



Ratification Update 2

After over decades of conciliatory bargaining, it is a great to see gains for a change. Did we get everything we wanted? No. But we also did not give up things that the Company wanted to take away from us such as Mirror Bidding and the Cycling Committee.

Some of the major gains we have negotiated include 12% in the first year and an increase in the pension cap from \$68,000 to \$86,000 for those in the DB plan. There is pension indexing of 1% this year and two further increases during the life of the contract.

Another major improvement is the ability to cash out unused sick days at the end of the year so for those who still have 10 days at the end of the year would be like getting two extra weeks of vacation.

There were gains in our benefits including vision, shoes and drugs as well.

The bargaining committee will be presenting the entire document at the Ratification meetings and a line-by-line explanation starting on Monday and will be available to answer any questions you may have. Remember, you do not have to vote at the meeting that you attend. In fact, you are able to vote at other meetings in other bases by letting your District Chair know. I am appending the schedule below.

<https://www.unifor2002.org/resources/UNF/PDF/2026/2026-05-29-AC-Members-RATIFICATION-MEETINGS-SCHEDULE-V5-ENG.pdf>

In solidarity,

A handwritten signature in blue ink, appearing to read 'Eric'.

Eric