

# UNIFOR LOCAL 88 • GENERAL MOTORS

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

SUMMARY OF THE 2021 TENTATIVE AGREEMENT BETWEEN UNIFOR LOCAL 88 AND GENERAL MOTORS



**UNIFOR**

theUnion | lesyndicat

### HIGHLIGHTS

- \$1.0B Investment
- EV600 Product Commitment
- General Wage Increases
- \$7,250 Productivity and Quality Bonus
- Inflation Protection Bonuses
- Improved New Hire Program
- Skilled Trades Adjustment
- Benefit improvements
- Lump Sum Payment for all Retirees

### YOUR UNIFOR LOCAL 88 MASTER BARGAINING COMMITTEE



Photo taken on January 14, 2021 in compliance with COVID-19 public health measures.

## A PROMISING FUTURE FOR CAMI

Our union entered auto sector bargaining last August facing a global economic recession brought on by the pandemic. Not only were Unifor members grappling with workplace health and safety challenges, a continent-wide supply-chain shutdown and extraordinary downward economic pressure, our union was staring down an uncertain future for auto production in Canada. The auto industry is in the midst of a historic transformation to zero emission vehicle, yet up until last year, Canadian workers were on the outside looking in.

When analysts and commentators wrote us off, our union persevered. Our members showed tremendous solidarity during very uncertain times, pressing the federal and provincial governments to actively transform Canada's shrinking auto sector to one that is now thriving. General Motors' \$1 billion investment commitment to transform CAMI into Canada's first mass-market producer of electric commercial vans brings total new Canadian auto investments to nearly \$6 billion announced in the past months. This is an extraordinary accomplishment, one that delivers a promising future for CAMI, with the pending phase out of Equinox production in 2023, and to the sector overall.

This could not have happened without your Local 88 Master Bargaining Committee taking a lead role in these talks. Your committee worked very hard to deliver an agreement that follows the master D3 economic pattern negotiated in 2020. This three-year agreement includes a 5 per cent increase to hourly wages, a 4% lump sum payment in 2022, along with \$11,250 in bonuses. The deal makes major improvements to the New Hire Program, including an accelerated path to full rate.

It also returns key benefits like the Legal Services Plan and the afternoon (5%) and midnight (10%) shift premium.

Skilled trades workers will see their 20% wage differential restored. The new agreement also includes significant improvements to the benefits plan, modest (but still important) pension improvements, along with health and safety gains, retirement allowances and equity gains and a new Racial Justice Advocate.

This round of bargaining has proven that when we set goals, and stick together, we can achieve important gains for members. We showed that manufacturing has a future in Canada, when governments are willing to step up, drive investment and play an active role in building a vibrant industrial economy. Our industry now has a bright future. I am proud to say that CAMI will have a big role to play. We have proven that good jobs and environmental sustainability go hand-in-hand. We have proven that the "Future is Made in Canada". I wholeheartedly join your Local 88 Master Bargaining Committee in recommending this tentative agreement for your ratification.

In solidarity,

**Jerry Dias**  
National President



**JERRY DIAS**  
National President

# SECURING JOBS FOR OUR FUTURE

The road to get to this tentative agreement was long, difficult, and unlike any other round of negotiations our union has ever been through. We've never bargained through a pandemic before, let alone a deepening economic crisis at the same time. But these challenges did not get in the way of your bargaining committee doing its job and defending our members jobs for the long-term.

Every member of the bargaining committee worked incredibly hard, sacrificing time spent with family over the Christmas holidays to make sure we were ready for the task at hand. The dedication, hard work, and resolve your Master Bargaining Committee put in to negotiating this deal was amazing to see and deserves gratitude.

The stakes going in to these negotiations were incredibly high. With the combustion engine Equinox program coming to an end, all the elements were lining up in place for the worst case scenario.

There wasn't a time when we weren't thinking about the threat this situation posed to the jobs of our members working in the plant, thousands more working in the spin-off jobs our plant sustains. Every day, we were focused on the welfare of workers' families counting on us to make the right calls and reach an agreement that protects our jobs.

It is in these moments when hard decisions needed to be made about how we overcome these challenges and remedy the possibility of being left without a product at our plant.

To rectify this situation, changes needed to be made through a Competitive Operating Agreement, affecting certain future job classifications and workplace practices. Is this the outcome we wanted? No. But does this enable us to secure our plant, and fight another day? Absolutely it does.

We could not betray the families that count on us to ensure that at the end of the day our members have a job to go to, building vehicles that sell, in a plant that is viable.

Rather than facing a deathblow, we now have the opportunity to succeed.

With a \$1 billion investment commitment from General Motors and a new product program we can guarantee that our future is secure.

Your Master Bargaining Committee wholeheartedly recommends ratification of this tentative agreement and we strongly urge you to vote in favour.

In solidarity,

**MIKE VAN BOEKEL**

*Plant Chairperson, Master Bargaining Committee Chair*

**JOE GRAVES**

*Unifor Local 88 President*



**MIKE VAN BOEKEL**  
Plant Chairperson,  
Master Bargaining  
Committee Chairperson



**JOE GRAVES**  
Local President





# WAGE INCREASES AND BONUSES FOR TRADITIONAL MEMBERS

## WAGE TABLE

Wage increases: 2.5% in years 1 and 3.

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

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

### WAGE GAINS: PRODUCTION AND SKILLED TRADES

Hourly Earnings	Production	Trades	Bonuses
Current Earnings (does not include COLA)	\$35.53	\$41.88	
Year 1 Wage Increase	2.5%	2.5%	
Year 1 Skilled Trades Adjustment		\$0.38	
Year 1 Wage (does not include COLA)	\$36.42	\$43.31	
Productivity and Quality Bonus			\$7,250
Year 2 (4% Lump Sum)	4% of earnings		
Year 2 Inflation Protection Bonus			\$2,000
Year 3 Wage Increase	2.5%	2.5%	
Year 3 Skilled Trades Adjustment		\$0.38	
Year 3 Inflation Protection Bonus			\$2,000
<b>Year 3 Wage (does not include COLA)</b>	<b>\$37.33</b>	<b>\$44.77</b>	

Note: Job classifications above are for illustrative purposes only.

Production is illustrated by Production Associate wages. Trades is illustrated by Maintenance Associate wages.

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

### **NEW!** SKILLED TRADES SPECIAL ADJUSTMENT

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

## RECOMMENDATION

Your Local 88 Master Bargaining Committee wholeheartedly recommends this tentative agreement.

**We urge you to vote in favour.**

## THREE-YEAR TERM

Unifor has negotiated a **three-year agreement** that expires at 10:59 p.m. on Tuesday, September 17, 2024.

## COLA ENHANCEMENT

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

## WAGES

- 2.5% wage increase, effective September 27, 2021.
- 4% lump sum payment, based on previous twelve months' earnings, effective September 26, 2022.
- 2.5% wage increase, effective September 25, 2023.



# ECONOMIC SUMMARY

## ECONOMIC GAINS FOR TRADITIONAL PRODUCTION MEMBERS

Table for illustrative purposes only.

Increase	Year 1	Year 2	Year 3	Total
Productivity and Quality Bonus	\$7,250			<b>\$7,250</b>
Inflation Protection Bonus		\$2,000	\$2,000	<b>\$4,000</b>
Wage Increase	2.5%		2.5%	
Annual Value of Wage Increases	\$1,850	\$1,850	\$3,750	<b>\$7,450</b>
Lump Sum		4%		
Annual Value of Lump Sums		\$3,000		<b>\$3,000</b>
<b>Total Value</b>	<b>\$9,100</b>	<b>\$6,850</b>	<b>\$5,750</b>	<b>\$21,700</b>

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

## TEMPORARY PART-TIME

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

- **\$500** Productivity and Quality Bonus upon ratification.
- Pay rate adjusted to 65% of the full base rate.
- Wage adjustments in line with all negotiated general wage increases.

## ENHANCED RECALL RIGHTS

The collective agreement is amended to now provide 36 months of recall rights for team members with less than 1 year of seniority. For team members with 1 or more years of seniority, recall rights will be 60 months, or a period equal to seniority at the time of layoff, whichever is longer.



## PRODUCTIVITY AND QUALITY BONUS: \$7,250

Unifor has negotiated a Productivity and Quality Bonus. Active team members and those on the inactive roll who performed work for the Company in 2020 will receive a one-time **\$7,250** Productivity and Quality Bonus (this excludes TPTs and members who retired in 2020).

Payment will be made no later than **February 25, 2021** for active team members and no later than **December 31, 2021** for team members on the inactive roll or those currently receiving Sickness and Accident disability benefits.

The company will provide an option for employees to have payment of the bonus directed to savings plan options with Canada Life.

## INFLATION PROTECTION BONUS: 2 X \$2,000

A lump sum bonus of **\$2,000** will be paid to each team member prior to the Christmas Holiday period in the following months: December 2022, December 2023.

This bonus is available to active and inactive team members hired prior to the effective date of the agreement and who performed work for the Company, including those who retire, in the respective payment year.

Team members hired on or after the the effective date of the agreement will receive a pro-rated payment in their first year of employment based on completed full months of service starting with the month following their hire date.

The company will provide an option for employees to have payment of the bonus directed to savings plan options with Canada Life.



# NEW HIRE PROGRAM (hired on or after September 17, 2013)

A critical priority in 2021 negotiations was to improve the New Hire Program for current members and future hires.

## ENHANCING THE WAGE PROGRESSION

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

- The grid has been shortened to 8 years.
- The base percentages in the grid have been improved at every step. For example, a new hire will earn 65% of the full base rate. Previously, the percentage was 61.25% of the 2013 base rate.
- The catch-up year has been eliminated.
- Members will now receive the full base rate upon completion of their 8<sup>th</sup> year of seniority.

## IMPROVING OTHER PROGRAM ELEMENTS

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

**REINSTATED LEGAL SERVICES PLAN**

The Legal Services Plan is amended to provide coverage for all employees once completing the New Hire program until retirement.








## WAGE PROGRESSION

### PRODUCTION ASSOCIATE EXAMPLE

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

# NEW HIRE PROGRAM CONTINUED

## ECONOMIC GAINS FOR IN-PROGRESSION MEMBERS

If on the date of ratification your seniority is...	Enhanced progression: the new wage income* you will receive over 3 years will be...	Productivity and Quality Bonus	Inflation Protection Bonus		Grand total new money over 3 Years
			Year 2	Year 3	
0-1 Yr. 	\$21,803	\$7,250	\$2,000	\$2,000	<b>\$33,053</b>
1-2 Yrs. 	\$23,333	\$7,250	\$2,000	\$2,000	<b>\$34,583</b>
2-3 Yrs. 	\$23,975	\$7,250	\$2,000	\$2,000	<b>\$35,225</b>
3-4 Yrs. 	\$23,729	\$7,250	\$2,000	\$2,000	<b>\$34,979</b>
4-5 Yrs. 	\$25,147	\$7,250	\$2,000	\$2,000	<b>\$36,397</b>
5-6 Yrs. 	\$27,323	\$7,250	\$2,000	\$2,000	<b>\$38,573</b>
6-7 Yrs. 	\$31,525	\$7,250	\$2,000	\$2,000	<b>\$42,775</b>

\*Calculation does not include overtime or shift premium.

## UNDERSTANDING WAGE GAINS FOR MEMBERS IN THE ENHANCED NEW HIRE PROGRAM

**EXAMPLE:**  
A member hired on November 30, 2017 (3 years' seniority)

**Current hourly rate: \$24.59**

**2021**

Scale adjustment (Sept.) = \$26.30 (+\$1.71)  
 Prevailing wage adjustment (Jan.) = \$27.36 (+\$1.06)  
 2.5% increase to full base rate (Sept.) = \$28.04 (+\$0.68)  
 Step increase on anniversary (Nov.) = \$29.50 (+\$1.46)

**Total 2021 increase = +\$4.91 per hour**

**2022**

Step increase on anniversary (Nov.) = \$30.96 (+\$1.46)

**Total 2022 increase = +\$1.46 per hour**

**2023**

2.5% increase to full base rate (Sept.) = \$31.73 (+\$0.77)  
 Step increase on anniversary (Nov.) = **\$33.60\*** (+\$1.87)

**Total 2023 increase = +\$2.64 per hour**

*\*Without negotiated improvements this rate would have been \$28.69.*

---

# INVESTMENT AND PRODUCT COMMITMENTS

---

## GENERAL MOTORS OF CANADA PRODUCT AND INVESTMENT COMMITMENT LETTER

### INVESTMENT IN CAMI ASSEMBLY

General Motors of Canada Company remains committed to continuous improvement of our products and facilities, including through a collaborative and creative approach to solving business challenges together with Unifor. Therefore, during the term of this agreement, the investments described below underscore GM's commitment to our customers and employees; and are conditional on stable demand, business and market conditions; the ability to continue producing profitably; and the full execution of GMS.

Subject to ratification of a tentative 2021 labour agreement reached with Unifor and confirmation of government support, General Motors plans to bring production of its recently announced BrightDrop electric light commercial vehicle (EV600) to CAMI Assembly. In addition, there are other variants of the electric light commercial vehicle program which are currently under study.

This investment at CAMI Assembly will enable General Motors to start work immediately and begin production at the plant in 2021, making this the first large scale production of electric vehicles by a major automotive company in Canada. This will support jobs and transform work at the plant over the life of this agreement from the current two shifts of Chevrolet Equinox production to a new focus on the production of the all new EV600 to serve the growing North American market for electric delivery solutions.

### TOTAL INVESTMENT: C\$1.0B

**CAMI Assembly: C\$1.0B** capital investments for facilities, tools, M&E and supplier tooling to support the following:

- Implementation of a new flexible electric vehicle assembly module, enabling GM's ability to meet customer demand in a critical commercial market segment.
- Confirmed orders to support production of the EV600 as of November 2021.
- Initial production of the EV600 to support customer orders will begin at GM's tooling integrators and transition to CAMI for full production volumes.

This investment is contingent upon full acceptance of all elements contained within this Settlement Agreement and the Competitive Operating Agreement. Investment figures listed are GM's current estimates and subject to refinement as business cases are finalized.

The parties understand that the expected conditions upon which these opportunities are based can change, potentially affecting the product allocation and/or employment levels. If any changes to the investments above are anticipated, the parties will discuss in advance.

---

### GM BRIGHTDROP

General Motors announced the creation of a new wholly-owned business unit, BrightDrop. The union outlined concerns with this announcement in correspondence with the company. General Motors provided the union with written confirmation on January 13, 2021 that the creation of BrightDrop would not have any material impact on the following: the collective bargaining relationship between General Motors and Unifor, the status of current and future Unifor-represented hourly employees at CAMI Assembly (i.e. they will remain General Motors employees), and the terms and conditions of employment of CAMI employees, including the hourly pension plan.



# INSURANCE

## INSURANCE BENEFITS

On ratification, all life and disability program benefits increase for active employees based on the new hourly rates of pay.

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

INSURANCE EXAMPLE For illustration purposes only			
	Current	Sept. 2021	Sept. 2023
<b>Production Associate</b>	<b>\$35.53</b>	<b>\$36.42</b>	<b>\$37.33</b>
S&A	\$870	\$900	\$915
EDB under 10 years	\$3,075	\$3,165	\$3,225
EDB 10 or more years	\$3,380	\$3,480	\$3,550
AD&D	\$40,500	\$41,750	\$42,500
Group Life	\$81,000	\$83,500	\$85,000
<b>Maintenance Associate</b>	<b>\$41.88</b>	<b>\$43.31</b>	<b>\$44.77</b>
S&A	\$1,025	\$1,055	\$1,100
EDB under 10 years	\$3,620	\$3,740	\$3,895
EDB 10 or more years	\$3,985	\$4,115	\$4,285
AD&D	\$47,750	\$49,500	\$51,500
Group Life	\$95,500	\$99,000	\$103,000

## OPEN ENROLLMENT

An open enrollment opportunity will be provided at mid-point of the agreement, with 60 days' notice.

## SICKNESS AND ACCIDENT PROGRAM

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

## NEW HIRE RETIREMENT HEALTH CARE CONTRIBUTION

For employees hired on or after September 17, 2013 the employer will make an hourly contribution toward post-retirement health care benefits upon completion of the New Hire Program.

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

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

Contributions for team members who have a seniority date of September 17, 2013 or later will be directed to an Employee Life and Health Trust (ELHT), subject to agreement by the parties on the feasibility of such a Trust for this purpose.

# HEALTH BENEFITS



## VISION CARE

Increased coverage reimbursement levels by \$50 to:

- Single vision lenses \$270
- Bi-focal lenses \$325
- Multi-focal lenses \$395
- Contact Lenses \$280

Laser eye surgery will increase by \$125 to \$450.

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



## PARAMEDICAL

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



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



## DURABLE MEDICAL EQUIPMENT

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



## MEDICAL CANNABIS

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



## DENTAL CARE

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

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

The Ontario Dental Association (ODA) and Ontario Denture Therapist fee schedules will provide a one year lag over the term of the agreement. For example: in 2022, the 2021 ODA will be in effect.



## MASSAGE THERAPY

A doctor's note will no longer be required for registered massage therapy.



## LEAVE ALLOWANCE

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



# PENSION BENEFITS

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

## LEGACY DEFINED BENEFIT (DB) PLAN

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

## DB CONTRIBUTORY PLAN

DB contributory members hired on or after April 1, 2010 are no longer required to contribute \$1 per hour and are no longer subject to a service maximum.

## DEFINED CONTRIBUTION (DC) PLAN

The union and company agreed to explore transferring DC plan members (anyone hired on or after April 1, 2010) to the College of Applied Arts & Technology (CAAT) new DBPlus plan. The CAAT DBPlus provides a lifetime DB pension including survivor benefits, indexation and early retirement options.

**NEW! RETIREE BONUS**

All retirees and surviving spouses to receive a special one-time payment of \$400 in February 2022.

**RESTRUCTURING PACKAGES**

In the event of indefinite layoffs, the company commits to making retirement incentive packages available during the life of the agreement consisting of a \$60,000 lump sum (Non-Skilled Trades) and \$70,000 lump sum (Skilled Trades), each with a \$20,000 vehicle voucher.

# SKILLED TRADES



## APPRENTICESHIPS

GM has committed to indenture up to 5 apprentices.

## SKILLED TRADES SPECIAL ADJUSTMENT

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

## SKILLED TRADES UNION EDUCATION PROGRAM

Funding has been secured to continue this valuable program.

**RETIREMENT INCENTIVE**

The company will provide a one-time \$40,000 lump sum retirement incentive for up to 50 team members by June 30, 2021.

The parties will meet to discuss implementation.



# HEALTH AND SAFETY

## PSYCHOLOGICAL HEALTH AND SAFETY

The company and the union discussed psychological health and safety including the Canadian Standards Agency (CSA) Z1003 Psychological Health and Safety in the Workplace Standard. During the term of the collective agreement, the MJHSC will review the Standard with the local JHSC and discuss its application to local work practices and communications.

## UNION TRAINING

All elected full-time reps and alternates will have full training within six months of election.

## FORKTRUCK OPERATION

The union negotiated a reduction of the allowable limit of driving backwards while operating a forklift from 50% to 38%.

# PLANT HIGHLIGHTS, EMD TRANSFERS, VOLUME AND STAFFING FORECASTS

## PRODUCTION BANKED OVERTIME

Team members will now have the ability to bank overtime hours to a max of 160 banked or booked. All overtime hours can be banked in a minimum of 2 hour blocks.

## TEAM SIZE

Team size has been reduced to a maximum of 9 (including Team Leader) for Equinox. It will be lowered to 8 (including Team Leader) for the BEV.

## SPECIAL TRANSFERS

On a one-time non-precedent setting basis, the Company will approve five (5) special transfers of former-EMD team members from CAMI Assembly to the Woodstock PDC.

Offers will be extended by the Woodstock PDC to former-EMD team members in seniority order from the transfer list associated with the previous 2016 Woodstock Staffing Agreement.

Offers will only be extended after June 1, 2021 and will be at the sole discretion of the Woodstock PDC as permanent openings occur that require replacement.

The Woodstock PDC has no obligation to maintain a community staffing level and reserves the right to manage all aspects of their business operations.

There is no deadline to complete these transfers, as the openings will likely occur through natural attrition.

The parties otherwise acknowledge that the 2016 Woodstock Staffing Agreement was eliminated during D3 negotiations. The Union will make no future claim to transfer team members to the Woodstock PDC.

## VOLUME AND STAFFING FORECASTS

During 2021 negotiations, the parties engaged in extensive discussions regarding volume and staffing forecasts and projections. This information was based on the most recent forecasts available to the company at the time of negotiations.

Unifor expressed concern regarding the future staffing needs of the skilled trades workforce and the impact of the transition from the Equinox to the new electric light commercial vehicle program (EV600). The parties acknowledged that there were still many unknowns regarding the new operations.

The parties will meet sixty (60) days prior to the commencement of the temporary layoff required to support the launch of the new electric light commercial vehicle program. All reasonable options will be discussed in order to help minimize the impact of the layoff on the CAMI skilled trades workforce.

Any issues will be discussed between the Plant Chairperson and Plant Director.



## PAID HOLIDAY SCHEDULE: October 2021 - September 2024

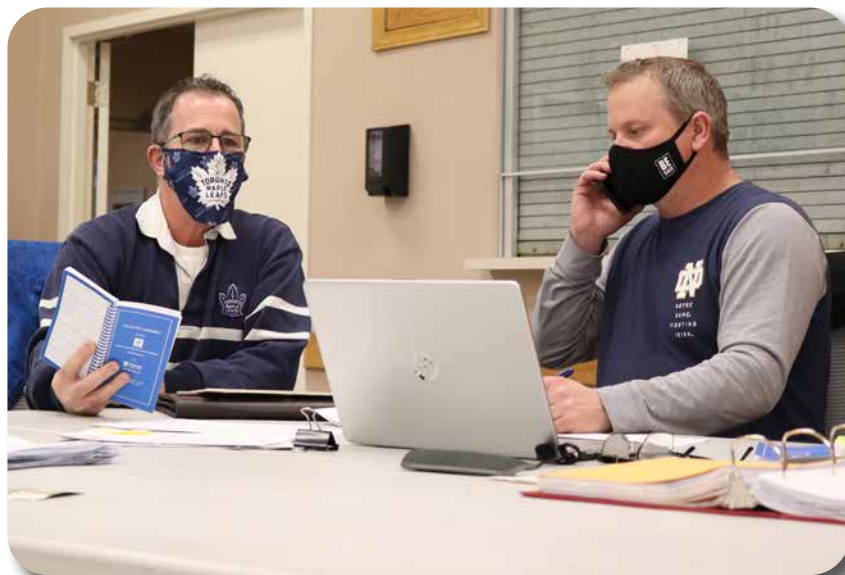
Friday, October 8, 2021	Friday before Thanksgiving
Monday, October 11, 2021	Thanksgiving
Friday, December 24, 2021	December Holiday Period
Monday, December 27-31, 2021	December Holiday Period
Friday, April 15, 2022	Good Friday
Monday, April 18, 2022	Monday after Easter
Friday, May 20, 2022	Friday before Victoria Day
Monday, May 23, 2022	Victoria Day
Friday, July 1, 2022	Canada Day
Monday, August 1, 2022	Civic Holiday
Friday, September 2, 2022	Friday before Labour Day
Monday, September 5, 2022	Labour Day
Monday, October 10, 2022	Thanksgiving
Monday, December 26-30, 2022	December Holiday Period
Friday, April 7, 2023	Good Friday
Monday, April 10, 2023	Monday after Easter
Friday, May 19, 2023	Friday before Victoria Day
Monday, May 22, 2023	Victoria Day

Monday, July 3, 2023	Canada Day
Monday, August 7, 2023	Civic Holiday
Friday, September 1, 2023	Friday before Labour Day
Monday, September 4, 2023	Labour Day
Monday, October 9, 2023	Thanksgiving
Monday, December 25-29, 2023	December Holiday Period
Monday, January 1, 2024	December Holiday Period
Friday, March 29, 2024	Good Friday
Monday, April 1, 2024	Monday after Easter
Friday, May 17, 2023	Friday before Victoria Day
Monday, May 20, 2024	Victoria Day
Monday, July 1, 2024	Canada Day
Monday, August 5, 2024	Civic Holiday
Friday, August 30, 2024	Friday before Labour Day
Monday, September 2, 2024	Labour Day

### PAID HOLIDAYS AND PREMIUM TIME

The paid holiday on the Friday preceding Thanksgiving will be eliminated and replaced by the August Civic Holiday beginning in 2022.

Premium time on Family Day will be at the rate of time and one-half.



# EQUITY

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

## RACIAL JUSTICE

Unifor and GM have agreed to develop an ambitious Anti-racism action plan, including the establishment of a new Racial Justice Advocate position.

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

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



# BUSINESS AND NEW TECHNOLOGY MEETINGS

## UNIFOR-GM BUSINESS REVIEW

The Union and the Company will increase the frequency of the existing business review meetings from annually to quarterly. The parties agree to review company product plans and business forecasts, including on electric, autonomous, connected vehicle and component parts development.

## ADVANCED TECHNOLOGY COMMITTEE

Unifor and GM have established an Advanced Technology Committee that will meet periodically throughout the calendar year. The parties will discuss company plans to implement new operational technology in Unifor facilities.

Given the potential overlapping nature of the Unifor-GM business review meetings and the Advanced Technology Committee, the parties will combine these meetings.

# OTHER PROVISIONS

## CHILD CARE BENEFIT

The Child Care Benefit is expanded to include coverage for for-profit regulated and registered daycare facilities. Increases are \$4 (to \$16) on the Full-Day benefit for ages 0-6, \$3 (to \$9) on the Half-Day and before/after school benefits, and \$600 (to \$3,000) on the annual maximum. If an eligible employee passes away while covered by this child care benefit, child care benefits will be provided to the surviving spouse and eligible dependents.

## SCHOLARSHIP PROGRAM

Expanded to add coverage for certificate programs at accredited post-secondary schools in the United States and Canada. The program will also provide coverage for seniority employees hired on or after September 17, 2013 once completing the New Hire program.



## LEAVE ALLOWANCE

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



# YOUR UNIFOR LOCAL 88 MASTER BARGAINING COMMITTEE



**JERRY DIAS**  
National President



**SHANE WARK**  
Assistant to the National President



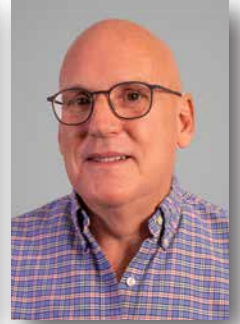
**DINO CHIODO**  
Director, Auto Sector



**COREY VERMEIJ**  
Director, Pensions and Benefits



**JOHN BRESLIN**  
Director, Skilled Trades



**MIKE MUNCE**  
GM Coordinator



**MIKE VAN BOEKEL**  
Plant Chairperson,  
Master Bargaining  
Committee Chairperson



**JOE GRAVES**  
Local President



**MIKE MURPHY**  
Coordinator



**ARNIE SMALL**  
Committeeperson



**ADAM TRUDGEN**  
Committeeperson



**RYAN ROBERTS**  
Committeeperson



**MARK GEE**  
Committeeperson



**ALEX BALICKI**  
Skilled Trades  
Committeeperson



**ALEXANDRA MCCOY**  
Human Rights and  
Employment Equity  
Representative



**JEFF BANKES**  
Benefits Representative



**STEPHAN CRONIN**  
Benefits Representative



**unifor**  
theUnion | lesyndicat