

UNIFOR • GENERAL MOTORS

BARGAINING REPORT



SUMMARY OF THE 2023 TENTATIVE AGREEMENT BETWEEN UNIFOR AND GENERAL MOTORS

CONTRACT HIGHLIGHTS

- Pension Improvements
- General Wage Increases
- Special Trades Adjustments
- Reactivated COLA
- New Retiree Allowance
- Reduced Wage Progression
- EV Transition Supports
- Major Benefit Enhancements
- \$10,000 P&Q bonus including full-time TPTs
- Improved Income Security
- 2 New Paid Holidays
- No mandated working on a holiday
- Full-time TPTs convert to seniority members

CONTRACT TERM

This is a three-year agreement, expiring at 11:59 p.m. ET on September 20, 2026.



RECOMMENDATION

Your Master Bargaining Committee and Local Bargaining Committees unanimously recommend this tentative agreement.

We urge you to vote in favour.

INDEX

Joint message to Unifor members at General Motors.....	4
CORE PRIORITY 1: PENSIONS	
GM Defined Benefit pension plan	5
New CAAT DBplus pension plan.....	6
Retirees.....	8
CORE PRIORITY 2: WAGE PACKAGE	
Full rate employees.....	9
In-progression employees.....	11
Temporary Part-Time (TPT) employees.....	12
Full-time TPT conversion	13
CORE PRIORITY 3: EV TRANSITION	
Income security.....	14
EV Transition supports	14
CORE PRIORITY 4: INVESTMENT	
Oshawa.....	15
St. Catharines	15
Woodstock	15
Closure moratorium.....	15
ADDITIONAL PRIORITIES	
Paid time off.....	16
Benefits.....	16
Insurance.....	18
Employee Assistance Program (EAP)	18
Skilled Trades	19
Equity	19
Training.....	20
Health, safety, ergonomics and the environment	20
Paid holiday schedule	21
Retirement incentives.....	22
Other items	22
Temporary Part-Time Program.....	22
WAGE INCREASE EXAMPLES	
Production worker with between 1-2 years of seniority.....	23
Production worker with between 6-7 years of seniority.....	24
Full-time TPT converting to seniority employee.....	25

JOINT MESSAGE TO UNIFOR MEMBERS AT GM

A PATTERN WORTH FIGHTING FOR

It has been a rollercoaster few years at General Motors in Canada. It's little surprise this round of negotiations would be no different.

Recently announced investments for Oshawa and St. Catharines, as well as Woodstock's central role in service and logistics, continue a run of good news, and job security for GM workers in Canada. This is a major shift from just 5 years ago when Oshawa had closed, and the future looked uncertain.

Despite GM's growing Canadian footprint, strong financial position, and hugely profitable Canadian operations, the company took issue with our pattern at Ford. They told us that our pattern was a problem.

Of course, we expected this. After all, this is what employers do. They posture. GM's done it many times before.

But as negotiations continued over two weeks, and the deadline inched closer, it became clear that this wasn't posturing - it was positioning. The company dug in.

They said no to the pattern on pensions. They said our special retiree allowance was too expensive. They said the cost model couldn't handle converting Full-Time TPTs to seniority employees. They assumed there was room to bargain on these and other items. They were wrong.

Our 12-hour strike at GM made the difference in these challenging talks. It proved to GM that our solidarity is strong. Within hours of our strike commencing the pattern-busting demands GM tabled were removed.

In this agreement, we secured the pattern set with Ford. Legacy workers will receive pension improvements for the first time in 15 years. Those hired on or after September 20, 2016, will move into a more predictable and secure DBplus pension plan. Wages will grow substantially over the 3-year deal. Members at St. Catharines secured the same EV transition supports as Unifor members at Ford Oakville, among many other gains. Equally as important: this agreement locks in the special, all-Canadian, Universal Health Care Allowance for our retirees.

As you'll read in this highlight package, the agreement also delivers gains for members on many GM-specific issues. We resolved a 7-year-long credited service dispute that has affected members hired prior to June 8, 2009. We made the company commit, in writing, to never again mandate work on paid holidays. And, impressively, we negotiated the conversion of hundreds of full-time TPTs in Oshawa and St. Catharines, as well as in Woodstock, to full seniority status over the life of the agreement.

This agreement delivers for our members. In fact, it is an agreement that you, the members, fought for – and won. We thank the Master and Local Bargaining Committees for their hard work and determination in these talks. We join with them in proudly and fully recommending this tentative agreement for your ratification.

In solidarity,



LANA PAYNE
National President



LEN POIRIER
National
Secretary-Treasurer



JASON GALE
GM Master Bargaining
Committee Chairperson



TREVOR LONGPRE
GM Master Bargaining
Committee Vice-Chairperson

Lana Payne
National President

Len Poirier
National
Secretary-Treasurer

Jason Gale
GM Master Bargaining
Committee Chairperson

Trevor Longpre
GM Master Bargaining
Committee Vice-Chairperson

CORE PRIORITY 1: PENSION IMPROVEMENTS

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

GM DEFINED BENEFIT PENSION PLAN

FOR MEMBERS HIRED PRIOR TO JUNE 8, 2009

Effective January 1, 2024 the Monthly Basic Benefit and Special Allowance will increase in all class codes.

GM's monthly benefit increases by an additional \$0.60 and is now aligned with Ford 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%.

This agreement resolves the past credited service dispute for a closed group of several hundred active and retired members. Active DB members whose credited service was affected by the dispute can access the dispute resolution process to validate their credited service.

For more information see page 8 (under the Retirees Section).

Defined Benefit Pension Plan			
Class Code	Current Monthly Basic Benefit	Monthly Basic Benefit Increase	Monthly Basic Benefit Effective January 1, 2024
A	\$68.00	\$5.60	\$73.60
B	\$68.25	\$5.60	\$73.85
C	\$68.50	\$5.60	\$74.10
D	\$81.00	\$6.60	\$87.60
Class Code	Special Allowance	Special Allowance Increase	Special Allowance Effective January 1, 2024
A-C	\$3,515	\$280	\$3,795
D	\$3,895	\$330	\$4,225

On a 30-year pension, your annual benefit will increase by \$2,016 if your pension is Class A-C and \$2,376 if your pension is Class D.



NEW CAAT DBplus PENSION PLAN

MEMBERS HIRED ON OR AFTER SEPTEMBER 20, 2016

On January 1, 2025, Unifor members hired on or after September 20, 2016 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 in 2020 negotiations.

Prior to enrollment and starting January 1, 2024

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 January 1, 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.

Moving from Defined Contribution Plan to CAAT DBplus Pension Plan			
Contribution Type	Current DC Plan Contributions	DC Plan Contributions effective January 1, 2024	CAAT DBplus contributions effective January 1, 2025
Employee Contribution	4% of earnings to a maximum of 2,080 hours – required contribution	4% of earnings to a maximum of 2,080 hours – required contribution	4% of earnings to a maximum of 2,080 hours – required contribution
	1% of earnings to a maximum of 2,080 hours – voluntary contribution		
Employer Contribution	4% of earnings to a maximum of 2,080 hours – required contribution	7% of earnings to a maximum of 2,080 hours – required contribution	7% of earnings to a maximum of 2,080 hours – required contribution
	2% of earnings as a matching contribution of the employee 1% voluntary contribution		



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

EXAMPLE: PRODUCTION WORKER 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, 2024) 4% ↓	Employer contributes (starting Jan. 1, 2024) 7% ↓
Member total contribution over 3-year contract \$10,100	Employer total contribution over 3-year contract \$10,100	Member total contribution over 3-year contract \$10,100	Employer total contribution over 3-year contract \$17,700
Total contribution to DC plan: \$20,200		Total contribution to DC plan: \$27,800	
Note: Contributions made on all work hours, up to 2,080 hours maximum.		Total employer contributions increase: \$7,600	

Starting January 1, 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 WORKER WITH 4 YEARS SENIORITY, 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, 2024) 4% ↓	Employer contributes (starting Jan. 1, 2024) 7% ↓
Member total contribution over 3-year contract \$13,500	Employer total contribution over 3-year contract \$16,200	Member total contribution over 3-year contract \$10,800	Employer total contribution over 3-year contract \$18,900
Total contribution to DC plan: \$29,700		Total contribution to DC plan: \$29,700	
Note: Contributions made on all work hours, up to 2,080 hours maximum.		Total member savings: \$2,700	

Starting January 1, 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 January 1, 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 in the GM DB plan who retired prior to October 2, 2023. Payments will be made in each quarter of the agreement beginning in Q4 2023:

- 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, 2023 will receive **\$125 per quarter**.

Resolution of credited service dispute

In 2016, General Motors conducted a pension credited service audit of active members and retirees. The audit revealed discrepancies in the pension credits received by a closed group of several hundred members and retired workers hired before June 8, 2009. How GM chose to address these discrepancies negatively affected our members, and their pension entitlements, leading to a union-initiated dispute. **This dispute, that has lasted 7 years, is now resolved.**

Retirees impacted by the dispute **whose retirement eligibility was not affected** will receive a payment from the company correcting the accumulated shortfall split into two lump sums: one to be paid no later than December 31, 2023 and the other no later than January 31, 2024. This only applies to those retirees whose discrepancies are \$20 or more per month.

Retirees impacted by the dispute **whose retirement eligibility was affected** will receive a monthly top-up payment from the company's general revenues. This payment will extend to spousal benefits where applicable. The collective agreement will include the company's commitment to these payments and the language will be renewed until all payments provided for have been made.

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 in year 1 effective Sept. 24, 2023
- 2%** wage increase in year 2 effective Sept. 22, 2024
- 3%** wage increase in year 3 effective Sept. 21, 2025

Special Skilled Trades Adjustment

- Additional skilled trades adjustments are applied in years 1 and 3:
- 2.75%** special adjustment effective Sept. 24, 2023
 - 2.5%** special adjustment effective Sept. 21, 2025

WAGE GAINS: FULL RATE PRODUCTION AND SKILLED TRADES			
	Hourly Earnings	Production	Trades
	Current earnings (does not include COLA float)	\$37.33	\$44.77
YEAR 1	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%
	YEAR 1 WAGE	\$42.39	\$51.97
YEAR 2	Wage increase	2%	
	COLA adjustments	3 adjustments	
	YEAR 2 WAGE	\$43.23	\$53.01
YEAR 3	Wage increase	3%	
	Skilled Trades wage before special adjustment		\$54.60
	Skilled Trades special adjustment		2.5%
	COLA adjustments	4 adjustments	
	YEAR 3 WAGE	\$44.52	\$55.97

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

Note: Job classifications above are for illustrative purposes only.

Year 2 and Year 3 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.

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.

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 including full-time Temporary Part-Time (TPT) employees. Payment will be made to members on the inactive roll who performed work for the company between January 3, 2023 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 3, 2023 and the Monday following ratification due to maternity, parental or adoptive leaves providing they worked during the term of the 2020 Collective Agreement.

The P&Q Bonus may be redirected to the Unifor-GM Savings Plan.

The P&Q Bonus payment will be made no later than November 23, 2023.

Economic Gains for Production Members at Full Rate

	Year 1	Year 2	Year 3	Total
Productivity and Quality Bonus	\$10,000			\$10,000
Wage increase	\$3.85	\$0.84	\$1.29	
Annual value of wage increases	\$8,008	\$9,755	\$12,438	\$30,202
COLA adjustments		3 adjustments	4 adjustments	
TOTAL VALUE				\$40,202

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

Economic Gains for Skilled Trades Members

	Year 1	Year 2	Year 3	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	
Annual value of wage increases	\$12,457	\$14,619	\$20,779	\$47,855
COLA adjustments		3 adjustments	4 adjustments	
TOTAL VALUE				\$57,855

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 October 1, 2012 was a critical priority for the union in 2023 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	Adjustments at ratification 2023		September 2024		September 2025	
		Year 1 10% wage increase	Step increase on anniversary during year 1 of agreement	Year 2 2% wage increase	Step increase on anniversary during year 2 of agreement	Year 3 3% wage increase	Step increase on anniversary during year 3 of agreement
0-1 Year	\$24.26	\$29.67	\$33.06	\$33.71	\$37.17	\$38.28	\$41.84
1-2 Years	\$25.75	\$33.06	\$36.45	\$37.17	\$40.63	\$41.84	\$44.52
2-3 Years	\$27.25	\$36.45	\$39.84	\$40.63	\$43.23	\$44.52	
3-4 Years	\$28.74	\$39.84	\$42.39	\$43.23		\$44.52	
4-5 Years	\$30.23	\$42.39		\$43.23		\$44.52	
5-6 Years	\$31.73	\$42.39		\$43.23		\$44.52	
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.

NEW WAGE PROGRESSION				
Production member example				
Seniority	New Progression	Year 1: 10% wage increase	Year 2: 2% wage increase	Year 3: 3% wage increase
	% 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

Other improvements for members hired on or after October 1, 2012

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

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

The paid vacation plan for employees hired on or after October 1, 2012 is harmonized with the paid vacation plan for employees hired before 2012.

OLD Vacation and Paid Absence Allowance (PAA) Entitlement		NEW Harmonized Vacation and Paid Absence Allowance (PAA) Entitlement	
Seniority	Vacation/PAA	Seniority	Vacation/PAA
1 but less than 2 years	80	1 but less than 2 years	80
2 but less than 3 years	88	2 but less than 3 years	88
3 but less than 4 years	96	3 but less than 5 years	140
4 but less than 5 years	104	5 but less than 10 years	160
5 but less than 6 years	112	10 but less than 15 years	180
6 but less than 10 years	120	15 but less than 20 years	200
10 but less than 15 years	180	20 years or more	240
15 but less than 20 years	200		
20 years or more	240		

Economic summary for in-progression and converted full-time TPT members

	New income you'll receive over 3 years	P&Q Bonus	Grand total new money over 3 years
Seniority level on date of ratification	0-1 year	\$50,752	\$60,752
	1-2 years	\$63,086	\$73,086
	2-3 years	\$73,590	\$83,590
	3-4 years	\$76,731	\$86,731
	4-5 years	\$71,947	\$81,947
	5-6 years	\$61,069	\$71,069
	6-7 years	\$46,904	\$56,904
	7-8 years	\$36,608	\$46,608
	Full-time TPT converting to seniority employee	\$60,070	\$70,070

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

TPT WAGE AND BONUS

All active members in the part-time TPT program will receive a one time \$4,000 Productivity and Quality Bonus no later than November 23, 2023.

The TPT wage rate is increased to 70% of the prevailing base rate. Wage rate in year 1 is **\$29.67**, year 2 is **\$30.26**, year 3 is **\$31.16**.

FULL-TIME TPT CONVERSION

Creating more full-time permanent jobs was a top priority for the union in this round of bargaining.

Oshawa

- The company has committed to converting all full-time TPTs to seniority employees by August 1, 2026 and **eliminating the full-time TPT program.**
- On the Monday following notice of ratification **all full-time TPTs working at Oshawa Assembly with at least one year of service will be converted to seniority employees.**
- Seniority will be effective the date of ratification.
- Upon conversion, these workers will be moved to the start of the wage progression.
- All other full-time TPTs at Oshawa Assembly, with less than one year of service on the date of ratification, will convert to seniority employees **no later than August 1st 2026.**
- The full-time TPT program will be phased out based on the following schedule:
 - Monday following notice of ratification, 2023: **All full-time TPTs in Oshawa with at least one year of service convert to seniority employees.**
 - **No later than October 1, 2024 the company will have reduced full-time TPT use at Oshawa to 10% of workforce** by converting more full-time TPTs to seniority employees.
 - **No later than October 1, 2025 the use of full-time TPTs will be reduced to 5%.**
 - **No later than August 1, 2026 all remaining full-time TPTs will be converted to seniority employees and the use of full-time TPTs will be reduced to 0%.**

St. Catharines

- The company has committed to **convert all full-time TPTs with at least one year of service at the St. Catharines Propulsion Plant to seniority employees.**
- The conversion will take place on the Monday following notice of ratification.
- Seniority will be effective the date of ratification.

Woodstock

- **Convert 4 full-time TPTs in Woodstock to seniority employees.**
- The conversion will take place on the Monday following notice of ratification.
- Seniority will be effective the date of ratification.

National Agreement

- All full-time TPTs will have preferential hire opportunities across facilities covered by the Master Agreement.
- **Full-time TPTs will retain access to health care benefits**, with no interruption, upon conversion to a seniority employee.

CORE PRIORITY 3: EV TRANSITION

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.

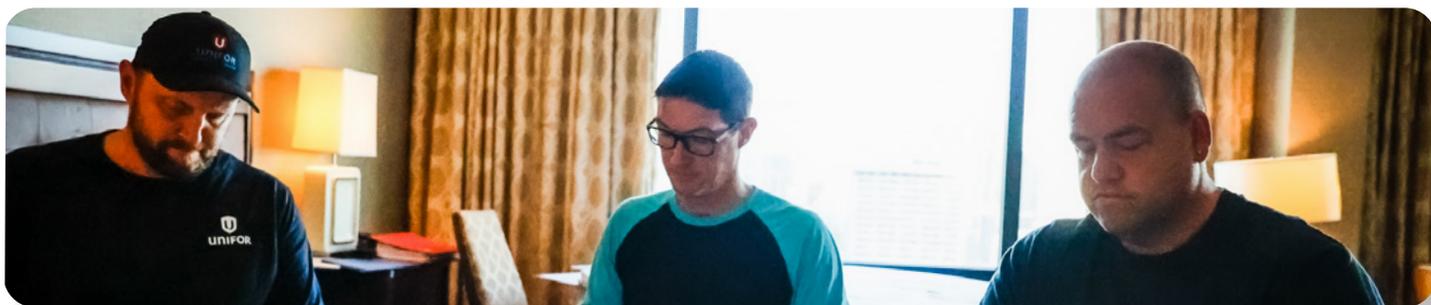
- **The Supplemental Unemployment Benefit basic rate is increased from 65% to 70%.**
- **All full-time employees will be eligible for SUB upon completion of one (1) year seniority.**
- **Eliminated the 50% step-down for SUB recipients.**
- **Eligible employees will start each new layoff with their maximum SUB credit units based on their date of hire and seniority.**
- SUB credits are adjusted as indicated in the table.

Years seniority	SUB Credits	
	SUB Credits (weeks)	
	Hired on or after October 1, 2012	Hired on or before June 8, 2009
1 but less than 3	36 or EI regular max	52
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	78	104
20 or more	104	104

EV TRANSITION AT ST. CATHARINES PROPULSION PLANT

Securing additional income security measures for the Electric Vehicle (EV) transition was another top priority for the bargaining committee. The following benefits will form the income security Transition Blueprint for the St. Catharines Propulsion Plant:

- The SUB benefit rate will be maintained at 70% during the retooling period.
- Employees with at least one (1) year seniority who exhaust their SUB credits during the retooling period will be eligible for the Income Maintenance Plan (IMP) benefit.
- Employment Insurance repayments (EI clawback) will be reimbursed by the company should annual net employment income exceed the annual maximum income threshold as outlined by the Government of Canada.
- Company contributions to the DC pension plan (or CAAT DBplus plan when applicable) will continue during the retooling.
- Vacation for 2025/2026 will be prorated based on available months of production in 2024/2025.
- These benefits are in place for 12 months of retooling. Should the retooling period extend beyond 12 months, the company and the union will meet in advance to discuss extending this arrangement.



CORE PRIORITY 4: INVESTMENTS

Investments were secured and reconfirmed during negotiations.

OSHAWA

- **\$280 million** will be invested in Oshawa Assembly to support next generation full-size truck production, pending government funding.
- The anticipated level of hourly employment is expected to remain stable at Oshawa Assembly over the term of the 2023 Collective Agreement, and based on current customer demand and volume forecasts, the plant is expected to operate on three shifts for the duration of the 2023 Collective Agreement.
- The company intends to launch the temporary battery cell repack project at Oshawa.

ST. CATHARINES PROPULSION PLANT

- **Significant new investments** have been secured to support Electric Vehicle Drive Unit production, pending government funding.
- Drive unit facility retooling is currently planned to start in the first quarter of 2024, production is targeted to begin in the third quarter of 2025 and forecasted to continue for the duration of the 2023 Collective Agreement.
- The anticipated level of seniority employees, based on forecasted volumes, is expected to be maintained at current levels as a result of this investment.

WOODSTOCK PARTS DISTRIBUTION CENTRE

- **\$16 million** invested for facility sustainment over the life of the agreement.
- The level of current seniority employees is expected to be maintained over the life of the agreement.

CLOSURE MORATORIUM RENEWED

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



ADDITIONAL PRIORITIES

PAID TIME-OFF

Two 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.**

WORKING ON PAID HOLIDAYS

The company will no longer mandate employees to work on a paid holiday, or on a Saturday or Sunday that falls within a four-day holiday weekend, or on the Saturday and Sunday adjacent to a Friday holiday.

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-2012 hires age 55+ with 10 years of seniority.

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-2012 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**).

Healthcare

- **Healthcare contribution is eliminated. The deduction will no longer come off of weekly pay effective January 1, 2024.**

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.

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.



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 October 1, 2012

Retirement benefit contributions for employees hired on or after October 1, 2012 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

On 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				
For illustration purposes only				
	Current	Sept. 2023	Sept. 2024	Sept. 2025
Assembler	\$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
Tradesperson	\$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

EMPLOYEE ASSISTANCE PROGRAM

- The EAP committee has negotiated an improved Employee Assistance Program (EAP) for all active employees, eligible spouses and eligible children.
- The Substance Use Disorder support program has been improved substantially to include professional triage through a Rapid Addiction Assessment Medical line, out-patient treatment programs, recovery management programs and a commitment to improve program administration and communication.
- The Employee Family Assistance Program (EFAP) will continue for eligible retirees.



SKILLED TRADES

Apprenticeships

General Motors has committed to **hiring up to 150 apprentices** between Oshawa Assembly and the St. Catharines Propulsion Plant.

The split will be determined by the requirements at each location and by the Skilled Trades Master Committee.

Skilled Trades Licenses/Fees

The company has agreed to reimburse Skilled Trades employees, at their request, for their annual renewal of basic Journeyman class membership fees with Skilled Trades Ontario (STO), upon the company obtaining proof of such renewal payment.

Skilled Trades Union Education Program

Funding has been secured to continue this valuable program.



EQUITY

- All locations will provide multi-faith rooms, nursing pods with refrigerators and gender-neutral bathrooms.
- The committee continued the process of cleaning up language in the collective agreement to reflect gender neutrality and use of the term Indigenous.
- Equity representatives will receive more training including an additional 40 hours of training for newly elected Women's Advocates.
- The company will provide suicide prevention training for Women's Advocates and employment equity representatives.
- Equity committee meetings and training will be held annually going forward.



TRAINING

During this round of bargaining the training committee:

- Secured letters of commitment from the company to run union awareness classes at all GM locations;
- Added two new modules that will help our members: new member orientation and transition training;
- Increased the program funding; and
- Secured a commitment to meet regularly to discuss training issues and attendance.



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 workplaces transition 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 Master Joint Health and Safety (MJHS), Ergonomic and Environment committees
- ✓ Include a Unifor Master Health and Safety Committee (MHSC) 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 MJHSC 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

Safety Shoe Allowance increased to \$200.

PAID HOLIDAY SCHEDULE

PAID HOLIDAY SCHEDULE: September 2023 - September 2026

Friday, October 6, 2023	Friday before Thanksgiving*
Monday, October 9, 2023	Thanksgiving Monday
December 25-29, 2023	December Holiday Period
Monday, January 1, 2024	December Holiday Period Continued
Monday, February 19, 2024	Family Day
Friday, March 29, 2024	Good Friday
Monday, April 1, 2024	Monday after Easter
Friday, May 17, 2024	Friday before Victoria Day
Monday, May 20, 2024	Victoria Day
Friday, June 28, 2024	Friday before Canada Day†
Friday, August 30, 2024	Friday before Labour Day
Monday, September 2, 2024	Labour Day
Monday, September 30, 2024	National Day for Truth and Reconciliation (only when it falls on a weekday)
Friday, October 11, 2024	Friday before Thanksgiving*
Monday, October 14, 2024	Thanksgiving Monday
December 23-27, 30-31, 2024	December Holiday Period
Wednesday, January 1, 2025	December Holiday Period Continued
Monday, February 17, 2025	Family Day
Friday, April 18, 2025	Good Friday

Monday, April 21, 2025	Monday after Easter
Friday, May 16, 2025	Friday before Victoria Day
Monday, May 19, 2025	Victoria Day
Friday, June 27, 2025	Friday before Canada Day†
Friday, August 29, 2025	Friday before Labour Day
Monday, September 1, 2025	Labour Day
Tuesday, September 30, 2025	National Day for Truth and Reconciliation (only when it falls on a weekday)
Friday, October 10, 2025	Friday before Thanksgiving*
Monday, October 13, 2025	Thanksgiving
December 24-26, 29-31, 2025	December Holiday Period
January 1-2, 2026	December Holiday Period continued
Monday, February 16, 2026	Family Day
Friday, April 3, 2026	Good Friday
Monday, April 6, 2026	Monday after Easter
Friday, May 15, 2026	Friday before Victoria Day
Monday, May 18, 2026	Victoria Day
Friday, June 26, 2026	Friday before Canada Day†
Friday, September 4, 2026	Friday before Labour Day
Monday, September 7, 2026	Labour Day

* Woodstock Parts Distribution Centre workers will not observe the holidays scheduled on Friday, October 6, 2023, Friday, October 11, 2024, and Friday, October 10, 2025 but instead will observe the Monday, August 5, 2024, Monday, August 4, 2025 and Monday, August 3, 2026 holidays.
 † Woodstock Parts Distribution Centre workers will not observe the holiday scheduled on Friday, June 28, 2024, Friday, June 27, 2025 or Friday, June 26, 2026 but instead will observe the Monday, July 1, 2024, Tuesday, July 1, 2025 and Wednesday, July 1, 2026 holidays.



RETIREMENT INCENTIVES

The company will provide **300 retirement incentive packages of \$50,000 each** inclusive of production and Skilled Trades employees in specified trades. The programs are targeted for completion by July 1, 2024.

Allocation of Retirement Incentives

Location	Production	Trades
Oshawa	5	9
St. Catharines	201	80
Woodstock	4	1

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.

TEMPORARY PART-TIME PROGRAM

Better managing of the TPT Program

Further language protections against company abuse and misuse of the TPT program.

- The TPT program **will not cause the elimination or prevent the creation of full-time employment opportunities**,
- Absentee staffing models **will not be adversely impacted as a result of the TPT program** (e.g. absentee allowance and absentee vacation replacement positions),
- TPTs will be assigned to the open positions based on the operational need in advance, where practicable, and **will not be used as an ad hoc labour pool**.

WAGE INCREASE EXAMPLES

EXAMPLE: PRODUCTION WORKER WITH BETWEEN 1-2 YEARS SENIORITY

Member hired on December 15, 2021 (for illustrative purposes only)

	BASE HOURLY WAGE
Current wage rate, before ratification • Step 1 in wage progression	\$25.75
Upon ratification of pattern deal • COLA fold-in* • Step 1 of wage progression improves from 69% to 78% of top rate* • General Wage Increase (10%)* *Increases will take place in same pay period	\$26.59 \$30.06 \$33.06
Anniversary date – December 15, 2023 • Move to Step 2 of wage progression, 86% of top rate	\$36.45
General Wage Increase – September 22, 2024 • 2% increase to top rate	\$37.17
Anniversary date – December 15, 2024 • Move to Step 3 of wage progression, 94% of top rate	\$40.63
General Wage Increase – September 21, 2025 • 3% increase to top rate	\$41.84
Anniversary date – December 15, 2025 • Move to top rate of wage progression • Add Cost of Living Allowance float	\$44.52
Contract expiry – September 20, 2026	

- The production worker in this example qualifies for COLA on their anniversary date in Year 3 of this agreement. The full COLA float will apply. A total of two (2) additional COLA adjustments will be applied to their hourly pay on 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 members. 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%).

EXAMPLE: PRODUCTION WORKER WITH BETWEEN 6-7 YEARS SENIORITY

Member hired on December 15, 2016 (for illustrative purposes only)

	BASE HOURLY WAGE
Current wage rate, before ratification <ul style="list-style-type: none"> Step 6 in the wage progression 	\$33.59
Upon ratification of pattern deal <ul style="list-style-type: none"> COLA fold-in* Step 6 of wage progression improves from 90% of top rate to 100%* General Wage Increase (10%)* *Increases will take place in same pay period	\$34.68 \$38.54 \$42.39
General Wage Increase – September 22, 2024 <ul style="list-style-type: none"> 2% increase to top rate 	\$43.23
General Wage Increase – September 21, 2025 <ul style="list-style-type: none"> 3% increase to top rate 	\$44.52
Contract expiry – September 20, 2026	

- The production worker 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 on 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 members. 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%).

EXAMPLE: FULL-TIME TPT CONVERTING TO SENIORITY EMPLOYEE

Member hired on December 15, 2021 (for illustrative purposes only)

	BASE HOURLY WAGE
Current wage rate, before ratification <ul style="list-style-type: none"> Start step in wage progression 	\$24.26
Upon ratification of pattern deal <ul style="list-style-type: none"> COLA fold-in* TPT wage improves from 65% to 70% of top rate* General Wage Increase (10%)* *Increases will take place in same pay period	\$25.05 \$26.97 \$29.67
Conversion anniversary <ul style="list-style-type: none"> Full-time TPTs with one year service will convert to seniority employees on October 16, 2023. 	
General Wage Increase – September 22, 2024 <ul style="list-style-type: none"> 2% increase to top rate 	\$30.26
Conversion anniversary – October 16, 2024 <ul style="list-style-type: none"> Move to step 1 of wage progression, 78% of top rate 	\$33.71
General Wage Increase – September 21, 2025 <ul style="list-style-type: none"> 3% increase to top rate 	\$34.72
Conversion anniversary – October 16, 2025 <ul style="list-style-type: none"> Move to Step 2 of wage progression, 86% of top rate 	\$38.28
Contract expiry – September 20, 2026	

- The wage rates in this table do not include additional overtime or shift premium entitlements that are available to members. Members will still receive those benefits, in addition to the new wages.

YOUR UNIFOR GENERAL MOTORS MASTER BARGAINING COMMITTEE



LANA PAYNE
National President



LEN POIRIER
National Secretary-Treasurer



JASON GALE
GM Master Bargaining Committee Chairperson, Oshawa Plant Chairperson, Local 222



TREVOR LONGPRE
GM Master Bargaining Committee Vice-Chair, St. Catharines Plant Chairperson, Local 199



SHANE WARK
Assistant to the National Officers



DINO CHIODO
Auto Director



ANGELO DICARO
Research Director



ROXANNE DUBOIS
Executive Assistant to the National President



VINAY SHARMA
Health, Safety and Environment Director



SANDEEP KAKAN
Pension Governance and Trustees Director



JOHN BRESLIN
Skilled Trades Director



KAYLIE TIESSEN
National Representative, Research



LISA CONTINI
National Representative, Pension and Benefits



JEFF GRAY
President, Local 222



CHRIS WAUGH
Oshawa Assembly District Committeeperson, Local 222



BRIAN TROKE
Oshawa Assembly District Committeeperson, Local 222



BRIAN NICHOLLS
Oshawa Assembly District Committeeperson, Local 222



SCOTT PEARCE
Oshawa Assembly Skilled Trades District Committeeperson, Local 222



STEVE COWIE
Oshawa Assembly Skilled Trades District Committeeperson, Local 222



TIM RANKINE
Health Care Benefits Pension & Income Security, EFAP/Substance Abuse, Local 222



JENN COWIE
Oshawa Assembly District Committeeperson, Local 222



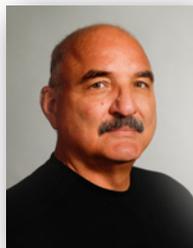
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President, Local 199



STAN KUCZMA
Skilled Trades Committeeperson, Local 199



TONY VERDE
Shop Committeeperson, Local 199



SCOTT LITTLE
Shop Committeeperson, Local 199



ED STEERS
Health, Safety and Environment Chairperson, Local 199



CRAIG WARNOCK
Woodstock PDC Chairperson, Local 636