

UNIFOR • FORD OF CANADA

B A R G A I N I N G R E P O R T



SUMMARY OF THE 2023 TENTATIVE AGREEMENT BETWEEN UNIFOR AND FORD OF CANADA

CONTRACT HIGHLIGHTS

- Pension Improvements
- General Wage Increases
- Special Trades Adjustments
- Reactivated COLA
- New Retiree Allowance
- Reduced Wage Progression
- EV Transition Supports
- Expansion at Essex Engine
- Major Benefit Enhancements
- \$10,000 P&Q bonus
- Improved Income Security
- 2 New Paid Holidays

CONTRACT TERM

This is a three-year agreement, expiring at 11:59 p.m. ET on September 20, 2026.



RECOMMENDATION

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

We urge you to vote in favour.

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JOINT MESSAGE TO UNIFOR MEMBERS

Priorities met. Canada's pattern set.

Canadian autoworkers have a proud history. For nearly 40 years, we've fought to win good jobs with high wages, benefits and work standards that reflect the priorities of our members. This agreement delivers in a very big way on the core priorities of our members. It delivers on pensions, wages and managing the EV transition. It ensures our Canadian industry, through new investments, continues to grow.



LANA PAYNE
National President



LEN POIRIER
National
Secretary-Treasurer



JOHN D'AGNOLO
Ford Master Bargaining
Committee Chairperson



MARC BRENNAN
Ford Master Bargaining
Committee Vice-Chairperson

This was an extraordinary round of collective bargaining, taking place in an extraordinary time. Autoworkers, like all workers, are gripped by an affordability crisis and rising costs. High interest rates are fuelling economic uncertainty for families. We are still reeling from a devastating pandemic and damaging supply shortages that have affected our jobs. Amid these challenges comes a once-in-a-century auto sector transformation that, if done right, will grow Canada's industrial footprint. There are thousands of good jobs to be built and autoworkers are ready to fight for each one of them. It's an exciting time. Our responsibility, as Canada's autoworkers' union, is to chart that path forward, navigating the road ahead.

This three-year deal meets the extraordinary moment we are in. It addresses each of our core priorities and provides significant, and in some cases ground-breaking, gains for everyone – active and retired.

For the first time since 2005, for instance, we've made improvements to the basic and 30-in-Out defined benefit pension in addition to improvements to the Hybrid plan. We've also negotiated the transfer of members currently enrolled in the defined contribution plan into a more stable and beneficial Defined Benefit Plus pension plan, greatly improving retirement security for all.

In this agreement we've bargained record-setting pay increases, including general wage increases in each year, the reactivation of COLA in 2024 and COLA fold-in before the general wage increases are applied, two special Skilled Trades adjustments, a significantly shorter wage progression, greatly improved income security, major benefit improvements, a record \$10,000 Productivity and Quality bonus, and a start rate – including for temporary workers – of nearly \$30 per hour in the first year.

Importantly, and for the first time since 2005, we've negotiated special improvements for all retired members in the DB and Hybrid plans, in the form of a special Universal Health Care Allowance.

This is an exceptional deal. And it didn't come easy. It was only in the eleventh hour that Ford came to the union with a substantive offer, and an openness to meaningfully address our priority concerns. They knew we had the leverage in talks. If we struck, the entire Canadian operation would come to a halt – and most of North America too. They knew we were serious, that we had leverage and we would use it. And they came to the pump. Extending our agreement by 24 hours helped us pull this final deal together – **one that has the unanimous backing of your elected Master Bargaining Committee.**

Our work is far from done. We have a generational opportunity to rebuild the Canadian auto industry as a pillar of good, union jobs – jobs that workers, everywhere, can take pride in. Unifor is proud of the work of all Master and Local Bargaining Committee members. We appreciate the support from members we've received throughout this process. **We join with the committee in proudly and fully recommending this tentative agreement for your ratification.**

In solidarity,

Lana Payne
Unifor National President

Len Poirier
Unifor National
Secretary-Treasurer

John D'Agnolo
Ford Master Bargaining
Committee Chairperson

Marc Brennan
Ford Master Bargaining
Committee Vice-Chairperson

CORE PRIORITY 1: PENSION IMPROVEMENTS

FOR MEMBERS IN THE DEFINED BENEFIT AND HYBRID PLANS

Improving pensions at all levels including for members in the Defined Benefit, Hybrid, and Defined Contribution plans and current retirees was a top priority for Unifor.

Defined Benefit Pension Plan

Effective January 1, 2024 the Monthly Basic Benefit and Special Allowance will increase in all class codes.

A new Joint & Survivor option will be added effective October 1, 2025. Members will have the option to elect a Survivor pension of 100%.

Hybrid Pension Plan

Effective January 1, 2024, the Monthly Basic Benefit and Special Allowance will increase in all class codes.

A new Joint & Survivor option will be added effective October 1, 2025. Members will have the option to elect a Survivor pension of 100% for the DB portion of their pension.

The company contribution rates for the DC Portion of the Hybrid pension plan will be increased by \$0.10 effective January 1, 2024 for all Class Codes.

Defined Benefit Pension Plan			
Class Code	Current Monthly Basic Benefit	Monthly Basic Benefit Increase	Monthly Basic Benefit Effective January 1, 2024
A	\$68.60	\$5.00	\$73.60
B	\$68.85	\$5.00	\$73.85
C	\$69.10	\$5.00	\$74.10
D	\$81.60	\$6.00	\$87.60

Hybrid Pension Plan			
Class Code	Current Monthly Basic Benefit	Monthly Basic Benefit Increase	Monthly Basic Benefit Effective January 1, 2024
A	\$34.00	\$2.50	\$36.50
B	\$34.13	\$2.50	\$36.63
C	\$34.25	\$2.50	\$36.75
D	\$40.50	\$3.00	\$43.50

Class Code	Special Allowance	Special Allowance Increase	Special Allowance Effective January 1, 2024
A-C	\$3,545	\$250	\$3,795
D	\$3,925	\$300	\$4,225

NEW CAAT DBplus PENSION PLAN

(MEMBERS HIRED ON OR AFTER NOVEMBER 7, 2016)

On January 1, 2025, Unifor members hired on or after November 7, 2016 and currently participating in the Defined Contribution (DC) plan, will be enrolled in the College of Applied Arts and Technology (CAAT) DBplus Pension Plan. Transferring Unifor members into the CAAT DBplus Pension Plan is a significant improvement for members' retirement security, including monthly pensions for workers, and surviving spouses, for life. This move follows initial conversations between Unifor and Ford in 2020 negotiations.

Prior to enrollment and starting January 1, 2024

Contribution levels to the current DC plan are improved. Members will continue to contribute a mandatory 4%, while **Ford will contribute a mandatory 7%**, to a maximum of 2,080 hours. This represents a total mandatory contribution of 11%.

The voluntary 1% contribution will cease.

Upon enrollment (starting January 1, 2025)

Once transferred into the CAAT DBplus pension plan, members (4%) and the employer (7%) will continue to make the mandatory 4% and 7% contributions, to a maximum of 2,080 hours.

Members will not have the option to move their current DC balance into the CAAT DBplus Pension Plan during the length of this agreement.

Moving from Defined Contribution Plan to CAAT DBplus Pension Plan

Contribution Type	Current DC Plan Contributions	DC Plan Contributions effective January 1, 2024	CAAT DBplus contributions effective January 1, 2025
Employee Contribution	4% of earnings to a maximum of 2080 hours – required contribution	4% of earnings to a maximum of 2080 hours – required contribution	4% of earnings to a maximum of 2080 hours – required contribution
	1% of earnings to a maximum of 2080 hours – voluntary contribution		
Employer Contribution	4% of earnings to a maximum of 2080 hours – required contribution	7% of earnings to a maximum of 2080 hours - required contribution	7% of earnings to a maximum of 2080 hours - required contribution
	2% of earnings as a matching contribution of the employee 1% voluntary contribution		



Benefits of the CAAT DBplus pension plan

The retirement benefit provided to members within the DBplus pension plan is a significant improvement over the DC plan.

- Plan is well funded, with \$18 billion in net assets and net return of 9.7% over a 10-year period,
- Plan is diversified, with 88,000 current members and more than 330 participating employers (public and private sector),
- Benefits are for life,
- Each year, plan benefits are automatically adjusted based on an Average Industrial Wage (AIW) Enhancement while the member is still working, conditional on funding level,
- Benefits, in retirement, are currently indexed to 75% of the change in the annual consumer price index (CPI), conditional on funding level,
- The plan provides for survivor and qualifying dependent benefits.

Members are to receive additional information

Members who enter the CAAT DBplus pension plan will have access to in-person training sessions, webinars and other communication over the coming year, and before the implementation date of January 1, 2025. In the meantime, if members would like further information on the CAAT DBplus pension plan, please visit:

www.caatpension.ca

RETIREES

Special attention was paid in this round of bargaining to make improvements to the income and benefits our retired members are eligible for. We made improvements to both.

Universal Health Care Allowance

A special cash payment will be made to retired employees in the Legacy DB plan and the Hybrid plan who retired prior to October 2, 2023. Payments will be made in each quarter of the agreement beginning in Q4 2023 as follows:

- Members who retired prior to October 1, 2008 will receive **\$200 per quarter**.
- Members who retired on or after October 1, 2008 and up to and prior to October 1, 2016 will receive **\$150 per quarter**.
- Members who retired on or after October 1, 2016 and up to and including October 1, 2023 will receive **\$125 per quarter**.

Health Care Benefits

The health care deductible for all retirees and surviving spouses is eliminated.

Additional health care benefits listed in the health care section will benefit retirees as well as active members. See pages 13-14.

CORE PRIORITY 2: WAGE PACKAGE

Wage Increases, COLA, Special Adjustments and Bonus FULL RATE EMPLOYEES

This contract includes **general wage increases in each year of the agreement**, a Cost of Living Allowance (**COLA**) **fold-in of \$1.21** (COLA float resets to \$0.05), **reactivated quarterly COLA** adjustments starting the fourth quarter of 2024, **special wage adjustments for the skilled trades** and a one-time **\$10,000 Productivity and Quality Bonus**.

General Wage Increases

10% wage increase in year 1 effective September 25, 2023.

2% wage increase in year 2 effective September 23, 2024.

3% wage increase in year 3 effective September 22, 2025.

Special Skilled Trades Adjustment

Additional skilled trades adjustments are applied in years 1 and 3:

- **2.75%** special adjustment effective September 25, 2023.
- **2.5%** special adjustment effective September 22, 2025.

Productivity and Quality Bonus

Payment of a **\$10,000 bonus** to all employees on the active roll of the Company, excluding Temporary Part Time Employees (TPT) as of the Monday following the notice of ratification. Payment will be made to members on the inactive roll who performed work for the Company between January 3, 2023 and the Monday following the notice of 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 between January 3, 2023 and the Monday following ratification due to maternity, parental or adoptive leaves providing they worked during the term of the 2020 Collective Agreement.

The P&Q Bonus may be redirected to the Unifor-Ford Savings Plan.

WAGE GAINS: FULL RATE PRODUCTION AND SKILLED TRADES					
	Hourly Earnings	Production	Trades	Bonus	
	Current earnings (does not include COLA float)	\$37.33	\$44.77		
YEAR 1	COLA fold-in	\$1.21			
	Wage after fold-in	\$38.54	\$45.98		
	Wage increase	10%			
	Skilled Trades wage before special adjustment		\$50.58		
	Skilled Trades special adjustment		2.75%		
	Productivity and quality bonus			\$10,000	
	YEAR 1 WAGE	\$42.39	\$51.97		
YEAR 2	Wage increase	2%			
	COLA adjustments	3 adjustments			
	YEAR 2 WAGE	\$43.23	\$53.01		
YEAR 3	Wage increase	3%			
	Skilled Trades wage before special adjustment		\$54.60		
	Skilled Trades special adjustment		2.5%		
	COLA adjustments	4 adjustments			
	YEAR 3 WAGE	\$44.52	\$55.97		

Note: Job classifications above are for illustrative purposes only. Bonus applies only to full seniority production and trades members. Does not include forecast value of COLA adjustments.

COLA

Fold-in \$1.21 of current COLA float into the prevailing rate before applying general wage increases.

COLA float resets to \$0.05.

COLA is reactivated in Q4 2024.

COLA Reactivated with adjustments in the following months:

- December 2024
- March 2025
- June 2025
- September 2025
- December 2025
- March 2026
- June 2026

The COLA float can accumulate to a maximum \$2 over the life of the agreement.

ECONOMIC SUMMARY

Economic Gains for Production Members at Full Rate

	Year 1	Year 2	Year 3	Total
Productivity and Quality Bonus	\$10,000			\$10,000
Wage increase	\$3.85	\$0.84	\$1.29	
Annual value of wage increases	\$8,008	\$9,755.20	\$12,438	\$30,202
COLA adjustments		3 adjustments	4 adjustments	
TOTAL VALUE				\$40,202

Note: Calculations use a 2,080 hour work year.

Economic Gains for Skilled Trades Members

	Year 1	Year 2	Year 3	Total
Productivity and Quality Bonus	\$10,000			\$10,000
Wage increase	\$4.60	\$1.04	\$1.59	
Skilled Trades Special Adjustments	\$1.39		\$1.37	
Annual value of wage increases	\$12,457	\$14,619	\$20,779	\$47,855
COLA adjustments		3 adjustments	4 adjustments	
TOTAL VALUE				\$57,855

Note: Calculations use a 2,080 hour work year.



IN-PROGRESSION EMPLOYEES

Reducing the wage progression and improving other collective agreement terms for employees hired on or after September 24, 2012 was a critical priority for the union in 2023 negotiations.

Enhancing the Wage Progression

The wage progression has been reduced by 50% from eight (8) years to four (4) years.

The base percentages in the grid have been improved at every step. For example, a new hire will now earn a starting wage that is 70% of the prevailing rate.

WAGE PROGRESSION						
Production member example						
Seniority	Current Progression	Current Hourly Rate	New Progression	Year 1: 10% GWI*	Year 2: 2% GWI	Year 3: 3% GWI
	% of Prevailing Rate		% of Prevailing Rate	Hourly Rate	Hourly Rate	Hourly Rate
Start	65%	\$24.26	70%	\$29.67	\$30.26	\$31.16
1	69%	\$25.75	78%	\$33.06	\$33.71	\$34.72
2	73%	\$27.25	86%	\$36.45	\$37.17	\$38.28
3	77%	\$28.74	94%	\$39.84	\$40.63	\$41.84
4	81%	\$30.23	100%	\$42.39	\$43.23	\$44.52
5	85%	\$31.73				
6	90%	\$33.59				
7	95%	\$35.46				
8	100%	\$37.33				

*Includes COLA fold-in adjustment.

Other improvements

This agreement accelerates eligibility for a number of benefits to one (1) year of seniority:

- Supplemental Unemployment Benefit (SUB)
- Legal Services Plan
- Dependent Scholarship

The paid vacation plan for employees hired on or after September 24, 2012 is harmonized with the paid vacation plan for employees hired before 2012.

Harmonized Vacation and Excused Absence Allowance (EAA) Entitlement

Seniority	Vacation/EAA
1 but < 2 years	80
2 but < 3 years	88
3 but < 5 years	140
5 but < 10 years	160
10 but < 15 years	180
15 but < 20 years	200
20 years or more	240

TPT Wage and Bonus

All active members in the TPT program on the first Monday after notice of ratification will receive a one time \$4,000 Productivity and Quality Bonus.

The TPT wage rate is increased to 70% of the prevailing base rate. Wage rate in year 1 is **\$29.67**, year 2 is **\$30.26**, year 3 is **\$31.16**.

CORE PRIORITY 3: EV TRANSITION

Income Security

Improving income security provisions in this collective agreement was a top priority for the bargaining committee. A number of improvements have been negotiated.

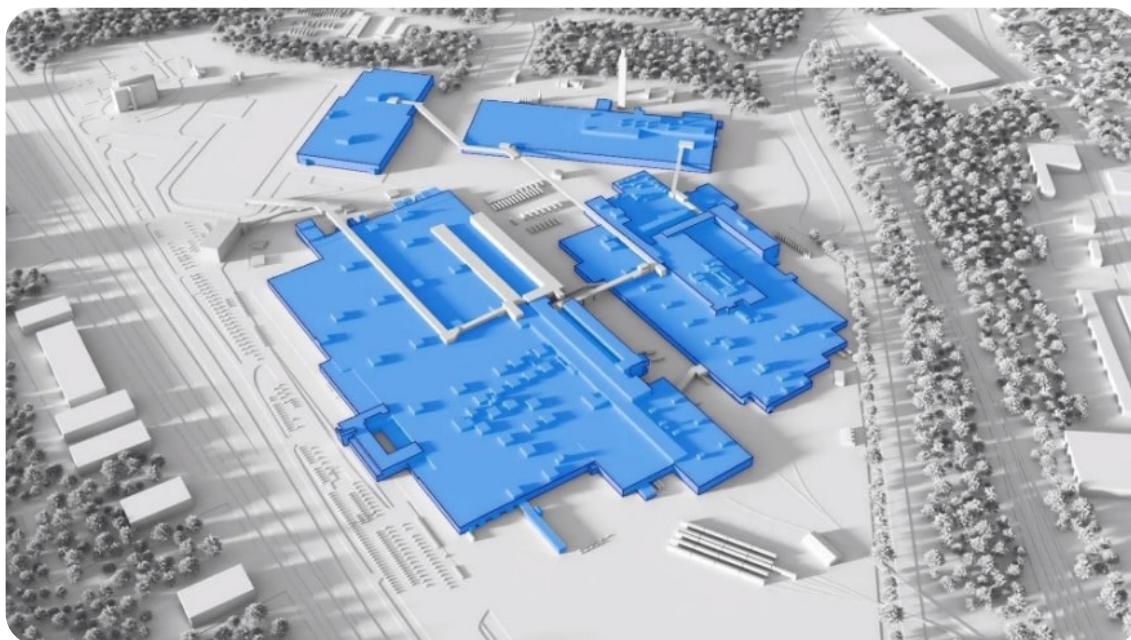
- **The Supplemental Unemployment basic Benefit rate is increased from 65% to 70%.**
- **All full-time employees will be eligible for SUB upon completion of one (1) year seniority.**
- **Eliminated the 50% step-down for SUB recipients.**
- SUB credits are adjusted as indicated in the table.

SUB Credits	
Years seniority	SUB Credits (weeks)
1 but less than 3	36 or EI regular max
3 but less than 7	52
7 but less than 8	56
8 but less than 9	60
9 but less than 10	64
10 but less than 20	78
20 or more	104

EV Transition at Oakville Electric Vehicle Complex (OEVC)

Securing additional income security measures for the Electric Vehicle (EV) transition was another top priority for the bargaining committee. The following benefits will form the income security Transition Blueprint for the OEVC ICE to EV transition during 2024.

- The SUB benefit rate will be maintained at 70% during the retooling period.
- Employees with at least one (1) year seniority who exhaust their SUB credits during the retooling period will be eligible for the Income Maintenance Benefit.
- Employment Insurance repayments will be reimbursed by the company should annual net employment income exceed the annual maximum income threshold as outlined by the Government of Canada.
- Company contributions to the DC pension plan (or CAAT DBplus plan if applicable) will continue during the retooling.
- Vacation for 2025/2026 will be prorated based on available months of production in 2024/2025.
- These benefits are in place for 8 months of retooling. Should the retooling period extend beyond 8 months the company and the union will meet in advance to discuss extending this arrangement.



CORE PRIORITY 4: INVESTMENTS

Appendix T: Job Security and Work Ownership

The company reconfirms its commitment to not outsource any major operations during the life of the agreement.

New Investment and Added Capacity at Essex Engine Plant

Additional capacity for the 7.3L engine is scheduled to be added to Essex Engine Plant with facility upgrades planned to commence in late 2025. Tooling installation is anticipated to begin in late 2026 with the launch planned for first quarter 2028.



Reconfirming Oakville Transition

The company reconfirmed plans to transform Oakville Assembly Complex from traditional internal combustion engine (ICE) vehicle production into an electric vehicle (EV) assembly facility to be renamed Oakville Electric Vehicle Complex (OEVC), for future production of EVs and currently plans to launch the first EV in 2025.

Closure Moratorium Renewed

Ford has committed to a moratorium on facility closures over the life of the collective agreement by amending and renewing the existing Letter of Understanding.



PAID TIME-OFF

Two new paid holidays are added:

- **Family Day**
- **The National Day of Truth and Reconciliation** (September 30th) when it occurs on a Monday through Friday.

Bereavement leave for immediate family **increases from four days to five days**.

BENEFITS

The Benefits Sub-Committee negotiated substantial improvements to many pieces of the Benefits package. They are all listed below.

OPTIONAL HEALTH AND LIFE INSURANCE

- Optional and Dependent Life Insurance premiums will not be increased during the life of this agreement.
- The open enrollment window will be extended by one month to May 1st to June 30th in each year of the agreement.
- During the 2024 open period, active employees will be able to increase coverage without evidence of insurability (EOI) to Schedule 9 if enrolled in Schedule 1-8 or not enrolled. If enrolled in Schedule 9-11, active employees will be able to increase one level without EOI. Active employees may enroll in or increase the amount of Dependent Life Insurance to any schedule without EOI.
- During the 2025 and 2026 open periods, any currently enrolled active employee will be able to increase coverage without evidence of insurability by one level. Unenrolled active employees will be able to enroll at Schedule 1.
- Employees will be notified if the insurer sends a request for information to an employee's physician.

LEGAL SERVICES PLAN

- **Employee eligibility for Legal Services will move from 8 years of service to one (1) year.**
- Eligibility for Legal Services in retirement will now include post-2012 hires age 55+ with 10 years of service at retirement.

DEPENDENT SCHOLARSHIP

- **Eligibility for Dependent Scholarship benefits will move from 8 years of service to one (1) year.**
- Eligibility for Scholarship benefits in retirement for post-2012 hires will be age 55+ with 10 years of service.

DENTAL

- **Dental coverage will be continued during layoff consistent with continuation of healthcare coverage.**
- The annual dental maximum is **increased by \$200** on October 1, 2023 (**from \$3,000 to \$3,200**).

HEALTHCARE

- **Healthcare Deductible is eliminated.**
- Effective January 1 2024 the quarterly healthcare deductible is eliminated for employees, retirees and surviving spouses.

VISION CARE

- Increased coverage for routine **eye exams from \$110 to \$120 per exam**, coverage for digital retinal imaging, visual field diagnostic and optical coherence tomography exams is added at **\$120 per exam to a combined maximum of \$200** for all exams every 24 months.

Increased vision coverage by \$30 for each category:

- Single vision lenses to \$300
- Bi-focal lenses to \$355
- Multi-focal lenses to \$425
- Contact Lenses to \$310

ORTHOTICS

- The requirement for Orthotics to be purchased from a PPO is removed. Maximum allowance for orthotics is **changed to \$400 every 36 months** and the **\$325 per pair restriction is removed**.

MASSAGE

- The Registered Massage Therapist per-visit maximum is **increased from \$45 to \$75**, the annual maximum is **increased from \$200 to \$300** and the **requirement for a doctor's referral is removed**.

PHYSIOTHERAPY

- The Physiotherapist per-visit maximum is **increased from \$50 to \$100**, the annual maximum is **increased from \$200 to \$400** and the requirement for a doctor's referral is removed.

PSYCHOLOGIST

- Per visit maximum for psychologist services is **increased from \$75 to \$100** and the annual maximum is **increased from \$700 to \$1,000**.

INSULIN PUMP

- Annual Maximum for insulin infusion pump supplies is **increased from \$250 to \$400** and the age restriction is removed.

GLUCOSE MONITORING

- The maximum for continuous Glucose Monitoring Systems and regular GMS is **increased from \$1,600 to \$4,000**.

AUDIOMETRIC EXAMS

- Hearing aid evaluation, re-evaluation and tinnitus masker evaluation are added to the plan to an **annual maximum of \$96/exam**.

BATH BENCHES

- Bath bench coverage to a **lifetime maximum of \$155** is added to the plan.

CHAIR LIFT

- Coverage for chair lifts to a **lifetime maximum of \$3,780** has been added where approved claim for wheelchair or walker is on file.

WHEELCHAIR RAMP

- Portable wheel chair ramp coverage to a **lifetime maximum of \$1,500** is added.

CPAP

- Travel CPAP machine and supplies coverage is added to a **maximum of \$2,000 per 5 years** where not covered by provincial plan.

PERSONAL SUPPORT WORKER BENEFIT

- The requirement to be in receipt of the nursing benefit to qualify for the PSW benefit has been removed.

PSA TESTS

- Coverage for PSA tests is **increased to \$60 per test**.

MEDICAL MARIJUANA

- Coverage for medical marijuana has been expanded to align with the pilot program.

EMPLOYEE LIFE AND HEALTH TRUST

FOR MEMBERS HIRED AFTER SEPTEMBER 24, 2012

Retirement benefit contributions for employees hired on or after September 24, 2012 will be directed to an Employee Life and Health Trust (ELHT).

Conditional on funding, once established the ELHT will provide group health and dental benefits in retirement.

Contributions for Production and Skilled Trades employees will begin once they have attained four (4) years of service.



INSURANCE BENEFITS

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

This table illustrates the improvements after the application of the GWI over the term of the agreement.

Insurance Example For illustration purposes only				
	Current	Sept. 2023	Sept. 2024	Sept. 2025
Assembler	\$37.33	\$42.39	\$43.23	\$44.52
S&A	\$915	\$1,040	\$1,055	\$1,090
EDB under 10 years	\$3,225	\$3,680	\$3,740	\$3,865
EDB 10 years or more	\$3,550	\$4,050	\$4,115	\$4,250
AD&D	\$42,500	\$48,500	\$49,500	\$51,000
Group Life	\$85,000	\$97,000	\$99,000	\$102,000
Tradesperson	\$44.77	\$51.97	\$53.01	\$55.97
S&A	\$1,100	\$1,265	\$1,290	\$1,365
EDB under 10 years	\$3,895	\$4,500	\$4,590	\$4,865
EDB 10 years or more	\$4,285	\$4,950	\$5,050	\$5,350
AD&D	\$51,500	\$59,500	\$60,500	\$64,250
Group Life	\$103,000	\$119,000	\$121,000	\$128,500



EFAP HIGHLIGHTS

- Per hour coverage for family counsellors in the substance abuse program is **increased from \$100 to \$140**.
- EFAP reps will have access to more tools, expanding their ability to defend and support members and their families including a subscription to Psychologytools Complete, investigating the feasibility of registering EFAP reps for distance learning and increasing the EFAP fund.
- Mental health has been added to Article 37 (c) (i).
- The company reaffirmed commitment to joint training for union representatives and front-line supervisors in respect to employee substance abuse.

SKILLED TRADES HIGHLIGHTS

Apprenticeships

Ford Motor Company has committed to **hiring up to 150 apprentices** between Oakville Assembly Complex and the Windsor powertrain facilities.

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

Skilled Trades Licenses/Fees

The company has agreed to reimburse Skilled Trades employees, at their request, for their annual renewal of basic Journeyperson class membership fees with Skilled Trades Ontario (STO), upon the Company obtaining proof of such renewal payment.



Skilled Trades Union Education Program

Funding has been secured to continue this valuable program.



EQUITY

- Continued work towards a gender-neutral collective agreement.
- Appendix O: investigators are no longer able to make a tape recording of interviews during an investigation. Decision to make a recording is at the discretion of the investigator and interviewee.
- Comfort Hearts for Cancer campaign fund **increased from \$1,000 to \$1,500.**
- White Ribbon Campaign to End Violence Against Women **increased from \$1,300 to \$1,800.**
- The company will provide an updated list of members on the Decision Review Committee and the National Review Board to the National Equity Coordinator and the Equity Representatives.
- The company will pay for updated Women's Advocate Program posters with a QR code that provides the advocate's name and contact information.
- The company will provide wallet sized cards with a list of members of the Joint Equity committee and their contact information. Prohibited grounds will also be listed on the cards.
- The company and the union will meet together to discuss the potential of providing grief counselling services if a traumatic event occurs in the workplace.



MENTAL HEALTH

- The Company and the Union discussed the importance of Mental Health including available support opportunities and continue discussions regarding a psychologically healthy and safe workplace. It was agreed that during the term of the collective agreement, the company will provide Mental Health First Aid Training for Unifor Representatives.
- Women's Advocate and Employment Equity representatives will attend Applied Suicide Intervention Skills Training. This training will be paid for by the company.
- Mental Health has been added to the list of topics to be reviewed and curriculum developed by the Training Review Committee.

HEALTH, SAFETY, ERGONOMICS AND ENVIRONMENT

Enhanced Workplace Environment Representative Training

Additional training will be offered to the workplace environmental representatives related to Battery Electric Vehicles and Climate-related adaptation.

CPR including AED Training

Automated Defibrillator Training is added to CPR training. Enhanced training will be provided to both manufacturing facilities and Parts Distribution Centres.

Activities being planned/developed

The MHSC will:

- Review ergonomic improvement opportunities related to Lift Truck design, operation and driving in reverse.
- Develop climate-related adaptation needs training such as air quality and biological hazards.
- **Provide Electric Vehicles (EVs) and Batteries training material to affected employees including JHSCs, Ergonomics and Environmental Committees.**
- Develop Grounding and Bonding training materials.
- Update PMHV training program.

Electric Vehicles (EVs) and Batteries

The agreement recognizes the potential hazards requiring controls to protect the H&S of workers and the role of JHSCs related to EVs and batteries create a healthy and safe workplace using engineering controls, industrial hygiene sampling techniques, health monitoring and PPE.

The agreement affirmed participation in related industry working groups and to provide the MHSC safety standards and required safety prevention controls prior to their implementation. The company committed to including a Unifor MHSC member as part of the Battery Electric Vehicle Core Safety Team.

Safety Shoe Allowance

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



PAID HOLIDAY SCHEDULE

PAID HOLIDAY SCHEDULE: September 2023 - September 2026

Monday, October 9, 2023	Thanksgiving
December 25-29, 2023	December Holiday Period
Monday, January 1, 2024	December Holiday Period
Monday, February 19, 2024	Family Day
Friday, March 29, 2024	Good Friday
Monday, April 1, 2024	Monday after Easter
Friday, May 17, 2024	Friday before Victoria Day
Monday, May 20, 2024	Victoria Day
Monday, July 1, 2024	Canada Day
Monday, August 5, 2024	Civic Holiday/Heritage Day
Friday, August 30, 2024	Friday before Labour Day
Monday, September 2, 2024	Labour Day
Monday, September 30, 2024	National Day for Truth and Reconciliation
Monday, October 14, 2024	Thanksgiving
December 23-27 2024	December Holiday Period
Wednesday, January 1, 2025	December Holiday Period
Monday, February 17, 2025	Family Day
Friday, April 18, 2025	Good Friday
Monday, April 21, 2025	Monday after Easter

Friday, May 16, 2025	Friday before Victoria Day
Monday, May 19, 2025	Victoria Day
Tuesday, July 1, 2025	Canada Day
Monday, August 4, 2025	Civic Holiday/Heritage Day
Friday, August 29, 2025	Friday before Labour Day
Monday, September 1, 2025	Labour Day
Tuesday, September 30, 2025	National Day for Truth and Reconciliation
Monday, October 13, 2025	Thanksgiving
December 22-26, 2025	December Holiday Period
Thursday, January 1, 2026	December Holiday Period
Monday, February 16, 2026	Family Day
Friday, April 3, 2026	Good Friday
Monday, April 6, 2026	Monday after Easter
Friday, May 15, 2026	Friday before Victoria Day
Monday, May 18, 2026	Victoria Day
Wednesday, July 1, 2026	Canada Day
Monday, August 3, 2026	Civic Holiday/Heritage Day
Friday, September 4, 2026	Friday before Labour Day
Monday, September 7, 2026	Labour Day



RETIREMENT INCENTIVES

The company will provide **556 retirement incentive packages of \$50,000 each** inclusive of production and Skilled Trades employees in specified trades. Timing is site specific.

OTHER ITEMS

Expanded Business Review Committee Meeting

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, the EV transition, emerging, and advanced technologies, among other relevant items.

SUPPORTING UNIFOR MEMBERS IN SUPPLIER FIRMS DURING EV TRANSITION

The company agrees to accept and consider candidate referrals for new job postings for Unifor-represented autoworkers at independent parts suppliers affected by the EV transition.

UNION ORGANIZING IN THE EV SUPPLY CHAIN

Ford renews a commitment to encourage its suppliers to not resist union organizing efforts, to ensure suppliers respect workers' rights to join a union free of interference or intimidation and recognize the union as bargaining agent if more than 50% of employees sign union cards.

The company will send each supplier a letter informing them of these principles within 60 days of the effective date of a new supplier contract.



Better managing the TPT Program

Further language protections against company abuse and misuse of the TPT program.

- The TPT program **will not cause the elimination or prevent the creation of full-time employment opportunities,**
- **Absentee staffing models will not be adversely impacted** as a result of the TPT program (e.g. absentee allowance and absentee vacation replacement positions),
- TPTs will be assigned to the open positions based on the operational need in advance, where practicable, and **will not be used as an ad hoc labour pool.**



CERB Clawback Repayment

Subject to verification of CERB clawback by Service Canada or Canada Revenue Agency, the company will make a payment that brings the total amount received by employees who received CERB payments during four specific layoff weeks up to the amount such employees would have received had they been in receipt of SUB and EI benefits. Those layoff weeks include March 23, 2020; March 30, 2020; April 6, 2020; and August 24, 2020.

It is understood that any amount actually paid by the company to the employee at the time of layoff will be factored in and that the amount of the special payment may vary by employee depending on eligibility rules and/or other circumstances.

Unifor McMaster Labour Studies Certificate

Funding for the program was **increased from \$50,000 to \$75,000 per year.**

100-day Letter Preserved

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.



YOUR 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



MARC BRENNAN
Ford Master Bargaining
Committee
Vice-Chairperson,
OAC Chairperson, Local 707



SHANE WARK
Assistant to the
National Officers



DINO CHIODO
Auto Director



ANGELO DICARO
Research Director



ROXANNE DUBOIS
Executive Assistant to the
National President



VINAY SHARMA
Health, Safety and
Environment Director



SANDEEP KAKAN
Pension Governance and
Trustees Director



JOHN BRESLIN
Skilled Trades Director



KAYLIE TIESSEN
National Representative,
Research



LISA CONTINI
National Representative,
Pension and Benefits



MARK SCIBERRAS
President, Local 707



SATNAM KHATKAR
OAC Skilled Trades
Chairperson, Local 707



SCOTT MCCOLEMAN
OAC Committeeperson,
Local 707



JASON DEL BUONO
OAC Committeeperson,
Local 707



KEITH GRIST
OAC Committeeperson,
Local 707



ROY DE MATOS
OAC Committeeperson,
Local 707



CHRIS SIMPSON
OAC Committeeperson,
Local 707



DAVE LOPEZ
Vice-President, Local 200



JEFF BOUGHNER
Essex Engine Plant
Chairperson, Local 200



CHAD LAWTON
Windsor Engine Plant
Chairperson, Local 200



JIM DOUGLAS
Windsor Skilled Trades
Chairperson, Local 200



RICK ANDERSEN
Edmonton PDC
Chairperson, Local 1087



SHELDON WARAWA
Edmonton PDC
Committeeperson, Local 1087



CARRIE SMITH
President, Local 584



CLAUDIO PARISE
Bramalea PDC Chairperson,
Local 584



JEFF HILLIER
Casselman PDC
Chairperson, Local 584