

# UNIFOR • FORD OF CANADA

## BARGAINING REPORT: LOCAL 1324

SUPPLEMENT TO 2020 THE TENTATIVE AGREEMENT BETWEEN UNIFOR AND FORD OF CANADA



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### LOCAL 1324 BARGAINING HIGHLIGHTS

- Sit stand desks.
- Created a new path to maximum salary for employees in the Class 10 salary range.
- Salary wage reinstatement for role of local president.
- Health trust fund retro payment for employees hired after 2012.

### RECOMMENDATION

Your Unifor Ford of Canada Master Bargaining Committee and the Local 1324 Bargaining Committee unanimously recommend this tentative agreement.

We urge you to vote in favour.

## LOCAL 1324 WAGE GAINS

Prevailing rates will rise by 2.5% upon ratification of the agreement and again by 2.5% in September 2022. The current accumulated cost of living allowance is \$105.73. Improvements to the calculation have been negotiated. COLA will be adjusted in 2022.

We made some improvements to the salary grid for Class 10 Salaried employees.

- Employees at the Class 10 salary level now have a better pathway to achieving the maximum rate. After 25 years of service an employee in the Class 10 level will advance to max rate by in salary increments every 6 months
- New grade 10 entry employees hired after September 21, 2020 will enter a new grade 10 salary range outlined below
- Entry employees will receive the minimum salary range of the Grade 10 classification and will progress through normal salary increments on each six-month interval from the date of hire until the entry employee grows into the new job rate of \$6,454.
- Employees in Grades 11 and 12 can use the traditional method to achieve max wage in their grade.

### Wage Gains: Salaried Local 1324

Monthly Earnings	Class 10 (less than 25 yrs. seniority)	Class 10 (more than 25 yrs. seniority)	Class 11	Class 12
<b>Current Earnings (includes \$105.73 COLA)</b>	\$6,781	\$7,031	\$7,403	\$7,568
<b>Increase on Ratification - 2.5%</b>	\$167	\$173	\$182	\$187
<b>New monthly Earnings</b>	\$6,948	\$7,204	\$7,585	\$7,754
<b>Year 3 Increase - 2.5%</b>	\$171	\$177	\$187	\$191
<b>New monthly Earnings (includes +\$105.73 COLA)</b>	\$7,119	\$7,381	\$7,772	\$7,945

Note: Job classifications shown above are for illustrative purposes only.  
Employees in Class 10 with between 23 and 25 years seniority will finish the agreement at the new maximum Class 10 salary.

THIS IS A THREE-YEAR AGREEMENT WHICH EXPIRES AT 11:59 P.M. ON MONDAY SEPTEMBER 18, 2023

# LOCAL 1324 WAGE GAINS

Local 1324 Salary Ranges				
	Minimum	Job Rate	Maximum	Normal Salary Increment
<b>Class 10</b>	\$5,742	\$6,454	\$7,099	\$102
<b>Class 11</b>	\$6,817	\$7,480	\$7,766	\$95
<b>Class 12</b>	\$6,955	\$7,649	\$8031	\$99



Note: Salary classes 1 through 9 were not used and have been eliminated.

If on the date of ratification you are a Class 10 salaried employee with 25 years or more seniority you will move to the maximum salary in the Class 10 salary range.

At 25 years or more your monthly salary will be \$7,099.



# YOUR UNIFOR FORD SALARIED BARGAINING COMMITTEE



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