HIGHLIGHTS

- $1.95 billion in investments
- General wage increases
- $7,250 Productivity and Quality bonus
- Inflation Protection Bonuses
- Improved New Hire Program
- Benefit improvements
- Three-year term
- Reduced health deductible for all retirees

YOUR UNIFOR FORD OF CANADA 2020 BARGAINING COMMITTEES

MAKING HISTORY IN CHALLENGING TIMES

On September 8, 2020, we made the decision to select Ford Motor Company to establish the pattern agreement for 2020 negotiations with the Detroit Three. In preliminary talks with each of Ford, GM and FCA prior to bargaining, it was Ford that demonstrated a vision for Canadian manufacturing most closely aligned with our own. A future built on the principles of both environmental and economic sustainability; a future that saw Canada as a global auto sector leader.

On September 22, 2020, after weeks of intense bargaining, and despite the challenges posed by the COVID-19 pandemic, we announced a tentative agreement that delivers $1.95 billion in investment alongside significant economic gains for Unifor members. It is an agreement that the Ford Master Bargaining Committee is incredibly proud of.

The agreement includes a $148 million investment commitment from Ford to introduce a new engine derivative to the Windsor operations, securing work in that facility for years to come.

Most significantly, Ford committed to invest $1.8 billion to retool our Oakville Assembly Complex (OAC) to produce Battery Electric Vehicles (BEV), following the phase out of the Edge. This retool is scheduled to begin in 2024, with the first BEV vehicles forecasted to roll off the assembly line in 2026, and hopefully sooner.

This is one of the most significant investment announcements in Canadian automotive history, and is a game-changer for the Canadian auto sector.

Through this conversion, Oakville will become the first mass production BEV plant in Canada – and one of only a few currently in North America. Ford’s investment is also the biggest single facility investment in the auto sector since 2015 in Canada. This is good news for Unifor members, their families, our communities, and Canada’s auto industry as a whole.

Our ability to secure this massive new investment, with support from government, is the product of our collective power as a union, power that we have been building for seven years as a loud progressive voice for working people. The fact is that until now, Canada has not seen one dime of the more than $300 billion in global investments announced for electric vehicle production.

Today, Canada is back in the game.

Apart from investment, this three-year agreement makes good on many of the core commitments we made to our members.

(continued on page 2)
The deal includes two general wage increases, a $7,250 Productivity and Quality bonus, inflation protection bonuses, a special skilled trades wage adjustment, significant changes to the New Hire Program, including a shortened wage progression, and many more fringe and health care benefit improvements. You can read about these and other details in this summary document.

Your Master and Local Bargaining Committees worked in solidarity throughout bargaining, never losing focus of the priorities established by our members: job security and economic progress for all.

The commitments and significant economic gains in this agreement will set the pattern for Unifor members across the Detroit Three, and beyond.

The settlement also improves on other important areas, including health and safety, skilled trades, local facility improvements, and equity issues.

The Master Bargaining Committee also demonstrated their commitment to social unionism by pursuing and securing new language on paid domestic violence leave and racial justice, and making improvements in the areas of equity and employee and family assistance.

Unifor is incredibly proud of the work of all Master and Local Bargaining Committee members. We also appreciate the support received from the members throughout this challenging period. We stand in solidarity with the Unifor Ford Master Bargaining Committee in recommending this tentative agreement for your ratification.

In solidarity,

Jerry Dias,  
Unifor National President

Lana Payne,  
Unifor National Secretary-Treasurer

John D’Agnolo,  
Ford Master Bargaining Committee Chair

WAGE INCREASES AND BONUSES FOR TRADITIONAL MEMBERS

(hired before September 24, 2012)

WAGE TABLE

<table>
<thead>
<tr>
<th>Hourly Earnings</th>
<th>Production</th>
<th>Trades</th>
<th>Bonuses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current earnings (does not include COLA)</td>
<td>$35.53</td>
<td>$41.88</td>
<td></td>
</tr>
<tr>
<td>Year 1 wage increase</td>
<td>2.5%</td>
<td>2.5%</td>
<td></td>
</tr>
<tr>
<td>Skilled trades adjustment</td>
<td></td>
<td>$0.38</td>
<td></td>
</tr>
<tr>
<td>Year 1 Wage (does not include COLA)</td>
<td>$36.42</td>
<td>$43.31</td>
<td></td>
</tr>
<tr>
<td>Productivity and quality bonus</td>
<td></td>
<td></td>
<td>$7,250</td>
</tr>
<tr>
<td>Year 2 (4% lump sum)</td>
<td>4% of earnings</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Year 2 inflation protection bonus</td>
<td></td>
<td></td>
<td>$2,000</td>
</tr>
<tr>
<td>Year 3 wage increase</td>
<td>2.5%</td>
<td>2.5%</td>
<td></td>
</tr>
<tr>
<td>Skilled trades adjustment</td>
<td></td>
<td>$0.38</td>
<td></td>
</tr>
<tr>
<td>Year 3 inflation protection bonus</td>
<td></td>
<td></td>
<td>$2,000</td>
</tr>
<tr>
<td>Year 3 wage (does not include COLA)</td>
<td>$37.33</td>
<td>$44.77</td>
<td></td>
</tr>
</tbody>
</table>

Note: Job classifications above are for illustrative purposes only. Production is illustrated by Assembler 1 wages. Trades is illustrated by Electrician wages. 4% lump sum payment applies only to production and skilled trades members at full rate.

RECOMMENDATION

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

THREE-YEAR TERM

Unifor has negotiated a three-year agreement that expires at 11:59 p.m. on Monday, September 18, 2023.

WAGES

- 2.5% wage increase, effective September 28, 2020.
- 4% lump sum payment, based on previous twelve months’ earnings, effective September 27, 2021.
- 2.5% wage increase, effective September 26, 2022.
Temporary part-time workers will receive the following increases and changes:

- $500 bonus upon ratification.
- Pay rate adjusted to 65% of the prevailing rate.
- Wage adjustments in line with all negotiated general wage increases.

### OPERATIONAL CHANGES

#### Automatic Short Work Week Benefit

Short Work Week will be applied as per Appendix R of the collective bargaining agreement. It will be paid based on 40 compensated hours per week.

#### Absenteeism

Extend the time period to apply progressive discipline for infractions pertaining to culpable absenteeism from twelve (12) to eighteen (18) months.

### TEMPORARY PART-TIME

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

- $500 bonus upon ratification.
- Pay rate adjusted to 65% of the prevailing rate.
- Wage adjustments in line with all negotiated general wage increases.

### ECONOMIC SUMMARY

**ECONOMIC GAINS FOR TRADITIONAL PRODUCTION MEMBERS**

Table for illustrative purposes only.

<table>
<thead>
<tr>
<th>Increase</th>
<th>Year 1</th>
<th>Year 2</th>
<th>Year 3</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Productivity and quality bonus</td>
<td>$7,250</td>
<td></td>
<td></td>
<td>$7,250</td>
</tr>
<tr>
<td>Inflation protection bonus</td>
<td></td>
<td>$2,000</td>
<td>$2,000</td>
<td>$4,000</td>
</tr>
<tr>
<td>Wage increase</td>
<td>2.5%</td>
<td>2.5%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Estimated annual value of wage</td>
<td>$1,850</td>
<td>$1,850</td>
<td>$3,750</td>
<td>$7,450</td>
</tr>
<tr>
<td>increases</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lump sum</td>
<td></td>
<td>4%</td>
<td></td>
<td>$3,000</td>
</tr>
<tr>
<td>Estimated annual value of lump</td>
<td></td>
<td></td>
<td></td>
<td>$3,000</td>
</tr>
<tr>
<td>sum</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total value</strong></td>
<td>$9,100</td>
<td>$6,850</td>
<td>$5,750</td>
<td>$21,700</td>
</tr>
</tbody>
</table>

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

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

Unifor has negotiated a Productivity and Quality Bonus. On the Monday following notice of ratification, active employees and members on the inactive roll who performed work for the company between January 2, 2020 and the Monday following the notice of ratification will receive a one-time $7,250 Productivity and Quality Bonus, including those who retired prior to ratification (this excludes TPTs). The company will provide an option for employees to have payment of the bonus directed to the Unifor-Ford Savings Plan.

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

A lump sum bonus of $2,000 will be paid to each employee prior to the Christmas Holiday period in the following months: December 2021, December 2022. This bonus is available to active and inactive members who performed work for the company in the respective payment year.

Employees hired on or after the effective date of the agreement will receive a prorated bonus in his or her first year of employment starting with the month following hire date.

The company will provide an option for employees to have payment of the bonus directed to the Unifor-Ford Savings Plan.
A critical priority in 2020 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 prevailing rate. Previously, the percentage was 61.25% of the 2012 base rate.
- The catch-up year has been eliminated.
- Members will now receive the prevailing rate upon completion of their 8th year of seniority.
- Wages will now adjust with negotiated increases.

Improving other program elements
- The afternoon (5%) and night (10%) shift premiums have been reinstated for all workers.
- Eligibility for the 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 Tuition Program
  - Retirement Health Benefit Contributions
  - Legal Services Plan

### WAGE PROGRESSION

#### PRODUCTION MEMBER EXAMPLE

<table>
<thead>
<tr>
<th>Seniority</th>
<th>Current Progression % of base</th>
<th>Current Hourly Rate</th>
<th>New progression % of prevailing rate</th>
<th>Year 1: 2.5% GWI Hourly rate</th>
<th>Year 3: 2.5% GWI Hourly rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Start</td>
<td>61.25%</td>
<td>$20.92</td>
<td>65%</td>
<td>$23.67</td>
<td>$24.26</td>
</tr>
<tr>
<td>1</td>
<td>64%</td>
<td>$21.86</td>
<td>69%</td>
<td>$25.13</td>
<td>$25.76</td>
</tr>
<tr>
<td>2</td>
<td>66.75%</td>
<td>$22.86</td>
<td>73%</td>
<td>$26.59</td>
<td>$27.25</td>
</tr>
<tr>
<td>3</td>
<td>72%</td>
<td>$24.59</td>
<td>77%</td>
<td>$28.04</td>
<td>$28.74</td>
</tr>
<tr>
<td>4</td>
<td>76%</td>
<td>$25.95</td>
<td>81%</td>
<td>$29.50</td>
<td>$30.24</td>
</tr>
<tr>
<td>5</td>
<td>80%</td>
<td>$27.32</td>
<td>85%</td>
<td>$30.96</td>
<td>$31.73</td>
</tr>
<tr>
<td>6</td>
<td>84%</td>
<td>$28.69</td>
<td>90%</td>
<td>$32.78</td>
<td>$33.60</td>
</tr>
<tr>
<td>7</td>
<td>88%</td>
<td>$30.05</td>
<td>95%</td>
<td>$34.60</td>
<td>$35.46</td>
</tr>
<tr>
<td>8</td>
<td>92%</td>
<td>$31.42</td>
<td>100%</td>
<td>$36.42</td>
<td>$37.33</td>
</tr>
<tr>
<td>9</td>
<td>96%</td>
<td>$32.78</td>
<td>100%</td>
<td>$36.42</td>
<td>$37.33</td>
</tr>
<tr>
<td>10</td>
<td>100% Old Base Wage</td>
<td>$34.15</td>
<td>100%</td>
<td>$36.42</td>
<td>$37.33</td>
</tr>
<tr>
<td>11</td>
<td>100% Prevailing Wage</td>
<td>$35.53</td>
<td>100%</td>
<td>$36.42</td>
<td>$37.33</td>
</tr>
</tbody>
</table>
NEW HIRE PROGRAM CONTINUED

ECONOMIC GAINS FOR IN-PROGRESSION MEMBERS

If on the date of ratification your seniority is...

<table>
<thead>
<tr>
<th>Enhanced progression: the new wage income* you will receive over 3 years will be...</th>
<th>Productivity and Quality Bonus</th>
<th>Inflation Protection Bonus</th>
<th>Grand total new money over 3 Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-1 Yr.</td>
<td>$21,803</td>
<td>$7,250.00</td>
<td>$2,000.00</td>
</tr>
<tr>
<td>1-2 Yrs.</td>
<td>$23,333</td>
<td>$7,250.00</td>
<td>$2,000.00</td>
</tr>
<tr>
<td>2-3 Yrs.</td>
<td>$23,975</td>
<td>$7,250.00</td>
<td>$2,000.00</td>
</tr>
<tr>
<td>3-4 Yrs.</td>
<td>$23,729</td>
<td>$7,250.00</td>
<td>$2,000.00</td>
</tr>
<tr>
<td>4-5 Yrs.</td>
<td>$25,147</td>
<td>$7,250.00</td>
<td>$2,000.00</td>
</tr>
<tr>
<td>5-6 Yrs.</td>
<td>$27,323</td>
<td>$7,250.00</td>
<td>$2,000.00</td>
</tr>
<tr>
<td>6-7 Yrs.</td>
<td>$31,525</td>
<td>$7,250.00</td>
<td>$2,000.00</td>
</tr>
</tbody>
</table>

*Calculation does not include overtime or shift premium.

UNDERSTANDING WAGE GAINS FOR MEMBERS IN THE ENHANCED NEW HIRE PROGRAM

EXAMPLE:
A member hired on October 30, 2015 (4 years’ seniority)

Current hourly rate: $25.95

2020
- Scale adjustment (Sept.) = $27.66 (+$1.71)
- Prevailing wage adjustment (Sept.) = $28.78 (+$1.12)
- 2.5% increase to prevailing rate (Sept.) = $29.50 (+$0.72)
- Step increase on anniversary (Oct.) = $30.96 (+$1.46)

Total 2020 increase = +$5.01 per hour

2021
- Step increase on anniversary (Oct.) = $32.78 (+$1.82)

Total 2021 increase = +$1.82 per hour

2022
- 2.5% increase to prevailing rate (Sept.) = $33.60 (+$0.82)
- Step increase on anniversary (Oct.) = $35.46* (+$1.86)

Total 2022 increase = +$2.68 per hour

*Without negotiated improvements this rate would have been $30.05.
Dear Mr. Dias:

During 2020 negotiations, Unifor leadership clearly stated their desire to maintain a strong Canadian manufacturing footprint, particularly with respect to investment and product allocation at Oakville. The parties acknowledged that this is a period of significant change in the automotive industry with the rapid development and implementation of new technologies such as electrification, autonomous driving, and connected vehicles. In the context of such change, the company and union agreed that a viable and thriving automotive industry in Canada is predicated on both competitive operational practices and government support in order to build a strong business case for future investment. As a result of these discussions the company outlined its planned commitment for the Canadian operations to the union.

Windsor Operations:
In addition to the expected continued production of the 7.3L engine throughout the life of the agreement, a new 6.xL engine is planned to launch in 2022 at Windsor Engine Plant (WEP).

The company confirmed its intention that the Essex Engine Plant will remain the sole source for all 5.0L engine assembly and current component machining, and any potential derivatives from its base architecture.

The company also confirmed its intention to continue production of the Nano cylinder heads at the WEP Annex for the duration of this collective agreement.

Expenditures related to Windsor investment: $148,000,000.00 (CAD).

Oakville Assembly Complex:
Notwithstanding the previously discussed balance out of the Nautilus planned for the 2nd quarter 2023, the company confirmed the expected continued production of the existing FWD Edge through the 2nd quarter 2023 and the AWD Edge through the life of the collective agreement.

Contingent on necessary agreements made in partnership among the company, the union and federal and provincial governments - including implementation of this collective agreement and government incentives to support facility re-tooling, installations and re-arrangements - the company plans to transform OAC from traditional internal combustion engine (ICE) vehicle production into a battery electric vehicle (BEV) assembly facility for the future production of BEVs, currently planned to commence in 2024, with plans to launch the first BEV in 2026. The total impact of this plan is estimated at up to 3,000 new or secured jobs at OAC by 2027 and approximately $1,800,000,000.00 (CAD) of expenditures or investment.

Other Locations:
The company advised the union that it plans to sell the existing Bramalea Parts Distribution Centre during the life of the collective agreement and exit its warehousing operations at that facility. The Company will lease two (2) new parts depot facilities for its warehousing operations, one west of the Greater Toronto Area (GTA), and the other in the Ottawa, Ontario area.

When considered in totality, the planned investment provided by the company in its Canadian operations will be approximately $1,948,000,000.00 (CAD).

The parties recognize that for the Canadian automotive manufacturing industry to remain competitive, contributions from Industry, Unions and Government are necessary. Accordingly, the union agreed that it would partner with the company to approach provincial and federal governments to obtain financial incentives that will support the business case and contribute to the success of this vision as set out in the letter.

Yours very truly,

FORD MOTOR COMPANY OF CANADA, Limited
R.J. Kantautas
Vice President, Human Resources
INSURANCE

INSURANCE BENEFITS

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

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

<table>
<thead>
<tr>
<th>INSURANCE EXAMPLE</th>
<th>For illustration purposes only</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Current</td>
<td>Sept. 2020</td>
<td>Sept. 2022</td>
<td></td>
</tr>
<tr>
<td>Assembler</td>
<td>$35.53</td>
<td>$36.42</td>
<td>$37.33</td>
<td></td>
</tr>
<tr>
<td>S&amp;A</td>
<td>$870</td>
<td>$900</td>
<td>$915</td>
<td></td>
</tr>
<tr>
<td>EDB under 10 years</td>
<td>$3,075</td>
<td>$3,165</td>
<td>$3,225</td>
<td></td>
</tr>
<tr>
<td>EDB 10 or more years</td>
<td>$3,380</td>
<td>$3,480</td>
<td>$3,550</td>
<td></td>
</tr>
<tr>
<td>AD&amp;D</td>
<td>$40,500</td>
<td>$41,750</td>
<td>$42,500</td>
<td></td>
</tr>
<tr>
<td>Group Life</td>
<td>$81,000</td>
<td>$83,500</td>
<td>$85,000</td>
<td></td>
</tr>
<tr>
<td>Tradesperson</td>
<td>$41.88</td>
<td>$43.31</td>
<td>$44.77</td>
<td></td>
</tr>
<tr>
<td>S&amp;A</td>
<td>$1,025</td>
<td>$1,055</td>
<td>$1,090</td>
<td></td>
</tr>
<tr>
<td>EDB under 10 years</td>
<td>$3,670</td>
<td>$3,740</td>
<td>$3,865</td>
<td></td>
</tr>
<tr>
<td>EDB 10 or more years</td>
<td>$3,985</td>
<td>$4,115</td>
<td>$4,215</td>
<td></td>
</tr>
<tr>
<td>AD&amp;D</td>
<td>$47,750</td>
<td>$49,500</td>
<td>$51,000</td>
<td></td>
</tr>
<tr>
<td>Group Life</td>
<td>$95,500</td>
<td>$99,000</td>
<td>$102,000</td>
<td></td>
</tr>
</tbody>
</table>

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 the treatment facility doctor.

NEW HIRE RETIREMENT HEALTH CARE

For employees hired on or after September 24, 2012 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) will 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 will be directed to an Employee Life and Health Trust (ELHT) subject to agreement on feasibility of such a Trust for this purpose.

HEALTH BENEFITS

VISION CARE

Increased coverage reimbursement levels by $50.00 to:
- Single vision lenses $270.00
- Bi-focal lenses $325.00
- Multi-focal lenses $395.00
- Contact Lenses $280.00
- Laser eye surgery $450.00

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.

RETIREE HEALTH CARE DEDUCTIBLE

The health care deductible is reduced by 50% for all retirees and surviving spouses.
**PENSION BENEFITS**

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.

**LEGACY DEFINED BENEFIT (DB) PLAN**

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

**DEFINED CONTRIBUTION (DC) PLAN**

The union and company agreed to explore transferring DC plan members (anyone hired on or after November 7, 2016) 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.

**COMMUTED VALUE (CV) OPTION IMPROVED**

The company has agreed to permit roll-over transfer of the cash portion of the commuted value (CV) in excess of CRA maximums directly to individual RRSP, once the new Ford payroll system is launched.

**SKILLED TRADES**

**APPRENTICESHIPS**

In these negotiations Ford has committed to hiring up to 75 apprentices, between the Oakville Assembly Complex and the Windsor powertrain facilities. The split between the facilities will be determined by the requirements at each location and by the Skilled Trades Master Committee.

**APPENDIX J**

Total rewriting of this language in order to correct, update and align the apprenticeship program at both locations.

**APPENDIX T**

**Skilled Trades Work Ownership**

The committee reversed attempts by Ford to make detrimental changes to this language. This important language was strengthened and maintained during this difficult round of bargaining.

**Skilled Trades Differential**

There are two new special adjustments to reflect the Skilled Trades hourly wage differential in years 1 and 3 (see page 2).

**Skilled Trades Master Committee**

A new Ford/Unifor Skilled Trades Master Committee is established to deal with trades-related issues.

**Skilled Trades Union Education Program**

Funding has been secured to continue this valuable program.

**RESTRUCTURING PACKAGES**

The company commits to making available retirement incentive packages during the life of the agreement consisting of a $60,000 lump sum (Non-Skilled Trades) and $70,000 lump sum (Skilled Trades) and a $20,000 vehicle voucher to mitigate the impact of indefinite layoffs that will not result in recall.

**RETIREMENT INCENTIVE**

The company will provide a one-time $40,000 lump sum retirement incentive for up to 350 employees (including 20 skilled trades) in early 2021. The parties will meet to discuss implementation across Unifor locations.
The Health and Safety Sub-Committee negotiated a number of changes that will help create safer and healthier work environments at all Ford facilities. These changes will ensure the union and employer stay current with important evolving workplace issues.

**Leadership COVID-19 Statement**

The Company and the Union reflected on the collective journey taken to help ensure everyone’s safety at Ford facilities. Through dedication, collaboration and innovation, Unifor and Ford of Canada remain committed to address the continuing challenges posed by COVID-19.

**Enhanced Workplace Environment Representative Training**

During the 2020 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 the workplace environmental representatives related to Global Plant Action.

**Unifor Involvement in Emergency Preparedness**

During the 2020 negotiations, the parties agreed that the local JHSC will participate in the evacuation planning discussions for their locations and provide recommendations for improvements.

**Promotion of CPR AED Training**

The parties recognized the contributions of CPR and AED to the survival rate of victims. As such, the parties will promote awareness and encourage participation in the volunteer program across the sites.

**Commitment to Training**

As a result of these negotiations, the company recognizes the value of ongoing training, including:

- Unifor/Ford Working at Heights Training Program
- Unifor/Ford Ergonomic Surveillance Tool Training
- Annual Health and Safety/Ergonomic Conference
- LEC member skills
- New equipment buyoff checklists and standards
- JHSC knowledge on safety standards

**New Emerging Technologies**

During the 2020 negotiations, the parties discussed emerging technologies like artificial intelligence, the role of JHSCs and the understanding of applicable safety standards, regulations and required safety prevention controls prior to their implementation.

**Industrial Hygiene**

The parties reaffirmed the role of the workplace health and safety representatives and the need to further their skills to prevent injuries and illnesses.

During the life of the collective agreement, the JHSC and MHSC members will receive enhanced training on provincial regulations, permissible exposure limits, hierarchy of controls, effective communication of sampling results and other topics as agreed to by the MHSC.

**Psychological Health and Safety**

The Company and the Union discussed psychological health and safety including the CSA Z1003 Psychological Health and Safety in the Workplace Standard. During the term of the collective agreement, the MHSC will review the Standard with the local JHSCs and discuss its application to local work practices and communications.

**Health, Safety, and Ergonomic Training**

The parties recognized the value of Health and Safety and Ergonomic representative training and its positive effect in the workplace. Procedures are now in place to ensure increased participation of additional representatives at the Annual Health and Safety/Ergonomic Conference during the life of the collective agreement.

**Training Programs to be Reviewed and Modified**

The parties agreed to update training videos for all facilities.

**Safety Shoe Allowance**

The annual safety shoe allowance increased to the following amounts:

- Blue tag $125.00
- Green tag $150.00
### PAID HOLIDAY SCHEDULE: October 2020 - September 2023

<table>
<thead>
<tr>
<th>Date</th>
<th>Holiday Type</th>
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</thead>
<tbody>
<tr>
<td>Monday, October 12, 2020</td>
<td>Thanksgiving</td>
</tr>
<tr>
<td>December 24, 25, 28, 29, 30, 31, 2020</td>
<td>December Holiday Period</td>
</tr>
<tr>
<td>Friday, January 1, 2021</td>
<td>December Holiday Period</td>
</tr>
<tr>
<td>Friday, April 2, 2021</td>
<td>Good Friday</td>
</tr>
<tr>
<td>Monday, April 5, 2021</td>
<td>Monday after Easter</td>
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<tr>
<td>Friday, May 21, 2021</td>
<td>Friday before Victoria Day</td>
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<tr>
<td>Monday, May 24, 2021</td>
<td>Victoria Day</td>
</tr>
<tr>
<td>Friday, July 2, 2021</td>
<td>Canada Day</td>
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<tr>
<td>Monday, August 2, 2021</td>
<td>Civic Holiday/Heritage Day</td>
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<tr>
<td>Friday, September 3, 2021</td>
<td>Friday before Labour Day</td>
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<tr>
<td>Monday, September 6, 2021</td>
<td>Labour Day</td>
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<tr>
<td>Monday, October 11, 2021</td>
<td>Thanksgiving</td>
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<tr>
<td>December 24, 27 – 31, 2021</td>
<td>December Holiday Period</td>
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<tr>
<td>Friday, April 15, 2022</td>
<td>Good Friday</td>
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<tr>
<td>Monday, April 18, 2022</td>
<td>Monday after Easter</td>
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<tr>
<td>Friday, May 20, 2022</td>
<td>Friday before Victoria Day</td>
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<tr>
<td>Monday, May 23, 2022</td>
<td>Victoria Day</td>
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<tr>
<td>Friday, July 1, 2022</td>
<td>Canada Day</td>
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<tr>
<td>Monday, August 1, 2022</td>
<td>Civic Holiday/Heritage Day</td>
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<tr>
<td>Friday, September 2, 2022</td>
<td>Friday before Labour Day</td>
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<tr>
<td>Monday, September 5, 2022</td>
<td>Labour Day</td>
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<tr>
<td>Monday, October 10, 2022</td>
<td>Thanksgiving</td>
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<tr>
<td>December 26 - 30, 2022</td>
<td>December Holiday Period</td>
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<td>Monday, January 2, 2023</td>
<td>December Holiday Period</td>
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<tr>
<td>Friday, April 7, 2023</td>
<td>Good Friday</td>
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<tr>
<td>Monday, April 10, 2023</td>
<td>Monday after Easter</td>
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<tr>
<td>Friday, May 19, 2023</td>
<td>Friday before Victoria Day</td>
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<tr>
<td>Monday, May 22, 2023</td>
<td>Victoria Day</td>
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<tr>
<td>Friday, June 30, 2023</td>
<td>Canada Day</td>
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<tr>
<td>Monday, August 7, 2023</td>
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<tr>
<td>Friday, September 1, 2023</td>
<td>Friday before Labour Day</td>
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<tr>
<td>Monday, September 4, 2023</td>
<td>Labour Day</td>
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Your Master Bargaining Committee and Local Bargaining Committees unanimously recommend this tentative agreement. We urge you to vote in favour.
EQUITY

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

RACIAL JUSTICE

Through negotiations, Unifor and Ford have agreed to develop an ambitious Anti-Racism Action Plan, that includes 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 silence.

DOMESTIC OR SEXUAL VIOLENCE LEAVE

If a Unifor member is ineligible for S&A benefits, the company will provide up to 10 paid days of leave when an employee or an employee’s child has experienced or been threatened with domestic or sexual violence.

WHITE RIBBON CAMPAIGN

The union secured 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.

OTHER PROVISIONS

CHILD CARE BENEFIT

The Child Care Benefit has been expanded to include coverage of for-profit regulated and registered daycare facilities. Total increases are $4 on the Full-Day benefit for ages 0-6, $3 on the Half-Day benefit, and $600 on the annual maximum.

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.

LEGAL SERVICES PLAN

The Legal Services Plan provides coverage for all employees upon completing the New Hire program until retirement and clarifies funding language to reflect current practice (pay-as-you-go) around funding.

SCHOLARSHIP PROGRAM

Expanded to add coverage for certificate programs at accredited schools in the United States and Canada. The program provides coverage for seniority employees hired on or after September 24, 2012 upon completing the New Hire program.
YOUR UNIFOR FORD OF CANADA MASTER BARGAINING COMMITTEE

JERRY DIAS
National President

LANA PAYNE
National Secretary Treasurer

JOHN D’AGNOLO
Ford Master Bargaining Committee Chair, President, Local 200, Windsor

SHANE WARK
Assistant to the National President

SCOTT DOHERTY
Executive Assistant to the National President

DINO CHIODO
Director, Auto Sector

SARI SAIRANEN
Director, Health, Safety and Environment

ANGELO DICARDO
Director, Research

COREY VERMEY
Director, Pensions and Benefits

JOHN BRESLIN
Director, Skilled Trades

CAMMIE PEIRCE
National Representative, Pensions and Benefits

KAYLIE TIESSEN
National Representative, Research

MARC BRENNAN
Vice-Chair, Ford Master Bargaining Committee

MARK SCIERRAS
President, Local 707, Oakville

BOB SCOTT
Chairperson, Local 707, Oakville

DARRIN CAERELS
Skilled Trades Chairperson, Local 707, Oakville

TIM LITTLE
Vice President, Local 200, Windsor

KEVIN BELL
Chairperson, Essex Engine Plant, Local 200, Windsor

CHAD LAWTON
Chairperson, Windsor Engine Plant, Local 200, Windsor

BOB KRIZANOVIC
Skilled Trades Chairperson, Local 200, Windsor

RICK ANDERSON
Chairperson, Edmonton PDC, Local 1087, Edmonton

GARY RUMBOLDT
Chairperson, Bramalea PDC, Local 584, Bramalea

SANDY KNIGHT
President, Local 584, Bramalea