

UNIFOR LOCAL 584 • FORD OF CANADA

LOCAL BARGAINING REPORT



YOUR UNIFOR LOCAL 584 BARGAINING COMMITTEE

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



SECURING GAINS FOR OUR PARTS DEPOTS

Message from your Local 584 President

Greetings Local 584 members,

I am incredibly proud to present you with this tentative collective agreement, which delivers real gains for our members at both the Paris and Casselman Parts Distribution Centres.

From the onset, we knew that bargaining would be both a challenge and an opportunity to build on the success of the last agreement, and we did it. Alongside the achievements we made at the master table, your Local Bargaining Committee fought for and won improvements that members will see every day on the job. These gains improve both sites, strengthen your health and safety protections, and enhance the representation you count on every day.

I want to recognize your unwavering solidarity as we navigated this round of negotiations, together. Without that leverage, we would be in a very different position today.

I want to thank Paris PDC Chairperson Richard Green and Casselman PDC Chairperson Michael Cacilhas for their outstanding work these past few weeks.

I would also like to recognize the Master Bargaining Committee and the National Union for their support during the negotiation process.

Your Local Bargaining Committee is proud to unanimously endorse this tentative agreement and ask that you vote in favour.

In solidarity,

ANDREW LARDNER

President, Local 584



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President, Local 584

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 584 BARGAINING HIGHLIGHTS

FACILITIES UPGRADES

The company agreed to provide the following facility improvements within the authorized budget during the current collective agreement. The appropriate company personnel will meet with the Plant Chairperson following negotiations to establish a facility improvement plan for the items below:

CASSELMAN PDC

- Gym upgrades (leg press machine, exercise balls, upgraded dumbbell racks, shower bench)
- Six additional EV charging stations.
- Two Skid Re-work stations.
- Hand lotion provided in the main washroom.

PARIS PDC

- Gym upgrades (cable crossover machine and dumbbells).
- Five additional EV charging stations .
- Two additional microwaves (pending review).
- Hand lotion provided in the main washroom.

SAFETY SHOES

Increase in safety shoe subsidy to \$235
(up from \$200).

SAFETY EQUIPMENT

Additional harnesses to support individual equipment for those that regularly perform work on an Order Picker.

PAY SHORTAGES

Where a manual cheque is required to correct a pay shortage the company will make all efforts to expedite delivery of the cheque to the affected employee.

SCOPE OF WORK

To address union concerns on inconsistent application of the scope of work for the General Maintenance position at both sites, the company will convene a meeting with appropriate personnel to ensure a shared understanding of the current scope of work. This meeting will occur within three months of ratification.

APPENDIX O INVESTIGATOR TRAINING

The alternate Benefit Representative will now receive Appendix O investigator training.

OVERTIME NOTICE

When reasonably practicable, **the company will give twenty-four hours' notice of overtime.**

For the purpose of emergency overtime, when reasonably practicable, the company will give thirty minutes' notice.

Such notice will also be given to the Committeeperson or the Representative on the outbound shipping shift and whenever it is reasonably possible to do so, they will be notified before the employees concerned.

NEW HIRE ORIENTATION

Local union leadership has requested more participation in the new hire orientation, with topics such as employee benefits information to be included.

The company agreed that at an appropriate time following ratification, the Human Resources Manager would review the current new-hire training and orientation program to determine if there are any potential opportunities for revisions and discuss the matter with the Plant Chairperson.

ADDITIONAL ITEMS

The company will host an employee recognition lunch event each summer for the life of the collective agreement.

The Local 584 Social Justice Fund company contribution was maintained at \$4,000 each year for the term of the agreement.

YOUR UNIFOR LOCAL 584 BARGAINING COMMITTEE



ANDREW LARDNER
President, Local 584



RICHARD GREEN
Paris PDC Chairperson



MICHAEL CACHILHAS
Casselman PDC Chairperson

