UNIFOR • GENERAL MOTORS

BARGAINING REPORT 2026

SUMMARY OF THE 2026 TENTATIVE AGREEMENT BETWEEN UNIFOR AND GENERAL MOTORS

UNIFOR
AUTO TALKS
2026

RECOMMENDATION

Your Master Bargaining Committee and Local Bargaining Committees unanimously recommend this tentative agreement.
We urge you to vote in favour.

CONTRACT HIGHLIGHTS

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

JOB SECURITY New investments for St. Catharines and Oshawa.

SHORT WORK WEEK Eligibility at 1 year.

$10,000 Productivity & Quality Bonus in 2026.

$2,000 December Bonus in 2026.

LAYOFF MITIGATION PLAN FOR OSHAWA To be completed by Canada Day 2027.

COLA RENEWED With an additional quarterly adjustment.

RETIREES Improved quarterly payments, including surviving spouses.

PENSIONS Increases to Legacy DB plan.

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

RETIREMENT INCENTIVES of $50,000.

HEALTH CARE BENEFITS New coverage for breast pumps and other benefit improvements.

IMPROVED WAGE PROGRESSION For production members with less than four years.

NO CLOSURE Commitment renewed.

Contract term:
3-YEAR AGREEMENT

Collective Agreement will expire at:
11:59 p.m. ET on **September 19, 2029.**

HIGHLIGHTS INDEX

WAGES, COLA, & BONUSES

PENSIONS & RETIREMENT SECURITY

JOB SECURITY FOR UNIFOR MEMBERS

INCOME SECURITY

ADDITIONAL PRIORITIES

MEETING THE PATTERN; MEETING THE MOMENT

Message to all Unifor members at General Motors of Canada

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 Chairperson, Local 222

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

WAGES, COLA, AND BONUSES

FOR FULL RATE EMPLOYEES

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

Skilled Trades base wages grow to more than **$62/hour** over the agreement.

WAGE INCREASES IN EVERY YEAR

PRIOR TO FIRST WAGE INCREASE

+$1.42 COLA Fold-In

YEAR 1 3%

YEAR 2 3%

YEAR 3 3%

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 employees receive wage increases in accordance with the new hire wage program.

For more information see In-Progression Employees section on Page 9.

WAGE GAINS: PRODUCTION AND SKILLED TRADES
(FOR ILLUSTRATIVE PURPOSES)

	HOURLY EARNINGS	PRODUCTION	SKILLED TRADES
	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 TOP RATE

$50.20/hour

SKILLED TRADES 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 2023 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 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 2023 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**. Employees 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 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 employees 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 employee worked during the term of the 2023 Collective Agreement.

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

Employees who are on indefinite layoff as of the Monday following notice of ratification and who would otherwise not qualify for the Productivity and Quality bonus as stated above, will receive a $10,000 Productivity and Quality bonus providing the employee worked during the term of the 2023 Collective Agreement.

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

BONUS 2: $2,000 DECEMBER BONUS PAYMENT

All active and inactive employees (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		DECEMBER BONUS		TOTAL YEAR 1 BONUS
$10,000	+	$2,000	=	$12,000

PRODUCTIVITY & QUALITY BONUS FOR MEMBERS ON INDEFINITE LAYOFF

$10,000

GMCC CANADA LIFE RRSP OPTION

Members may choose to direct the Productivity and Quality Bonus and/or December Bonus to the GMCC Canada Life RRSP.

ECONOMIC SUMMARY

AFTER 3 YEARS:
FULL RATE PRODUCTION MEMBERS GAIN ▶ $29,547

ECONOMIC GAINS FOR PRODUCTION MEMBERS AT FULL RATE

FULL RATE PRODUCTION MEMBERS GAIN APPROXIMATELY $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:
SKILLED TRADES MEMBERS GAIN ▶ $33,920

ECONOMIC GAINS FOR SKILLED TRADES MEMBERS

SKILLED TRADES MEMBERS 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 EMPLOYEES

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%).

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

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: Employees will receive full rate upon completion of their fourth year of employment (same as 2023 Agreement).

BY END OF CONTRACT:

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.*

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 **Special Allowance will increase by $150** for all Pension Class Codes.

Effective January 1, 2027, the **Supplement will increase from $18 to $20**.

LEGACY DEFINED BENEFIT PENSION PLAN INCREASES

For members hired prior to October 1, 2012

PENSION CLASS CODE	CURRENT MONTHLY BASIC BENEFIT	MONTHLY BASIC BENEFIT INCREASE	MONTHLY BASIC BENEFIT EFFECTIVE JANUARY 1, 2027
A	$73.60	$3.00	$76.60
B	$73.85	$3.00	$76.85
C	$74.10	$3.00	$77.10
D	$87.60	$3.00	$90.60
PENSION CLASS CODE	CURRENT SPECIAL ALLOWANCE	SPECIAL ALLOWANCE INCREASE	SPECIAL ALLOWANCE EFFECTIVE JANUARY 1, 2027
A-C	$3,795	$150	$3,945*
D	$4,225	$150	$4,375*

***On a 30-and-Out pension, your annual Special Allowance will increase by up to $1,800 in all Pension Class Codes.**

CAAT DBPlus PENSION PLAN MEMBERS

On January 1, 2025, Unifor members hired on or after September 20, 2016 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 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 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, 2023. Quarterly payment amounts were determined by the date of retirement.

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

UNIVERSAL HEALTHCARE 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, 2023 (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, 2023
$175
PER QUARTER
$700 per year

SURVIVING SPOUSES NOW ELIGIBLE FOR UNIVERSAL HEALTHCARE ALLOWANCE

The Universal Healthcare Allowance is now available to Surviving Spouses, who will receive 66 2/3% of the quarterly payment (consistent with survivor benefits).

JOB SECURITY FOR UNIFOR MEMBERS

TOTAL FORECASTED INVESTMENT PLANS AT GM CANADA: $1.1 BILLION (CAD)

In bargaining, GM has committed to new investments, and reconfirmed previously announced investments, totalling approximately **$1.1 billion** in its Canadian operations. These investments are expected to take place over the life of the 2026 collective agreement.

OSHAWA - $207 MILLION (CAD)

- GM plans to invest **$144 million to add the next generation Heavy-Duty GMC Sierra truck** to Oshawa Assembly.
- GM recommits to its investment of **$63 million** toward stamping and CCA upgrades related to the next generation trucks (originally announced in February 2026).
- Based on current customer demand and company volume forecasts for vehicle assembly production, Oshawa Assembly is expected to operate on two (2) shifts for the duration of the 2026 Collective Agreement.
- These investments build on the previously announced $280 million commitment to support production of next generation HD Chevy Silverado pick up trucks.

ST. CATHARINES - $906 MILLION (CAD)

- GM plans to invest **$215 million to assemble a next-generation transmission.** This work is anticipated to begin in late 2029. St. Catharines will be the single source plant for this transmission.
- The company anticipates approximately 250 new jobs at St. Catharines Propulsion to support full forecasted transmission volumes. Staffing and training is expected to take place in 2029.
- GM recommits to invest **$691 million to support production of the sixth generation V8 engine** (originally announced in April 2026).

WOODSTOCK

- The level of current seniority employment at the Woodstock Parts Distribution Centre is expected to be maintained over the life of the collective agreement.

RETIREMENT INCENTIVES – LAYOFF MITIGATION

In response to union concerns about continued indefinite layoffs, General Motors is offering **one-time payments** to eligible production employees across GM's plants. The program contains numerous steps.

STEP 1: RETIREMENT INCENTIVE - $50,000

Production employees who are currently enrolled in the Legacy DB pension plan, and who are eligible for 30-and-out retirement, will be offered up to **129 retirement incentives of $50,000**. The company will canvas eligible members on or after January 4, 2027 and before February 1, 2027. Based on 30-and-out eligibility, the distribution of retirement incentives across GM facilities is as follows:

- St. Catharines Propulsion Plant: 102
- Oshawa Assembly: 16
- Oshawa CCA: 2
- Woodstock PDC: 9

STEP 2: OSHAWA LAYOFF MITIGATION PROGRAM

An additional **54 incentives (of $50,000 each)** plus any remaining unaccepted incentives from Step 1 (above) will be made available to production employees at the Oshawa Complex. Production workers enrolled in the Legacy DB pension plan will be canvassed, in the following sequence:

- Group 1: Those eligible for 60-and-10 retirement (canvas completed no later than **February 26, 2027**).
- Group 2 (if any remain): Those eligible for 85-points retirement (canvas completed no later than **March 26, 2027**).
- Group 3 (if any remain): Those eligible for 55-and-10 retirement (canvas completed no later than **April 23, 2027**).

If any incentive packages remain, the company will canvas production workers, in seniority order, at the Oshawa Complex who are not eligible for retirement. These incentives will take the form of separation payments. The number and value of these payments are subject to discussion and agreement between the union and company. This final canvas will be completed no later than **May 21, 2027**.

Any accepted opportunities at the Oshawa Complex will result in a one-for-one action for production members on indefinite layoff, enabling some laid-off members to be recalled.

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)**.

RETIREMENT INCENTIVE - LAYOFF MITIGATION PLAN FLOW CHART

$50,000 One-time payment for eligible production employees.

STEP 1: GM 30-AND-OUT RETIREMENT ELIGIBLE

Incentives offered to 129 production employees across GM plants who are currently eligible for 30-and-out retirement:

St. Catharines: 102
Oshawa Assembly: 16
Oshawa CCA: 2
Woodstock PDC: 9

STEP 2: OSHAWA COMPLEX INCENTIVES

54 incentives + any remaining unaccepted Step 1 incentives will be offered to production employees at Oshawa according to the following sequence:

Group 1:	60-and-10 retirement eligible.
Group 2 (if any remain):	85-points retirement eligible.
Group 3 (if any remain):	55-and-10 retirement eligible.

All remaining incentives will be made available to non-retirement eligible production workers, in seniority order, at Oshawa in the form of a separation payment.

ONE-TO-ONE RATIO FOR OSHAWA

Any member at the Oshawa Complex who accepts an incentive package enables one laid-off member to be recalled.

PLANNED COMPLETION

July 1, 2027 (Canada Day)

SKILLED TRADES WORK OWNERSHIP PROTECTIONS

Under the agreement, the company recommits that there will be no reduction of Skilled Trades employees 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 GMCC facilities. 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

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. These changes will provide a significantly greater number of members with access to this important and long-standing income security benefit.

DELAY PERIOD BETWEEN SUB AND IMP PAYMENTS ELIMINATED

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

PROOF OF EI DENIAL REQUIREMENT REDUCED

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, Members will not be required to provide any further denial letters.

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 will **increase to $900 per month** effective January 1, 2027 (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).

NEW BENEFIT SECURED
BREAST PUMPS
Coverage for breast pumps to a lifetime maximum of **$200**.

EMPLOYEE LIFE AND HEALTH TRUST (ELHT)

MEMBERS HIRED ON OR AFTER OCTOBER 1, 2012

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

These hourly contributions apply to any members hired on or after October 1, 2012. Employer contributions start once 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 member attains 4 years of seniority.

SKILLED TRADES HIGHLIGHTS

APPRENTICES INCLUDED IN JOB SECURITY AND WORK OWNERSHIP SKILLED TRADES APPENDIX "R"

It is the policy of the company to fully utilize all employees in Skilled Trades classifications in the performance of maintenance and construction work. Consistent with local scheduling practices, when such work is required to be performed, Skilled Trades employees, **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.

CONTINUED COMMITMENT TO HIRE APPRENTICES

The Company has maintained its commitment to hire **up to 150 apprentices** between GM plants. Recruitment for the first class of apprentices will begin no later than the first quarter of 2027 in St. Catharines.

ONGOING REIMBURSEMENT OF SKILLED TRADES SPECIAL LICENSES

The company will continue its policy of reimbursing Skilled Trades employees for the annual fee for **special licenses** required by the company that are over and above basic trade licenses, upon receipt of verification of payment.

SAFETY SHOES ALLOWANCE INCREASED

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

HEALTH, SAFETY, ERGONOMICS AND ENVIRONMENT

SAFETY SHOE ALLOWANCE

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

PRESCRIPTION SAFETY GLASSES

The Company's policy to provide prescription safety eyewear at no cost to employees who require corrective eyewear has been extended to **include Temporary Part Time workers (TPTs)**.

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, with a one-minute production stop 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**.

Improved language to support **actions that must be explored** regarding ergonomic containment.

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

- Expansion of the existing Substance Use Disorder (SUD) Committee to include Mental Health. The committee will focus on increasing awareness of mental health conditions and substance use disorders, reducing stigma, promoting resources, early intervention, and education.
- Cleaned up and simplified SUD/EFAP language for greater understanding of the program, representative and company roles and expectations, and to reduce confusion and disputes while promoting a consistent and supportive approach to recovery.
- Increased funding for Short Term Family Counselling for substance use related issues.

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.

2026-2029 PAID HOLIDAY SCHEDULE

2026

Wednesday, September 30, 2026	National Day for Truth and Reconciliation
Friday, October 9, 2026	Friday before Thanksgiving*
Monday, October 12, 2026	Thanksgiving
December 24–25, 28–31, 2026	December Holiday Period

2027

Friday, January 1, 2027	December Holiday Period
Monday, February 15, 2027	Family Day
Friday, March 26, 2027	Good Friday
Monday, March 29, 2027	Monday after Easter
Friday, May 21, 2027	Friday before Victoria Day
Monday, May 24, 2027	Victoria Day
Friday, June 25, 2027	Friday before Canada Day**
Friday, September 3, 2027	Friday before Labour Day
Monday, September 6, 2027	Labour Day
Thursday, September 30, 2027	National Day for Truth and Reconciliation
Friday, October 8, 2027	Friday before Thanksgiving*
Monday, October 11, 2027	Thanksgiving
December 24, 27–31, 2027	December Holiday Period

*****Woodstock Parts Distribution Centre workers will not observe the holidays scheduled on Friday October 9, 2026, Friday October 8, 2027, and Friday October 6, 2028 but instead will observe the Civic holidays on Monday August 2, 2027, Monday August 7, 2028, and Monday August 6, 2029.*

******Woodstock Parts Distribution Centre workers will not observe the holidays scheduled on Friday June 25, 2027, Friday June 30, 2028, and Friday June 29, 2029, but instead will observe Canada Day on Thursday July 1, 2027, Monday July 3, 2028, and Monday July 2, 2029.*

2028

Monday, February 21, 2028	Family Day
Friday, April 14, 2028	Good Friday
Monday, April 17, 2028	Monday after Easter
Friday, May 19, 2028	Friday before Victoria Day
Monday, May 22, 2028	Victoria Day
Friday, June 30, 2028	Friday before Canada Day**
Friday, September 1, 2028	Friday before Labour Day
Monday, September 4, 2028	Labour Day
Friday, October 6, 2028	Friday before Thanksgiving*
Monday, October 9, 2028	Thanksgiving
December 25–29, 2028	December Holiday Period

2029

Monday, January 1, 2029	December Holiday Period
Monday, February 19, 2029	Family Day
Friday, March 30, 2029	Good Friday
Monday, April 2, 2029	Monday after Easter
Friday, May 18, 2029	Friday before Victoria Day
Monday, May 21, 2029	Victoria Day
Friday, June 29, 2029	Friday before Canada Day**
Friday, August 31, 2029	Friday before Labour Day
Monday, September 3, 2029	Labour Day

TRAINING

TRAINING COORDINATORS AND TRAINING PROGRAMS

The Company has committed to providing twenty-four hours of Union Awareness Training (UAT) at all locations during the life of the Agreement.

The Company renewed its commitment to achieve UAT objectives.

Site-specific changes were secured to further improve the UAT Program at the local level.

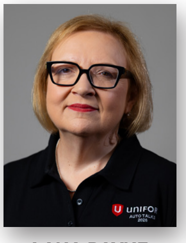
BEREAVEMENT LEAVE

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

Bereavement leave language was enhanced and will now apply to memorial services.

Members may also split the leave into two periods, with the second taken up to three months after the date of death.

YOUR 2026 UNIFOR GM MASTER BARGAINING COMMITTEE

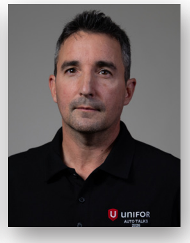


LANA PAYNE
National President

LEN POIRIER
National
Secretary-Treasurer

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

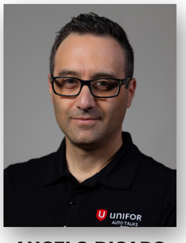
CHRIS WAUGH
GM Master Bargaining
Committee Vice-Chairperson,
Oshawa Assembly Plant
Chairperson, Local 222



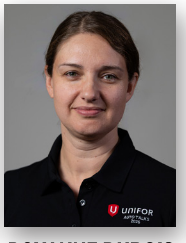
SHANE WARK
Assistant to the
National President

DINO CHIODO
Auto Director

JASON GALE
National Representative,
Serivce (GM)



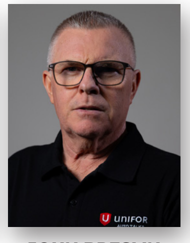
ANGELO DICARO
Research Director



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

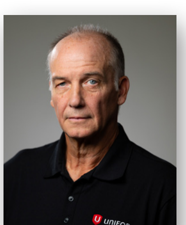
JASON HERMAN
CAMI Assembly Plant,
Skilled Trades
Committeeperson, Local 88

JEFF BANKES
CAMI Assembly Plant,
Benefits Representative,
Local 88

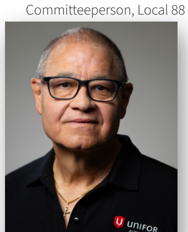
ROB GALLACE
CAMI Assembly Plant,
Benefits Representative,
Local 88

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