

UNIFOR LOCAL 200 • FORD OF CANADA

LOCAL BARGAINING REPORT



YOUR UNIFOR LOCAL 200 BARGAINING COMMITTEE

SUPPLEMENT TO THE 2026 TENTATIVE AGREEMENT BETWEEN UNIFOR AND FORD OF CANADA



RECOMMENDATION

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

We urge you to vote in favour.



IMPROVEMENTS FOR ALL

Message from your Unifor Ford Master Bargaining Chair

Greetings Local 200 members,

I am pleased to present this tentative collective agreement, which achieves significant wins across the board.

We came to the table focused on attaining improvements for every member. From young workers and plant veterans to retirees, this tentative deal includes something for all.

Importantly, this tentative agreement secures production as we continue to build the world-class engines that will drive Ford into the future.

It delivers wage gains in each of the three years, bonuses, a new wage progression, pension improvements, an increase to the retiree Universal Health Care Allowance with new eligibility for surviving partners, a significant boost in long-term care benefits and more.

The incredible solidarity of our membership was felt and appreciated as we engaged in this key round of bargaining. I also want to commend the Ford Master Bargaining Committee, the National union, and the Chairpersons and Vice-Chairpersons from the General Motors and Stellantis Bargaining Committees for all of their support and guidance.

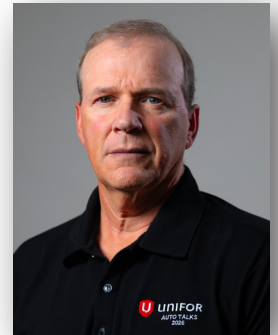
I wholeheartedly endorse this tentative agreement and recommend your support.

John D'Agnolo

JOHN D'AGNOLO

President, Local 200

Chairperson, Unifor Ford Master Bargaining



JOHN D'AGNOLO
Unifor Local 200 President
Ford Master Bargaining Chairperson

Contract term:

3-YEAR AGREEMENT

Agreement will expire at:

11:59 p.m. ET on September 19, 2029.

LOCAL 200 BARGAINING HIGHLIGHTS

WAGE INCREASES

3% wage increase in each year of the agreement.

BONUSES

\$10,000 PRODUCTIVITY AND QUALITY (P&Q) BONUS PAID TO:

All employees on the active roll (excluding Temporary Part Time (TPT) employees) as of the Monday following notice of ratification.

Inactive role employees who performed work between January 5, 2026, and the Monday following notice of ratification, including those who retired prior to ratification.

Inactive role employees who were unable to perform work between January 5, 2026, and the Monday following notice of ratification due to maternity, parental or adoptive leaves, provided they worked during the term of the 2023 Collective Agreement.

P&Q bonus payment target date of August 31, 2026.

\$2,000 DECEMBER BONUS

Special one-time December Bonus of \$2,000 to all active and inactive employees (excluding Temporary Part Time (TPT) employees) hired prior to the effective date of the agreement who performed work for the company in 2026.

Payment to be made prior to the December 2026 holiday period.

NEW WAGE PROGRESSION

New increased wage progression in each year of grow in.

UNIVERSAL HEALTH CARE ALLOWANCE

Increased retiree Universal Health Care Allowance.

New eligibility for surviving partners.

LONG-TERM CARE

Increase to \$900/month (including for anyone who entered a Long-Term Care facility on or after January 1, 2014, who is in a facility on January 1, 2027).

SAFETY SHOES

Increase in safety shoe allowance to \$235 per year (up from \$200).

BACKFILL TRAINING POOL

Creation of a site-wide training pool to backfill employees required to attend training.

Training pool to be established within 6 months of ratification to assist in the completion of training requirements across the site.

LOCAL 200 BARGAINING HIGHLIGHTS

IMPROVED LANGUAGE

DURATION OF OFF STANDARD JOBS

Any off standard job exceeding 12 months may be the subject of discussions between the HR Director and the appropriate Plant Chairperson to explore an appropriate resolution.

COMPANY WIDE JOB BIDDING

Company wide bidding freeze will commence at the time the job advertisement closes.

DISCIPLINARY INTERVIEW PROCESS

Improved disciplinary interview process so that interviews which could result in the possibility of discipline are to be conducted by an impartial member of management.

CUTTER GRIND AND QUALITY DEPARTMENTS

TESTING

Improved testing process for the Cutter Grind and Quality departments.

Selection into the departments will require the successful completion of an aptitude test and upon the completion of a 6-month probationary period, employees will be required to successfully pass a practical test.

FACILITY IMPROVEMENTS

Facility improvements at both the Essex Engine Plant, and the Windsor Engine Plant.



LOCAL 200 BARGAINING HIGHLIGHTS

SKILLED TRADES HIGHLIGHTS

FULL UTILIZATION

Apprentices included in Job Security and Work Ownership - Appendix “T”

It is the policy of the company to fully utilize all employees in Skilled Trades classifications in the performance of maintenance and construction work. Consistent with local scheduling practices, when such work is required to be performed, Skilled Trades employees, **including apprentices**, shall be given first priority to perform such work provided they are capable of performing such work. If for valid reasons, the company is contemplating not utilizing apprentices, discussions will take place with the Skilled Trades Chairperson, before a final decision is made.

CONTINUED COMMITMENT TO HIRE APPRENTICES

The company has maintained its commitment to hire up to 150 apprentices between the Oakville Assembly Complex and the Windsor powertrain facilities. Recruitment for the first class of apprentices will start no later than the third quarter of 2027.

RED-CIRCLED SKILLED TRADES

Proper staffing level language maintained for “red-circled” Skilled Trade classifications.

SAFETY BOOT ALLOWANCE INCREASED

The allowance for green patch safety shoes has been increased from \$200 to \$235 per year.

YOUR UNIFOR LOCAL 200 BARGAINING COMMITTEE



JOHN D'AGNOLES

Ford Master Bargaining
Committee Chairperson,
President, Local 200



CHAD LAWTON

Vice-President, Local 200



ANDY KOWALSKI

Windsor Site
Skilled Trades Chairperson



SARAFINO VALIGINI

Windsor Engine Annex Plant
Chairperson



FRANK McANALLY

Essex Engine Plant
Chairperson



KEN ANDERSON

National Skilled Trades
Coordinator, National Skilled
Trades Chairperson



APRIL McLELLAN

National Employment
Equity Coordinator

