria Day
Monday, May 22, 2028	Victoria Day
Friday, June 30, 2028	Canada Day
Monday, August 7, 2028	Civic Holiday/Heritage Day
Friday, September 1, 2028	Friday before Labour Day
Monday, September 4, 2028	Labour Day
Monday, October 9, 2028	Thanksgiving
December 25-29, 2028	December Holiday Period

2029

Monday, January 1, 2029	December Holiday Period
Monday, February 19, 2029	Family Day
Friday, March 30, 2029	Good Friday
Monday, April 2, 2029	Monday after Easter
Friday, May 18, 2029	Friday before Victoria Day
Monday, May 21, 2029	Victoria Day
Friday, June 29, 2029	Canada Day
Monday, August 6, 2029	Civic Holiday/Heritage Day
Friday, August 31, 2029	Friday before Labour Day
Monday, September 1, 2029	Labour Day

UNIFOR AUTO TALKS 2026

RETIREMENT INCENTIVES

The company will offer one-time $50,000 retirement incentives for up to 127 members who are eligible for normal and regular-early retirement at Ford's Windsor Operations and Parts Distribution Centres. (Incentives will be provided to Oakville production employees under a separate program. For details, see section on Job Security).

The retirement incentives will be allocated as follows:

WINDSOR

Up to 100 incentives for the following employee groups:

- Up to 20 for Skilled Trades employees in specified trades determined by the company;
- Up to 2 for Local 240 employees; and
- The remaining balance for production employees.

PARTS, SERVICE & LOGISTICS

Up to 27 incentives for the following employee groups:

- Up to 12 at Paris
- Up to 6 at Casselman
- Up to 6 at Leduc
- Up to 3 for Local 1324 employees.

Retirements are planned to commence January 1, 2027 and conclude July 1, 2027, predicated on operational requirements.

OTHER ITEMS

UNIFOR MCMASTER LABOUR STUDIES CERTIFICATE

Funding for the program was maintained at up to $75,000 per year.

UNIFOR-FORD QUARTERLY BUSINESS REVIEW MEETINGS

The union and company agreed to continue the frequency of the Ford-Unifor business review meetings on a quarterly basis with manufacturing, and on a semi-annual basis with the parts service and logistics organization.

These meetings are intended for the parties to discuss product plans, business forecasts, emerging and advanced technologies, among other relevant items.

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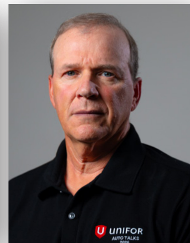
YOUR 2026 UNIFOR FORD MASTER BARGAINING COMMITTEE

LANA PAYNE
National President

LEN POIRIER
National Secretary-Treasurer



JOHN D'AGNOLO
Ford Master Bargaining Committee Chairperson, President, Local 200

JASON DEL BUONO
Ford Master Bargaining Committee Vice-Chairperson, OAC Chairperson, Local 707

SHANE WARK
Assistant to the National President

DINO CHIODO
Auto Director

MARC BRENNAN
National Representative, Serivce (Ford)

ANGELO DICARO
Research Director

ROXANNE DUBOIS
Chief of Staff to the National President

JOANNE HAY
Health, Safety and Environment Director

PATRICK RETTIG
Director of Pension and Benefit Strategy and Advocacy

JOHN BRESLIN
Skilled Trades Director

DJ LACEY
National Representative, Skilled Trades

SUNE SANDBECK
National Representative, Research

LISA CONTINI
National Representative, Pensions and Benefits

MARK SCIBERRAS
President, Local 707

CHRIS HERBST
OAC Skilled Trades Chairperson, Local 707

SCOTT McCOLEMAN
OAC #3 Shift Committeeperson, Local 707

STEVE GEBEL
OAC Committeeperson, Local 707

ROB TASSONE
OAC Committeeperson, Local 707

ROY DE MATOS
OAC Committeeperson, Local 707

CHRIS SIMPSON
OAC Committeeperson, Local 707

CHAD LAWTON
Vice-President, Local 200

SARAFINO VALIGINI
Windsor Engine Annex Plant Chairperson, Local 200

FRANK McANALLY
Essex Engine Plant Chairperson, Local 200

ANDY KOWALSKI
Skilled Trades Chairperson, Windsor Site, Local 200

RICK ANDERSEN
Leduc PDC Chairperson, Local 1087

SHELDON WARAWA
Leduc PDC Committeeperson, Local 1087

ANDREW LARDNER
President, Local 584

RICHARD GREEN
Paris PDC Chairperson, Local 584

MICHAEL CACHILHAS
Casselman PDC Chairperson, Local 584

KEN ANDERSON
National Skilled Trades Coordinator, National Skilled Trades Chairperson

APRIL McLELLAN
National Employment Equity Coordinator

DAVE THOMAS
National Health, Safety and Environment Coordinator

THAYNE SMITH
National Ergonomic Coordinator