RECOMMENDATION

Your Unifor FCA Master Bargaining Committee and Local 1459 Committee unanimously recommend this tentative agreement.

We urge you to vote in favour.

ETOBICOKE CASTING PLANT HIGHLIGHTS

* Family called back to ECP with the new investments.
* Successfully maintained the Furnace Repair classification. Additional training and duties with the intention of expanding the classification.
* In the pursuit of Silver, the company has agreed to dedicate four positions to WCM. We all agreed this is important for the future of ECP.

PRODUCT AND INVESTMENT

- The Company committed to in-source the 9-speed transmission carrier casting.
- The Company committed to in-source the Jeep Wrangler GMET4 oil pan.
- The Company will continue to explore new work or work currently out-sourced to increase capacity utilization.
- Currently identified investment related to Etobicoke Casting: $14.4M, with an associated increase in the current hourly workforce of 22%.

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

* Multi functional printer and fax machine for the Benefit Rep/Women’s advocate and EFAP Rep, which will ensure the confidentiality of our Membership.

* Winter coats will continue to be supplied for those Members as needed.

* Maintained current B/Up system

* Maintained shift changes at 4X per year

OC&E HIGHLIGHTS

* PEL language intact/protected.

* Path to Grade 18 (Grade 17+).

* Commitment to have SBU part of discussions Union - Management regarding future parts and tools at ECP.

* Commitment of a formal half/yearly meeting between HR Manager and Union in regards with SBU issues, including aspects PLM related.

* Commitment for a review and improvements for the Engineering Office.

THIS IS A THREE-YEAR AGREEMENT WHICH EXPIRES AT 11:59 P.M. ON MONDAY SEPTEMBER 18, 2023
The base rates will increase by 2.5% upon ratification of the Agreement and there will be an additional 2.5% increase in September of 2022. The current accumulated cost of living allowance (COLA) of $24.4 remains unchanged. The quarterly COLA will be suspended until June 2023, at which time the adjustment will be reactivated.

### EARNINGS - OFFICE, CLERICAL AND ENGINEERING

The quarterly COLA will be suspended until June 2023, at which time the adjustment will be reactivated.

<table>
<thead>
<tr>
<th>Hourly earnings</th>
<th>Grade 9</th>
<th>Grade 17</th>
<th>Lump sums and bonuses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Earnings (not including COLA)</td>
<td>$1,749.04</td>
<td>$2,100.57</td>
<td></td>
</tr>
<tr>
<td>Up front lump sum</td>
<td></td>
<td></td>
<td>$7,250</td>
</tr>
<tr>
<td>Ratification Increase</td>
<td>2.50%</td>
<td>2.50%</td>
<td></td>
</tr>
<tr>
<td>Year 1 &amp; 2 Earnings</td>
<td>$1,792.77</td>
<td>$2,153.08</td>
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<tr>
<td>Year 2 4% lump sum</td>
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<td></td>
<td>4% of earnings</td>
</tr>
<tr>
<td>Year 2 Inflation Protection Bonus</td>
<td></td>
<td></td>
<td>$2,000</td>
</tr>
<tr>
<td>September 2022 Increase</td>
<td>2.50%</td>
<td>2.50%</td>
<td></td>
</tr>
<tr>
<td>Year 3 Inflation Protection Bonus</td>
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<td></td>
<td>$2,000</td>
</tr>
<tr>
<td>Year 3 Earnings (not including COLA)</td>
<td>$1,837.59</td>
<td>$2,206.91</td>
<td></td>
</tr>
</tbody>
</table>

**NOTE:** Job classifications shown above are for illustration purposes only.