

# Unifor Local 673 & Bombardier



Highlights of the tentative agreement between Unifor Local 673 and Bombardier | July 2024

## Agreement Highlights

✓ **11% general wage increase**

✓ **COLA fold-in**

✓ **Work ownership over entire Global fleet**

✓ **COLA reactivated**

✓ **Pension improvements**

✓ **Professional & Technical Premium**



### Message from Unifor National President Lana Payne

When we entered negotiations, our priority was to secure an agreement that delivers to you, Unifor members at Bombardier, a fair share of the highly successful Global program. I am proud to say with this

agreement, we did just that.

The work your bargaining team did at the table and, most importantly, what you, the members, accomplished on the picket line has made history. This deal is the most lucrative in Bombardier's history. More importantly, it's a deal that delivers on our bargaining objectives, with

significant gains made for our members, throughout the entire facility.

I want to commend your bargaining committee for their incredible dedication, hard work and relentlessness to fight for and win a better future for all Bombardier workers.

Most of all, I want to commend the incredible display of solidarity from our members at Bombardier members with this short, but necessary strike action. You proved that our union is strong, united, and a force to be reckoned with.

***I join your Bargaining Committee in recommending approval of this tentative agreement.***

### Message from Unifor Local 673 Plant Chair Vito Furlano

This round of bargaining was filled with challenges and remarkable outcomes. When our bargaining committee reached the deadline, the union made the difficult decision to go on strike. What followed was a breakthrough in our negotiations that could not have happened without the actions of all Local 673 members. Our brief strike was extremely effective and without it we would have never reached a deal.

The improvements we secured are unparalleled in our history. Our membership is now stronger, and we have significantly bolstered job security by negotiating work ownership over every aircraft in the Global fleet, including the 8000 series.

This landmark agreement delivers solid economic gains today and lays a very strong foundation for us to continue to build on in the years to come.

I wish to thank every member of our bargaining team and all Local 673 members for your resilience and commitment. Together, we have demonstrated our collective strength and secured a brighter future for all our members.

***I join with your Bargaining Committee in recommending approval of this tentative agreement.***



# WAGES & COLA

Wage Group	Current Level 3 Base Rate	COLA Fold-In	New Base Rate	General Increase Jul-24	General Increase Jun-25	General Increase Jun-26	Total Base Rate Increase	Projected COLA	Total Projected Increase
1	\$1,367.75	\$128.25	\$1,496.00	\$1,585.76	\$1,617.48	\$1,666.00	\$298.25	\$63.06	\$361.31
2	\$1,374.56	\$128.25	\$1,502.81	\$1,592.98	\$1,624.84	\$1,673.58	\$299.02	\$63.06	\$362.08
3	\$1,382.29	\$128.25	\$1,510.54	\$1,601.18	\$1,633.20	\$1,682.19	\$299.90	\$63.06	\$362.96
4	\$1,393.53	\$128.25	\$1,521.78	\$1,613.09	\$1,645.35	\$1,694.71	\$301.18	\$63.06	\$364.24
5	\$1,422.86	\$128.25	\$1,551.11	\$1,644.18	\$1,677.06	\$1,727.37	\$304.51	\$63.06	\$367.57
6	\$1,448.40	\$128.25	\$1,576.65	\$1,671.25	\$1,704.67	\$1,755.81	\$307.41	\$63.06	\$370.47
7	\$1,476.10	\$128.25	\$1,604.35	\$1,700.61	\$1,734.62	\$1,786.66	\$310.56	\$63.06	\$373.62
8	\$1,505.05	\$128.25	\$1,633.30	\$1,731.30	\$1,765.93	\$1,818.90	\$313.85	\$63.06	\$376.91
9	\$1,534.67	\$128.25	\$1,662.92	\$1,762.69	\$1,797.95	\$1,851.89	\$317.22	\$63.06	\$380.28
10	\$1,699.39	\$128.25	\$1,827.64	\$1,937.30	\$1,976.04	\$2,035.33	\$335.94	\$63.06	\$399.00
11	\$1,712.77	\$128.25	\$1,841.02	\$1,951.48	\$1,990.51	\$2,050.22	\$337.46	\$63.06	\$400.52
12	\$1,752.19	\$128.25	\$1,880.44	\$1,993.27	\$2,033.13	\$2,094.13	\$341.94	\$63.06	\$405.00
14	\$1,834.70	\$128.25	\$1,962.95	\$2,080.72	\$2,122.34	\$2,186.01	\$351.31	\$63.06	\$414.37
10A	\$1,699.39	\$128.25	\$1,827.64	\$1,937.30	\$1,976.04	\$2,035.33	\$335.94	\$63.06	\$399.00

## HIGHLIGHTS

## Example: Clerk (class. 732)

- COLA fold-in to base wage:  
**\$128.25 per week.**
- Professional and Tech premiums increase to  
**\$15 (year 1)** and **\$20 (year 3).**
- Wage increases in each year:  
**6% (year 1), 2% (year 2), 3% (year 3).**
- COLA reactivated - **\$63.06 per week\*** by end of contract.  
\*forecast

Current Rate	\$1,476.10
Date of Ratification 2024	
COLA fold-in	\$128.25
6% wage increase	\$96.26
June 22 2025	
2% wage increase	\$34.01
June 22 2026	
3% wage increase	\$52.04
Plus forecasted COLA	\$63.06*
	\$1,786.66
	\$1,849.72

21% change in base salary

## TOTAL "NEW MONEY" IN CBA

732: Config. Control Clerk	Year 1	Year 2	Year 3	Total New Money
Wage Increase	\$5,007	\$6,776	\$9,482	\$21,265
COLA Reactivation*	\$692*	\$1,779*	\$2,047*	\$4,518*
<b>Total New Money</b>	<b>\$5,699</b>	<b>\$8,555</b>	<b>\$11,529</b>	<b>\$25,783</b>

\* COLA is an estimate.

Based on 37.5 hours worked per week.

T-1220: Snr. Methods Analyst	Year 1	Year 2	Year 3	Total New Money
Wage Increase	\$5,884	\$7,963	\$11,143	\$24,990
Technical Premium	\$520	\$520	\$780	\$1,820
COLA Reactivation*	\$692*	\$1,779*	\$2,047*	\$4,518*
<b>Total New Money</b>	<b>\$7,096</b>	<b>\$10,262</b>	<b>\$13,970</b>	<b>\$31,328</b>

\* COLA is an estimate.

Based on 37.5 hours worked per week.

## PENSION GAINS

### Basic Benefit

Basic Monthly Benefit Rate increases by **\$8 over 3 years (from \$86 to \$94** per year of credited service).

<b>Upon ratification:</b>	<b>\$6</b>
<b>2025:</b>	<b>\$1</b>
<b>2026:</b>	<b>\$1</b>

### Example:

In 2026, member retiring with 35 years gets an additional **\$280 per month**, or **\$3,360 per year** in pension.

## JOB SECURITY

- Work ownership language was secured for the Global fleet of aircraft including the 5500, 6000, 6500, 7500, 8000, and any derivatives thereof.

## HEALTH BENEFITS

### Long-Term Disability benefit

- The LTD benefit increases from \$1,800 to \$2,300 per month.

### Vision care

- Combined single vision, bifocal, multifocal benefit increased to \$280 (including retirees).

### Plan consolidation

- Employee benefits provided by GreenShield Canada will be consolidated with the Industrial Alliance Benefits plan.

### Health & Safety

- The safety shoe allowance is increased by \$25 to \$175.

## PAY PREMIUMS

### Off-shift

- The off-shift premium increases by \$0.50 per hour to \$2.00 per hour.

## VACATION TIME

- Bombardier employees will be eligible for 3 week vacation entitlement after three years of service.





## RETIREMENT BENEFITS

### Retiree lump sum payments

- All eligible retirees and spousal survivors will receive lump sum payments of \$700 in lieu of pension indexation.

## UPGRADES

- 6 most senior 1020s will be promoted to Group 1220.

## ADDITIONAL HIGHLIGHTS

### Employee Family Assistance Program

- The union and the company agreed to create an Employee Family Assistance Program (EFAP) Representative position to provide assistance to employees experiencing issues related to mental health, addiction or substance abuse issues.

### New bargaining unit integrity and training opportunities

- The union and the company agreed to bring new jobs and protect the integrity of the bargaining unit.
- The union and the company agreed to create new training and upskilling opportunities.

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

