

UNIFOR LOCAL 1324 • FORD OF CANADA

LOCAL BARGAINING REPORT



LANA PAYNE
Unifor National President

CHRISTINE PARISE
President, Local 1324

JOHN D'AGNOLES
Ford Master Bargaining
Committee Chairperson

YOUR UNIFOR LOCAL 1324 BARGAINING COMMITTEE

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



WAGE WINS FOR SALARIED WORKERS

Message from your Local 1324 President

Hello Local 1324 Members,

I am happy to share that this tentative agreement delivers meaningful gains for our unit, with wage, pension, and benefit improvements. Financial advancements include COLA fold in, 3% annual wage increases, and bonus payments following ratification.

The tentative agreement was reached following a tough round of negotiations, where the company tried to erode gains of the past, but we stood firm to make real progress for our members.

Together with the national union and the Master Bargaining Committee, we were successful in fending off lump sum payment in lieu of pattern wage increases and a tiered wage system.

I want to thank each of you for your support during negotiations.

I join the Master Bargaining Committee in recommending this tentative agreement.

In Solidarity,

CHRISTINE PARISE

President, Local 1324

Paris Salaried Bargaining Unit Chairperson



CHRISTINE PARISE

President, Local 1324

Paris Salaried Bargaining Unit
Chairperson

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 1324 BARGAINING HIGHLIGHTS

WAGE INCREASES

- 3% increase effective September 21, 2026.
- 3% increase effective October 1, 2027.
- 3% increase effective October 1, 2028.

BONUSES

\$10,000 PRODUCTIVITY & QUALITY (P&Q) BONUS

- \$10,000 P&Q Bonus to all employees on the active roll (excluding Temporary Part Time).
- \$2,000 P&Q Bonus to all eligible active TPT employees.
- 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. (excluding Temporary Part Time).
- 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 three \$50,000 lump sum retirement incentives for eligible 1324 members.

Retirements planned to commence January 1, 2027 and conclude July 1, 2027.

AIR QUALITY TESTING

The company agrees to perform EMF and Air Quality testing in the Paris SBU office space within 12 months of ratification.

TECH EQUIPMENT

The company will provide members with one blue light computer screen protector.

MOVING ALLOWANCE

In response to union concerns, the company will provide the moving allowance for up to three employees employed as of June 1, 2025.

FACILITY IMPROVEMENTS

- Gym upgrades (cable crossover machine and dumbbells).
- The company will explore the addition of a “Fresh Market” self-serve outlet in the cafeteria.

