

UNIFOR • GM CAMI AUTOMOTIVE

BARGAINING REPORT 2026



SUMMARY OF THE 2026 TENTATIVE AGREEMENT BETWEEN UNIFOR AND GM CAMI AUTOMOTIVE



RECOMMENDATION

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

We urge you to vote in favour.

CONTRACT HIGHLIGHTS

ANNUAL WAGE INCREASES **3% + 3% + 3%**

INCOME SECURITY IMP benefits extended.

\$10,000 Productivity & Quality Bonus for eligible active and laid off Team Members.

RETIREES Improved quarterly payments.

CAMI COMMITMENT LETTER No intent to sell or close plant.

COLA RENEWED With an additional quarterly adjustment.

PENSIONS Increases to Legacy DB plan.

CAAT DBPLUS 2,080-hour cap on contributions eliminated.

CREDITED SERVICE GRIEVANCE Resolved.

RETIREMENT INCENTIVES Of \$50,000.

HEALTH CARE BENEFITS Increase to Long-Term Care, and other benefit improvements.

SUB AND IMP IMPROVEMENTS Delay period between SUB and IMP eliminated.

PROOF OF EI DENIAL REDUCED Denial letter not needed every 52 weeks to qualify for IMP.

Contract term:

3-YEAR AGREEMENT

Collective Agreement will expire at:

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

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MEETING THE PATTERN; MEETING THE MOMENT

Message to all Unifor members at General Motors of Canada

Bargaining with General Motors is never easy. Your union entered talks this year equipped with a very strong pattern settlement, negotiated with Ford Motor Company, and a Master Bargaining Committee determined to deliver strong results for you, the members.

The past 18 months have been exceptionally difficult. U.S. tariffs have upended the auto industry. The U.S. president believes Canada has no business building vehicles. As our talks with GM progressed, the Government of Canada was inching its way towards signing what would have been a bad trade deal that could have made U.S. auto tariffs a permanent fixture. It would have meant irreparable damage to the auto industry. Our union pressed, along with other industry stakeholders, demanding better terms before government rightly hit the brakes and walked away from the negotiating table with the United States. U.S. demands for more concessions made any deal untenable. Everything, right now, is at stake. It's our union, on the frontlines, defending this industry and all autoworkers. We won't stop.

We entered talks with GM in 2026 fully aware of the economic challenges the industry faces, the threats to our future, but also the needs of our members in this time. Our expectations of GM were clear from the outset: to meet the moment, we needed GM to meet the pattern, secure jobs and income security for our members, and commit to Canada and Canadian workers. The deal before you accomplishes all three.

Unifor members at GM will receive wage increases in each year of the agreement, along with eligible members receiving a \$10,000 productivity bonus as well as a new December bonus. Cost of living protections are renewed and expanded. The wage progression for new hires is improved, as are the Defined Benefit and CAAT DB Plus pension plans. We have secured improvements to the health benefits plan, and the special Universal Healthcare Allowance for retirees.

Equally as important, the Master Bargaining Committee negotiated an innovative program to help reduce the number of layoffs that have hit our members in Oshawa – mitigating the impact of the company cutting the third shift.

And despite the unjust U.S. trade attacks, and escalating threats, our union has negotiated new investments for our GM plants. The company has committed to investing in a next generation transmission at St. Catharines that will create approximately 250 jobs, alongside existing plans for the next generation V8 engine. In Oshawa, the company will make the necessary investments to equip the plant to build next-generation GMC-badged heavy duty trucks. Yes, the Sierra truck is finally returning to Oshawa.

For our members at CAMI, the company has provided written commitment of its intent to not close or sell the plant, while studies for new program opportunities continue. CAMI is also, now, considered the plant of 'first consideration' for Canadian Armed Forces defence work, in the event a contract is secured by GM.

These are exceptional times, and what your bargaining committee delivered is an exceptional result. The hard work from each member of your Master Committee cannot be overstated. If not for them, their focus at every sub-committee table, and diligence in meeting key timelines, this overall deal would not have been possible.

We want to thank you all for your support and solidarity during the bargaining process.

We join with the Master and Local Bargaining Committees, and strongly recommend you vote in favour of this tentative agreement.

In solidarity,

Lana Payne
National President

Trevor Longpre
GM Master Bargaining
Committee Chairperson

Chris Waugh
GM Master Bargaining
Committee Vice-Chairperson



LANA PAYNE
National President



TREVOR LONGPRE
GM Master Bargaining
Committee Chairperson,
St. Catharines Propulsion
Plant Chairperson, Local 199



CHRIS WAUGH
GM Master Bargaining
Committee Vice-Chairperson,
Oshawa Assembly Plant Chairperson,
Local 222

PROTECTING OUR MEMBERS, FIGHTING FOR OUR PLANT

Message from the Plant Chairperson

CAMI Assembly members,

As you know, these negotiations have taken place under particularly challenging circumstances, with CAMI idled and the majority of our members currently on indefinite layoff.

From the start of talks, GM made it clear that it was unwilling to make a product commitment during this round of negotiations, given the current uncertainty around tariffs and trade. The National and Local Union made it clear to GM that we expect future products for the Ingersoll facility, and we presented focused measures to assist our members until production resumes.

GM has committed that it will continue to seek opportunities for the CAMI facility. They have provided a letter of commitment stating CAMI will be the first consideration for the allocation of Canadian Armed Forces defence work if it is awarded to GM by the Government of Canada.

Importantly, your bargaining committee negotiated an income security extension for our membership during these difficult times. Members who qualify for IMP and who exhaust their income protection (SUB and IMP) will have IMP extended up until May 1, 2028.

On top of this, we have negotiated an easier transition between SUB and IMP. The current one week lag in payments has been eliminated. Also, members will no longer be required to obtain additional EI denial letters after their initial denial letter to continue to qualify for SUB/IMP. The requirement for weekly reporting during IMP has been eliminated for members with no earnings outside of the company, allowing for smoother access to income protection during these times.

These improvements provide meaningful income protection for our members while we continue to deal with the uncertainty surrounding CAMI and future production.

This has been, and continues to be, a difficult time for our membership but your committee remains active and committed to turning every stone possible to get our membership back to work. Your continued solidarity means everything as we continue to fight for our plant, our members and our community.

Your bargaining committee fully endorses this tentative agreement and I join them in asking you to vote in favour of this agreement.

In solidarity,



MARK GEE
CAMI Assembly Plant
Chairperson, Local 88

Mark Gee

CAMI Assembly Plant
Chairperson,
Local 88

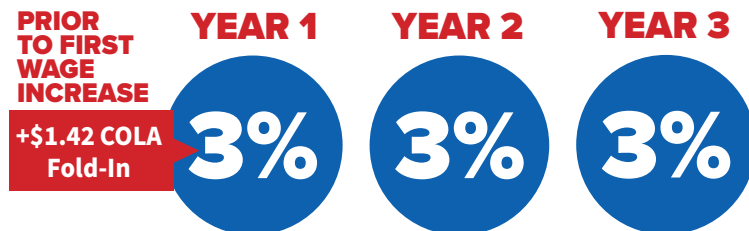
WAGES, COLA, AND BONUSES

FOR FULL RATE TEAM MEMBERS

Production Team Member base wages grow to more than **\$50/hour** over the agreement.

Maintenance Team Member base wages grow to more than **\$62/hour** over the agreement.

WAGE INCREASES IN EVERY YEAR



TIMELINE

3% effective September 21, 2026*

3% effective September 20, 2027

3% effective September 18, 2028

**COLA Fold-In (\$1.42) prior to first wage increase.*

In-progression Team Members receive wage increases in accordance with the new hire wage program.

For more information see In-Progression Team Members section on Page 10.

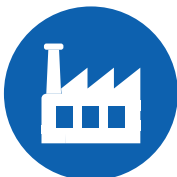
WAGE GAINS: PRODUCTION AND MAINTENANCE TEAM MEMBERS (FOR ILLUSTRATIVE PURPOSES)			
	HOURLY EARNINGS	PRODUCTION	MAINTENANCE
	Current earnings (does not include COLA float)	\$44.52	\$55.97
YEAR 1	COLA Fold-In	\$1.42	
	Wage after Fold-In	\$45.94	\$57.39
	Wage increase	3%	
	COLA adjustments	1 adjustment	
YEAR 1 WAGE		\$47.32	\$59.11
YEAR 2	Wage increase	3%	
	COLA adjustments	4 adjustments	
YEAR 2 WAGE		\$48.74	\$60.88
YEAR 3	Wage increase	3%	
	COLA adjustments	3 adjustments	
YEAR 3 WAGE		\$50.20	\$62.71

For illustrative purposes: Actual rates vary by classification. Does not include forecast value of COLA adjustments.

AS OF SEPT. 2028:

**PRODUCTION ASSOCIATE
TOP RATE**

\$50.20/hour



**MAINTENANCE ASSOCIATE
TOP RATE**

\$62.71/hour



AS OF SEPT. 2027:

COLA INFLATION PROTECTION

RENEWED



COLA INFLATION PROTECTION RENEWED

INCREASE FROM 7 TO 8 QUARTERLY COLA ADJUSTMENTS

Cost-of-Living Allowance (COLA) is a form of wage protection against rising consumer prices. COLA increases alongside inflation.

Unifor successfully negotiated a \$1.42 “Fold-In” of COLA that accumulated over the 2024 collective agreement. That “Fold-In” will be applied to the base rate of pay.

The union also successfully negotiated the renewal of the quarterly COLA adjustments for the 2026 collective agreement.

Eligible Team Members will receive 8 quarterly COLA adjustments over the collective agreement, beginning with the pay period September 6, 2027.

COLA will continue to be capped at \$2.00 just as it was during the 2024 agreement.

COLA ADJUSTMENTS

Effective date of adjustment
September 2027
December 2027
March 2028
June 2028
September 2028
December 2028
March 2029
June 2029

WAGE GAINS ARE FORECASTED TO OUTPACE PROJECTED INFLATION

The combination of the COLA Fold-In and 3% annual base wage increases exceed a projected inflation rate of 2.6% for the remainder of 2026 and an average of 2% from 2027 to 2029, with the difference rising to nearly \$3 per hour by the end of the contract.

Including the projected impact of 8 quarterly COLA adjustments starting in September 2027 increases the rate at which wages outpace inflation, offering an important measure of protection against higher-than-expected cost-of-living increases.

EXAMPLE: PRODUCTION FULL RATE WAGE VS. PROJECTED INFLATION



YEAR 1 BONUSES

BONUS 1: \$10,000 PRODUCTIVITY AND QUALITY BONUS

The union has negotiated a lump sum **Productivity and Quality bonus of \$10,000**. Team Members on the active roll of the Company (excluding Temporary Part Time (TPT) employees) as of the Monday following the notice of ratification will qualify for the \$10,000 bonus.

Payment will be made to Team Members on the inactive roll who performed work for the Company in the period from January 5, 2026, to the Monday following ratification, including those who retired prior to ratification.

Payment will be made to Team Members on the inactive roll unable to perform work for the Company in the period from January 5, 2026, to the Monday following ratification due to maternity, parental or adoptive leaves, providing the Team Member worked during the term of the 2024 Collective Agreement.

\$10,000 PRODUCTIVITY AND QUALITY BONUS FOR TEAM MEMBERS ON LAYOFF

Team Members who are on indefinite layoff as of the Monday following notice of ratification and who have not performed work between January 5, 2026 and the Monday following notice of ratification and did perform work during the term of the 2024 Collective Agreement will receive a \$10,000 Productivity and Quality bonus.

Target Date for Productivity & Quality Bonus is October 12, 2026.

BONUS 2: \$2,000 DECEMBER BONUS PAYMENT

All active and inactive Team Members (excluding TPT employees) hired prior to the effective date of the agreement and who performed work for the company in 2026, will receive a special one-time December Bonus payment of \$2,000. Payment will be made prior to the December 2026 holiday period.

YEAR 1 BONUSES VALUE AT A GLANCE

PRODUCTIVITY & QUALITY BONUS \$10,000	+	DECEMBER BONUS \$2,000	=	TOTAL YEAR 1 BONUS \$12,000
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PRODUCTIVITY & QUALITY BONUS FOR TEAM MEMBERS ON LAYOFF \$10,000

GM CAMI CANADA LIFE RRSP OPTION Team Members may choose to direct the Productivity and Quality Bonus and/or December Bonus to the GM CAMI Canada Life RRSP.

ECONOMIC SUMMARY

AFTER 3 YEARS:

FULL RATE PRODUCTION ASSOCIATE GAINS ► \$29,547

ECONOMIC GAINS FOR PRODUCTION ASSOCIATES AT FULL RATE

FULL RATE PRODUCTION ASSOCIATES GAIN APPROX. \$29,500 AFTER 3 YEARS

	YEAR 1	YEAR 2	YEAR 3	TOTAL
P&Q Bonus	\$10,000			\$10,000
Year 1 December Bonus	\$2,000			\$2,000
Wage increase	\$1.38	\$1.42	\$1.46	
Annual value of wage increases	\$2,867	\$5,819	\$8,861	\$17,547
COLA adjustments	1 adjustment	4 adjustments	3 adjustments	
TOTAL VALUE				\$29,547

For illustrative purposes.

Does not include forecast value of COLA adjustments. Calculations are based on a 2,080 hour work year.

AFTER 3 YEARS:

MAINTENANCE ASSOCIATE GAINS ► \$33,920

ECONOMIC GAINS FOR MAINTENANCE ASSOCIATES

MAINTENANCE ASSOCIATES GAIN APPROXIMATELY \$34,000 AFTER 3 YEARS

	YEAR 1	YEAR 2	YEAR 3	TOTAL
P&Q Bonus	\$10,000			\$10,000
Year 1 December Bonus	\$2,000			\$2,000
Wage increase	\$1.72	\$1.77	\$1.83	
Annual value of wage increases	\$3,581	\$7,270	\$11,069	\$21,920
COLA adjustments	1 adjustment	4 adjustments	3 adjustments	
TOTAL VALUE				\$33,920

For illustrative purposes.

Does not include forecast value of COLA adjustments. Calculations are based on a 2,080 hour work year.

TEMPORARY PART-TIME EMPLOYEE WAGES AND BONUSES

The hourly rate of pay for Temporary Part-Time (TPT) employees will increase from \$31.16 to **\$34.07 in Year 1** (September 2026), subsequently rising to **\$35.09 in Year 2** (September 2027) and then **\$36.14 in Year 3** (September 2028).

All TPT employees on the active roll as of the Monday following the notice of ratification will receive a **\$2,000 Productivity and Quality Bonus**.

IN-PROGRESSION TEAM MEMBERS

Team Members who are in-progression (those with less than 4 years of seniority, and not yet at the full rate of pay) will receive a share of the \$1.42 COLA Fold-In in September 2026 and all General Wage Increases (3%, 3%, 3%).

Team Members will also benefit from a revised wage progression, which **lifts wages by an additional 2% at each step in the grid.**

Team Members who are in-progression also receive the \$10,000 Productivity and Quality Bonus plus the \$2,000 December Bonus payments, if they meet eligibility criteria.

NEW WAGE PROGRESSION

SENIORITY	CURRENT PROGRESSION	NEW PROGRESSION
START	70%	72%
1	78%	80%
2	86%	88%
3	94%	96%
4	100%	100%

For clarity: Team Members will receive full rate upon completion of their fourth year of employment (same as 2024 Agreement).

BY END OF CONTRACT:
TEAM MEMBERS IN THE WAGE PROGRESSION WILL SEE SIGNIFICANT WAGE IMPROVEMENTS
IF YOU ARE IN THE WAGE PROGRESSION, THIS IS HOW YOUR WAGE WILL CHANGE

SENIORITY LEVEL ON DATE OF RATIFICATION	CURRENT WAGE*	ADJUSTMENTS SEPTEMBER 2026**	STEP INCREASE ON ANNIVERSARY DURING YEAR 1	SEPTEMBER 2027 YEAR 2: 3% WAGE INCREASE	STEP INCREASE ON ANNIVERSARY DURING YEAR 2	SEPTEMBER 2028 YEAR 3: 3% WAGE INCREASE	STEP INCREASE ON ANNIVERSARY DURING YEAR 3
0 TO 1 YEAR	\$31.16	\$34.07	\$37.85	\$38.99	\$42.89	\$44.18	\$48.19
1 TO 2 YEARS	\$34.73	\$37.85	\$41.64	\$42.89	\$46.79	\$48.19	\$50.20
2 TO 3 YEARS	\$38.29	\$41.64	\$45.43	\$46.79	\$48.74	\$50.20	
3 TO 4 YEARS	\$41.85	\$45.43	\$47.32	\$48.74		\$50.20	

For illustrative purposes.
*Calculations based on base wage for Production. **Includes the negotiated COLA Fold-In adjustment effective September 21, 2026.



PENSIONS AND RETIREMENT SECURITY

IMPROVING PENSION PROGRAMS

Improving all pension programs - the Defined Benefit and CAAT DBplus pensions - as well as supports for current retirees was a priority for Unifor.

LEGACY DEFINED BENEFIT PENSION PLAN MEMBERS

Effective January 1, 2027, the Defined Benefit Pension **Monthly Basic Benefit Rate will increase by \$3** and the **Transition Pension Benefit will increase by \$150** for all Pension Class Codes.

Effective January 1, 2027, the **Bridging Benefit will increase from \$18 to \$20**.

LEGACY DEFINED BENEFIT PENSION PLAN INCREASES

For Team Members hired prior to September 17, 2013

PENSION CLASS CODE	CURRENT MONTHLY BASIC BENEFIT	MONTHLY BASIC BENEFIT INCREASE	MONTHLY BASIC BENEFIT EFFECTIVE JANUARY 1, 2027
\$47 and Under	\$74.10	\$3.00	\$77.10
Over \$47	\$87.60	\$3.00	\$90.60
PENSION CLASS CODE	CURRENT PENSION WITH TRANSITION BENEFIT	TRANSITION BENEFIT INCREASE	PENSION WITH TRANSITION BENEFIT EFFECTIVE JANUARY 1, 2027
\$47 and Under	\$3,795	\$150	\$3,945*
Over \$47	\$4,225	\$150	\$4,375*

***On a 30-and-Out pension, your annual Transition Benefit will increase by up to \$1,800 for both Pension Class Codes.**

CHANGES TO PENSION CLASS CODES OVER LIFE OF AGREEMENT

	YEAR 1		YEAR 2		YEAR 3	
	Job classifications with a max. base hourly rate on or after Sept. 21, 2026 to Sept. 19, 2027		Job classifications with a max. base hourly rate on or after Sept. 20, 2027 to Sept. 17, 2028		Job classifications with a max. base hourly rate on or after Sept. 18, 2028	
	\$50 and under	Over \$50	\$55 and under	Over \$55	\$60 and under	Over \$60
Benefit Rate	\$77.10	\$90.60	\$77.10	\$90.60	\$77.10	\$90.60

CAAT DBPlus PENSION PLAN MEMBERS

On August 3, 2025, Unifor members hired on or after September 17, 2013 and participating in the Defined Contribution (DC) Pension Plan, were enrolled in the College of Applied Arts and Technology (CAAT) DBplus pension plan.

CONTRIBUTION CAP REMOVED

Unifor succeeded in removing the 2,080 hour annual cap on required contributions. The removal takes effect January 1, 2027.

PORTABILITY LETTER OF UNDERSTANDING

For pension plan members with accumulated DC retirement savings who are currently participating in the CAAT DBplus pension plan, a letter of agreement was signed with the company to port balances to the CAAT DBPlus plan if and when permitted under the *Ontario Pension Benefits Act*.

HIGHER WAGES = INCREASED PENSIONS

Contributions to the CAAT DBPlus pension plan are determined by the amount of income a plan member earns. When the union negotiates wage increases, it directly bolsters pension contributions made by both the member and the employer.

HOW WAGE INCREASES WILL INCREASE CAAT DBPLUS CONTRIBUTIONS

AT CURRENT WAGE RATES...		WITH NEW WAGE INCREASES...	
MEMBER CONTRIBUTES	COMPANY CONTRIBUTES	MEMBER CONTRIBUTES	COMPANY CONTRIBUTES
4%	7%	4%	7%
TOTAL CONTRIBUTIONS OVER THE 3-YEAR CONTRACT			
\$11,112	\$19,446	\$12,169	\$21,295
TOTAL CONTRIBUTIONS TO CAAT DBPLUS: \$30,558		TOTAL CONTRIBUTIONS TO CAAT DBPLUS: \$33,464	
		TOTAL CONTRIBUTIONS INCREASE: \$2,906	

Calculation based on Production base rate of \$44.52 per hour at 2,080 hours.
Note that the 2,080 hour cap will be removed beginning January 1, 2027.



RETIREES

INCREASE TO THE UNIVERSAL HEALTHCARE ALLOWANCE

In 2023, Unifor negotiated the Universal Healthcare Allowance, an ad hoc, quarterly payment made to retirees who retired prior to October 2, 2024. Quarterly payment amounts were determined by the date of retirement.

In 2026, Unifor negotiated an improved Universal Healthcare Allowance with GM that **increases the previous quarterly payments by \$50 per quarter**.

UNIVERSAL HEALTH CARE ALLOWANCE PAYMENTS

The Universal Healthcare Allowance will be paid as follows:

- **\$250 per quarter** for members who retired prior to October 1, 2008 (increased from \$200/quarter).
- **\$200 per quarter** for members who retired on or after October 1, 2008 and prior to October 1, 2016 (increased from \$150/quarter).
- **\$175 per quarter** for members who retired on or after October 1, 2016, and up to and including October 1, 2024 (increased from \$125/quarter).
- This payment will be made quarterly during the term of the agreement beginning in December 2026.

2026 GAINS TO THE UNIVERSAL HEALTHCARE ALLOWANCE

RETIRED BEFORE
OCT. 1, 2008

\$250

PER QUARTER
\$1,000 per year

RETIRED OCT. 1, 2008 AND
PRIOR TO OCT. 1, 2016

\$200

PER QUARTER
\$800 per year

RETIRED OCT. 1, 2016
TO OCT. 1, 2024

\$175

PER QUARTER
\$700 per year

SURVIVING SPOUSES

The Universal Healthcare Allowance will continue to be available to Surviving Spouses at 100% as per the previous contract.



PROTECTING THE CAMI PLANT

CAMI ASSEMBLY PLANT COMMITMENT LETTER

During 2026 negotiations, the union and company held extensive discussions on the CAMI Assembly Plant.

The company has provided the union with a Commitment Letter, that outlines the following:



- The company will continue to review and consider potential opportunities for CAMI Assembly.
- Should the Government of Canada approve a Canadian Armed Forces (CAF) contract, the company will discuss with Unifor the potential allocation of **GM Defense work to CAMI Assembly**. If the CAF contract is awarded, **CAMI will be a first consideration**.
- The company will also continue to engage in good faith with the union as additional information becomes available regarding CAMI Assembly.
- **The company stated that there is no intent to close or sell CAMI Assembly during the life of the agreement.** It is understood that conditions may arise making compliance with this intent impractical, in which case the Company will discuss the impact with the Union. This Commitment Letter does not invalidate the Company's obligations to adhere to Letter 14 of the Collective Agreement.

CAMI RETIREMENT/SEPARATION INCENTIVE PACKAGE

In response to union concerns of the continued financial impact of indefinite layoffs on Unifor members at CAMI, the company is offering a **one-time \$50,000 payment** for up to 35 eligible production and maintenance Team Members at CAMI.

These retirement/separation incentives will be offered to members in the DB Pension Plan, in tiered stages, with any unaccepted incentives offered to eligible members in the next group.

The order of retirement/separation incentives is as follows:

- Group 1: Production members eligible for 30-and-out retirement.
- Group 2 (if any remain): Production Team Members eligible for 60-and-10 retirement.
- Group 3 (if any remain): Production Team Members eligible for 85-points retirement.
- Group 4 (if any remain): Maintenance Team Members eligible for 30-and-out retirement.
- Group 5 (if any remain): Maintenance Team Members eligible for 60-and-10 retirement.
- Group 6 (if any remain): Maintenance Team Members eligible for 85-points retirement.
- Group 7 (if any remain): Those production Team Members not eligible for retirement, in order of seniority.

Retirement and separation dates will be determined by the company, predicated on operational requirements and are planned to be completed by **July 1, 2027 (Canada Day)**.

CAMI RETIREMENT/SEPARATION INCENTIVES FLOW CHART

\$50,000

One-time payment for up to 35 eligible Production and Maintenance Team Members at CAMI.

GROUP 1: Production Team Members eligible for 30-and-out retirement.

IF ANY REMAIN

GROUP 2: Production Team Members eligible for 60-and-10 retirement.

IF ANY REMAIN

GROUP 3: Production Team Members eligible for 85-points retirement.

IF ANY REMAIN

GROUP 4: Maintenance Team Members eligible for 30-and-out retirement.

IF ANY REMAIN

GROUP 5: Maintenance Team Members eligible for 60-and-10 retirement.

IF ANY REMAIN

GROUP 6: Maintenance Team Members eligible for 85-points retirement.

IF ANY REMAIN

GROUP 7: Non-retirement eligible Production Team Members, by order of seniority.

PLANNED COMPLETION
July 1, 2027 (Canada Day)

SKILLED TRADES WORK OWNERSHIP PROTECTIONS

Under the agreement, the company recommitments that there will be no reduction of Maintenance Team Members because of outside contracting throughout the life of the agreement.

ARTIFICIAL INTELLIGENCE GUARDRAILS

The company and union held detailed discussions on the use of artificial intelligence-enabled technology at CAMI Automotive. The company acknowledges Unifor's concern that advances in AI-enabled technology may impact job content and responsibilities of bargaining unit employees. The new agreement includes a letter confirming the implementation of AI-enabled technologies at facilities are covered by existing contract provisions related to advanced notice, discussion and training when jobs are affected.

INCOME SECURITY

INCOME MAINTENANCE PLAN (IMP) EXTENSION

In recognition of the challenges that union members at CAMI on indefinite layoff are experiencing with respect to financial and income security, the union has negotiated an extension of Income Maintenance Plan (IMP) benefits.

The Company has agreed to extend IMP benefits for all eligible Team Members currently on layoff until May 1, 2028.

This extension of IMP benefits will be inclusive of IMP Insurance Coverage (health care, basic group life and extra accident insurance).

Weekly IMP Applications have been eliminated.

DELAY PERIOD BETWEEN SUB AND IMP PAYMENTS ELIMINATED

The delay for Team Members transitioning from Supplemental Unemployment Benefits (SUB) to the Income Maintenance Plan (IMP) has been eliminated.

PROOF OF EI DENIAL REQUIREMENT REDUCED

Team Members will no longer need to obtain a new Employment Insurance (EI) denial letter every 52 weeks in order to continue to qualify for IMP benefits. Once an initial denial letter is received Team Members will not be required to provide any further denial letters.

SHORT WORK WEEK ELIGIBILITY AFTER 1 YEAR, INSTEAD OF 3

Eligibility for Short Work Week (SWW) benefits is now **reduced from 3 years to 1 year** of seniority and eligibility has been expanded for those who received only holiday pay during a short work week.

ADDITIONAL PRIORITIES

BENEFITS

HEALTH & OPTIONAL LIFE INSURANCE

- Optional and Dependent Life Insurance **premiums will remain frozen** for the life of the agreement.
- Open Enrollments for Optional Life Insurance will be offered in 2027, 2028 and 2029.

The Benefits Sub-Committee negotiated substantial improvements to many pieces of the Benefits package listed below:



ORTHODONTICS

- The lifetime maximum for Orthodontics will **increase to \$4,000** effective January 1, 2027.

LASER EYE SURGERY

- The lifetime maximum for Laser Eye Surgery will **increase to \$500** effective January 1, 2027.

OCCUPATIONAL THERAPY

- The annual maximum for Occupational Therapy for children will **increase to \$600** effective January 1, 2027.

VISION CARE

- Vision coverage for frames, lenses and contacts will **increase by \$30 in each category** and the reimbursement frequency for dependent children 16 or under will **reduce to every 12 months** effective January 1, 2027.
 - Single vision lenses will increase to **\$330**.
 - Bi-focal lenses will increase to **\$385**.
 - Multi-focal lenses will increase to **\$455**.
 - Contact lenses will increase to **\$340**.

PSYCHOLOGIST SERVICES

- The per visit maximum for Psychologist Services will **increase to \$150** and the annual maximum will **increase to \$1,200** effective January 1, 2027.

ORTHOTICS

- The \$400 maximum reimbursement frequency for Orthotics for employees will **reduce from 36 months to every 24 months** effective January 1, 2027.

CHIROPRACTIC SERVICES

- The per visit maximum for Chiropractic Services will **increase to \$40** and the annual maximum will **increase to \$500** effective January 1, 2027.

LONG-TERM CARE

- The Long-Term Care benefit has been maintained at \$38 per day for the first 60 days and will **increase to \$900 per month** effective January 1, 2027, with eligibility increased **from 5 to 10 members** (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).

EMPLOYEE LIFE AND HEALTH TRUST (ELHT)

TEAM MEMBERS HIRED ON OR AFTER SEPTEMBER 17, 2013

The Employee Life and Health Trust (ELHT) is funded by contributions from the company in order to provide Team Members with group health and dental benefits in retirement.

These hourly contributions apply to any Team Members hired on or after September 17, 2013. Employer contributions start once Team Members have attained 4 years of seniority.

ELIGIBILITY

In order to be eligible for ELHT benefits, retirees must have attained the following as of January 1, 2027:

- 55 years of age;
- 10 years of seniority; and
- 10,000 hours' worth of ELHT contributions from the employer.

The 10,000 hour requirement is waived for anyone who retired or will retire prior to January 1, 2027 with age 55 and 10 years of seniority.

It is important to note that the ELHT is a D3 Multi-Employer initiative.

NEW ELHT CONTRIBUTION SCHEDULE

YEARS OF SERVICE	OLD ELHT CONTRIBUTION SCHEDULE	NEW ELHT CONTRIBUTION SCHEDULE
1	N/A	N/A
2	N/A	N/A
3	N/A	N/A
4	N/A	N/A
5	\$0.50/hr	\$1.00/hr
6	\$0.50/hr	\$1.25/hr
7	\$0.75/hr	\$1.25/hr
8+	\$1.00/hr	\$1.25/hr

Note: Employer contributions begin once a union member attains 4 years of seniority.

SKILLED TRADES HIGHLIGHTS

APPRENTICES INCLUDED IN JOB SECURITY – SKILLED TRADES APPENDIX “D”

It is the policy of CAMI to fully utilize all employees in Skilled Trades classifications in the performance of maintenance and construction work. Consistent with CAMI’s current scheduling practice, when such work is required to be performed, Skilled Trades team members, **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.

APPRENTICESHIPS

The Company has renewed its commitment for **up to 25 Skilled Trades Apprenticeships** over the life of the contract.

ONGOING REIMBURSEMENT OF SKILLED TRADES SPECIAL LICENSES

CAMI will continue its policy of reimbursing Skilled Trades team members for the renewal of annual fees for primary and **special licenses** required by CAMI, upon receipt of verification of payment.

SAFETY SHOES ALLOWANCE INCREASED

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

VACATION SELECTION

The Company committed to starting vacation scheduling for Skilled Trades team members as of February 1 each year. The parties agreed to discuss situations that would result in the delay of vacation scheduling.



CREDITED SERVICE ADJUSTMENT GRIEVANCE RESOLVED

The credited service adjustment grievance from the 2024 negotiations has been resolved. Affected members who have retired during the 2024 Collective Agreement will receive a one-time payment, based on their credited service lost during the 2001 to 2005 and 2007 to 2010 layoffs. Affected members who have not retired will receive a Past Service Pension Adjustment (PSPA) to reflect their adjusted credited service in accordance with the table below.

Years of Seniority on September 18, 2024	Percentage
20 or more years	100%
15 but less than 20	75%
10 but less than 15	50%
5 but less than 10	25%

Note: PSPA cannot be provided for a period previously given.

HEALTH, SAFETY, ERGONOMICS AND ENVIRONMENT

SAFETY SHOE ALLOWANCE

The annual safety shoe allowance has **increased from \$200 to \$235.**

NATIONAL DAY OF MOURNING

To commemorate workers who have suffered work-related injury, disease or death, **the National Day of Mourning** will be observed annually on April 28th at 11:00 AM.

NOTIFICATION OF OCCUPATIONAL HEALTH AND SAFETY ACT (OHSA) CHARGES

The Company commits to notifying the Union when **charges are laid against the Company** under the Occupational Health and Safety Act (OHSA).

STRENGTHENED ERGONOMIC LANGUAGE

The **Master Joint Ergonomics Committee (MJEC)** has been re-established.

Musculoskeletal Disorder (MSD) Risk Assessment and medical ergonomic screening of recordable injuries will **now include psychosocial factors.**

ADDITIONAL HEALTH & SAFETY TRAINING

Joint Health and Safety Committee members will receive **8 hours of Industrial Hygiene training** annually for the life of the agreement.

EFAP/SUD HIGHLIGHTS

- Employee Family Assistance Program (EFAP) and Substance Use Disorder (SUD) language has been maintained.

EQUITY

- The Company will continue to fly flags in support of Pride Month and the National Day for Truth and Reconciliation.
- The Company and Union agreed to jointly conduct an annual white ribbon campaign to show their support for ending violence against women, with the cost of the ribbons covered by the Company.
- Contact information for Local Employment Equity Committee members will now be posted and made readily available to Unifor members on applicable plant bulletin boards and/or electronic platforms.
- Employment Equity Representatives who have already completed Applied Suicide Intervention Skills Training (ASIST) may now enroll in a refresher session, with the company covering course costs and lost wages.

TRAINING

TRAINING COORDINATORS AND TRAINING PROGRAMS

Union Awareness Trainers at CAMI will be included in the Union Awareness Training (UAT) program and will participate in UAT Modules previously only available to GM locations covered under the GMCC Master Agreement.

The Company has committed to providing twenty-four hours of UAT.

The Company renewed its commitment to achieve UAT objectives.



BEREAVEMENT LEAVE

Increased paid bereavement leave for stepparent and stepchild **from 3 days to 5 days.**

Maintained 3 days bereavement leave up to six months for celebration of life. Exceptional circumstances shall be subject to discussion between the Plant Chairperson and Human Resources/Labour Relations.

LOCAL 88 SOCIAL JUSTICE FUND

Maintained \$100,000 annual funding for the Local 88 Social Justice Fund.

2026-2029 PAID HOLIDAY SCHEDULE

2026	
Wednesday, September 30, 2026	National Day for Truth and Reconciliation*
Monday, October 12, 2026	Thanksgiving
December 24-25, 28-31, 2026	Christmas - New Year Period

2027	
Friday, January 1, 2027	Christmas - New Year Period
Monday, February 15, 2027	Family Day
Friday, March 26, 2027	Good Friday
Monday, March 29, 2027	Easter Monday
Friday, May 21, 2027	Friday preceding Victoria Day
Monday, May 24, 2027	Victoria Day
Friday, July 2, 2027	Canada Day
Monday, August 2, 2027	Civic/Provincial Day
Friday, September 3, 2027	Friday preceding Labour Day
Monday, September 6, 2027	Labour Day
Thursday, September 30, 2027	National Day for Truth and Reconciliation*
Monday, October 11, 2027	Thanksgiving
December 24, 27-31, 2027	Christmas - New Year Period

**National Day for Truth and Reconciliation is included only when such day occurs between Monday and Friday.*

2028	
Monday, February 21, 2028	Family Day
Friday, April 14, 2028	Good Friday
Monday, April 17, 2028	Easter Monday
Friday, May 19, 2028	Friday preceding Victoria Day
Monday, May 22, 2028	Victoria Day
Friday, June 30, 2028	Canada Day
Monday, August 7, 2028	Civic/Provincial Day
Friday, September 1, 2028	Friday preceding Labour Day
Monday, September 4, 2028	Labour Day
Monday, October 9, 2028	Thanksgiving
December 25-29, 2028	Christmas - New Year Period

2029	
Monday, January 1, 2029	Christmas - New Year Period
Monday, February 19, 2029	Family Day
Friday, March 30, 2029	Good Friday
Monday, April 2, 2029	Easter Monday
Friday, May 18, 2029	Friday preceding Victoria Day
Monday, May 21, 2029	Victoria Day
Friday, June 29, 2029	Canada Day
Monday, August 6, 2029	Civic/Provincial Day
Friday, August 31, 2029	Friday preceding Labour Day
Monday, September 3, 2029	Labour Day



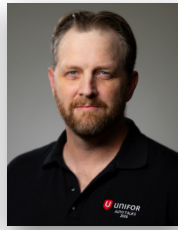
YOUR 2026 UNIFOR GM MASTER BARGAINING COMMITTEE



LANA PAYNE
National President



LEN POIRIER
National
Secretary-Treasurer



TREVOR LONGPRE
GM Master Bargaining
Committee Chairperson,
St. Catharines Propulsion
Plant Chairperson, Local 199



CHRIS WAUGH
GM Master Bargaining
Committee Vice-Chairperson,
Oshawa Assembly Plant
Chairperson, Local 222



SHANE WARK
Assistant to the
National President



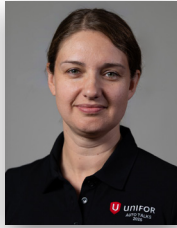
DINO CHIODO
Auto Director



JASON GALE
National Representative,
Service (GM)



ANGELO DICARO
Research Director



ROXANNE DUBOIS
Chief of Staff to the
National President



JOANNE HAY
Health, Safety and
Environment Director



PATRICK RETTIG
Pensions and
Benefits Director



JOHN BRESLIN
Skilled Trades Director



DJ LACEY
National Representative,
Skilled Trades



LISA CONTINI
National Representative,
Pensions and Benefits



SUNE SANDBECK
National Representative,
Research



JEFF GRAY
President, Local 222



BRIAN NICHOLLS
Oshawa Assembly GA D/
Quality/Core/IP District
Committeeperson, Local 222



BRIAN TROKE
Oshawa Assembly,
Paint/Bodyshop District
Committeeperson, Local 222



JEFF WOOD
Oshawa Assembly GA C/
Stamping CCA District
Committeeperson, Local 222



JEFF FLEURY
Oshawa Assembly,
Skilled Trades District
Committeeperson, Local 222



KEVIN ADAMS
Oshawa Assembly,
Shift 1 Skilled Trades
Committeeperson, Local 222



TYLER HAMEL
Oshawa Assembly Benefits
Representative, Local 222



JENN COWIE
Oshawa Assembly
Shift 1 Stamping/CCA
Committeeperson, Local 222



JOEL BRODERICK
UAT Coordinator
Oshawa Assembly
Local 222



JESSICA MCCOURT
Acting President, Local 199



JOHN LORENZ
St. Catharines Propulsion
Plant, Skilled Trades Chairperson,
Local 199



DANIEL PLUNKETT
St. Catharines Propulsion
Plant, Shop Committeeperson,
Local 199



ED STEERS
St. Catharines Propulsion Plant,
Safety Representative,
Local 199



MARK GEE
CAMI Assembly Plant
Chairperson,
Local 88



STEVEN PYE
President, Local 88



JASON HERMAN
CAMI Assembly Plant,
Skilled Trades
Committeeperson, Local 88



JEFF BANKES
CAMI Assembly Plant,
Benefits Representative,
Local 88



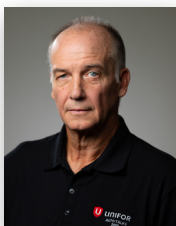
ROB GALLACE
CAMI Assembly Plant,
Benefits Representative,
Local 88



JERRED WINN
Woodstock PDC
Chairperson,
Local 636



AMANDA PARKE
Woodstock PDC
Benefits Representative,
Local 636



MIKE MICHAUD
Unifor GM Skilled Trades
Coordinator



JIM BEAUDRY
Unifor GM Wellness/Safety
Coordinator



STEVE MOORE
Unifor GM Ergonomics/
Time Study Coordinator



TERESA MARTIN
Unifor GM Equity
Coordinator



MIKE MURPHY
Unifor GM Training
Coordinator