

# Unifor Members bargain big wins from GM

In negotiations with GM, the Unifor bargaining committees stood together to reach our priority objectives and we made gains. The Agreement reached with GM is a victory for the entire auto industry.

With Unifor, Toyota team members could achieve a made-for-Toyota union contract, negotiated by and for Toyota team members. It can be a contract that provides stability and security for the future.

When you bargain your first union contract with Toyota, it is important to be informed about the recent improvements with GM during the 2016 round of negotiations. Unifor is proud to provide information on the most recent wins at its GM operations in Oshawa, St. Catharines and Woodstock.

The new Collective Agreement was ratified by workers on Sunday, September 25.

**Unifor members at GM achieved their priorities in this round of bargaining. Here's how:**

## **Unifor achieved: \$554 million in investment.**

GM went into negotiations insisting they would not commit to new investments until a deal was negotiated and ratified. Despite this position, Unifor did in fact negotiate \$554 million in investment across the operations. \$400 million of this investment was allocated to Oshawa. This is a historic victory for workers today and for future generations.

## **Unifor achieved: Product to secure jobs and bring work to Canada.**

The investment means new product for Oshawa which will begin to produce both cars and trucks in 2018. It also means an extension of the current commodity programs in St. Catharines as it absorbs engine production that will be shifted from Mexico. That's right; we bargained a return of product from Mexico to Canada. There will also be investment for the parts distribution centre in Woodstock.

## **Unifor achieved: Wage increases and lump-sums for members.**

Permanent Unifor members at GM will receive a 2% wage increase in year 1, and a 2% wage increase in year 4 of the Agreement. In addition to wage increases, they will also receive a \$6,000 ratification bonus plus a \$2,000 lump sum payment in years 2, 3 and 4 - a total of \$12,000 in lump sum payments over the life of the new Agreement.

### **Unifor achieved: Permanent full time status for 700 supplemental workforce employees (SWE).**

There are far too many precarious jobs in the economy today. The Agreement with GM pushes back against the trend of contract, temporary jobs by converting 700 supplemental workforce employees (similar to Toyota's "contract" employees) to permanent full time employees. This means 700 temporary employees will immediately convert to permanent full time status, with full seniority rights. After converting to full time status, they will move into the enhanced new hire wage grid and they will now receive annual wage increases as they move through the grid.

They will also receive paid vacation, a new hire pension, and be enrolled in the full time employee health care benefit plan. These workers will also receive the \$6,000 ratification bonus and an additional one-time \$1,000 lump sum bonus.

### **Unifor achieved: Significant improvements to the wage grow-in.**

The pattern contract with GM delivers substantial improvements to the wage grow-in schedule, by making several important changes to the system, including:

- Members will now receive a wage increase in every year of the schedule until they reach the full base rate after year 10;
- The path to full wage is accelerated and more consistent than previously; and
- Over the life of this four-year agreement, members currently in the wage grow-in will receive thousands of dollars in additional compensation compared to the previous schedule.

These achievements are in addition to other union contract benefits such as improvements to safety and ergonomics rules, protection against and a process to address sexual harassment, fair bathroom break rules, and much more. Unifor autoworkers were not just handed these benefits – we negotiated them at a bargaining table. This new contract sets a pattern for other Unifor members, specifically the workers at Fiat-Chrysler and Ford.

Just a few short months ago, many of workers at GM were worried about the future of the plants, our jobs and our communities. Today, thanks to Unifor, our members at GM are more optimistic about the future than we have been in a long time. But, this only happened because workers and Unifor members were willing to stand together.

**Unifor President Jerry Dias has heard Toyota workers loud and clear; that you want to make improvements at Toyota. We believe that bargaining is your vehicle to make that happen. Let's get Jerry and your elected bargaining team at the table with Toyota as soon as possible.**

Please keep up-to-date with our next wins at Fiat-Chrysler and Ford by visiting:  
[www.unifortoyota.ca](http://www.unifortoyota.ca) or text Josh Coles at 647-213-3909.