



# BARGAINING REPORT

SUMMARY OF THE 2021 TENTATIVE AGREEMENT BETWEEN UNIFOR LOCAL 673 AND DE HAVILLAND AIRCRAFT OF CANADA

## WAGES & COLA

Wages will increase by 1.5% over the life of the contract.

	Year 1	Year 2	Year 3
Wage increases	0.5 %	0.5 %	0.5 %
COLA	COLA fold in	COLA	COLA

**THIS IS A THREE-YEAR COLLECTIVE AGREEMENT, THE TERM IS JUNE 23, 2021 TO APRIL 22, 2024.**

## BENEFITS & WORK COMMITMENT

### EYE EXAMINATION COVERAGE

Added eye examinations coverage:

- \$75 every 24 months for adults
- \$75 coverage every 12 months for children

### PRESCRIPTION GLASSES

Increased prescription lense coverage by \$45 to:

- Single lenses \$275
- Bi-focal lenses \$295
- Trifocal lenses \$315
- Contact lenses \$235

### MENTAL HEALTH

Added coverage for psychotherapists and practitioners working under the direction of a licensed therapist.

### DENTAL COVERAGE

The Ontario Dental General Practitioner fee guide will no longer have a one year lag over the term of the agreement. For example: in 2022, the 2022 Fee Guide will be in effect.

### SHORT TERM DISABILITY

Short Term Disability weekly benefit was increased by \$25.

### WORK COMMITMENT

The Company committed to establish a new office location within eighty (80) kilometers of 123 Garratt Boulevard. See Appendix B of the agreement.

# TERMINATION, RESTRUCTURING & VOLUNTARY RETIREMENT PACKAGES

## IMPORTANT NOTES:

- De Havilland employees hired on or after June 1, 2019 are not eligible for the Bombardier blended recall list.
- Packages will be offered by seniority in each affected job classification. The number of retirement packages offered will be equal to the number of employees who would otherwise be terminated. For example, if Classification 1220 has two (2) deemed terminations, the company will offer two (2) retirement packages.
- Members are only eligible for restructuring retirement packages for specific job classifications affected by the company's restructuring plans and are subject to Article 22 of the Collective Agreement. The job classifications are: 1207 Technical Writer Sr., 1239 Analyst Sr. Configuration Management, 1251 Analyst Supplier Validation, and 1252 Supplier Illustration Validation Analyst.
- All of the below is subject to bumping rights under the Collective Agreement (if applicable). Therefore, each affected member will receive an "option form" within 7 days of ratification. Members will have 30 days to choose their option (if eligible).

Group 1 - Employees terminated due to cessation of production at Downsview		
Status	Option 1	Option 2
Retirement eligible	Retire, plus \$30,000 retirement package, and enrolled in company Retiree Benefit Plan.	Recall/blended list* (ESA severance "in trust").
Not retirement eligible but has at least 5 years of service	Enhanced severance - ESA severance plus one additional week per year of service for each week of ESA severance (maximum total 52 weeks).	Recall/blended list* (ESA severance "in trust").
Not retirement eligible, less than 5 years of service, hired before June 1, 2019	Recall/blended list*	
Hired after June 1, 2019	Recall	

Group 2 - Employees terminated due to restructuring event		
Status	Option 1	Option 2
Retirement eligible	Retire, plus \$60,000 retirement package, and enrolled in company Retiree Benefit Plan.	Recall/blended list* (ESA severance "in trust").
Not retirement eligible but has at least 5 years of service	Enhanced severance - ESA severance plus one additional week per year of service for each week of ESA severance (maximum total 52 weeks).	Recall/blended list* (ESA severance "in trust").
Not retirement eligible, less than 5 years of service, hired before June 1, 2019	Recall/blended list*	
Hired after June 1, 2019	Recall	

\*De Havilland employees formerly employed at Bombardier will only have access to the Bombardier blended list if eligible under the terms of the original Transition Agreement (May 2019) and Appendix C of this agreement (i.e. must have a vested classification at Bombardier).