

UNIFOR LOCAL 222 • GENERAL MOTORS

BARGAINING REPORT 2026



YOUR UNIFOR LOCAL 222 BARGAINING COMMITTEE

SUPPLEMENT TO THE 2026 TENTATIVE AGREEMENT BETWEEN UNIFOR AND GENERAL MOTORS



MESSAGE FROM YOUR GM MASTER BARGAINING COMMITTEE CHAIRPERSON AND LOCAL PRESIDENT

Local 222 members,

Your Local 222 Bargaining Committee is proud to bring forward a tentative agreement that secures new product and work for Oshawa Assembly, delivers annual wage increases, reinstates COLA, improves pensions, extends the retiree quarterly payments to surviving spouses, and provides a plan to mitigate current layoffs.

Securing new investment to build the GMC Sierra is a key achievement that will diversify production at our plant. This investment is particularly significant in the current tariff environment and was attained just ahead of the collapse in negotiations between Canada and the U.S. and subsequent escalation in the trade war.

Further, the settlement includes additional work for Oshawa Assembly, including new stamping die allocations and, for the first time, the opportunity to build our own HD roofs, sunroofs, roof reinforcements, and back panels in-house, together with a commitment to the next generation Chevy Silverado and GMC Sienna heavy-duty trucks.

This tentative agreement reflects the priorities members have raised including job security, fairer overtime practices, stronger support for Skilled Trades, a faster and more transparent job posting process and safer working conditions.

We recommend this tentative agreement and strongly encourage all members to vote in favour.

In solidarity,



Chris Waugh

*GM Master Bargaining
Committee Vice-Chairperson,
Oshawa Assembly Plant Chairperson*



Jeff Gray

President

Contract term:
3-YEAR AGREEMENT

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



RECOMMENDATION

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

We urge you to vote in favour.

LOCAL 222 BARGAINING HIGHLIGHTS

INVESTMENT AND PRODUCT COMMITMENT

- C\$144 million to add the next generation Heavy-Duty GMC Sierra truck.
- C\$63 million previously announced investment in stamping and CCA upgrades.
- Recommitment to produce the next-generation Chevy Silverado Heavy Duty truck.

ADDITIONAL STAMPING WORK

General Motors is allocating the following die work through its normal business planning and work allocation processes to Oshawa assembly:

- **T1LD and XT5 SPO work:** Dies arrive Q4 2026 and work will start in 2027.
This will impact 2 bays.
- **T1-1 HD roofs, sunroofs, roof reinforcement, and back panel for manufacturing:**
Work begins in July 2027. This will be the first time we build these for ourselves! This will impact bay 12 and stamping only.
- **T1-2 HD bodysides.**

18 MINUTE COMPULSORY OVERTIME

- Will not be scheduled Saturday or Thursday immediately preceding or following holiday Friday.
- Will be called by last break.
- Team members will be paid 18 minutes if it is cancelled at a later time during the shift.

The provision will not apply where a team member voluntarily agrees to leave work prior to the end of the scheduled shift overtime period.

APPENDIX M

- Commitment to review Appendix M investigations to standardize processes and documentation across the plant.

PLANT COMMUNICATIONS

- Enhanced communications through Automated Notification System (ANS) for time sensitive communications such as shift cancellations.

SKILLED TRADES

- Commitment to ensure that all new and permanent positions will be posted.
- Commitment to address concerns with 3rd party HMI navigation.
- Amended STS reviewed with the union and union access to existing STS's.
- Commitment to review and enhance Skilled Trades recruitment process to attract and hire qualified candidates.
- Commitment of 8 Apprentices to be 100% internal.
- Commitment to address reasonable concerns with staffing levels.
- Control Technician wages to be adjusted to TL rate.
- Annual Maintenance Group Leader/Supervisor Training focusing on understanding and knowledge of contractual obligations.
- CofQ Reimbursement.
- One Retiree Tool Box to be provided to each retiree.
- Support for Apprentices attending school remotely.
- Electronic Overtime Canvass and Acknowledgement to be implemented on January 1, 2027.

FOOD SERVICES

- Introductions of pilot food trucks and new food service cafe in Building A. Following completion will deploy hot food lockers across the campus.

RENEWAL OF STEP SCIENCE ORTHOTIC PROGRAM

- The company will continue supporting Step Science and providing onsite custom orthotics fittings at the Oshawa campus.

SHORT WORK WEEK

- Removal of the 40-hour qualifier in previous week.



HEALTH AND SAFETY

- Commitment to continue engaging with Mister Safety Shoes to review inventory options and explore opportunities to expand the availability of women-specific safety footwear.
- One minute line stoppage at 11:00 a.m. on April 28 for National Day of Mourning to remember workers who have died, suffered injury, or fallen ill because of their job.
- Safety boot increase from \$200 to \$235.
- All Team Member classifications now eligible for prescription eyewear.
- Stronger Health and Safety language for ergonomics.
- UAT trainers now eligible for Mental Health First Aid Training.
- Violence and Harassment Safety Talk to take place annually.
- Ergonomics specific Safety Talk to take place in 2027.
- Reestablish Ergonomics Master Committee.
- Team Members can now access medical surveillance personal data free of charge.
- Psychosocial health factors now integrated into jobsite evaluations.
- Improved Mental Health Program and Awareness.
- New winter wear allowance including 1 article over the life of the agreement.

PLANT-WIDE JOB POSTING PROCESS

- More detailed description of job to be included in posting.
- Non-preferred 4 month freeze (from 6) to max 8 moves.
- Move to weekly posting, from bi-weekly posting, to expedite moving within 14 days.
- Reduce number of times to post by one.
- Added jobs to preferred list.
- Unsuccessful placement, 2 weeks.
- Unsuccessful medical placement, 1 week.
- Posting allowance EDB/Segment 2.



RECOMMITMENTS

- Subpoena coverage.
- Stools with back rests.
- Early start to Sunday night 3rd Shift.
- CCA Performance Standards - Union Notification.
- Maintain the Collaboratory Space (Makers Space).
- Medical information confidentiality.
- Coveralls with pant/shirt option.

OTHER

- Commitment to make every reasonable effort to provide advanced notice regarding scheduled overtime and cancellations.
- New Enhanced Launch Selection process.
- 60-day return to job option if job is eliminated and subsequently reinstated due to PIP/MO.
- Overtime Equalization: “Zero-out overtime” for production effective 1/1/27 for OTS, to be based on seniority
- Annual Group Leader/Supervisor Training related to contractual obligations.
- Agreement to review options for alternate transportation methods for Team Members to/ from Paint to Building C Medical. The union and employer will meet within 6 months upon ratification to review options.
- Commitment to make every reasonable effort to support Team Members to start on job posted into. Concerns escalated to District to be addressed with Area Manager.
- Maintain UR coverage to support UAT.
- Recommitment to make every effort to minimize Team Leaders online.
- UR’s trained on Flattop Mechanical Repair.
- Company-provided production repair tools – escalation process (Dept 66/70/92).
- To expand access to seniority lists, new communications terminals will be deployed on the shop floor.
- Reduction in Force - adds a Team-level bumping step before Group and Department bumping, subject to seniority.



YOUR 2026 UNIFOR LOCAL 222 BARGAINING COMMITTEE



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



JEFF GRAY
President



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



BRIAN TROKE
Oshawa Assembly,
Paint/Bodyshop District
Committeeperson



JEFF WOOD
Oshawa Assembly GA C/
Stamping CCA District
Committeeperson



JEFF FLEURY
Oshawa Assembly,
Skilled Trades District
Committeeperson



KEVIN ADAMS
Oshawa Assembly,
Shift 1 Skilled Trades
Committeeperson



JENN COWIE
Oshawa Assembly
Shift 1 Stamping/
CCA Committeeperson



TYLER HAMEL
Oshawa Assembly
Benefits Representative



JOEL BRODERICK
UAT Coordinator
Oshawa Assembly



JIM BEAUDRY
Unifor GM Wellness/
Safety Coordinator



STEVE MOORE
Unifor GM Ergonomics/
Time Study Coordinator



TERESA MARTIN
Unifor GM Equity
Coordinator

