

UNIFOR LOCAL 240 • FORD OF CANADA

LOCAL BARGAINING REPORT



YOUR UNIFOR LOCAL 240 BARGAINING COMMITTEE

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



MAKING GAINS FOR SALARIED WORKERS

Message from your Local 240 bargaining team

Greetings,

We are pleased to deliver this tentative agreement to our Local 240 members.

This proved to be a challenging round of bargaining, with the company focused on Salaried Bargaining Unit compensation.

Our bargaining committee team worked hard to successfully secure and maintain our current entitlements in addition to the significant wage and benefit gains achieved at the master table.

With the support of the national union and the Master Bargaining Committee, we avoided lump sum payment in lieu of pattern wage increases and the implementation of a tiered system. We believe this is a strong tentative agreement that accomplishes our key goals and provides concrete gains over its duration.

We want to thank the membership for their solidarity throughout negotiations. It was truly appreciated.

We wholeheartedly endorse this tentative agreement and recommend voting in support.

In solidarity,

MARK RADVANYI

Windsor Salaried Bargaining Unit Chairperson

LORI BRINDLEY

Committeeperson

CHRISTINA GROSSI

Vice President, Local 240, Committeeperson

JODI NESBITT

President, Local 240

RECOMMENDATION

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

We urge you to vote in favour.

Contract term:

3-YEAR AGREEMENT

Agreement will expire at:

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

LOCAL 240 BARGAINING HIGHLIGHTS

WAGE INCREASES

3% wage increase in each year of the agreement (September 21, 2026, October 1, 2027, October 1, 2028).

SALARIED UNITS – MONTHLY SALARY RANGES

SALARY CLASS	MINIMUM	JOB RATE	MAXIMUM	MIN TO RATE INCREMENT	RATE TO MAX INCREMENT
CURRENT					
9	\$7,323	\$8,019	\$8,277	\$174	\$129
10	\$7,587	\$8,348	\$8,651	\$190	\$152
11	\$8,317	\$9,103	\$9,442	\$197	\$170
12	\$8,480	\$9,303	\$9,755	\$206	\$225
\$1.42 COLA FOLD-IN					
9	\$7,569.13	\$8,265.13	\$8,523.13	\$174	\$129
10	\$7,833.13	\$8,594.13	\$8,897.13	\$190	\$152
11	\$8,563.13	\$9,349.13	\$9,688.13	\$197	\$170
12	\$8,726.13	\$9,549.13	\$10,001.13	\$206	\$226
YEAR 1: 3% INCREASE					
9	\$7,796.21	\$8,513.09	\$8,778.83	\$179	\$133
10	\$8,068.13	\$8,851.96	\$9,164.05	\$196	\$156
11	\$8,820.03	\$9,629.61	\$9,978.78	\$203	\$175
12	\$8,987.92	\$9,835.61	\$10,301.17	\$212	\$233
YEAR 2: 3% INCREASE					
9	\$8,030.09	\$8,768.48	\$9,042.19	\$185	\$137
10	\$8,310.17	\$9,117.52	\$9,438.97	\$202	\$161
11	\$9,084.63	\$9,918.50	\$10,278.14	\$208	\$180
12	\$9,257.55	\$10,130.68	\$10,610.20	\$218	\$240
YEAR 3: 3% INCREASE					
9	\$8,271.00	\$9,031.53	\$9,313.46	\$190	\$141
10	\$8,559.48	\$9,391.04	\$9,722.14	\$208	\$166
11	\$9,357.17	\$10,216.05	\$10,586.48	\$215	\$185
12	\$9,535.28	\$10,434.60	\$10,928.51	\$225	\$247



BONUSES

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

- All employees on the active roll 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 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.

BENEFIT IMPROVEMENTS (CHANGES EFFECTIVE JANUARY 1, 2027)

PSYCHOLOGIST SERVICES

- Per visit maximum **increase to \$150.**
- Annual maximum **increase to \$1,200.**

CHIROPRACTIC SERVICES

- Per visit maximum **increase to \$40.**
- Annual maximum **increase to \$500.**

ORTHODONTICS

- Lifetime maximum **increase to \$4,000.**

LASER EYE SURGERY

- Lifetime maximum **increase to \$500.**

OCCUPATIONAL THERAPY

- Annual maximum for children **increase to \$600.**

VISION COVERAGE

- **\$30 increase** for frames, lenses and contacts.
Reimbursement frequency for dependent children 16 or under reduced to every 12 months.

ORTHOTICS

- Reimbursement frequency **reduced to every 24 months.**

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).

ADDITIONAL ITEMS

RETIREMENT INCENTIVES

Up to two \$50,000 lump sum retirement incentives for eligible Local 240 members. Retirements planned to commence January 1, 2027, and conclude July 1, 2027.

COMPENSATORY TIME OFF

Increase in compensatory time off (CTO) allowance in lieu of overtime pay. Rolling maximum doubled from 8 to 16 overtime hours at any one time. Maximum an employee may accumulate doubled from 1.5 days to 3 days.

OVERTIME

The company will **post a revised overtime list for employees**, limited to once per week. Process to be implemented by the end of 2026 calendar year.

SAFETY SHOES

Increase in safety shoe subsidy to **\$235.00 (up from \$200)**.

SUMMER STUDENT WAGES

Summer Student **wage increases to 60% of the minimum Salary Grade 11 rate** for all hours worked.

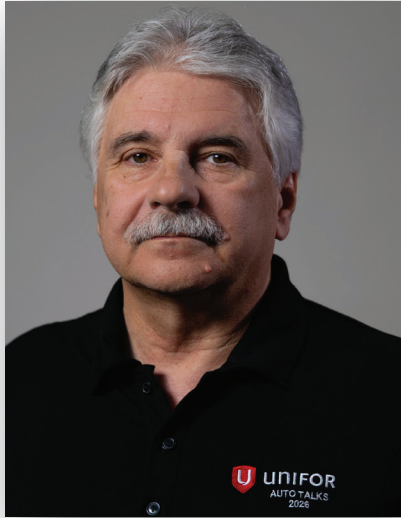


NOTES

[illegible]

NOTES

YOUR UNIFOR LOCAL 240 BARGAINING COMMITTEE



MARK RADVANYI
Windsor Salaried Bargaining
Unit Chairperson



CHRISTINA GROSSI
Vice President, Local 240,
Windsor Operations
Committeeperson



LORI BRINDLEY
Windsor Operations
Committeeperson



JODI NESBITT
President, Local 240

