

UNIFOR LOCAL 1087 • FORD OF CANADA

LOCAL BARGAINING REPORT



SHELDON WARAWA
Leduc PDC Committeeperson

RICK ANDERSEN
Leduc PDC Chairperson

YOUR UNIFOR LOCAL 1087 BARGAINING COMMITTEE

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



MAKING GAINS FOR OUR PARTS DEPOT

Message from your local bargaining team

Local 1087 members,

We are proud to present you with a tentative agreement that delivers results for you and moves our parts depot forward.

When we entered these negotiations, our goal was to provide a solid footing for all members at a time of uncertainty in our industry.

In addition to the wage gains, pension and benefits improvements, and more that we achieved at the master table, we are proud to say that this tentative agreement provides a commitment to Leduc PDC operations for the life of the contract, facility upgrades, enhancements and improvements to working conditions, timely tool replacement, notice of overtime, increased access to union representatives and improved new hire training.

We want to thank you for your support and solidarity for us and the entire bargaining team throughout these negotiations.

We're proud to endorse this tentative agreement and ask that you join us in voting in favour.

In solidarity,



RICK ANDERSEN
Leduc PDC Chairperson



SHELDON WARAWA
Leduc PDC
Committeeperson

RICK ANDERSEN
Leduc PDC Chairperson

SHELDON WARAWA
Leduc PDC Committeeperson

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 1087 BARGAINING HIGHLIGHTS

FACILITY COMMITMENT

Commitment that Leduc Parts Distribution Centre will remain open for life of the Collective Agreement.

FACILITY 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:

- Gym equipment upgrades with addition of one rowing machine and rubberized weighted plates.
- Warehouse window tint (North and West sides).
- Six EV chargers.
- Two additional couches for the cafeteria.

SAFETY SHOES

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

WORKWARE

- Three-season jackets for all employees.
- Two T-shirts for all employees.

TOOLS

Company commitment to timely replacement of maintenance tools. Concerns relating to inventory or replacement of tools can escalate to the Facilities Manager or Human Resources Manager.

CONTRACTOR NOTIFICATION

The company will provide the union with advance notice, where practicable, when contractors are scheduled to be within the facility.

OVERTIME

At the union's request, where practicable, Saturday inbound overtime will commence at the weekday start-time if there is adequate staffing with inbound employees.

UNION REPRESENTATION

Increase in union representation for all in-plant representatives.

NEW HIRE TRAINING

Training for new hires within six months for inbound production operations.

ADDITIONAL ITEMS

- The company will host an employee recognition lunch event each summer for the life of the collective agreement.
- The Local 1087 Social Justice Fund will remain at \$2,000 each year for the term of the agreement.

