

# UNIFOR • FORD OF CANADA

## BARGAINING REPORT

HIGHLIGHTS OF THE TENTATIVE AGREEMENT BETWEEN UNIFOR AND FORD OF CANADA



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### HIGHLIGHTS

- ★ \$713M in investments
- ★ \$6,000 productivity and quality bonus
- ★ Base wage increases
- ★ \$6,000 lump sums
- ★ Enhanced grow-in
- ★ Benefit improvements
- ★ Reduced retiree health deductible
- ★ Significant work practice improvements

### YOUR UNIFOR FORD OF CANADA 2016 BARGAINING COMMITTEES



### MESSAGE FROM THE NATIONAL PRESIDENT JERRY DIAS

## BARGAINING HARD TO DELIVER RESULTS

From the beginning, Unifor was clear about our priorities in these negotiations. As a union we set out to secure investment and product. This goal was about setting a future course for our members and local communities, and for Canada's auto industry. I am proud to say that we negotiated a tentative agreement that achieves our objectives.

This tentative agreement is a testament to the hard work of all bargaining committees. Differences were put aside and results were attained because of the ability of union members to work together when it mattered most.

Your Master Bargaining Committee reached a settlement that solidifies jobs and provides a long-term commitment for the future of Ford manufacturing in Canada. With Ford we secured, \$713 million in investment. This amount brings the accumulative total of investment to more than \$1.5 billion dollars from the Detroit Three.

Our ability to secure a massive amount of new investment, signals that the auto industry in Canada is here for the long term.

Together, the Master and Local committees fought with passion and tenacity on behalf of the membership. We stood firm and fought the employer to push back on its demand for off-sets. We secured the enhanced grow-in grid and all other economic gains that were part of the pattern settlement. By

harmonizing wages and benefits at competing automakers, our system of pattern bargaining helped us fight off demands to undercut work standards and earnings.

There are additional gains in this contract. Along with a ratification bonus, annual lump sum payments and benefit improvements, we also reduced the health deductible for retirees, there is an improved Team Leader rate, and significant work practice improvements were negotiated.

None of this would have happened, if our union was not willing to fight for principles and to do it together. Above all, it is our solidarity that makes our union strong and we must never forget that.

Many skeptics said we couldn't do it, but we did. In this, our first set of Unifor auto negotiations, we made gains, achieved a pattern and secured good-paying jobs for the future.

I join with your Unifor Ford Bargaining Committee in recommending this tentative agreement for your ratification.

In solidarity,

**Jerry Dias**  
*National President*



## MAINTAINING SOCIAL UNIONISM

After many months of work to secure the footprint for the auto sector in Canada, our bargaining committees have successfully negotiated a settlement that secures a brighter future for our members at all Detroit Three companies. Through collective action, solidarity, and determination, our top priority for investment and product was achieved. This is something we should all be proud of.

Like the GM and FCA settlements, this contract offers increases in wages and benefits that will improve the lives of our members and their families. The economic package that includes tens of thousands of dollars in new money for our members will directly benefit families, as well as the communities they reside in. This is a direct way that our bargaining gives back to the communities that we live and work in and it helps to improve the Canadian economy.

Equally important, in these negotiations, equity and our principle of social unionism was maintained. Thanks to the work of our sub-committees, there are new provisions to enhance the White Ribbon Campaign, address mental

health, and maintain the Unifor Social Justice Fund. The employer also committed to continue its financial participation in charitable causes.

Given Ford's resistance to the pattern, one of the most important achievements to these talks was solidifying the pattern bargaining system. This system serves all of our members well and allows our union to target a company to achieve the best overall settlement. Through the strength and solidarity of all committees standing together, the priorities set by the Council - enhanced wages, benefits and securing the future of jobs - were achieved at each company.

In solidarity,

**Bob Orr**  
*National Secretary-Treasurer*



## MESSAGE FROM THE CHAIR CHRIS TAYLOR

## NEW INVESTMENT SECURES THE FUTURE

Ford bargaining is always tough; we had expectations about how challenging these negotiations were going to be and this set of bargaining lived up to those expectations!

The reality in this set of bargaining is that Ford is a global corporation and it has been very open about their ability to move operations not just south of the border into Mexico, but also into China and other jurisdictions. Knowing the job security issues that faced us going into discussions and the expectations of our members to make gains, your bargaining committees made every effort to balance our approach.

Your bargaining committees worked long into the night on many occasions, always trying to ensure that the best interests of our members were met. Throughout these discussions, we were faced with very real issues that would have negatively impacted our members, but we stayed focused on our goals. As a Master Bargaining Committee, we came together to talk daily and tried to work through the issues that faced us and there were many.

After weeks of discussions and endless hours, we came to a tentative agreement on a new four year deal that secures our future and provides gains that we have not seen in years.

I want to commend the work and dedication of the Master and Local Bargaining Committees, including for the first time Local 1087. It is no small feat, but today we bring you a tentative agreement that I believe will provide a solid footprint in Canada and will give our members the security they deserve for the coming years. I urge you to vote in favour of this tentative agreement.

In solidarity,

**Chris Taylor**  
*Ford Master Bargaining Committee Chair,  
President, Local 200, Windsor*



## HOURLY EARNINGS

Base rates will increase by 2% upon ratification of the Agreement and again by 2% in September 2019. The current accumulated cost of living allowance (COLA) of 59¢ remains unchanged. The quarterly COLA will be suspended until June 1, 2020, at which time the adjustment will be reactivated. At 2% annual inflation, COLA is estimated to generate 18¢ in the final quarter of the agreement.

### WAGE GAINS: PRODUCTION AND SKILLED TRADES

Hourly Earnings	Assembler	Trades
Current Earnings (includes \$0.59 COLA)	\$34.57	\$40.84
Parity Increase*	\$0.17	...
Ratification Increase	\$0.68	\$0.81
New Earnings	\$35.42	\$41.65
September 23, 2019 Increase	\$0.70	\$0.82
New Earnings	\$36.12	\$42.47
Estimated June 2020 COLA	\$0.18	\$0.18
New Earnings July 2020	\$36.30	\$42.65

Job classifications above are for illustration purposes.  
\*Parity increase of 17¢ applied to the Oakville base rate of \$33.98.



#### PARITY INCREASE FOR PRODUCTION

All members working in production assembly classifications that are currently earning an hourly rate below \$34.15 (not including those in the wage progression) will receive an immediate parity increase. This increase brings Ford production assembly workers' wages in line with those at other Detroit Three facilities. The parity increase is retroactive to September 20, 2016 and the first 2% general wage increase will be applied to the adjusted rate.



#### TEAM LEADER PREMIUM

The Team Leader premium for both production and skilled trades has been increased to \$1.00 above the respective base rate of pay. Any production or skilled trades Team Leader currently earning a premium that is higher than \$1.00 will retain their current rate.

## RECOMMENDATION

Your Master Bargaining Committee and all Local Bargaining committees have unanimously recommend this tentative agreement. We urge you to vote in favour.

## PRODUCTIVITY AND QUALITY BONUS

### \$6,000

Unifor has negotiated a productivity and quality bonus. As of the Monday following notice of ratification, active employees and members on the inactive roll who performed work for the company between January 4, 2016 and the Monday following notice of ratification will receive a one-time \$6,000 bonus (excluding TPT's).

## INFLATION PROTECTION BONUS

A lump sum bonus of \$2,000 will be paid to each active employee prior to the December shutdown on the following months:

December 2017:	\$2,000
December 2018:	\$2,000
December 2019:	\$2,000

**Total \$6,000**

## ECONOMIC SUMMARY

### Economic Gains for Traditional Production Members

Increase	Year 1	Year 2	Year 3	Year 4	Total
Productivity and Quality Bonus	\$6,000				<b>\$6,000</b>
Inflation Protection Bonus		\$2,000	\$2,000	\$2,000	<b>\$6,000</b>
<i>Total Bonuses</i>	<i>\$6,000</i>	<i>\$2,000</i>	<i>\$2,000</i>	<i>\$2,000</i>	<b>\$12,000</b>
Parity Increase*	\$0.17				
Annual Value of Parity Increase	\$354	\$354	\$354	\$354	<b>\$1,416</b>
Wage Increases	2%			2%	
Annual Value of Wage Increases	\$1,414	\$1,414	\$1,414	\$2,870	<b>\$7,112</b>
<b>Total Value</b>	<b>\$7,768</b>	<b>\$3,768</b>	<b>\$3,768</b>	<b>\$5,224</b>	<b>\$20,528</b>

Illustrative production member based on 2,080 hours.  
\*Parity increase based on Oakville base rate of \$33.98.

## TERM

This tentative agreement is a four-year term, expiring at 11:59 p.m. on Monday, September 21, 2020.



# GROW-IN PROGRAM

**A critical priority in our negotiations was to improve the 10-year wage progression for current members and future hires.**

## ENHANCING THE WAGE PROGRESSION

This tentative agreement with Ford delivers significant improvements to the wage progression by making several important changes:

- New rates of pay, at each step of the grid, that are substantially higher than they were previously (9% higher at every step, on average); and
- Wage increases in every year of the progression (i.e. there are no longer any “flat periods” of zero wage growth).

**GROW-IN WAGE PROGRESSION  
Production Member Example**

Seniority	Current Progression		New Progression		Immediate Wage Increase (at ratification)
	Hourly Rate	%	Hourly Rate	%	
Start	\$20.39	60	\$20.92	61.25	\$0.53
1	\$20.39	60	\$21.86	64	\$1.47
2	\$20.39	60	\$22.80	66.75	\$2.41
3	\$22.09	65	\$24.59	72	\$2.50
4	\$23.79	70	\$25.95	76	\$2.16
5	\$23.79	70	\$27.32	80	\$3.53
6	\$25.49	75	\$28.69	84	\$3.20
7	\$27.18	80	\$30.05	88	\$2.87
8	\$28.88	85	\$31.42	92	\$2.54
9	\$30.58	90	\$32.78	96	\$2.20
10	\$33.98	100	\$34.15	100	\$0.17

**\*Notes:**

- Hourly rates are based on a percentage of the starting base rate of \$33.98, now improved to \$34.15.
- After the progression is completed, upon attaining 11 years of seniority, hourly rates will immediately catch up to the maximum base rate of pay that is in effect at the time. The maximum base rate includes any general wage increases negotiated by the union that are applied only to members who are not in the wage progression.

## HOW THE ENHANCED WAGE PROGRESSION BENEFITS MEMBERS

### Significant Increases to Wage Rates

Adjusting the base rate of pay to \$34.15 and negotiating raises to the hourly wages at each step of the progression provides members with significant wage gains over the life of this collective agreement, above what they would have received under the previous wage schedule.

### For example, members currently with:

#### Less than 1 year of seniority:

Receive an immediate wage increase of 2.6% at ratification. The rates they will receive on their next anniversary dates over the term of this agreement have been increased by 7%, 12% and 11% compared to the old grid.

#### Between 1 and 2 years of seniority:

Receive an immediate wage increase of 7.2% at ratification. The rates they will receive on their next anniversary dates over the term of this agreement have been increased by 12%, 11% and 9% compared to the old grid.

#### Between 2 and 3 years of seniority:

Receive an immediate wage increase of 11.8% at ratification. The rates they will receive on their next anniversary dates over the term of this agreement have been increased by 11%, 9% and 15% compared to the old grid.

#### Between 3 and 4 years of seniority:

Receive an immediate wage increase of 11.3% at ratification. The rates they will receive on their next anniversary dates over the term of this agreement have been increased by 9%, 15% and 13% compared to the old grid.

### Significant New Wage Income

As a result of the negotiated enhancements to the wage progression, members will receive thousands of dollars in additional wage income over the life of this four-year agreement (see table on next page). These new money totals are over and above what an active in-progression member would have received compared to the old grid.

# GROW-IN PROGRAM CONTINUED

## HOW THE ENHANCED WAGE PROGRESSION BENEFITS MEMBERS

ECONOMIC GAINS FOR IN-PROGRESSION MEMBERS						
If on the date of ratification your seniority is...	Enhanced Progression	Plus Productivity and Quality Bonus	Plus Lump Sum Payments			GRAND TOTAL NEW MONEY OVER 4 YEARS
	The new wage income* you'll receive over 4 years will be...		Year 2	Year 3	Year 4	
0-1 Year	—————→ \$14,362	\$6,000	\$2,000	\$2,000	\$2,000	<b>\$26,362</b>
1-2 Years	—————→ \$17,772	\$6,000	\$2,000	\$2,000	\$2,000	<b>\$29,772</b>
2-3 Years	—————→ \$22,069	\$6,000	\$2,000	\$2,000	\$2,000	<b>\$34,069</b>
3-4 Years	—————→ \$23,720	\$6,000	\$2,000	\$2,000	\$2,000	<b>\$35,720</b>
4-5 Years	—————→ \$24,484	\$6,000	\$2,000	\$2,000	\$2,000	<b>\$36,484</b>

\* Estimates based on 2,080 straight time hours.

### EXAMPLE: New money in the enhanced wage progression...

Jennifer is a Unifor member that was hired under the 10-year Grow-In.

On the date of ratification, Jennifer had just completed her second full year of seniority with the company, and earns an hourly wage of \$20.39.

Under the enhanced wage progression and parity adjustment negotiated at Ford, Jennifer will receive an immediate wage increase of \$2.41.

The wages Jennifer will earn on each step of the enhanced wage progression over the next four years (\$22.80, \$24.59, \$25.95 and \$27.32) are higher than the wages she would have received under the previous wage schedule (\$20.39, \$22.09, \$23.79 and \$23.79, respectively).

Over the next four years, Jennifer will receive **\$22,069 in new income** as a result of the enhancements made to the wage progression (that's over and above what she would have received under the previous wage progression).

Jennifer will also receive a \$6,000 productivity and quality bonus in year 1 of the new contract, as well as three \$2,000 lump sum bonuses in years 2 through 4 of the contract. Overall, Jennifer will receive **\$34,069 in new money** over the life of the agreement.

### GROW-IN PROGRAM HAS BEEN ESSENTIAL FOR INVESTMENT

The Grow-In Program, including the 10-year wage progression, was first negotiated in 2012. At the time, the union faced a strong demand from Ford, GM and Fiat-Chrysler to accept a permanent two-tier wage system, similar to what existed in the United States. This two-tier proposal meant that newly-hired workers would never reach the same rate of pay as senior members.

Our union rejected this permanent two-tier approach, and instead negotiated an alternative system that not only kept newly-hired members on a path to full wages, but that helped secure investment and create thousands of new jobs.

- In 2013, **Ford** invested \$716 million to retool the Oakville Assembly Complex and in-source major portions of work, hiring more than 2,000 new workers;
- In 2015, **FCA** invested \$2.6 billion to retool the Windsor Assembly Plant, hiring more than 1,300 new workers. In the same year, GM invested \$560 million in its Ingersoll facility to produce the next-generation Equinox (hiring 700 new workers);
- In 2016, as part of the settlements with **FCA and GM**, both companies announced major investments totaling more than \$875 million to help secure Canadian production facilities for the long-term. These investments have already resulted in the creation of hundreds of new jobs.

# INVESTMENT AND PRODUCTION

## Securing the future: investments of \$713 million and product commitments

Securing the future of the Canadian industry was the top priority identified by your elected leadership heading into negotiations. Across the Detroit Three we had thousands of members in operations facing closure, major job losses and uncertain futures.

With the breakthrough pattern settlement at General Motors that reversed a planned closure of Oshawa, and secured significant investment across all operations, FCA and Ford clearly understood that the union would not reach a settlement without addressing our members' need for stronger security and our investment priorities.

The long-term nature of the automotive product cycle, and related planning, mean that operations face investment needs at different times and that critical decisions are made years in advance. Members at the Windsor operations faced significant jobs losses as 6.8L engine volumes declined toward the end of the product life-cycle. To sustain our Windsor operations new product and a commitment to sole source production was urgently required.

The Oakville Assembly Plant continues to have strong-selling products and has received significant investments in recent years. With the increasing application of global platforms the company has the capacity to build our products at locations in Asia and Europe, prioritizing for us the need to secure sole source and lead producer commitments. Positioning ourselves to ensure that the next-generation Edge and MKX remain in Oakville meant looking beyond the term of this agreement.

With this tentative agreement our investment goals have been achieved. We have secured \$713 million in investment commitments and more than 500 jobs.

The company committed to the following as detailed in the settlement document:

### "Windsor Operations

The company agreed that the Windsor Site will receive a significant investment to create a sole global manufacturing source for an all new large displacement engine program (7.xL) that will support multiple premium vehicle nameplates with enhanced fuel economy and emission reductions. This will include all associated engine assembly as well as rod, crankshaft, cylinder head, block cubing and cylinder block machining. This engine will supply next generation, high volume products planned for 2020 model year production.

The company committed to the union that the Essex Engine Plant will remain the sole source for all 5.0 litre engine assembly and current component machining, and any potential derivatives from its base design architecture. The company also committed that the Windsor Engine Plant will continue to operate and be the sole source for all 6.8 litre engine assembly and current component machining, and that the 6.8L engine program will continue through its product life cycle which may extend beyond the life of this agreement (based on market conditions and customer demand). Eventually, the associated volume will transition to the aforementioned new large displacement engine.

Current application vehicles for the 6.8L engine will extend through 2020.

The company also committed to continue production of the Nano cylinder heads at the WEP Annex for the duration of this agreement.

In addition, the company has reconfirmed significant technology upgrades to the current 5.0L engine program at the Essex Engine Plant to allow for expanded application of Spray Bore technology. This technology investment is planned for the 2018 model year.

**Expenditures related to Windsor investment:  
\$613,000,000 (CAD)**

### Oakville Assembly Plant

The Oakville Assembly Plant will be the sole source for the Flex/MKT for existing markets and Edge/MKX for the North American market and will also continue to be a lead export provider to international markets during the term of this agreement.

The company also communicated that the 2018 Edge/MKX mid-cycle action investment will be allocated to the Oakville Assembly Plant. The 2018 Edge/MKX mid-cycle action investment will be strategically deployed to enable the transition to the next general Edge/MKX or a derivative thereof, contingent on supportive business conditions and Ford Motor Company Board of Directors approval.

**Expenditures related to Oakville investment:  
\$100,000,000 (CAD)**

### Other Locations

The company has agreed to continue discussions with Unifor concerning upgrades and ongoing investments to ensure the long-term operational success of existing parts depots.

When considered in totality, the planned investment provided by the company in its Canadian operations will be a minimum of \$713,000,000 (CAD) and will represent over five hundred and nineteen (519) new or secured jobs over the term of the collective agreement."



# INSURANCE

## OPEN ENROLLMENTS

The Union maintained the four (4) open enrollment opportunities during the life of the Agreement. This permits members to enroll in or to increase coverage for themselves and their dependents by one schedule without evidence of insurability.

The rates currently in force will continue during the term of the agreement.

## INSURANCE BENEFITS

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

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

<b>INSURANCE EXAMPLE</b> For illustration purposes only.			
	Current	Sept. 2016	Sept. 2019
<b>Assembler</b>	<b>\$33.98</b>	<b>\$34.83</b>	<b>\$35.53</b>
S&A	\$840	\$855	\$870
EDB under 10 years	\$2,955	\$3,015	\$3,075
EDB 10 or more years	\$3,250	\$3,315	\$3,380
AD&D	\$39,000	\$39,750	\$40,500
Group Life	\$78,000	\$79,500	\$81,000
<b>Tradesperson</b>	<b>\$40.25</b>	<b>\$41.06</b>	<b>\$41.88</b>
S&A	\$990	\$1,005	\$1,025
EDB under 10 years	\$3,500	\$3,560	\$3,620
EDB 10 or more years	\$3,850	\$3,915	\$3,985
AD&D	\$46,250	\$47,000	\$47,750
Group Life	\$92,500	\$94,000	\$95,500

## DEPENDENT LIFE INSURANCE

Age for application of definition of 'dependent' if totally and permanently disabled increased from 19 to age 25.

## GROUP LIFE REDUCTION AT RETIREMENT

Reductions will begin at retirement instead of age 65. The benefit reduction remains at 2.0% per month beginning now from date of retirement instead of age 65 until reaching not less than 1.5% X years of service or \$15,000 effective for retirements on or after January 1, 2017.

## SICKNESS AND ACCIDENT CERTIFICATES

Notes certifying illness and/or disability by a nurse practitioner will now be accepted for eligibility for Accident and Sickness Insurance claims to satisfy the requirement to be "under a doctor's care" for the first four (4) weeks of absence.

# HEALTH BENEFITS

## CARRIER ADMINISTRATIVE POLICY CHANGES

The Union must agree before any administrative policy changes by the insurance carriers can be implemented.

## ELIGIBLE DEPENDENTS

Benefit coverage will be provided for eligible dependents after age 25 if totally and permanently disabled; such disability to be certified at the time when dependent coverage would otherwise have terminated. Qualifying as a 'dependent' under the Income Tax Act in terms of place of residency or school attendance shall only be required every other year.



## HEALTH CARE DEDUCTIBLE

The health care deductible for retirees will be reduced by 50% for retired members and their surviving spouses.



## PSA TESTING

Prostate-Specific Antigen (PSA) testing will be reimbursed to a maximum of \$15 per test for those fifty (50) years or older.



## PHYSIOTHERAPY

Coverage for members and their dependents when prescribed in the amount of \$50 per visit up to a maximum of \$200 per benefit year if not available under a provincial plan effective January 1, 2017.



## PSYCHOLOGIST SERVICES

### Counselling Coverage

Expanded to include all regulated health professionals licensed to practice as psychologists; psychotherapists or social workers (MSW) and reimbursed up to \$50 per visit and increased to an annual maximum of \$650 per benefit year per participant effective January 1, 2017.

### Psychological Assessment

Expanded to all dependent children (from those under age 14) and to a maximum of three (3) per lifetime at \$500 per assessment.



## COORDINATION OF BENEFITS

The benefit programs will now provide for coordination of benefits with a spouse employed by the company either in the bargaining unit or outside the bargaining unit.



## PARAMEDICAL MAXIMUMS

All paramedical annual maximums will be based on a calendar year from January 1 to December 31.



## VISION CARE PLAN

The Plan has been improved by adding the profession of optometrist for prescribing a lens change and by providing an increase in the laser eye surgery lifetime maximum benefit to \$400 effective January 1, 2017.

# PENSIONS

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.

DEFINED BENEFIT PLAN AND SUPPLEMENT		
Current Actives Benefit Class	Basic Lifetime (per month per year of service)	Special Allowance (per month to age 65)
A, B, C	\$68.60, \$68.85, \$69.10	\$3,545.32
D	\$81.60	\$3,925.32

## Defined Contribution Pension Plan

Members hired or rehired on or after September 19, 2016 will join a new Defined Contribution (DC) pension plan.

The Plan will require a mandatory contribution of 4% of earnings from the member and an additional 4% from the Company.

If members elect to contribute an additional 1%, the Company shall provide an extra 2%.



### Pre-1987 Retirees

There is a special one-time lump sum payment of \$1,500 per retiree or surviving spouse for pre-1987 retirees or surviving spouses in recognition of their lower benefit rates.

# SKILLED TRADES

**In these negotiations, Ford has committed to hiring up to 75 apprentices between the Oakville Assembly Complex and the Windsor site. The split between the facilities will be determined based on the requirements at each location.**

## Mentorship Training

The Company will introduce a mentorship training program to foster the transfer of knowledge from the journeypersons to the apprentices in order to develop their skills and maximize their potential.

## 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 the Ontario College of Trades, upon the Company obtaining proof of such renewal payment.

## Canadian Welding Bureau (CWB)

All Ford facilities will be certified to CWB division 3 status under CSA standards W471.





# HEALTH, SAFETY, ERGONOMICS AND THE ENVIRONMENT

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

## Engineered Nanomaterials

A written commitment establishes the joint efforts to mitigate hazard exposures through investigation, training, timely identification, hazard communication and engineering practices

## Industrial Hygiene

The parties recognized the role of the workplace H&S representatives and the need to further their skills in hazard recognition. The IH program will deliver enhanced training to local H&S reps to participate in the monitoring, interpretation and implementation of corporate industrial hygiene programs.

## Workplace Environment Representatives

During the 2016 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 environmental reps related to Hazmat Spills Response

## Health and Safety and Ergonomic Training

The parties recognized the value of H&S and Ergonomic representative training and its positive effect in the workplace. Procedures are now in place to ensure comprehensive training at the Annual Health and Safety/Ergonomic Conference during the life of the agreement.

## Safety Concern Resolution

The parties recognized the importance of resolving H&S concerns expeditiously and the critical role of communication, follow up and closure. The enhanced reporting procedures will ensure all tools and relevant corporate standards available will be promoted and utilized to mitigate exposures to workplace hazards.

## Team Leader Prosecution Assistance Recognition

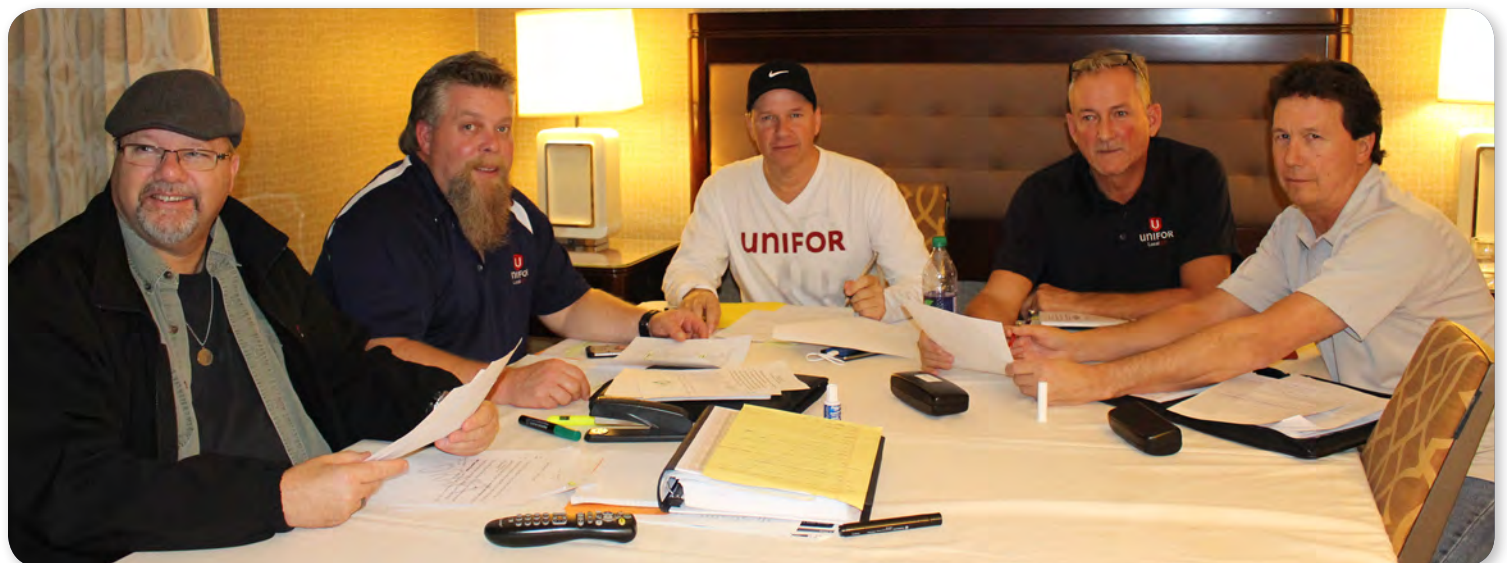
A written commitment to provide legal and financial assistance in the event a Team Leader is liable under the OHS Act or Criminal Code

## Mental Health Awareness Training

This training will be delivered to all participants at the annual Health and Safety/Ergonomics Conference to increase our awareness of the workplace factors that can contribute to psychological harm.

## Edmonton Parts Distribution Center

The EPDC is now enshrined in the collective agreement with all rights to local health and safety committee functions and training.



## PAID HOLIDAY SCHEDULE: October 2016 - September 2020

Monday, October 10, 2016	Thanksgiving
Friday December 23, 2016	Holiday*
December 26-30, 2016	December Holiday Period
Monday, January 2, 2017	December Holiday Period
Friday, April 14, 2017	Good Friday
Monday, April 17, 2017	Monday after Easter
Friday, May 19, 2017	Friday before Victoria Day
Monday, May 22, 2017	Victoria Day
Friday, June 30, 2017	Canada Day
Monday, August 7, 2017	Civic Holiday/Heritage Day
Friday, September 1, 2017	Friday before Labour Day
Monday, September 4, 2017	Labour Day
Monday, October 9, 2017	Thanksgiving
Friday December 22, 2017	Holiday*
December 25 - 29, 2017	December Holiday Period
Monday, January 1, 2018	December Holiday Period
Friday, March 30, 2018	Good Friday
Monday, April 2, 2018	Monday after Easter
Friday, May 18, 2018	Friday before Victoria Day
Monday, May 21, 2018	Victoria Day
Monday, July 2, 2018	Canada Day
Monday, August 6, 2018	Civic Holiday/Heritage Day
Friday, August 31, 2018	Friday before Labour Day
Monday, September 3, 2018	Labour Day
Monday, October 8, 2018	Thanksgiving
Friday December 21, 2018	Holiday*
December 24 - 28, 31, 2018	December Holiday Period

Tuesday, January 1, 2019	December Holiday Period
Friday, April 19, 2019	Good Friday
Monday, April 22, 2019	Monday after Easter
Friday, May 17, 2019	Friday before Victoria Day
Monday, May 20, 2019	Victoria Day
Monday, July 1, 2019	Canada Day
Monday, August 5, 2019	Civic Holiday/Heritage Day
Friday, August 30, 2019	Friday before Labour Day
Monday, September 2, 2019	Labour Day
Monday, October 14, 2019	Thanksgiving
Friday December 20, 2019	Holiday*
December 23 - 27, 30, 31, 2019	December Holiday Period
Wednesday, January 1, 2020	December Holiday Period
Friday, April 10, 2020	Good Friday
Monday, April 13, 2020	Easter Monday
Friday, May 15, 2020	Friday before Victoria Day
Monday, May 18, 2020	Victoria Day
Friday, July 3, 2020	Canada Day
Monday, August 3, 2020	Civic Holiday/Heritage Day
Friday, September 4, 2020	Friday before Labour Day
Monday, September 7, 2020	Labour Day

\* This holiday is in recognition of observance for Remembrance Day. It only applies to those members working at the Edmonton, Alberta location.





## EQUITY

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

### White Ribbon Campaign

To further our commitment to stop violence against women, the union successfully negotiated 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.

### Mental Health Program

A new mental health program will be jointly designed to help reduce the stigma associated with mental illness. The program will help to promote awareness of a range of mental health issues to ensure members can better understand the prevalence and effectiveness of seeking help.

## OTHER PROVISIONS

**IMPROVED**

### EFAP

Employee Family Assistance Program

Funding for short-term family counselling, as a result of addiction, has increased from \$465,000 to \$500,000 over the life of the agreement. In addition to this increase, there is a continued commitment of \$200,000 for counselling from the Contingency Fund.

In addition to the EFAP, there will be a new Mental Health Treatment Pilot Project that includes coverage for direct treatment related program costs. This will have an additional amount of \$50,000 in funding.

**IMPROVED**

### Workplace Training Program

These negotiations helped to reinforce the workplace training program in the following ways:

- The Company funding for the Workplace Training Program is increased to a total of \$12 million.
- The Workplace Training Program will increase to provide up to 32 hours of union-developed training per member during the term of the agreement.
- Curriculum will continue to be developed to reflect current issues.

### Special Contingency Fund

The Special Contingency Fund has been renewed at existing levels for all current programs, including: Legal Services Plan; Dependent Scholarships; Paid Education Leave (PEL); Social Justice Fund; Skilled Trades Fund.

**NEW!**

### TOP UP

For qualifying members on a Family Medical/Compassionate Care leave of absence, there is a new Employment Insurance top up.

For qualifying members who are on a Critically Ill Child Care leave, there is a new Employment Insurance top up.

Both changes are for leaves as defined by the Employment Standards Act (ESA) when appropriate medical documentation is received and the employee is on an approved EI claim effective January 1, 2017.

### PRESCRIPTION DRUGS

There is no change to the co-pay and out of pocket maximum. The co-pay remains at 10% to an annual maximum of \$310.

**IMPROVED**

## DENTAL BENEFITS

### DENTAL IMPLANTS

The dental implant benefit has increased to standard implant expenses including the structure, installation and crown from the previous cost of dental bridgework.

### DENTAL FEE SCHEDULE

The Ontario Dental Association (ODA) Fee Schedule will be updated from 2014 to 2016 effective January 1, 2017. The one year lag will continue over the term of the Agreement. For example: in 2019, the 2018 ODA will be in effect.

# YOUR UNIFOR FORD OF CANADA MASTER BARGAINING COMMITTEE



**JERRY DIAS**  
National President



**BOB ORR**  
National Secretary-Treasurer



**CHRIS TAYLOR**  
Ford Master Bargaining  
Committee Chair, President,  
Local 200, Windsor



**SHANE WARK**  
Assistant to the President



**PETER KENNEDY**  
Senior Advisor



**SCOTT DOHERTY**  
Executive Assistant  
to the President



**WHITE MACDONALD**  
Director, Auto Sector



**SARI SAIRANEN**  
Director, Health, Safety and  
Environment



**BILL MURNIGHAN**  
Director, Research



**COREY VERMEIJ**  
Director, Pensions  
and Benefits



**JOHN BRESLIN**  
Director, Skilled Trades



**CAMMIE PEIRCE**  
National Representative,  
Pensions and Benefits



**JORDAN BRENNAN**  
Economist, Research



**ANGELO DICARO**  
National Representative,  
Research



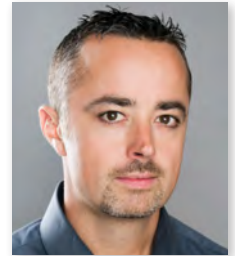
**BOB SCOTT**  
Vice Chair, Ford Master  
Bargaining Committee, Vice  
Chair, Local 707, Oakville



**DAVE THOMAS**  
President, Local 707, Oakville



**MARK LUEY**  
Skilled Trades Chairperson,  
Local 707, Oakville



**MARC BRENNAN**  
Committeeperson,  
Local 707, Oakville



**TIM LITTLE**  
Chairperson, Essex Engine Plant  
Local 200, Windsor



**JOHN D'AGNOLETTO**  
Chairperson, Windsor Engine  
Plant Local 200, Windsor



**KEN ANDERSON**  
Skilled Trades Chairperson,  
Windsor Site, Local 200,  
Windsor



**RICK ANDERSEN**  
Chairperson, Edmonton PDC,  
Local 1087, Edmonton



**GARY RUMBOLDT**  
Chairperson, Bramalea PDC  
Local 584, Bramalea



**SCOTT SMITH**  
Ford National Health and Safety  
Coordinator



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## LOCAL HIGHLIGHTS

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- No outsourcing and no closure for the life of agreement
- Investment – Job security
- New hires
- Work ownership
- Warehouse upgrades
- Health and safety improvements
- Greater opportunities for time off
- Insourcing of work



## BARGAINING COMMITTEE MESSAGE

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Your local bargaining committee would like to thank you, the members, for supporting and allowing us the opportunity to negotiate this tentative collective agreement.

We would also like to thank our Master Bargaining Committee and the National for their support during these tough sets of negotiations. Your bargaining committee unanimously recommends this agreement.

In Solidarity,

Gary Rumboldt  
584 Chairperson

Barb Morrison  
584 President

## **NEW WAREHOUSE IMPROVEMENTS**

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- Picnic areas
- Warehouse satellite rest areas

## **NEW WORK**

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- Omnicraft aftermarket parts
- Supply inventory responsibilities
- Warehouse offices janitorial work

## **UPGRADES**

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- Powered tilt tables
- Annex cafeteria
- Training room

## **COMMITMENTS**

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- ISO training
- Job ownership and PICS boards
- Overtime banking pilot
- Warehouse cleanliness
- Ergonomic assessments
- Cable TV service



**Invest in  
Canada**



## **ADDITIONAL**

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- Cooling fans
- Under-rack sliders
- Defibrillators
- Social justice funding
- Gym equipment
- Office equipment

## **NEW LANGUAGE**

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- No outsourcing and no closure
- Work ownership
- Air quality
- PICS process
- Maintenance and maintenance support
- Community level maintenance
- Reduction in classification
- Omitted overtime charges
- ISO skills
- Hiring
- Compensatory time off