

UNIFOR BARGAINING REPORT



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HIGHLIGHTS OF THE TENTATIVE FIRST COLLECTIVE AGREEMENT

Between

F&P Mfg. Inc.

- And -

UNIFOR LOCAL 1285

December 14, 2024

Your bargaining committee would like to thank the membership for their continued support during negotiations and unanimously recommend acceptance of the terms of the tentative agreement.

VITO BEATO

Unifor Local 1285 President

PAUL SHIELS

Unifor National Representative

LISA CONTINI

Unifor National Representative

KEITH WALKER

KEVIN SCOTT

LAURA OSBORNE-COOPER

TARANJIT GIDDA

DAVID CRAWFORD

Bargaining Committee

HIGHLIGHTS FOR FIRST COLLECTIVE AGREEMENT

WAGES

Wage increases of 16% (over three years) for all full-time workers.

	Current Top Rate	Year 1	Year 2	Year 3	Total over 3 years
Wage Increase		+11%	+3%	+2%	+16%
Production 1 Weld Top Rate	\$22.05	\$24.48	\$25.21	\$25.71	+\$3.66
Production 2 Weld Top Rate	\$24.00	\$26.64	\$27.44	\$27.99	+\$3.99
Technician 1 Weld Top Rate	\$29.40	\$32.63	\$33.61	\$34.29	+\$4.89
Technician 2 Weld Top Rate	\$32.70	\$36.30	\$37.39	\$38.13	+\$5.43

- Afternoon shift premium will increase to 70 cents and Midnight shift premium to 90 cents
- 170 Temporary workers transition to full-time status over next year
- As of January 1, 2025, anyone who is at top rate of Production 1 will move to Production 2
- Wage progression drops from 4500 hours to 4000 hours (all hours worked including overtime are counted towards wage progression)
- Double time for Statutory Holidays
- Jury Duty will be topped up to current rate

SHUTDOWN DAYS

- 5 paid shutdown days for technicians and Skilled Trades once earned for working summer shutdown

- An employee who has completed 4000 hours may apply their shutdown days to days in the same calendar year anytime after summer shutdown (instead of applying them for shutdown)
- No blackout dates to book vacation

BENEFITS

- Paramedical services increased from \$300 to \$400
- Physiotherapist services increased from \$1000 to \$1200
- Dental services increased from \$1500 to \$1750
- Orthodontic services increased from \$2000 to \$2250
- Eyeglass/contact lens reimbursement increased from \$250 to \$300
- All other current benefits remain the same

PENSIONS

- Contributions will continue on all Employment Standards Act (ESA) approved leaves

BEREAVEMENT

- Automatic 5 or 3 days paid whether you attend funeral or not

REPRESENTATION

- Elected full-time Chairperson
- Elected representation on all shifts
- Elected Health & Safety Committee
- Elected Women's Advocate position
- Racial Justice Advocate

INCENTIVE BONUS

- Any Emergency leave ("E" days) or approved leave of absence will not count against qualifying for the bonus

RECOGNITION

- A Minute of Silence will take place on April 28th to remember Injured Workers and those that lost their lives on the job
- A Minute of Silence will take place on December 6th for National Day of Remembrance and Action on Violence Against Women