

UNIFOR LOCAL 88 • GENERAL MOTORS

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

SUMMARY OF THE 2024 TENTATIVE AGREEMENT BETWEEN UNIFOR LOCAL 88 AND GM CAMI



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CONTRACT HIGHLIGHTS

- Two-Year Agreement
- Three Years of General Wage Increases in Two Years
- Wage Parity
- Pension Improvements
- Retirement Incentives and Restructuring Packages
- Waiting Period for SUB Waived During EV Retooling
- Special Trades Adjustments
- Reactivated COLA
- New Retiree Universal Healthcare Allowance
- Reduced Wage Progression
- EV Retooling Supports
- Major Benefit Enhancements
- \$10,000 P&Q Bonus
- New Paid Holidays
- No Mandated Working on a Holiday Weekend
- SFT Language Eliminated



CONTRACT TERM

**This is a two-year agreement.
The contract will expire at 11:59 p.m. ET
on September 20, 2026.**

RECOMMENDATION

**Your Unifor Local 88 Master Bargaining Committee
unanimously recommends this tentative agreement.
We urge you to vote in favour.**

MESSAGE FROM THE NATIONAL PRESIDENT

Lana Payne

Your Master Bargaining Committee understood the importance of this round of negotiations, bargained in a challenging time following the plant's transition to EV production.

They understood the need to solidify a strong and secure future for CAMI workers and were clear on members' priorities, including stable jobs, steady income and pension improvements to protect them in retirement.

They have delivered.

Importantly, the new tentative agreement addresses the historic delay in CAMI members reaching wage parity with their counterparts at other GM facilities. For the first time Unifor has successfully negotiated a two-year contract term that will align CAMI members with the union's Detroit Three negotiations to combine the future bargaining power of more than 5,600 GM members. Never again will CAMI members have to wait to play catch-up on wages and benefit improvements.

The bargaining committee worked to achieve gains for every member - from new hires to retirees.

Wages will improve substantially over the 2-year deal, with an immediate 10% general wage increase with an additional Skilled Trades adjustment of 2.75% in year one.

Key plant specific gains also include enhanced eligibility for the P&Q bonus, with the option to redirect to RRSP's and a commitment that GM will not close or sell any part of CAMI Assembly operations, covered by the collective agreement during the lifetime of the contract.

Major Unifor Detroit Three pattern gains include the first pension improvements for legacy workers in 15 years. Members hired on or after September 17, 2013, will transition to the College of Applied Arts and Technology (CAAT) DBplus pension plan. CAMI retirees and surviving spouses will now also receive the precedent-setting Universal Health Care Allowance.

New workers will benefit tremendously, both from an increase in start pay and reduction in the wage progression from eight to four years.

GM's announcement of the forecasted resumption of the second shift in 2025, is welcome news for Unifor Local 88 members.

This collective agreement truly positions Local 88 members for a stronger, more stable future.

My thanks to Local 88 members for your continued support and solidarity. I extend my sincere appreciation to the bargaining committee members who worked diligently to achieve this tentative agreement and join with them in recommending acceptance.

In solidarity,

LANA PAYNE
NATIONAL PRESIDENT



LANA PAYNE
National President

MESSAGE FROM THE MASTER BARGAINING CHAIR

Mike Van Boekel

In 2021, we agreed to become Canada's first EV producing plant. We went through a complete transformation but unfortunately, the road was not always smooth.

Early on, it was apparent that battery supply would be an issue and GM made another substantial investment into our facility, building the first Battery Packing plant in Canada. Our members answered that challenge and continue to thrive with the new technology.

During this same period, we faced an affordability crisis. Interest rate hikes and soaring costs led to a very difficult time for our families to afford to eat and live.

On behalf of our members, your Master Bargaining Committee decided to meet these issues head on in our negotiations with GM. As a result, we have secured an extremely good two-year deal that addresses many of our concerns.

We negotiated the economic gains of the 3-year Detroit Three pattern into 2 years. This Collective Agreement provides a 15% pay increase for production and 20.25% increase for Skilled Trades as well as a shortened wage progression, which will provide much needed financial relief for our members. In two years, Local 88 members will be back at the negotiating table. We'll be bargaining – for the first time – with fellow Unifor members working at GM plants in Canada.

We were able to negotiate a dramatic rebuild of our SUB program which significantly improves our security during future periods of layoff. Improvements for both the DB and DC pension plan members will help all future retirees. We have worked hard to secure pension options that will support members wishing to retire.

In addition to these improvements, we secured a \$10,000 productivity and quality bonus.

We were also successful in negotiating several upgrades to our benefit package, as well as new programs to help us navigate the next two years, and many other gains you can read about in this contract highlight brochure.

Your bargaining committee unanimously supports this agreement, and we are proud to present this to you, the members, for ratification.

In solidarity,

MIKE VAN BOEKEL

LOCAL 88 CAMI PLANT CHAIR



MIKE VAN BOEKEL
Plant Chairperson

CORE PRIORITY 1: PENSION IMPROVEMENTS

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

CAMI DB PENSION PLAN (FOR MEMBERS HIRED PRIOR TO SEPT. 17, 2013)

Effective December 1, 2024 the Monthly Basic Benefit and Transition Payment will increase.

CAMI's monthly benefit increases by an additional \$5.60 for Production Associates and \$6.60 for Maintenance Associates and is now aligned with pattern.

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

Basic benefit rate for retirement, death or termination during the following periods	Job classifications with a max. base hourly rate on or after Sept. 22, 2024 to Sept. 20, 2025		Job classifications with a max. base hourly rate on or after Sept. 21, 2025 to July 4, 2026		Job classifications with a max. base hourly rate on or after July 5, 2026	
	\$45.00 and under	Over \$45.00	\$46.00 and under	Over \$46.00	\$47.00 and under	Over \$47.00
December 1, 2024 and after	\$74.10	\$87.60	\$74.10	\$87.60	\$74.10	\$87.60
December 1, 2024 and after 30 and out	\$3,795	\$4,225	\$3,795	\$4,225	\$3,795	\$4,225

NEW CAAT DBplus PENSION PLAN

MEMBERS HIRED ON OR AFTER SEPTEMBER 17, 2013

On August 3, 2025, Unifor members hired on or after September 17, 2013 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 GM during 2020 negotiations.

Moving from Defined Contribution Plan to CAAT DBplus Pension Plan

Contribution Type	Current DC Plan Contributions	DC Plan Contributions effective January 1, 2025	CAAT DBplus contributions effective August 3, 2025
Employee Contribution	4% of earnings to a maximum of 2,080 hours <i>required contribution</i>	4% of earnings to a maximum of 2,080 hours <i>required contribution</i>	4% of earnings to a maximum of 2,080 hours <i>required contribution</i>
	1% of earnings to a maximum of 2,080 hours <i>voluntary contribution</i>		
Employer Contribution	4% of earnings to a maximum of 2,080 hours <i>required contribution</i>	7% of earnings to a maximum of 2,080 hours <i>required contribution</i>	7% of earnings to a maximum of 2,080 hours <i>required contribution</i>
	2% of earnings as a matching contribution of the employee 1% <i>voluntary contribution</i>		



Prior to enrollment and starting January 1, 2025

Contribution levels to the current DC plan are improved. Members will continue to contribute a mandatory 4%, while **GM 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 and starting August 3, 2025

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

A portability option for all DC plan members will be provided for those who choose to transfer their accumulated contributions in the DC plan to CAAT DBplus.





HOW CHANGES TO THE DC PLAN CONTRIBUTION MIX WILL BENEFIT UNIFOR MEMBERS

EXAMPLE: PRODUCTION TEAM MEMBER WITH BETWEEN 1 AND 2 YEARS OF SENIORITY, CURRENTLY CONTRIBUTING 4% TO THE DC PLAN

If DC Plan contributions stayed the same...		New DC Plan contributions negotiated now means...	
Member contributes 4% 	Employer contributes 4% 	Member contributes (starting Jan. 1, 2025) 4% 	Employer contributes (starting Jan. 1, 2025) 7% 
Member total contribution over 2-year contract \$6,480	Employer total contribution over 2-year contract \$6,480	Member total contribution over 2-year contract \$6,480	Employer total contribution over 2-year contract \$11,340
Total contribution to DC plan: \$12,960		Total contribution to DC plan: \$17,820	
Note: Contributions made on all work hours, up to 2,080 hours maximum.		Total employer contributions increase: \$4,860	

Starting August 3, 2025, contributions that would have been made to the DC plan will transition to the CAAT DBplus pension plan – a defined benefit style pension plan that delivers monthly payments for life upon retirement.

EXAMPLE: PRODUCTION TEAM MEMBER AT TOP RATE, CURRENTLY CONTRIBUTING 5% TO THE DC PLAN

If DC Plan contributions stayed the same...		New DC Plan contributions negotiated now means...	
Member contributes 5% 	Employer contributes 6% 	Member contributes (starting Jan. 1, 2025) 4% 	Employer contributes (starting Jan. 1, 2025) 7% 
Member total contribution over 2-year contract \$8,930	Employer total contribution over 2-year contract \$10,720	Member total contribution over 2-year contract \$7,150	Employer total contribution over 2-year contract \$12,500
Total contribution to DC plan: \$19,650		Total contribution to DC plan: \$19,650	
Note: Contributions made on all work hours, up to 2,080 hours maximum.		Total member savings: \$1,780	

Starting August 3, 2025, contributions that would have been made to the DC plan will transition to the CAAT DBplus pension plan – a defined benefit-style pension plan that delivers monthly payments for life upon retirement.

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 August 3, 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 of retired workers.

Universal Health Care Allowance

A special cash payment will be made to retired employees or surviving spouses in the GM CAMI DB plan who retired prior to October 2, 2024. Payments will be made in each quarter of the agreement beginning in Q4 2024:

- 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, 2024 will receive **\$125 per quarter**.

Surviving spouses will be included for the same level of benefit under the Universal Health Care Allowance.

Credit Adjustment

Effective September 22, 2024, a DB Member who had at least five (5) years of seniority on September 18, 2024 and who was absent from work due to layoff during:

- any period after December 31, 2000 and before December 31, 2005; or
- any period after November 30, 2007 and before December 31, 2010

Years of Seniority on September 18, 2024	Percentage
20 or more years	100%
15 but less than 20	75%
10 but less than 15	50%
5 but less than 10	25%

shall be credited with 40 hours for each complete calendar week of such absence during which the DB Member had seniority multiplied by a percentage as set forth in the following table under this Section 2.26.

CORE PRIORITY 2: WAGE PACKAGE

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 in 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 effective September 22, 2024

2% wage increase effective September 21, 2025

3% wage increase effective July 5, 2026

Special Skilled Trades Adjustment

Additional Skilled Trades adjustments are applied as follows:

- **2.75%** special adjustment effective Sept. 22, 2024
- **2.5%** special adjustment effective July 5, 2026

WAGE GAINS: PRODUCTION AND SKILLED TRADES TEAM MEMBERS AT TOP RATE		
	Production	Trades
Current earnings (does not include COLA float)	\$37.33	\$44.77
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%
COLA Adjustments	4 adjustments	
WAGES AS OF SEPT. 22, 2024	\$42.39	\$51.97
Wage increase	2%	
COLA adjustments	3 adjustments	
WAGES AS OF SEPT. 21, 2025	\$43.23	\$53.01
Wage increase	3%	
Skilled Trades wage before special adjustment		\$54.60
Skilled Trades special adjustment		2.5%
WAGES AS OF JULY 5, 2026	\$44.52	\$55.97

Note: Job classifications above are for illustrative purposes only.

Wage rates do not include forecasted value of COLA adjustments.

Based on a 2.5% inflation forecast, COLA adjustments over the life of the agreement will accumulate to \$1.61 per hour.

COLA

COLA will reactivate in December, 2024.

COLA can accumulate to a maximum of \$2 over the life of the agreement. COLA float resets to \$0.05.

COLA adjustments will take place in the following months:

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

WHAT IS THE COST OF LIVING ALLOWANCE (COLA)?

COLA is a wage protection provision that is directly tied to the rate of inflation. COLA guards workers' wages and purchasing power against rising costs.

Members who have completed the wage progression, and are at the top rate of pay, will receive COLA adjustments starting in December 2024. COLA adjustments are made quarterly, and will accumulate over the life of the agreement up to a maximum of \$2.00.

COLA is tied to the actual inflation rate and is superior to the previous lump sum Inflation Protection Bonus (often referred to as the Christmas Bonus) that members received the last two Decembers of the prior collective agreement. As an example, COLA is paid on top of the base hourly wage and also included in the calculation of overtime, jury duty, holiday with pay, vacation pay, and bereavement. This has a compounding effect leading to higher earnings for members.

Productivity and Quality Bonus

A **\$10,000 bonus** will be paid to all full-time employees on the active roll of the company as of the Monday following ratification. Payment will be made to members on the inactive roll who performed work for the company between January 2, 2024 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 2, 2024 and the Monday following ratification due to maternity, parental, **voluntary layoffs**, or adoptive leaves, providing they worked during the term of the 2021 Collective Agreement.

Securing the P&Q bonus for our members who were voluntarily laid off is a significant achievement and a first in the history of auto sector bargaining.

The P&Q Bonus may be redirected to employees' Canada Life Savings Plan(s) with the company.

The P&Q Bonus payment will be paid after finalizing discussions on minimizing negative impacts to members.

RETIREMENT INCENTIVES AND RESTRUCTURING PACKAGES

The company will provide up to **45 lump-sum retirement incentive payments of \$50,000 each** inclusive of Production and Skilled Trades team members. The programs are targeted for completion by July 1, 2025. The company will also provide **4 restructuring packages for Production team members of \$60,000 and a \$20,000 car voucher** as per Letter 14.

Economic Gains for Production Team Members at Full Rate

	Sept. 22, 2024 to Sept. 20, 2025	Sept. 21, 2025 to July 4, 2026	July 5, 2026 to Sept. 20, 2026	Total
Productivity and Quality Bonus	\$10,000			\$10,000
Wage increase	\$3.85	\$0.84	\$1.29	
COLA adjustments	4 adjustments	3 adjustments		
Annual value of wage increases	\$8,008	\$7,692	\$2,631	\$18,331
TOTAL VALUE				\$28,331

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

Economic Gains for Skilled Trades Team Members at Full Rate

	Sept. 22, 2024 to Sept. 20, 2025	Sept. 21, 2025 to July 4, 2026	July 5, 2026 to Sept. 20, 2026	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	
COLA adjustments	4 adjustments	3 adjustments		
Annual value of wage increases	\$12,459	\$11,529	\$4,396	\$28,384
TOTAL VALUE				\$38,384

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 17, 2013 was a priority for the union in 2024 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.

If you are in the wage progression this is how your wage will change

Seniority level on date of ratification	Current Wage	As of Sept. 22, 2024	As of Sept. 21, 2025	As of July 5, 2026
		10% wage increase	2% wage increase	3% wage increase
6-7 Years	\$33.59	\$42.39	\$43.23	\$44.52
7-8 Years	\$35.46	\$42.39	\$43.23	\$44.52

Note: This table does not include forecasted COLA. This is for illustrative purposes only.

NEW WAGE PROGRESSION				
Production team member example				
Seniority	New Progression	10% wage increase (as of Sept. 22, 2024)	2% wage increase (as of Sept. 21, 2025)	3% wage increase (as of July 5, 2026)
	% of Prevailing Rate	Hourly Rate	Hourly Rate	Hourly Rate
Start	70%	\$29.67	\$30.26	\$31.16
1	78%	\$33.06	\$33.71	\$34.72
2	86%	\$36.45	\$37.17	\$38.28
3	94%	\$39.84	\$40.63	\$41.84
4	100%	\$42.39	\$43.23	\$44.52

Note: Based on 2,080 hours. Does not include shift premium or overtime income.



Other improvements for members hired on or after September 17, 2013

Members are now eligible for the following benefits at one (1) year of seniority:

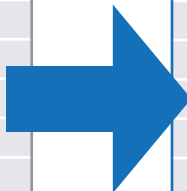
- **Supplemental Unemployment Benefit (SUB)**
- **Legal Services Plan**
- **Dependent Scholarship**

SUPPLEMENTAL FULL TIME (SFT) ELIMINATION
All references to SFT language were removed.
The company will no longer have the right to hire Supplemental workforce team members.

Vacation Entitlement

The paid vacation plan for employees hired on or after September 17, 2013 has been adjusted.

Previous New Hire Vacation Entitlement	
Seniority	Vacation
1 but less than 2 years	80
2 but less than 3 years	88
3 but less than 4 years	96
4 but less than 5 years	104
5 but less than 10 years	120
10 but less than 15 years	180
15 but less than 20 years	200
20 years or more	240



Paragraph 42 Vacation Entitlement	
Seniority	Vacation
1 but less than 2 years	80
2 but less than 3 years	88
3 but less than 5 years	140
5 but less than 10 years	160
10 but less than 15 years	180
15 but less than 20 years	200
20 years or more	240

Economic summary for in-progression production team members

	New income you'll receive over 2 years		P&Q Bonus	Grand total new money over 2 years
Seniority level on date of ratification	6-7 years	\$17,982	\$10,000	\$27,982
	7-8 years	\$13,968	\$10,000	\$23,968

CORE PRIORITY 3: EV RETOOLING

EV RETOOLING LETTER FOR CAMI ASSEMBLY

September 18, 2024

Mr. Mike Van Boekel
Plant Chairperson
Local 88 Unifor

Dear Mr. Van Boekel:

During the 2024 CAMI negotiations, the Company and the Union discussed several unique elements associated with the retooling period as GM's CAMI Plant continues their transformation and optimization of electric vehicle (EV) production. The Union was particularly concerned with providing team members stability of income and benefit protection during the continued transformation. Accordingly, for the life of this 2024 Collective Agreement, the Company agreed to provide the following eligible team member income and benefit protections:

- Notwithstanding the existing provisions of the Collective Agreement dated September 18, 2024, and Exhibit D concerning Income Maintenance Plan (IMP) and Voluntary Termination of Employment Plan (VTEP), **team members with one (1) or more years of seniority on the first day of layoff and who exhaust their Supplemental Unemployment Benefit (SUB) will be eligible for IMP benefits.**
- In addition, without precedent or prejudice to the Company's view that there have been no permanent job losses, the Company agrees to provide Letter 14 **retirement incentives to four (4) team members which are to be used on or before July 1, 2025.** These retirement incentives are in full satisfaction of each team member's respective entitlement to notice of termination and severance, if any, under the Employment Standards Act, 2000.
- In recognition of the extensive layoff periods that have already occurred at CAMI Assembly associated with the EV transition, and on a non-precedent setting basis, **any team member impacted by layoff and who experiences an Employment Insurance (EI) waiting period before receiving EI will receive full SUB during this waiting period and will serve no waiting period for such SUB.**
- The Union and Company agree to meet immediately following ratification to determine a process for **team members to be recalled from layoff for the week in October 2024.** Those team members who express a desire to decline their recall and pursue an ESA severance will be permitted to remain on layoff until January 1, 2025, to allow time for the Company to adjust their staffing plan.
- Should a team member's annual income from General Motors exceed the annual maximum income threshold established by Service Canada requiring EI benefit to be repaid, upon receipt of satisfactory proof of such repayment of EI, **the Company will reimburse the team member who is required to repay their (EI) benefits to the Government of Canada.** Such reimbursement shall be subject to all applicable deductions required by law.
- **The Company will continue mandatory contributions to the defined contribution portion of the CAMI Automotive Inc. Defined Benefit Pension Plan for Production and Maintenance Workers ("Pension Plan"), or the DBplus design of the College of Applied Arts & Technology (CAAT) Pension Plan, if applicable, during the retooling period,** provided the Company's participation agreement with CAAT permits it to do so. The Company and the Union agree to work together to amend the Pension Plan to enable this special contribution for so long as the retooling period occurs while the team member continues to participate in the Pension Plan.

EV RETOOLING LETTER FOR CAMI ASSEMBLY CONTINUED

- **The minimum hours of work required to qualify for vacation**, pursuant to the Master Agreement dated September 18, 2024, paragraph 31, **will be pro-rated based on the available months of production in calendar years 2024, 2025, and 2026.** The vacation accrual period for this agreement, as per Paragraph 38, of the Collective Agreement, is:
 - 2024/2025 – July 1, 2023, to June 30, 2024
 - 2025/2026 – July 1, 2024, to June 30, 2025
- In addition to the job security commitments set out in Appendix D and related skilled trades job security provisions of the Collective Agreement GM’s CAMI Plant will endeavor to **retain all current skilled trades and apprentices at work during the retooling period.**

The parties will meet in advance to discuss any potential EV retooling events.

Yours truly,

Jocelynn Boodram
Site HR/LR Director

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 Benefit basic rate will now be 70% for all employees.**
- **All full-time employees will be eligible for SUB upon completion of one (1) year seniority.**
- **Eliminated the 50% step-down for SUB recipients.**
- **Eligible employees will start each new layoff with their maximum SUB week eligibility based on their seniority.**
- **Eliminated the 52-week lookback (employees that were receiving 65% will be topped up as per the grievance resolve).**
- **Both parties agreed to make a joint submission to the CRA to move SUB back to the honour system.**
- **If EI payments to a team member are delayed by six weeks or more, the company has agreed to provide an advance to team members on a case by case basis.**

SUB Benefit Table		
Years seniority	SUB Duration of Benefits (weeks)	
	Hired on or before Sept. 16, 2013	Hired on or after Sept. 17, 2013
1 but less than 3	52	36 or EI regular max
3 but less than 7	52	52
7 but less than 8	56	56
8 but less than 9	60	60
9 but less than 10	64	64
10 but less than 20	104	78
20 or more	104	104

CLOSURE MORATORIUM RENEWED

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

ADDITIONAL PRIORITIES

PAID TIME-OFF

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 4 days to 5 days** and the ability to defer up to three days within six months for celebration of life.

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 in 2024.
- There will be one **2-month open enrollment window** during the life of the agreement.
- During the 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.



Legal Services Plan

- **Employee eligibility for Legal Services will move from 8 years of seniority to one (1) year.**
- Eligibility for Legal Services in retirement will now include post-2013 hires age 55+ with 10 years of seniority.



Healthcare

- **Healthcare contribution is eliminated. The deduction will no longer come off of weekly pay effective January 1, 2025 including retirees.**



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.



Dependent Scholarship

- **Eligibility for Dependent Scholarship benefits will move from 8 years of seniority to one (1) year.**
- Eligibility for Scholarship benefits in retirement for post-2013 hires will be age 55+ with 10 years of seniority.



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**).

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**.



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**.
- Psychotherapy has been added as an eligible benefit expense.



Insulin Pump

- Monthly 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 per exam**.



Bath Benches

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



Breast Pumps

- Coverage for breast pumps to a **lifetime maximum of \$200**.



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**.

EMPLOYEE LIFE AND HEALTH TRUST

For members hired on or after September 17, 2013

Retirement benefit contributions for employees hired on or after September 17, 2013 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.

Company contributions for Production and Skilled Trades employees will begin once they have attained four (4) years of seniority.

INSURANCE BENEFITS

Upon 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 General Wage Increases (GWI) over the term of the agreement.

Insurance Example				
	Current	As of Sept. 22, 2024	As of Sept. 21, 2025	As of July 5, 2026
Production Team Member	\$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
Skilled Trades Team Member	\$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

This table is for illustrative purposes only.

SKILLED TRADES

Current Job Security language has been maintained. There are no changes to Appendix D.

There are no changes to our departmental structure, all will be maintained.

Pant and Shirt uniform option in combination with coveralls will be made available to all Skilled Trades members.

A Controls position for an Electrician will be added to the Battery Department.

Each department will maintain an ESA Electrical Code Book for reference.

The plant will be recertified with TSSA to maintain the ability for our Millwrights to perform specific work throughout the plant.

Powerhouse members will no longer be excluded from the additional premium when working in excess of 8 hours on specified holidays.

Premium paid to Powerhouse members while covering the Chief position.

Up to 23 Retirement Incentive Packages for Trades.



Trades members in the Battery department will now be able to re-post after 6 months.

Trades members in the Battery department will follow the process in Appendix D.

Apprenticeships

The company agreed to offer **up to 25 new Skilled Trades Apprenticeship positions over the life of the contract with a guarantee of four (4) apprentices in 2025 from our current intake.**

Specific classifications to be determined.

EQUITY

- Removal of all S&A application requirements to apply for Paid Domestic Violence leave.
- Menstrual products provided by the company added to language.
- Overall language clean up using more inclusive language.

EMPLOYEE FAMILY ASSISTANCE PROGRAM (EFAP)

- Voice on the GMCC/Unifor Joint Substance Use Disorder Working Group.
- Language changes, i.e. alcoholism - Substance Use Disorder (SUD).

TIME STANDARDS

- Language maintained.
- When a dispute exists between the company and the union a stop watch can be used.



TRAINING

- Secured letters of commitment from the company to run Union Awareness classes at the Local 88 Hall.
- Incorporated CAMI into Local Review Committee and Local UAT Committee will be located at the CAMI facility.

HEALTH, SAFETY, ERGONOMICS AND ENVIRONMENT

Psychologically Safe Work Environment

The company and the union discussed the importance of mental health, including available support opportunities. It was agreed that during the term of the collective agreement, the company will provide Mental Health First Aid Training for Unifor Representatives. The company and union will work together to prevent and mitigate workplace psychosocial factors.



Electric Vehicle Occupational Safety (EVOS) Initiatives

As our workplace transitions to the production of electric vehicles, to better understand, identify and address potential hazards, this agreement affirms:

- ✓ Role of Joint Health and Safety Committee (JHSC)
- ✓ Timely communication and work instructions
- ✓ Participation in related industry groups
- ✓ Training Joint Health and Safety Committee (JHSC), Ergonomic and Environment Committees
- ✓ Include a Joint Health and Safety Committee (JHSC) member to the GM EVOS team

Enhanced language regarding:

- ✓ JHSC activities
- ✓ Training, including improved CPR/AED training ratio
- ✓ Industrial hygiene activities

- ✓ Access to information to improve site representation and health and safety culture
- ✓ Environmental Committees representation, structure and escalation process
- ✓ Custom Personal Protective Equipment (PPE) provision

The JHSC will review opportunities for process improvements:

- ✓ Driving in reverse ergonomics
- ✓ Safety footwear programs and product review
- ✓ New hire orientation process and training materials
- ✓ Climate related adaptation
- ✓ Hazard assessment applications
- ✓ JHSC activities including fundamental industrial hygiene training
- ✓ Review of prohibited chemicals

Enhanced selection of the Safety Shoe program to match the Safety Shoe allowance secured in D3 bargaining.

IN-PLANT CHANGES

Bank time

- All Bank Time hours not scheduled will be paid out annually.
- Maintain 160 hours.

Battery Agreement

- Layoff periods related to the Battery Department have been modified, the battery department may run for 86 days before affecting a plantwide purification.
- The 18-month posting restriction from Battery reverts back to the six months as in Paragraph 22.

Bereavement

- Members eligible for bereavement will now have the ability to schedule 3 of their bereavement days outside of the 10-day window when a celebration of life will take place at a later date.

Overpayment

- If a team member receives an overpayment, the company can recoup a maximum of \$250 per week.

Postings

- The company has committed to establishing a method for team members to rank preferred postings in situations where there is more than one posting available at the same time.

Mandatory Saturdays

- Three-day advance for request of a Mandatory Saturday Overtime (MSO) switch is no longer required.
- The company will now have the right, under emergency circumstances, to schedule a maximum of three Mandatory Overtime Saturdays with notification by Tuesday at noon, all other Saturdays still require one-week prior notification.
- No Mandatory Saturday Overtime on Holiday weekends (3 or 4 day weekends).

Loss Time Payment

- Team Members can now submit requests for loss time payment to the company through the Plant Chair if they receive a subpoena to testify in a legal matter.

PAID HOLIDAY SCHEDULE

PAID HOLIDAY SCHEDULE: September 2024 - September 2026

Monday, September 30, 2024	National Day for Truth and Reconciliation	Tuesday, September 30, 2025	National Day for Truth and Reconciliation
Monday, October 14, 2024	Thanksgiving Monday	Monday, October 13, 2025	Thanksgiving Monday
December 23-27, 30-31, 2024	December Holiday Period	December 24-26, 29-31, 2025	December Holiday Period
Wednesday, January 1, 2025	December Holiday Period Continued	January 1-2, 2026	December Holiday Period Continued
Monday, February 17, 2025	Family Day	Monday, February 16, 2026	Family Day
Friday, April 18, 2025	Good Friday	Friday, April 3, 2026	Good Friday
Monday, April 21, 2025	Monday after Easter	Monday, April 6, 2026	Monday after Easter
Friday, May 16, 2025	Friday before Victoria Day	Friday, May 15, 2026	Friday before Victoria Day
Monday, May 19, 2025	Victoria Day	Monday, May 18, 2026	Victoria Day
Monday, June 30, 2025	Monday before Canada Day	Friday, July 3, 2026	Friday after Canada Day
Monday, August 4, 2025	Civic Holiday	Monday, August 3, 2026	Civic Holiday
Friday, August 29, 2025	Friday before Labour Day	Friday, September 4, 2026	Friday before Labour Day
Monday, September 1, 2025	Labour Day	Monday, September 7, 2026	Labour Day

Note: Starting in 2025, CAMI team members will receive a premium pay rate of 1.5x (time-and-a-half) per hour for all hours worked on the Friday before Thanksgiving in lieu of a paid holiday.

COMMUNITY SUPPORT

Social Justice Fund

Funding for the Social Justice Fund (\$100,000) was renewed and will continue to support our community.

OTHER ITEMS

Expanded Business Review Committee Meeting

The union and company agreed to continue the frequency of the GM-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 the supply base 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

General Motors 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 the 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.

EXAMPLE: PRODUCTION TEAM MEMBER WITH BETWEEN 7-8 YEARS' SENIORITY

Member hired on June 12, 2017 (for illustrative purposes only)

	BASE HOURLY WAGE
Current wage rate, before ratification • Step 7 in the wage progression	\$35.46
Upon ratification • COLA fold-in* • Step 7 of wage progression improves from 95% of top rate to 100%* • General Wage Increase (10%)* *Increases will take place in same pay period	\$36.67 \$38.54 \$42.39
General Wage Increase – September 21, 2025 • 2% increase	\$43.23
General Wage Increase – July 5, 2026 • 3% increase	\$44.52
Contract expiry – September 20, 2026	

- The Production team member in this example qualifies for COLA upon ratification. The full COLA float will apply. A total of seven (7) additional COLA adjustments will be applied to their hourly pay in the pay period on or after the following dates: December 1, 2024, March 2, 2025, June 1, 2025, August 31, 2025, November 30, 2025, March 1, 2026 and May 31, 2026.
- The wage rates in this table do not include additional overtime or shift premium entitlements that are available to team members. Team members will still receive those benefits, in addition to the new wages.
- COLA adjustments are in addition to wage rates listed above. Unifor estimates COLA accumulating to \$1.61 per hour by June 1, 2026 (based on an estimated inflation rate of 2.5%).

RECOMMENDATION

**Your Unifor Local 88 Master Bargaining Committee
unanimously recommends this tentative agreement.
We urge you to vote in favour.**

YOUR UNIFOR LOCAL 88 MASTER BARGAINING COMMITTEE



LANA PAYNE
National President



LEN POIRIER
National
Secretary-Treasurer



SHANE WARK
Assistant to
the National Officers



DINO CHIODO
Director, Auto Sector



JOHN BRESLIN
Director, Skilled Trades



PATRICK RETTIG
Director, Pensions
and Benefits



LISA CONTINI
Pensions
and Benefits



MIKE VAN BOEKEL
Plant Chairperson



BRENT TREE
President, Local 88



JASON HERMAN
Skilled Trades



MIKE MURPHY
Incoming Unifor/GM
National Training Coordinator



MARK GEE
Coordinator



SPENCER O'BRIEN
Committeeperson



RYAN ROBERTS
Committeeperson



BOB PULHAM
Committeeperson



ALEXANDRA MCCOY
Human Rights and
Employment Equity
Representative



JEFF BANKES
Benefits Representative



STEPHAN CRONIN
Benefits Representative



ROB GALLACE
Benefits Representative