

CAW-Canada/Chrysler

B A R G A I N I N G R E P O R T

HIGHLIGHTS OF THE TENTATIVE AGREEMENT BETWEEN CAW-CANADA AND CHRYSLER

PRODUCTION AND SKILLED TRADES

MAY 2008

A MADE IN CANADA CONTRACT

Highlights

no two-tier wages

productivity and quality bonus

improved restructuring incentive

benefit improvements

improved vehicle purchase plan



President's Message

POSITIONING OURSELVES FOR THE FUTURE

We've been swimming against the tide in Canada's auto industry for six straight years now. Our bargaining power has been undermined by lost market share, booming imports, a soaring dollar, the U.S. recession and an uncaring federal government.

In this environment, it's no surprise that the companies were on the warpath. They opened bargaining by demanding \$30 per hour in labour cost savings. They demanded we compete with non-union workers in Mississippi. And their initial giveback list made my stomach turn. Two-tier wages. Abandon COLA and PCOLA.

Eliminate retiree health benefits. Abandon our SPA program, which has created over 1000 auto jobs across the industry.

Given this unfavourable context, we decided to do things differently this year. First, we started dialogue with the companies much earlier than usual. We floated the idea of an early settlement, which would benefit both union members and the companies (since the economic situation is getting worse by the month). Our main goal, given the circumstances, was to hang onto past gains: our wages, our pensions, our benefits for retirees.

The first company to accept this concept was Ford, and we negotiated an unprecedented early settlement. It's a stand-pat agreement: our wages, pensions and benefit costs will stay roughly the same over the coming three years.

Our thinking on that score was as follows. The over-valued dollar has made us more expensive as a site for new investment. This is offset by our Canadian productivity advantage. Sooner or later, the dollar has to come back down. In the meantime, however, this agreement keeps us in the ballpark for new investments.

This kind of strategic bargaining is crucial to preserving both our jobs

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A Safe Harbour in Terrible Times

I am a Chrysler worker myself, and it's been a tremendous honour for me to serve as CAW National Secretary-Treasurer since 1991. This will be my last round of Big Three bargaining, as I will be retiring (along with President Buzz Hargrove) before this new contract expires.

This is without any doubt the toughest economic situation we have ever faced in our auto bargaining, whether as the CAW or even (before 1985) when we were still part of the UAW.

Worst of all is the arrogance and blindness of our federal government. It willfully ignores the crisis in auto (and the rest of manufacturing), even as tens of thousands of Canada's best jobs disappear. The Harper government has proven it's more committed to ideology (free trade and tax cuts) than to protecting Canada's interests and Canadian jobs.

How can a union solve those problems at the bargaining table? The answer is, we can't. All we can promise, at this time, is to do our absolute best to protect the living standards and security of our members, as the storm rages around us. In this regard, having a union is like a safe harbour.

Just imagine facing these challenges without a union. The employer would cut your wages and benefits against your will (this happened to non-union salaried workers at Chrysler).

Plants would close, with no recognition of obligation to affected workers. Workers would have no ability to leverage future investment commitments.

It's times like these that a union proves its mettle. By sticking together, by demonstrating our solidarity across the whole industry, by using our bargaining power where it is strongest (this year, at Ford) to negotiate the best pattern deal for our entire membership. That's how we defeated two-tier wages, defended retiree health benefits, and protected our wages, pensions and benefits – despite the historic pressures facing us.

I am very proud, in my last round of major auto bargaining, to add my voice to the unanimous recommendation of your CAW-Chrysler Master Bargaining Committee in recommending this tentative agreement for your ratification.

In solidarity,

Jim O'Neil
National Secretary-Treasurer



Message from Ken Lewenza, Chairperson of the CAW-Chrysler Master Bargaining Committee & President of Local 444

A True Test of Progress

For auto workers in this country it's hard to imagine times getting any tougher.

Today, we are faced with a number of challenges, creating one of the most intense and insecure climates

for bargaining that we, as a union, have ever seen. Our jobs are under constant threat as the North American market share of the Big Three continues to decline.

Add to this a Canadian dollar that has reached unsustainable heights, unfair trade deals that have produced a record trade deficit, a slowing U.S. economy and skyrocketing energy prices and it quickly becomes clear that we are being hit by an economic tidal wave.

CAW members at Chrysler facilities in Windsor, Brampton and Etobicoke know full-well how these tough times have affected our families and our communities. Downsizing and the constant threat of outsourcing continues to threaten Chrysler's Canadian operations. The end of Pacifica production in Windsor and the recent shift loss at the Brampton facility – one of the highest volume plants in the country just a few short years ago – is a reminder of how quickly good news stories can turn bad.

But no matter how tough things may get, our union has consistently proven itself ready and willing to take on the fight

– even when that fight means holding on to the important gains we have made over the years. Our success as a union is not measured by any one round of bargaining, but in our progress over time.

It was insulting to hear the Big Three auto companies demand major concessions from our members and to suggest that we would compromise future generations of auto workers by installing two-tier wages in our collective agreements – similar to those recently negotiated by the UAW. It's simply wrong to think that any of the Big Three could be saved by gutting hourly wages. It won't happen.

I was proud to see our sisters and brothers at Ford establish a pattern that was reflective of our union's determination, grit and creativity in the face of adversity. This agreement is the product of a bargaining strategy based on common sense and upholds union principles that must be maintained in good and bad times.

On behalf of the CAW-Chrysler Master Bargaining Committee I am proud to submit to you this tentative settlement. I join with the members of your master committee in unanimously recommending this contract for your support.

In solidarity,

Ken Lewenza
Chair, CAW-Chrysler Master Bargaining Committee



Productivity and Quality Bonus

The CAW has negotiated a productivity and quality bonus. Active employees, as of the Monday following notice of ratification, will receive a \$2,200 bonus. The payment will be made within two weeks following ratification.



Wages and COLA

COLA will be frozen at the current level of \$1.36 per hour until September 21, 2008.

Effective September 22, 2008, \$1.31 of the current \$1.36 in COLA will be folded in to base rates. The remaining \$.05 COLA will continue as a COLA float.

Base Rates are then frozen for the life of the collective agreement.

COLA under the new agreement is suspended for one year. COLA will resume with the COLA payment scheduled for December 2009 and continue through to the end of the agreement. A total of 7 COLA adjustments will be payable under the new agreement.

Recommendation

Your Master Bargaining Committee and all local bargaining committees unanimously recommend this tentative agreement and urge you to vote in favour of it.

Term

This is a three-year agreement, which expires at 11:59 P.M. September 14, 2011.

Projected COLA Increases

	ASSEMBLER	TRADES
Current Earnings	\$ 33.90 includes \$1.36 COLA	\$ 40.30 includes \$1.36 COLA
1st Year	No increases	No increases
2nd Year		
projected COLA	\$0.58	\$0.58
Earnings at end of 2nd year	\$34.48	\$40.88
3rd Year		
projected COLA	\$0.44	\$0.44
Earning at end of 3rd year	\$34.92	\$41.32
projected TOTAL NEW COLA	\$1.02	\$1.02

Assumes Inflation of 2%, 2%, 2%

President's Message *Continued from page 1*



and our good wages and benefits. For example, Chrysler's two assembly plants in Canada, in Windsor and Brampton, are now probably the most secure plants in the entire Chrysler chain. Thanks to our productivity advantage, our pragmatic but principled bargaining, and the credibility of our local union leadership (who work hard to solve shop-floor problems every day of the week), we're well-placed to win more product allocations down the road.

Unfortunately things are not so secure at the Etobicoke facility. The Big Three have mostly exited parts production and Chrysler has been trying to sell or close the

Etobicoke casting plant for over a decade. We've protected the plant for years. The best long-term solution now, however, is to work towards a sale or reorganization of the plant under new owners more interested in building that business.

Of course, things are going to remain tough for our union, as long as government policy and globalization continue chipping away at the foundations of Canadian industry. But by staying in the ballpark for new investments, and using our leverage to secure our existing plants, we've negotiated an agreement during this crisis that is as good a deal as we could possibly have hoped for.

I proudly join every member of the CAW-Chrysler Master Bargaining Committee in recommending this agreement for your ratification.

In solidarity,

Buzz Hargrove
National President

Special Contingency Fund

The Special Contingency Fund has been renewed. This memorandum maintains current funding for a number of programs, for example:

- Legal Services Plan
- Child Care Programs
- Dependent Children Scholarship Program

Workplace Training Program

The workplace training program has been expanded to include new and updated courses. Funding has been renewed to ensure company commitments will be met.

Pension Improvements

Benefit Rate Increases

Basic benefit rates and the Special Allowance rates for active employees and those who retire on or after October 1, 2008 will be increased by the amount of the P-COLA adjustment for October 1, 2009 and October 1, 2010.

Pensioner Cost of Living (P-COLA)

P-COLA for all current retirees and surviving spouses has been maintained. There will be no P-COLA adjustment for October 1, 2008. The P-COLA adjustments will take place on October 1, 2009 and October 1, 2010.

New Pension Guarantee Options

Options for a 5, 10 or 15 year pension guarantee will be provided effective October 1, 2009 (single life only; pension will be actuarially equivalent).

Vehicle Purchase Discount

In 2008, we have modified and improved the Employee Vehicle Purchase Discount plan as follows:

- The new \$2600 discount will now be available to retirees as well as actives, once over the life of the collective agreement.

- The \$1000 insurance subsidy has been converted into an additional amount to be added to the vehicle discount.

- The discount on the vehicle purchase will now total \$2600 (since the previous \$1000 insurance subsidy was taxable, the new higher discount leaves participants in the same net position).

- As before, vehicles purchased with this discount must be manufactured by Chrysler in North America (some exceptions).



Pension Rates

Basic Benefit - Assembler

EXAMPLES	CURRENT	OCT-01 2008	OCT-01 2009	OCT-01 2010
Current Retiree retired Oct 2007	\$68	\$68	\$69* (\$68+\$1 PCOLA*)	\$70* (\$69+\$1 PCOLA*)
Active Member retires Oct 1 2008		\$68	\$69* (\$68+\$1 PCOLA*)	\$70* (\$69+\$1 PCOLA*)
Active Member retires Oct 1 2009			\$69*	\$70* (\$69+\$1 PCOLA*)
Active Member retires Oct 1 2010				\$70*

*PCOLA amount is an estimate only

30 and out - Assembler

EXAMPLES	CURRENT	OCT-01 2008	OCT-01 2009	OCT-01 2010
Current Retiree retired Oct 2007	\$3,515	\$3,515	\$3,565* (\$3515+\$50 PCOLA*)	\$3,615* (\$3565+\$50 PCOLA*)
Active Member retires Oct 1 2008		\$3,515	\$3,565* (\$3515+\$50 PCOLA*)	\$3,615* (\$3565+\$50 PCOLA*)
Active Member retires Oct 1 2009			\$3,565*	\$3,615* (\$3565+\$50 PCOLA*)
Active Member retires Oct 1 2010				\$3,615*

*PCOLA amount is an estimate only

Basic Benefit - Skilled Trades

EXAMPLES	CURRENT	OCT-01 2008	OCT-01 2009	OCT-01 2010
Current Retiree retired Oct 2007	\$81	\$81	\$82* (\$81+\$1 PCOLA*)	\$83* (\$82+\$1 PCOLA*)
Active Member retires Oct 1 2008		\$81	\$82* (\$81+\$1 PCOLA*)	\$83* (\$82+\$1 PCOLA*)
Active Member retires Oct 1 2009			\$82*	\$83* (\$82+\$1 PCOLA*)
Active Member retires Oct 1 2010				\$83*

*PCOLA amount is an estimate only

30 and out - Skilled Trades

EXAMPLES	CURRENT	OCT-01 2008	OCT-01 2009	EXAMPLES 2010
Current Retiree retired Oct 2007	\$3,895	\$3,895	\$3,945* (\$3895+\$50 PCOLA*)	\$3,995* (\$3945+\$50 PCOLA*)
Active Member retires Oct 1 2008		\$3,895	\$3,945* (\$3895+\$50 PCOLA*)	\$3,995* (\$3945+\$50 PCOLA*)
Active Member retires Oct 1 2009			\$3,945*	\$3,995* (\$3945+\$50 PCOLA*)
Active Member retires Oct 1 2010				\$3,995*

*PCOLA amount is an estimate only

CAW TCA
CANADA
HOURLY

SEPTEMBER, 1987

CAW/CHRYSLER REPORT

Highlights of the agreement between the CAW-Canada and Chrysler Canada

Chrysler workers set CAW pattern for progress



In the early 1980s Chrysler workers were forced to take major concessions. Since that time, you have had to fight your way back to parity with your brothers and sisters at Ford and GM in Canada. We had to restore what was taken away in the concessionary Chrysler. This tentative agreement Chrysler workers have been on their record for progress.

At our collective bargaining conference, held in Toronto this year, decisions were made that will make a major difference in the lives of Chrysler workers. These decisions include: a new cost-of-living protection, the priority in the award talks, a commitment to work with the bargaining team and our breakthrough in pension.

1987 is also the first time that we are bargaining as a Canadian union with Chrysler. Ford and GM at the time.

When it was time to sign the new contract, we did not let the auto industry convince us that we could make major breakthroughs. We refused to take any concessions. We were not going to let the auto industry convince us that we could make major breakthroughs. We refused to take any concessions.

Unfortunately, Chrysler did not take seriously. We were not going to let Chrysler convince us that we could make major breakthroughs. We refused to take any concessions.

We have a message to you: we have been successful in our fight for better wages, benefits, and job security. We will continue to fight for a better future for all Chrysler workers.

- ### Highlights
- Prolonged agreement
 - Initiative protection for current and future retirees
 - Major pension increases for current and future retirees
 - AGL in all three years
 - COLA Index
 - Major improvements in income security program
 - Substantial increases in disability and life insurance
 - \$200 retirement pay benefits
 - Increased survivor benefits
 - Increased flex plan
 - Child care fund
 - Increased PFL funding

OCTOBER 1990

CAW/CHRYSLER REPORT

Highlights of the agreement between the CAW-Canada and Chrysler Canada

A message from CAW president Bob White

Chrysler workers meet Canadian pattern



1990 bargaining was an unusual situation for Chrysler workers because it was the first time since 1980 we were not faced with fighting concessions, not faced with fighting concessions, not faced with fighting concessions, not faced with fighting concessions.

We decided to establish the 1990 auto pattern at Ford Canada and after a short strike, bargained an excellent agreement. We then went to General Motors and not only met the pattern established at Ford but dealt with some special problems at General Motors.

When we set our strike deadline at Chrysler Canada the big question was whether...

CAW-CANADA/DAIMLERCHRYSLER
BARGAINING REPORT
HIGHLIGHTS OF THE TENTATIVE AGREEMENT BETWEEN CAW-CANADA AND DAIMLERCHRYSLER
OCTOBER, 1999
PRODUCTION AND SKILLED TRADES

DAIMLERCHRYSLER WORKERS WIN GAINS FOR A NEW MILLENNIUM



PRESIDENT'S MESSAGE

YOU HAVE BY NOW READ OR HEARD about the highlights of this agreement. What is so significant about this agreement is - as you read through this brochure - that we not only achieved gains in our pension plans, but that we accomplished this without a loss of wages, paid time off, benefits, and job protection.

Highlights

- Current Retiree Increase
- Future Pension Gains
- Wage Hikes
- Time Off the Job
- Health Care Improvements
- Skilled Trades Gains
- Childcare/Tuition Assistance

Pension Improvements

Improving our pension plan for both future retirees and current retirees was a top priority in 1999. One of the most significant increases we made in...

CAW-CANADA
BARGAINING REPORT
HIGHLIGHTS OF THE TENTATIVE AGREEMENT BETWEEN CAW-CANADA AND DAIMLERCHRYSLER
OCTOBER, 1999
PRODUCTION AND SKILLED TRADES

BUILT TO WIN at DaimlerChrysler A Victory



Highlights

- Wage Increases
- Improved COLA
- New Retirement Guaranteed World Class Site in Windsor
- Increased Time Off Work
- Improved Health and Benefits
- Skilled Trades Gains
- Signing Bonus
- Increased Retirement Savings

Our History: Making Progress and Holding

This represents the eighth major auto contract bargained by the CAW since we were founded as an independent union in 1985. And it's the sixth (and last) round negotiated under the leadership of Buzz Hargrove and Jim O'Neil: both Chrysler workers, who will retire from their positions before the end of this collective agreement.

In good times and bad, we have tried to enhance the benefits and protections enjoyed by our members, their families, and their communities. We have bargained better wages and pensions. But we've also bargained protection and security: income security, restructuring incentives, health and social benefits for every phase of life (from parental leave to child care to tuition assistance to long-term care for the aged). We've done everything we could to cement new investments and jobs. And we've always tied our bargaining to the broader fight to build a better, fairer, more independent Canada.

CAW members at Chrysler have played a crucial, central role in this history. Chrysler workers set the pattern three


HOURLY SEPTEMBER 1993

CAW/CHRYSLER REPORT

Highlights of the agreement between the CAW-Canada and Chrysler Canada

A message from CAW president Buzz Hargrove

Chrysler Workers Lead the Way



We entered these negotiations at a time when working people were under attack by corporations and governments, and were struggling to simply maintain what they had. Not surprisingly, the over-riding theme of our demands was security. Our members were looking for the security of continued COLA and wage increases that would address the difficult issue of job security.

The bargaining team

SALARIED SEPTEMBER 1996

CAW/CHRYSLER REPORT

Highlights of the agreement between the CAW-Canada and Chrysler Canada

Message to Chrysler CAW Membership from Buzz Hargrove

Demanding Our Share, Insisting On Our Rights



Over the past year, as I talked to the leadership of our local and visited many of our plants and offices, I was struck by the message I got by our members. Workers were concerned about outsourcing and the threat to their jobs. They were also concerned about the impact of legislation that would allow the company to outsource work beyond the current 8 and 16 hour shifts. They were also concerned about the impact of legislation that would allow the company to outsource work beyond the current 8 and 16 hour shifts. They were also concerned about the impact of legislation that would allow the company to outsource work beyond the current 8 and 16 hour shifts.

Chrysler's insistence on any major changes during the life of this agreement must be for example potential workers' rights at each location will be replaced by other work in the employment relationship. This other work will be full time and full time.

There has been a lot of talk about "job security" but jobs will still depend on fluctuations in the market and, in the absence of economic growth, technological change will mean large numbers will be needed to make the best of what we have done in financial terms. We have done in financial terms. We have done in financial terms. We have done in financial terms.

Recommendation

As I've said before, our bargaining unit at Chrysler was made possible by the spirit of what we've achieved together and with the members of the Chrysler Canadian Bargaining Committee in recommending that you vote in favour of this agreement.


DAIMLERCHRYSLER BARGAINING REPORT

AGREEMENT BETWEEN CAW-CANADA AND DAIMLERCHRYSLER

OCTOBER, 2002

SHAPING THE FUTURE

DaimlerChrysler: A New Strategy for Canada



President's Message

WE HAVE learned over the years at the CAW that success in improving the lives of CAW members that our job as a union is to defend the interests of our members. We have learned over the years at the CAW that success in improving the lives of CAW members that our job as a union is to defend the interests of our members. We have learned over the years at the CAW that success in improving the lives of CAW members that our job as a union is to defend the interests of our members.

CAW-Canada/DaimlerChrysler BARGAINING REPORT

HIGHLIGHTS OF THE TENTATIVE AGREEMENT BETWEEN CAW-CANADA AND DAIMLERCHRYSLER

PRODUCTION AND SKILLED TRADES

SEPTEMBER 2005

Highlights

- wage increases
- expanded pensions
- benefit improvements
- added health plan
- expanded industrial accident
- new retirement allowance
- new wage purchase plan
- auto insurance subsidy
- three shifts planned at Windsor & Brampton
- flexible work
- flexible Employment, parental insurance



PROTECTING OUR JOBS, SECURING OUR FUTURE

Message from Buzz Hargrove

I've been saying for months, that our 2005 contract talks with the Big Three automakers would not be "business as usual." And every step of the way, that expectation has been proven true. Our bargaining with DaimlerChrysler was no exception.

The North American auto industry is facing unprecedented challenges. A stormy flood of imports from Japan, Korea, and now China is eroding the Big Three's market share, destroying thousands of jobs.

DaimlerChrysler has done better than Ford and GM in recent years thanks to its big investments in the U.S. and the North American market share is about 3 full percentage points from 1995, despite

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Defining the Line

times since the CAW was founded: in 1987 (our first round as an independent union), in 1993, and in 1996. In each of those rounds, Chrysler leadership was essential to winning breakthrough victories that defined our reputation as a powerful, progressive Canadian union.

In 1987, Chrysler workers won the indexation of pensions through the PCOLA system. In 1993, Chrysler workers won the first 3-shift operating pattern in North America (at Windsor). In 1996, Chrysler workers won the CAW's work ownership language, which has been essential in protecting our jobs against outsourcing.

Now, in the midst of the auto industry's worst crisis yet, together we've achieved an equally important victory: defeating two-tier wages, protecting retiree health benefits, and defending our overall wage and pension package. The leadership of CAW members at Chrysler has been a crucial ingredient in our ability to make progress in good times, and hang onto that progress in tough times.

Income Security

Restructuring Allowances

Restructuring Allowances have been increased from \$70,000 to \$75,000 for production and \$90,000 for trades, plus for the first time a **\$35,000 vehicle voucher** for both has been negotiated into the collective agreement.

Income Security

- SUB credits will continue to be cancelled at a rate of 1 for 1 for the term of the new agreement.
- Access to the IMP/VTEP liability amounts will be extended to those members with less than 5 years. This ensures the continuation of their SUB benefits based on their credits.

The \$25,000 Retirement Incentive has been eliminated.

Paid Holiday Schedule: 48 Days Over 3 Years

Monday, October 13, 2008	Thanksgiving Day
Monday, November 10, 2008	Remembrance Day*
December 24, 25, 26, 2008	Christmas Holiday Period
December 29, 30, 31, 2008	Christmas Holiday Period
January 1, 2, 2009	Christmas Holiday Period
Friday, April 10, 2009	Good Friday
Monday, April 13, 2009	Easter Monday
Friday, May 15, 2009	Friday before Victoria Day
Monday, May 18, 2009	Victoria Day
Friday, July 3, 2009	Canada Day
Friday, September 4, 2009	Friday before Labour Day
Monday, September 7, 2009	Labour Day
Monday, October 12, 2009	Thanksgiving Day
Friday, November 13, 2009	Remembrance Day*
December 24, 25, 2009	Christmas Holiday Period
December 28, 29, 30, 31, 2009	Christmas Holiday Period
January 1, 2010	Christmas Holiday Period
Friday, April 2, 2010	Good Friday

Monday, April 5, 2010	Easter Monday
Friday, May 21, 2010	Friday before Victoria Day
Monday, May 24, 2010	Victoria Day
Friday, July 2, 2010	Canada Day
Friday, September 3, 2010	Friday before Labour Day
Monday, September 6, 2010	Labour Day
Monday, October 11, 2010	Thanksgiving Day
Friday, November 12, 2010	Remembrance Day*
December 24, 2010	Christmas Holiday Period
December 27, 28, 29, 30, 31, 2010	Christmas Holiday Period
Friday, April 22, 2011	Good Friday
Monday, April 25, 2011	Easter Monday
Friday, May 20, 2011	Friday before Victoria Day
Monday, May 23, 2011	Victoria Day
Friday, July 1, 2011	Canada Day
Friday, September 2, 2011	Friday before Labour Day
Monday, September 5, 2011	Labour Day

*Brampton employees will not observe the November 10, 2008, November 13, 2009, November 12, 2010 holidays but instead will observe the October 10, 2008, October 9, 2009 and October 8, 2010 holidays.

Vacation bonus: The annual vacation bonus is continued at \$1700



Improved Insurance Benefits

There will be increases in the rates for future S & A, EDB and Life Insurance claims in the 3rd year of the agreement as a result of the fold-in of new COLA generated in the 2nd year of the agreement.

Insurance Examples (including projected COLA)*

	Current	September 2008	September 2009	September 2010
Assembler				
S&A	\$ 830	\$ 830	\$ 830	\$ 845
EDB under 10	\$ 2,925	\$ 2,925	\$ 2,925	\$ 2,985
EDB over 10	\$ 3,215	\$ 3,215	\$ 3,215	\$ 3,280
Life Insurance	\$ 77,000	\$ 77,000	\$ 77,000	\$ 79,000
Electrician				
S&A	\$ 990	\$ 990	\$ 990	\$ 995
EDB under 10	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,530
EDB over 10	\$ 3,850	\$ 3,850	\$ 3,850	\$ 3,880
Life Insurance	\$ 92,500	\$ 92,500	\$ 92,500	\$ 93,000

*COLA projection based on 2% inflation in each year of the agreement. Actual benefit levels may be higher or lower depending on actual inflation.

Optional and Dependent Life

Open enrolment will be offered for both programs. Date to be determined.

During the open enrollment period, current participants will be able to increase their coverage by one schedule without medical evidence. Those not previously enrolled will be permitted to enter the program on Schedule 1.

Survivor Income Benefit Insurance (SIBI)

SIBI benefits will be increased as follows and will apply to current as well as future recipients:

- \$25 per month – effective October 1, 2008
- \$25 per month – effective October 1, 2009
- \$50 per month – effective October 1, 2010

Health Care Benefits

Drug Plan

Effective January 1, 2009 the prescription drug co-pay for actives and retirees will increase to 10% per prescription, with the following out-of-pocket maximums:

- As of January 1, 2009 - \$250/family/year
- As of January 1, 2010 - \$270/family/year
- As of January 1, 2011 - \$290/family/year

Out of pocket maximums are combined family amounts.

Long Term Care

Effective January 1, 2009, the maximum rate of coverage will be \$1,543.95 per month for new entrants. Current residents of long term care facilities will be exempt from this provision and will continue at the previously capped semi-private rate.

Medical Practitioners

- Chiropractor annual maximum increased by \$15 (to \$465)
- Psychologist annual maximum increased by \$25 (to \$675)

Vision Care

Effective October 1, 2008 the Vision plan will be improved as follows:

- Vision Care benefit increased by \$20 in each category;
 - Single vision: from \$200 to \$220 every 24 months
 - Bifocal: from \$255 to \$275 every 24 months
 - Multi-focal: from \$325 to \$345 every 24 months
 - Contacts: from \$210 to \$230 every 24 months
- Eye exams amount increased by \$20 (to \$85), every 24 months

Family Assistance

Up to \$500,000 is available to pay for short-term family counseling during the life of this agreement through the Employee Family Assistance Program.

Skilled Trades

Section 17.2 Skilled Trades Work Ownership

This important language has been maintained during our most trying and difficult round of bargaining. Chrysler tried to eliminate this language from the collective agreement.

CAW Apprenticeship Sponsorship

The company has agreed to meet following bargaining to discuss a CAW apprenticeship sponsorship program. This new CAW initiative would allow the CAW to be a sponsor of apprentices to receive their training.

Skilled Trades Restructuring Incentives

\$90,000 plus \$35,000 new vehicle allowance has been bargained. Incentives will allow for senior workers to retire and provide job opportunities for less senior workers.

Skilled Trades Union Education Program

Funding has been maintained at the current contribution formula.

Time Off

- Hours for vacation pay reduced by 40 hours for employees with 3 or more years of seniority (effective July 1, 2009).
- Active employees, with 3 or more years of seniority as of July 1, 2009 will receive \$3,500. Payment to be paid prior to the end of July, 2009.

Chrysler Health, Safety, Environment and Ergonomic

Health and Safety Training:

Health & Safety Training continues to be provided by CAW in-house trainers to empower members:

- Defibrillators in care of trained individuals
- Arc flash review on all new equipment
- Information and discussion on nanotechnology at 2009 annual training
- Update current training materials

Ergonomics

The company reaffirmed their joint

commitment to improve the working conditions of our members through ergonomics using previously bargained ergonomics language and adherence to our past practices.

Environment

- Information sharing continues with notification of uncontrolled emergency release of hazardous material.
- Environmental, regulatory and technical refresher at annual environmental training.

Alternative Work Schedule

During 2008 negotiations CAW and Chrysler discussed the competitive disadvantages of the three-shift relief practices at the Assembly Complex.

The parties under the Ford pattern settlement agreed to eliminate the cost penalty associated with working 8 hours.

Workers assigned to the three-shift operating pattern will receive 8 hours pay for 8 hours work including: 22 minutes of relief and a 20 minute paid lunch.

Chrysler renewed its commitment to the Windsor Assembly plant workforce, reinforcing the union's position that they will continue to be the lead producer of mini-vans.

This agreement will take effect September 22, 2008.



New Hire Grow-In

- Effective on the date of ratification, new hires to receive 70% of base wage
- 80% at the 1st anniversary of employment, 90% at 2nd anniversary, 100% at 3rd anniversary
- COLA payments start on employee's 3rd anniversary

Future new hires will not be eligible for SUB and short work week until 3rd anniversary and will have modified time off until 3rd anniversary. New hire grow-in system will apply to all members hired after the date of ratification. Existing employees are not affected.

EXAMPLE

New employee hired on October 1, 2008

Oct. 1, 2008	Hourly Wage Rate at 70% is \$23.70
Oct. 1, 2009	Hourly Wage Rate at 80% is \$27.08
Oct. 1, 2010	Hourly Wage Rate at 90% is \$30.47
Oct. 1, 2011	Hourly Wage Rate at 100% is \$33.85, plus estimated COLA of \$1.02 (and 5¢ initial float), for a final rate on Oct. 1, 2011 of \$34.92.

Your CAW-Canada Master Bargaining Committee at Chrysler



BUZZ HARGROVE
President



JIM O'NEIL
Secretary-Treasurer



KEN LEWENZA
Chairperson of Master
Bargaining Committee &
President of Local 444



JERRY DIAS
Assistant to the President



JIM STANFORD
CAW Economist



**WHITEY
MACDONALD**
National Representative



SYM GILL
Director,
Pensions & Benefits



JEFF WAREHAM
National Representative,
Pensions & Benefits



DAVID ROBERTSON
Director, Work
Organization & Training
Department



COLIN HESLOP
Director, Skilled Trades



SARI SAIRANEN
Director, Health,
Safety and Environment



LYLE HARGROVE
Director,
Health, Safety and
Environment Fund



GARY PARENT
Financial Secretary,
CAW Local 444



TOM LESPERANCE
1st Vice President,
CAW Local 444



RICK LAPORTE
2nd Vice President,
CAW Local 444



DAVE LARUE
Chairperson,
CAW Local 444,
Windsor Assembly



DAVE CASSIDY
Skilled Trades Chairperson,
CAW Local 444



GARY BERNARD
Grievance Coordinator,
CAW Local 444



LEON RIDEOUT
President,
CAW Local 1285



TERRY BROWNE
Chairperson,
CAW Local 1285



DAVE IRELAND
1st Vice President,
CAW Local 1285



GERRY HARVEY
2nd Vice President,
CAW Local 1285



JOHN BRESLIN
Skilled Trades Chairperson, Chairperson, CAW Local 195,
CAW Local 1285



MARIO MOCERÌ
Chairperson, CAW Local 195,
Chrysler
Security Guards



JOE MOTA
President,
CAW Local 1459
Etobicoke Casting



KEN RAVENBERG
Chairperson,
CAW Local 1459
Etobicoke Casting



ROD MCGILL
Skilled Trades Chairperson,
CAW Local 1459
Etobicoke Casting



KEN LEWENZA JR.
National Coordinator,
Training



JAMIE HANSEN
Health & Safety
Coordinator
Chrysler



PAT CUNNINGHAM
Employment Equity
Coordinator
Chrysler



WYATT CLARK
National Co-ordinator,
Ergonomics



TERRY FARRELL
Skilled Trades Coordinator
Chrysler