

UNIFOR • GENERAL MOTORS

BARGAINING REPORT

SUMMARY OF THE 2020 TENTATIVE AGREEMENT BETWEEN UNIFOR AND GENERAL MOTORS



HIGHLIGHTS

- \$1.1B to \$1.4B in investments
- General wage increases
- \$7,250 Productivity and Quality Bonus
- Inflation Protection Bonuses
- Improved New Hire Program
- Skilled Trades Adjustment
- Benefit improvements
- Three-year term
- Lump sum payment for pre-1994 retirees

YOUR UNIFOR GENERAL MOTORS 2020 BARGAINING COMMITTEES



Photo taken on October 28, 2020 in compliance with COVID-19 public health measures.

JOINT MESSAGE TO ALL GENERAL MOTORS MEMBERS

SECURING A MADE IN CANADA FUTURE

If there is a lesson learned from 2020 Auto Talks, it is that the future of Canada's auto sector is bright and on a clear forward path.

Thanks to the hard work and determination of the Unifor-GM Master Bargaining Committee, we are proud to present a new collective agreement that follows the economic pattern negotiated at both Ford and FCA. This agreement includes a 5 per cent increase to hourly wages, a 4 per cent lump sum payment in 2021, along with \$11,250 in bonuses.

The deal makes major improvements to the New Hire Program, including an accelerated path to full rate, and 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, new apprentices hired, and the pre-apprenticeship program re-instated for future hires. 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 including 10 days of paid domestic violence leave and a new Racial Justice Advocate.

Along with these contractual improvements are commitments by the company to maintain and expand work at current Unifor facilities. GM will continue V6 engine and 6-speed transmission production over the life of the contract, and forecasted beyond.



JERRY DIAS
National President



LANA PAYNE
National Secretary-Treasurer



TIM MCKINNON
GM Master Bargaining Chair

Also, in a stand-alone letter GM has committed to explore new potential product programs and investment opportunities for St. Catharines, with input from them union.

St. Catharines is well regarded as a leader in the GM powertrain division and will receive \$109 million to in-source new transmission work for the Corvette, adding jobs, and make upgrades to the small block V8 engine program. GM will continue V6 engine and 6-speed transmission production over the life of the contract, and further commits to seek out new programs that sustain the facility over the long term.

The Woodstock PDC will receive \$500,000 in additional upgrades. Aftermarket parts work at Oshawa will also continue, maintaining hundreds of jobs.

In addition, and pending ratification, GM has committed to invest up to \$1.3 billion to restart pickup truck assembly at the Oshawa Assembly Complex, with an expected two-shift operation in the first half of 2022 (and the potential for a third).

It was two years ago, this month, that GM shocked the country by announcing the end of vehicle production in Oshawa. Its return is in many respects, a defining moment for Unifor. It validates the high skill and hard work our members bring to the job every day. It vindicates our extraordinary efforts to show GM that they made the wrong decision in 2018. It reminds us that fighting back always makes a difference.

This investment, with an anticipated increase of 1,700 workers, will breathe life back into the Durham Region and strategically position Oshawa as the only GM site in North America to produce both light-duty and heavy-duty trucks. Best yet, St. Catharines will supply all gas engines for those light duty trucks.

This year's negotiations with Ford, FCA and now GM has been historic. Through our solidarity, our efforts will direct investments of nearly \$5 billion into Canada, adding nearly 4,000 direct jobs and securing tens of thousands more.

Most importantly, through bargaining, Unifor has proven that nothing is inevitable. That when we sets goals, we can meet them. That when governments and stakeholders work together, good things happen. That good jobs and environmental sustainability go hand-in-hand.

Our union has proven that there is a future for the auto industry, and that future is 'Made in Canada.' We join the Master and Local Bargaining Committees in recommending this tentative agreement for your ratification.

In solidarity,

Jerry Dias
National President

Lana Payne
National Secretary Treasurer

Tim McKinnon
GM Master Bargaining
Committee Chair

WAGE INCREASES AND BONUSES FOR TRADITIONAL MEMBERS

(hired before October 1, 2012)

WAGE TABLE

Wage increases: 2.5% in years 1 and 3.

All 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
Year 3 Wage (does not include COLA)	\$37.33	\$44.77	

Note: Job classifications above are for illustrative purposes only.

Production is illustrated by Production Technician wages. Trades is illustrated by Electrician wages.

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

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 28, 2020.
- 4% lump sum payment, based on previous twelve months' earnings, effective September 27, 2021.
- 2.5% wage increase, effective September 26, 2022.

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

Note: Value for a traditional production technician 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 employees with less than 1 year of seniority. For employees 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 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).

Employees who retired in 2020 and accepted a retirement incentive package of \$40,000 in St. Catharines or Woodstock are eligible for a **\$3,625** Bonus.

Oshawa employees who retired with an enhanced retirement allowance are ineligible for the Bonus.

The company will provide an option for employees to have payment of the Bonus directed to an RRSP.

Payment will be made December 17, 2020.

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, including those who retired, and 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 an RRSP.



NEW HIRE PROGRAM (hired on or after October 1, 2012)

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 full base rate. Previously, the percentage was 61.25% of the 2012 base rate.
- The catch-up year has been eliminated.
- Members will now receive the full base rate upon completion of their 8th year of seniority.

IMPROVING OTHER PROGRAM ELEMENTS

- The afternoon (5%) and night (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



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 MEMBER 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

	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	
If on the date of ratification your seniority is...	0-1 Yr.  \$21,803	\$7,250	\$2,000	\$2,000	\$33,053
	1-2 Yrs.  \$23,333	\$7,250	\$2,000	\$2,000	\$34,583
	2-3 Yrs.  \$23,975	\$7,250	\$2,000	\$2,000	\$35,225
	3-4 Yrs.  \$23,729	\$7,250	\$2,000	\$2,000	\$34,979
	4-5 Yrs.  \$25,147	\$7,250	\$2,000	\$2,000	\$36,397
	5-6 Yrs.  \$27,323	\$7,250	\$2,000	\$2,000	\$38,573
	6-7 Yrs.  \$31,525	\$7,250	\$2,000	\$2,000	\$42,775

*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, 2016 (3 years' seniority)

Current hourly rate: \$24.59

2020

Scale adjustment (Sept.) = \$26.30 (+\$1.71)

Prevailing wage adjustment (Sept.) = \$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 2020 increase = +\$4.91 per hour

2021

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

Total 2021 increase = +\$1.46 per hour

2022

2.5% increase to full base rate (Sept.) = \$31.73 (+\$0.77)

Step increase on anniversary (Nov.) = **\$33.60*** (+\$1.87)

Total 2022 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

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.

TOTAL INVESTMENT OF C\$1.1 BILLION–C\$1.4 BILLION

ST. CATHARINES PROPULSION PLANT: TOTAL INVESTMENT OF C\$109 MILLION

Capital investments to support a Transmission Supplemental Capacity Agreement:

- Equipment installation, facility modification, logistics support and vendor tooling to support the manufacture of a new transmission and variants supplementing an existing supply arrangement for vehicles in a critical market segment.
- Start of production targeted for Quarter 1, 2021.
- Continued production until the development of full manufacturing capability at the existing supplier.

Capital investments for facilities, tools, and M&E to support existing production:

GEN V Engines

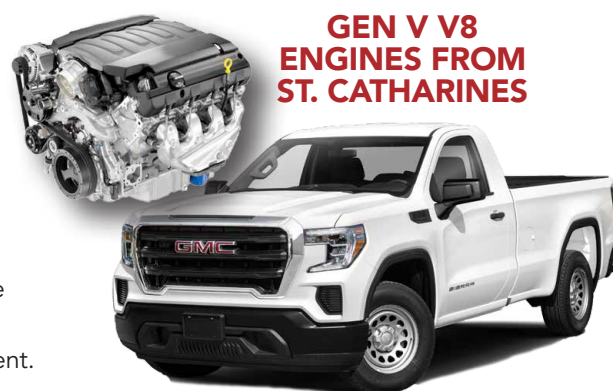
- Equipment refurbishment to support engine production.
- Single source of gasoline V8 engines for light duty truck production at Oshawa.
- Forecasted production for the duration of the collective agreement.

HFV6

- Equipment refurbishment to extend the life of the current engine module.
- Forecasted production for the duration of the collective agreement.

GF6 Transmission

- Forecasted production for the duration of the collective agreement.



**FOR PICKUPS
ASSEMBLED IN OSHAWA**

Building sustainment including fire and safety protection.

In addition, the Company confirms that based on past operating performance, the St. Catharines Propulsion Plant is well positioned to be considered for future product allocation and commits to explore and consider potential product programs and investment opportunities for the facility.

OSHAWA ASSEMBLY COMPLEX: TOTAL INVESTMENT OF C\$1.0 BILLION–C\$1.3 BILLION

Contingent upon the securing of incentive funding from the Canadian Federal and Ontario Provincial governments, for the resumption of vehicle assembly at the Oshawa Assembly Complex as follows:

- Capital investments for facilities, tools, M&E and supplier tooling to support the implementation of a new flexible assembly module for the production of Heavy Duty and Light Duty (T1XX) pickup trucks.
- Start of production targeted for January 2022 at a single shift.
- Plans to implement a second shift also targeted for the first half of 2022.
- Anticipated headcount of approximately 700 employees per shift with the total headcount of between 1,400 and 1,700 (subject to two shift operation and exact JPH).
- Vehicle assembly currently forecasted to continue for the duration of the collective agreement.

WOODSTOCK PARTS DISTRIBUTION CENTRE: TOTAL INVESTMENT OF C\$0.5 MILLION

General Motors commits \$0.5 million for facility sustainment at the Woodstock Parts Distribution Centre.

These investments are contingent upon full acceptance of all elements contained within this Settlement Agreement. Investment figures listed are our 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.

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. 2020	Sept. 2022
Production Technician	\$35.53	\$36.42	\$37.33
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
Tradesperson	\$41.88	\$43.31	\$44.77
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! NEW HIRE RETIREMENT HEALTH CARE CONTRIBUTION

For employees hired on or after October 1, 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) 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

Any contributions under this schedule will be directed into an Employee Life and Health Trust (ELHT) subject to agreement on feasibility of such a Trust for this purpose.

HEALTH BENEFITS

ENHANCED 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 \$105 to \$450.

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

ENHANCED PARAMEDICAL

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

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

NEW! DURABLE MEDICAL EQUIPMENT

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

NEW! 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.

ENHANCED 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.

ENHANCED MASSAGE THERAPY

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

NEW! RETIREE BONUS

Pre-1994 retirees and surviving spouses to receive a special one-time payment of \$500.

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.

RETIREMENT INCENTIVE

The company will provide a one-time \$40,000 lump sum retirement incentive for up to 50 employees (40 in St. Catharines and 10 in Woodstock) in early 2021.

The parties will meet to discuss implementation.

SKILLED TRADES



APPRENTICESHIPS

GM has committed to hiring up to 75 apprentices, between the Oshawa facility, St. Catharines Powertrain Plant and Woodstock Parts Distribution Centre.

The split between the facilities will be determined by the requirements at each location and by the Master Apprenticeship Committee.

PRE-APPRENTICESHIP PROGRAM

Reinstated the pre-apprenticeship program for future 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.

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.



HEALTH, SAFETY, ERGONOMICS AND THE ENVIRONMENT

LEADERSHIP COVID-19 STATEMENT

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

ENHANCED WORKPLACE ENVIRONMENT REPRESENTATIVE TRAINING

The Company and the Union discussed the advantages of creating a Unifor Workplace Environmental Representative position and their positive impact in the workplace. Additional training will be offered to workplace environmental representatives related to the company's Environmental Management System along with discussion and review of single use plastics and food waste.

UNIFOR INVOLVEMENT IN EMERGENCY PREPAREDNESS

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 (automated external defibrillator) to the survival rate of victims. As such, the parties will promote awareness and encourage participation in the volunteer program across the sites. Training will be offered at least once a year.

NEW EMERGING TECHNOLOGIES

The parties discussed emerging technologies like artificial intelligence, robotics, future technologies, the role of JHSCs and their 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 H&S representatives and the need to further their skills to prevent injuries and illnesses. During the life of the collective agreement, the JHSC and MJHSC 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 MJHSC.

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 MJHSC will review the Standard with the local JHSCs and discuss its application to local work practices and communications.

TRAUMA AND PTSD TRAINING FOR HEALTH AND SAFETY REPRESENTATIVES

MJHSC will investigate training on trauma and PTSD and other wellness-related subject matter.

SIT/STAND POSITIONS

The parties created opportunities for application of desktop sit/stand desks.

EXPANDED H&S COVERAGE

The parties recognized the value of replacing H&S representatives during absences to ensure full coverage.

ENHANCED ROLE OF ERGONOMIC REPRESENTATIVES

An Ergonomic representative will be included with MJHSC activity.

ANNUAL HEALTH, SAFETY, AND ERGONOMIC TRAINING

The parties recognized the value of H&S 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.

SAFETY SHOE ALLOWANCE

The annual safety shoe allowance increased to the following amounts:

- Production \$125.00
- Skilled Trades \$150.00
- TPTs after 30 shifts \$125.00

NEW!



PAID HOLIDAY SCHEDULE: October 2020 - September 2023

Friday, October 9, 2020	Friday before Thanksgiving*
Monday, October 12, 2020	Thanksgiving
Thursday, December 24-25, 2020	December Holiday Period
Monday, December 28-31, 2020	December Holiday Period
Friday, January 1, 2021	December Holiday Period
Friday, April 2, 2021	Good Friday
Monday, April 5, 2021	Monday after Easter
Friday, May 21, 2021	Friday before Victoria Day
Monday, May 24, 2021	Victoria Day
Friday, June 25, 2021	Friday before Canada Day†
Friday, September 3, 2021	Friday before Labour Day
Monday, September 6, 2021	Labour Day
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
Monday, January 3, 2022	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†
Friday, September 2, 2022	Friday before Labour Day
Monday, September 5, 2022	Labour Day
Friday, October 7, 2022	Friday before Thanksgiving*
Monday, October 10, 2022	Thanksgiving
Monday, December 26-30, 2022	December Holiday Period
Monday, January 2, 2023	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
Friday, June 30, 2023	Friday before Canada Day†
Friday, September 1, 2023	Friday before Labour Day
Monday, September 4, 2023	Labour Day

* Woodstock Parts Distribution Centre workers will not observe the holidays scheduled on Friday, October 9, 2020, Friday, October 8, 2021, and Friday, October 7, 2022 but instead will observe the Monday, August 2, 2021, Monday, August 1, 2022 and Monday, August 7, 2023 holidays.

† Woodstock Parts Distribution Centre workers will not observe the holiday scheduled on Friday, June 25, 2021 but instead will observe the Thursday, July 1, 2021 holiday. For 2022 and 2023, Woodstock Parts Distribution workers will observe the Friday, July 1, 2022 and Friday, June 30 holidays.



**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

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.

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.

EMPLOYMENT EQUITY MEETING

In recognition of the importance of diversity and inclusion, the Company and Union have agreed to increase the frequency of the Employment Equity meeting to occur on an annual basis.



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 October 1, 2012 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 GENERAL MOTORS MASTER BARGAINING COMMITTEE



JERRY DIAS
National President



LANA PAYNE
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MIKE MICHAUD
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