

UNIFOR • BOMBARDIER AEROSPACE

BARGAINING REPORT



SUMMARY OF THE 2021 TENTATIVE AGREEMENT BETWEEN UNIFOR LOCAL 112 AND BOMBARDIER AEROSPACE



MESSAGE FROM UNIFOR NATIONAL PRESIDENT JERRY DIAS

Our union entered this set of negotiations very determined to protect members' job security and reach a fair agreement based on your priorities.

I am proud of all Local 112 members for showing such strength and solidarity on the picket line and for supporting your bargaining committee's efforts at the

negotiating table. This strike shows the resiliency of our membership and reminds us that the union's collective resources are always there when our members need them most.

I want to congratulate your bargaining committee on successfully negotiating this agreement with Bombardier. The negotiating team was put to the test and never lost

sight of what they were here to do--work day and night on behalf of members, find solutions, and reach a tentative agreement.

This agreement tackles the key issues you had identified prior to bargaining, including increasing wages and pensions, resolving pension plan issues, preserving the integrity of the bargaining unit, a better and expedited grievance process, and strengthened work commitment language.

With the sale of the Downsview plant, a new era will begin for Bombardier Aviation workers. Despite this once-in-a-century pandemic and its devastating effects on many of our members' lives and the economy, the product we build has a bright future. Because of the work of the union at the bargaining table, Bombardier members are a part of that future.

I join with your bargaining committee in recommending ratification of this agreement.



MESSAGE FROM PLANT CHAIR JEFF WOOD

It is no exaggeration to say that we made history in this round of bargaining. This was the first job action at our plant in more than 20 years and this agreement will carry Local 112 members into the next chapter of our history building world-class aircraft.

The quality of the work we do is second to none. No one can dispute this fact. What we worked towards was an

agreement that reflects this fact and respects our rights as the company relocates to the new facility at Pearson International Airport.

To reach this tentative agreement, we had to make some hard decisions. Going on strike wasn't a choice the bargaining committee took lightly. But it was clear that we had already given the company more than enough time to fully understand our priorities and explore all possible solutions. Going on strike was necessary to move Bombardier in the direction we needed them to. I would argue it worked.

What we agreed to was a fair and reasonable settlement that increases wages and pensions, drastically reduces on site contractors, reduces the wait time for Short Term Disability benefits, allows for three new apprentices before the end of 2023,

provides an expedited grievance process, increases Retiree Life Insurance, and has strengthened work commitment language, including adding wing flight controls, prep, and ops.

Did we accomplish everything we wanted to in this round of negotiations? No. Is this tentative agreement good for all Bombardier members and does it secure a future for Local 112 members? Absolutely, it does.

I am proud of what our committee accomplished as much as I am proud of our members for their support and solidarity on the picket lines. I urge all Local 112 members to ratify this agreement.

HIGHLIGHTS

- 3-year agreement
- Increase in wages and pension
- Drastic reduction to on site contractors
- Increase to work commitment language
- Expedited grievance procedure
- Increase to Retiree Life Insurance

Production and Skilled Trades Base Rate Increases													
Wage group	Current Level 3 Base Rate	First Year - %				Second Year - %			Third Year - %		Totals		
		COLA fold-in	New Base Rate	Skill Adjustment June 2018	General Increase	New Rate	General Increase	New Level 3 Base Rate	General Increase June 2020	New Level 3 Base Rate	Total Base Rate Increase	Projected COLA	Total Projected Increase
5	\$37.06	\$1.20	\$38.26		\$0.19	\$38.45	\$0.29	\$38.73	\$0.39	\$39.12	\$0.86	\$0.62	\$1.48
6	\$37.20	\$1.20	\$38.40		\$0.19	\$38.59	\$0.29	\$38.88	\$0.39	\$39.26	\$0.86	\$0.62	\$1.48
7	\$37.83	\$1.20	\$39.03		\$0.19	\$39.22	\$0.29	\$39.51	\$0.40	\$39.91	\$0.88	\$0.62	\$1.50
8	\$38.47	\$1.20	\$39.67		\$0.19	\$39.86	\$0.30	\$40.16	\$0.40	\$40.56	\$0.89	\$0.62	\$1.51
9	\$39.73	\$1.20	\$40.93		\$0.20	\$41.13	\$0.31	\$41.44	\$0.41	\$41.85	\$0.92	\$0.62	\$1.54
ST1**	\$42.42	\$1.20	\$43.62	\$0.35	\$0.21	\$44.18	\$0.33	\$44.51	\$0.45	\$44.96	\$0.99	\$0.62	\$1.61
ST2**	\$42.79	\$1.20	\$43.99	\$0.35	\$0.21	\$44.55	\$0.33	\$44.89	\$0.45	\$45.34	\$1.00	\$0.62	\$1.62
ST3	\$43.32	\$1.20	\$44.52	\$0.35	\$0.22	\$45.09	\$0.34	\$45.42	\$0.45	\$45.88	\$1.01	\$0.62	\$1.63

*Inflation is projected at 2.0% in each year. COLA may be higher or lower depending on actual inflation.

Examples: Increases in weekly earnings		
	Group #9	ST #3
Current earnings	\$39.73	\$43.32
Including COLA - \$1.20	\$40.93	\$44.52
1 st year increase		
General increase	\$0.20	\$0.22
*Estimated COLA	\$0.15	\$0.15
End of 1 st year	\$41.28	\$45.24
2 nd year increase		
General increase	\$0.31	\$0.34
*estimated COLA	\$0.44	\$0.44
End of 2 nd year	\$42.03	\$46.02
3 rd year increase		
General increase	\$0.42	\$0.46
*estimated COLA	\$0.03	\$0.03
End of 3 rd year	\$42.48	\$46.51

PENSION IMPROVEMENTS

Basic Benefit
The basic benefit pension rate increases by a total of \$6.00 per month per year of credited service over the life of this agreement.

Production:	Current agreement:	\$80
	New agreement:	\$86
Skilled Trades:	Current agreement:	\$87
	New agreement:	\$94

Supplement
The monthly supplement payable remains constant over the life of the agreement.

	Current agreement:	\$570
	New agreement:	\$570

Pension example: Single member, retiring at age 60 with 30 years of credited service				
Monthly pension (production)				
Estimated pension at age 60 to 64	Current (\$80)	New Agreement (\$86)	Increase (\$)	Increase (%)
Basic benefit	\$2,400	\$2,580	\$180	7.5%
Early retirement supplement	\$570	\$570	\$0	0%
Total company pensions	\$2,970	\$3,150	\$180	6.1%
Early Canada Pension Plan	\$770	\$770	\$0	0%
Total monthly pension	\$3,740	\$3,920	\$180	4.8%
Estimated annual pension ages 60-64	\$44,880	\$47,040	\$2,160	4.8%
Estimated pension at age 65 and beyond	Current (\$80)	New Agreement (\$86)	Increase (\$)	Increase (%)
Total company pension	\$2,400	\$2,580	\$180	7.5%
Canada Pension Plan (CPP)*	\$770	\$770	\$0	0%
Old Age Security (OAS)	\$618	\$618	\$0	0%
Total monthly pension	\$3,788	\$3,968	\$180	4.8%
Estimated annual pension age 65 and beyond	\$45,456	\$47,616	\$2,160	4.8%

*CPP and OAS pensions estimated at 2018 maximum rates. CPP and OAS are indexed to inflation. Skilled Trades will receive an additional \$1.00 added to the benefit rate

HIGHLIGHTS OF THE AGREEMENT

TERM OF THE AGREEMENT: JUNE 23, 2021 TO JUNE 23, 2024

SALARY & PENSION INCREASE

- Salary increase of 0.5% in 2021-2022, 0.75% in 2022-2023, and 1.0% in 2023-2024.
- Pension increase from \$80 to \$86 in 2021-2022 for production and \$87 to \$94 for Skilled Trades.
- Upgrade for 825 Inspectors to Group 9 Wage Scale.
- Wage increases of 2.25% + COLA over the life of the contract.

- Short-term disability increases: reduce the waiting period from 4 to 2 days for disability due to illness; increase current benefits by \$30 from \$775/\$805 to \$805/\$830 depending on employee class.
- Unpaid wait time for S & A benefits cut in half.

BENEFIT IMPROVEMENTS

- Survivor Income Benefit converted to Basic Life Insurance benefit increase from \$85,000 to \$95,000 and AD&D benefit from to \$37,500 to \$42,500.
- Mandatory use of Green Shield Canada Preferred Pharmacy Network (PPN).
- Number of dispensing fees limited to 5 per year for maintenance drugs. Dispensing fees over this limit will be paid by the employees with implementation 90 days after ratification.
- Maintain the one-year lag in the dental fee guide.

BARGAINING UNIT WORK

- GX7500 flight control & prep/op work commitment language which secures 68 jobs AFTER learning curve adjustments.

NEW GRIEVANCE PROCESS

- A more robust grievance process is in place that automatically awards the grievor if the company does not meet specific deadlines.

RETIREE LIFE INSURANCE

- Retiree life insurance increases from \$4000 to \$5000, effective the date of ratification.
- In one year, retirees will receive a lump sum of \$400 in lieu of pension indexation.

PAID HOLIDAY SCHEDULE

Holiday	2021	2022	2023	2024
New Year's Day		Mon. Jan. 3, 2022	Mon. Jan. 2, 2023	Mon. Jan. 1, 2024
Family Day		Mon. Feb. 21, 2022	Mon. Feb. 20, 2023	Mon. Feb. 19, 2024
Good Friday		Fri. Apr. 15, 2022	Fri. April 7, 2023	Fri. March 29, 2024
Victoria Day		Mon. May 23, 2022	Mon. May 22, 2023	Mon. May 20, 2024
Canada Day	Thurs. July 1, 2021	Fri. July 1, 2022	Mon. July 3 2023	
Labour Day	Mon. Sept. 6, 2021	Mon. Sept. 5, 2022	Mon. Sept. 4, 2023	
Thanksgiving	Mon. Oct. 11, 2021	Mon. Oct. 10, 2022	Mon. Oct. 9, 2023	
Floater #1	Fri. Dec. 24, 2021	Fri. Dec. 23, 2022	June 30, 2023	
Christmas	Mon. Dec. 27, 2021	Mon. Dec. 26, 2022	Mon. Dec. 25, 2023	
Boxing Day	Tues. Dec. 28, 2021	Tues. Dec. 27, 2022	Tues. Dec. 26, 2023	
Floater #2	Wed. Dec. 29, 2021	Wed. Dec. 28, 2022	Wed. Dec 27, 2023	
Floater #3	Thurs. Dec. 30, 2021	Thurs. Dec. 29, 2022	Thurs. Dec. 28, 2023	
Floater #4	Fri. Dec. 31, 2021	Fri. Dec. 30, 2022	Fri. Dec. 29, 2023	
Floater #5	Fri. Dec. 31, 2021			

Your Master Bargaining Committee unanimously recommends this tentative agreement and urges you to vote in favour.

MASTER BARGAINING COMMITTEE



JERRY DIAS
National President



SHANE WARK
Assitant to the
National President



BARRY LINES
National
Representative



COREY VERMEY
Director, Pension
and Benefits



PHIL FRYER
National Representative,
Skilled Trades



SCOTT MCILMOYLE
Local 112 President



JEFF WOOD
Plant Chairperson
Bombardier



AMATO NASTURZIO
Vice-Chairperson
Bombardier



HORACE PERSAUD
Skilled Trades
Representative



HENRI LIPEC
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SAMMY KAUSHAL
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