

CAW-Canada/Ford of Canada

BARGAINING REPORT

HIGHLIGHTS OF THE TENTATIVE AGREEMENT BETWEEN CAW-CANADA AND FORD OF CANADA

PRODUCTION AND SKILLED TRADES

MAY 2008

Principled... Pragmatic... and Responsible

Highlights

no two-tier wages

reprieve for St. Thomas

productivity and quality bonus

improved restructuring incentive

benefit improvements

improved vehicle purchase plan



A MADE IN CANADA SOLUTION

President's Message

These are incredible times for Canada's auto industry – not long ago a global success story – but now fighting for its life. And incredible times demand incredible actions.

We knew this would be the toughest round of major auto bargaining in our union's history. Dark economic clouds are gathered all around us: the soaring Canadian dollar, record oil and gasoline prices and a deepening recession in the U.S. (our major market). And what infuriates me most: a one-way flow of offshore imports that is destroying our home market, yet gives us no opportunity to sell our own products in Asia or Europe.

In this context, the union had to act: quickly, creatively and pragmatically. But always guided by the principles

that have made us one of the most effective and progressive unions in the world.

Principles like solidarity – including solidarity between generations, linking today's union members with both retirees and the generation that comes after us. Equal pay for equal work. And a refusal to subsidize, out of our own pockets, a crisis that is not remotely our fault.

The contract you have before you is a blend of principle and pragmatism. It firmly stops the tide of two-tier wages at the Canada-U.S. border. There are no wage cuts. In fact, both wages and pensions will grow thanks to our cost-of-living formulas. We've made some carefully designed changes to health care, vacation pay, and other programs

that will not significantly impact our members, but which will deliver major accounting savings to Ford.

We have protected our total bundle of compensation. But we keep Canadian plants in the ballpark for new investment opportunities (like a third shift at Oakville, the new engine project in Windsor, and our continuing quest for a new product commitment at St. Thomas).

The sky-high loonie and the meltdown of the Big Three's market share make it incredibly challenging to nail down those investments. But we will do everything we can, including the contract before you today, our productivity and quality, and our focused efforts (including

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What Unions Do

Thanks to the inaction of our government, Canada's auto industry is in a mess. And no surprise: the companies tried to take it out on the workers. The initial demands for concessions we received from Ford, GM, and Chrysler were outrageous.

As they lined up over the past few months to take shots at the CAW, commentators and analysts seemed puzzled about why we wouldn't accept two-tier wages, the loss of health benefits for retirees, and other major concessions. Get real, they said. There's no alternative.

I don't think they understand what unions are about. How we work. What we do.

A union doesn't exist solely to get higher wages for current members. We have a more important historical mission. And understanding that mission helps explain why we would never accept two-tier wages and many of the other demands placed before us.

Our goal is to improve the conditions of working people. Not just our current members, but our future members.

The first step in this task, of course, is to make progress in collective bargaining. When times allow, we win better wages and benefits – ensuring workers get a fairer share of the wealth we produce.

But just as important as progress in good times, is hanging onto our hard won gains in bad times. And that's what we focused on in this round of bargaining. This contract does contain some modest improvements: inflation-linked gains in wages and pensions, improved health benefits, an expanded new vehicle purchase incentive. But our main achievement was hanging onto past gains.

If unions give back in tough times the gains they made in good

times, then we don't make any long-run progress.

After all, the wages and benefits we enjoy today didn't fall from the sky. They are the result of the efforts of the men and women who came before us. They took risks, pushed the envelope, and walked the picket line – not just for themselves, but for us.

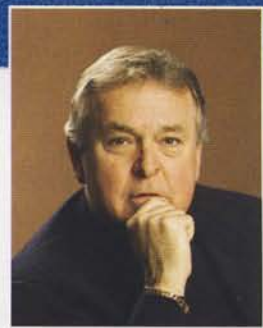
That's why we'll never turn our back on our retirees. We'll never sell out their health benefits. And we'll keep fighting at the bargaining table on their behalf.

By the same token, we must maintain a bond with the next generation: the young people who one day will work in our plants. We recognized two-tier wages not only as a threat to long-term wages, but as a threat to the union.

We split from the UAW in 1985, and formed our own Canadian union, because we knew concessions would never save our jobs. Since then, the CAW's membership has doubled. Workers in all industries view us as a powerful, credible force.

Whatever happens to us, happens to all of us: current actives, retirees, and future hires alike. We're in this together. That's how solidarity works. And without solidarity, a union has nothing. I am proud to join with your CAW-Ford Master and Local bargaining committees in unanimously recommending this tentative agreement for your ratification.

In solidarity, Jim O'Neil



Message from Mike Vince,

Chairperson, CAW/Ford Master Bargaining Committee

Meeting the Challenge



These tough economic times are truly a perfect storm for the auto industry. The high Canadian dollar, rapidly rising world oil prices, a looming U.S. recession, environmental concerns, and Canada's growing trade deficit

have combined to make this one of the toughest rounds of bargaining we've ever faced.

That's why our decision to begin bargaining at Ford early was such a strong strategic move for the CAW.

Despite the challenges at Ford Canada its Oakville operations are in solid shape and we knew that the company didn't want a shutdown. Neither did our members.

Coming into this set of negotiations, our union was fully aware of the challenges Canada's auto industry faces. Our members know first hand the insecurity that has accompanied Ford's declining market share in North America. In this round of negotiations we managed to win a reprieve for the St. Thomas plant, keeping it running at least until September 14, 2011. Ford's upper management speaks highly of this facility, its workforce and it remains at the top of the company's list for new product. We intend to keep pushing for new investments over this extended time period, to ensure the stability of this plant for years to come.

Of course, this doesn't mean our work is finished. We need to push for new investment and products in all our facilities. The provincial

government's investment in the Ford Essex Engine plant was the result of a lot of hard work by our union and our membership. In fact, our Windsor engine facilities have now become Ford Canada's site of choice for consideration on new product.

The federal government now needs to step up and support this facility and other auto facilities in Ontario. Their inaction has resulted in thousands of lost jobs, devastated families and communities.

Throughout negotiations, our local union committees showed great resolve and determination to get the job done at the bargaining table. I'm proud to say that they did a tremendous job, despite the fact that the odds were stacked up against them. We now need to help our brothers and sisters at GM and Chrysler achieve the same pattern.

It's been a remarkable learning experience for me in my first term as chair of the Ford master bargaining committee. I want to thank our national president Buzz Hargrove and secretary-treasurer Jim O'Neil for showing the tenacity and grit that has done our union proud for so many years, in what will be their final round of auto bargaining. They have once again shown that our union has the ability to take on any challenge.

Our CAW-Ford Master Bargaining Committee and CAW Ford Council is unanimous in recommending this agreement for your ratification. Thanks for your solidarity and support.

In solidarity, Mike Vince



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.



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.

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.

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%

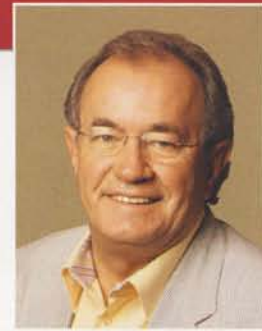
pressure on government) to rescue the Canadian auto industry.

On that score, we must pull out all the stops in fighting for a change in course by Ottawa. They cannot take the auto industry – its jobs, its taxes, its productivity – for granted any longer. They have to get back to the table, starting by playing a leading role in attaining an investment for a new flexible manufacturing platform for St. Thomas and the next phase of the 5-litre engine project in Windsor. Above all, they've got to draw a line in the sand with the imports. If Asian and European producers are going to sell so much in our market, these countries must commit to buy back from us.

That's the only way to stabilize the industry, and save our jobs.

And if this government won't change, it must be voted out of office at the first chance we get.

This is my last round of major auto bargaining as your national president; I retire at our union's mandatory retirement age in 2009. In my many years of experience, I've never seen a tougher economic environment (and I've never been more frustrated with our federal government for allowing it to get this bad). But by the same token, I've never been prouder of our union. Our commitment to principles and our willingness to fight for them in every workplace have



allowed us to defeat two-tier wages and preserve our integrity as a union.

I join with every member of the CAW-Ford Master Bargaining Committee, and the entire Ford Bargaining Council, in recommending this agreement for your ratification.

In solidarity, Buzz Hargrove

Special Contingency Fund

Appendix U, Special Contingency Fund, has been renewed. This Appendix provides for maintaining current funding for a number of programs, for example:

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

Reprieve for St. Thomas Workers

Ford was planning to close the St. Thomas plant in 2010 as there was no product allocation for the facility. Ford has now committed in writing to run the plant at least through the expiration of this collective agreement (in September 2011), based on market demand for the products. The national and local union will put top priority on developing (together with Ford and government) further proposals for new products and new investments to keep the St. Thomas plant operating well beyond 2011 and ensure greater job security for St. Thomas members.

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 Ford in North America (some exceptions).



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Pension Rates

Basic Benefit - Production

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 - Production

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

In good times and bad, we have tried to enhance the benefits and protections enjoyed by our members and their families. 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

CAW/FORD REPORT

OCTOBER 1993

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

Message from CAW President Buzz Hargrove

Ford Workers' Determination Wins Pattern

We entered these negotiations at a time when working people were under attack by corporations and governments who were struggling to simply maintain what they had. But we were determined, when we set the pattern at Chrysler, to challenge the climate of restraint and concessions.

That pattern, with certain changes adopted to Ford, included income security for those working by continuing COLA and adding wage increases to meet the needs of our members and their families. It emphasized major improvements in pensions and special incentives to...



CAW/FORD OF CANADA BARGAINING REPORT

AGREEMENT BETWEEN CAW-CANADA AND FORD OF CANADA

OCTOBER, 2002

Brighter Future for Ford Workers



President's Message

I'VE BEEN a trade unionist for virtually all my adult life. The CAW for a decade. But there are still times I feel inspired to be a part of our great movement. Our 20th Anniversary provides one of those moments.

As we opened negotiations, the future of our health on my mind, especially the Oakville members. As you know, Ford has encountered some tough times. January 11 Ford announced a continent-wide...

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Highlights

- wage increases
- improved pensions
- new retirement allowance
- skilled trades gains
- improved restructuring incentive
- benefit improvements
- new vehicle purchase plan
- auto insurance subsidy

CAW-Canada/Ford of Canada BARGAINING REPORT

HIGHLIGHTS OF THE TENTATIVE AGREEMENT BETWEEN CAW-CANADA AND FORD OF CANADA
PRODUCTION AND SKILLED TRADES
SEPTEMBER, 2005



A GOOD AGREEMENT FOR TOUGH TIMES

President's Message

Our 2005 collective bargaining with the Big Three automakers takes place in an incredibly challenging economic environment. Ford workers know this better than anyone. The Big Three's market share has fallen by over 18 percentage points since 1999, mostly due to a serious surge of imports from overseas. This has caused painful shortening in almost all our plants. DaimlerChrysler has already shed thousands of jobs in North America and Ford and GM are again preparing for more restructuring. Meanwhile, the 2005 year in our basic industry has been a challenge in itself. We have responded to these challenges by fighting for a fair trade policy in autos - forcing Japan and Korea (and soon China) to open their markets to our products, or else limit their sales in North America. And we have re-emphasized our union commitment...

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CAW/FORD REPORT

HOURLY

NOVEMBER 1994

Highlights of the agreement between the CAW-Canada and Ford of Canada
Message to Ford CAW Membership from Buzz Hargrove

Defending Our Jobs, Making Real Gains for Workers

For Ford workers, the 1996 tentative agreement has been a long wait and by now, many of you have read about the general facts of this highly-publicized agreement. Let me therefore briefly emphasize the significance of what we've collectively achieved.

Over the last decade, the corporate sector has been arguing that if governments would only listen to them and act like a free market in the economy, progress would return to the economy. But those false promises have now been exposed. And as if we want to achieve real gains for working people, we have to challenge corporations publicly and in the workplace. In this regard, our union has been successful...



costs, we maintained and improved our benefits. These gains happened because we were ready to fight. The Chrysler workers established the pattern. GM workers needed a 21-day strike and a plant occupation in Oshawa to win their pattern. We made it clear that no one should question the determination of Ford workers to take on their company if necessary. What makes me proudest about this round of negotiations is what it showed about the depth and strength of our union. The confidence our leadership showed in taking the issues on, the determination and clear understanding of the membership, the solidarity shown by the members, they watched events unfold and stood ready to show their support - including the commitment to double their dues if necessary. We have, as indicated in the minutes of the meeting, also inspired others. I join with Bob Such and the other members of the Ford Master Bargaining Committee in recommending that you vote in favour of this tentative agreement.



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holding the Line

(from parental leave to child care to tuition assistance to long-term care for the aged). And we've always tied our bargaining to the broader social struggle to build a better, fairer, more independent Canada.

Unions fight hard to make progress in good times. But they have to fight even harder to hang onto that progress in bad times. Whenever companies are losing money, they always try to take it out on their workers first. That's why workers need a union: to protect themselves and improve their working lives.

Our 2008 collective agreement, by defeating the drive to two-tier wages and protecting health benefits for retirees, will be remembered as one when Canadian autoworkers truly held the line.

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 Fund

Income Security Fund has been renewed, effective September 17, 2008. (Approximately \$220 million - depends on active head count on 09/17/08)

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

Paid Holiday Schedule: 48 Days Over 3 Years

Monday, October 13, 2008	Thanksgiving
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
Monday, August 3, 2009	Civic Holiday
Friday, September 4, 2009	Friday before Labour Day
Monday, September 7, 2009	Labour Day
Monday, October 12, 2009	Thanksgiving
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
Monday, August 2, 2010	Civic Holiday
Friday, September 3, 2010	Friday before Labour Day
Monday, September 6, 2010	Labour Day
Monday, October 11, 2010	Thanksgiving
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
Monday, August 1, 2011	Civic Holiday
Friday, September 2, 2011	Friday before Labour Day
Monday, September 5, 2011	Labour Day

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



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

3 Open Enrollments will be offered in January of 2009, 2010 and 2011. 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

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

Appendix "T" Skilled Trades Work Ownership

This important language has been maintained during our most trying and difficult round of bargaining. Ford 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 Retirement 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 current contribution formula.

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.

Health and Safety Training:

Annual Joint training meetings are held off-site to review and reassess issues in all three areas of H&S, Environment and Ergonomics.

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

- Illustrated high impact single point lessons for summer shutdown/stand downs
- 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 for format upgrade
- Transportation of dangerous goods
- Lockout (ECPL) with 1 hour annual update
- Confined space material – updated
- Joint legislation training
- Working at heights and rescue
- Propane exchanges
- 16 hour course on blood borne diseases for trainers
- PMHV practical training every 3 years

Ergonomics – the prevention of Musculoskeletal Disorders

- Ergonomic reps full members of their committees with co-chair status
- Physical demands analysis
- Gender representation in ergonomic and related studies

Ergonomics

- 6 month ergonomic corrective action resolution process (Master Ergonomic Committee)
- Ergonomic tools training
- Utilization of the CAW/Ford Ergonomic Process manual.

Environment

- Information sharing continues with notification of uncontrolled emergency release of hazardous material.
- Review development on EPR, fuel cells and other leading edge environmental technology issues and practices.
- Environmental, regulatory and technical refresher at environmental annual training

Time Off

- Mandatory vacation no longer in effect
- All members are still entitled to take full vacation
- Hours for vacation pay reduced by 40 hours for employees with 3 or more years of seniority (effective January 1, 2009 and St. Thomas July 1, 2009)
- Active employees, with 3 or more years of seniority as of January 1, 2009 (July 1, 2009 for St. Thomas) will receive \$3,500. Payment to be paid prior to the end of January, 2009 (end of July, 2009 for St. Thomas)

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.

Alternative Work Schedule

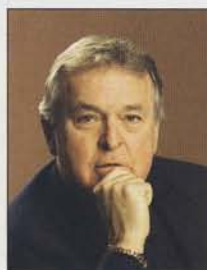
During 2008 negotiations CAW and Ford discussed the competitive disadvantages of the three-shift relief practices at the Oakville Assembly Complex. The parties agreed to eliminate the cost penalty associated with working 8 hours. Production workers assigned to a three-shift operating pattern will receive 8 hours pay for 8 hours worked including: 22 minutes of relief and a 20 minute paid lunch.

This agreement will take effect September 22, 2008.

Your CAW-Canada Master Bargaining Committee at Ford



BUZZ HARGROVE
President



JIM O'NEIL
Secretary-Treasurer



MIKE VINCE
Chairperson of Master
Bargaining Committee &
President, Local 200



BOB CHERNECKI
Assistant to the President



JIM STANFORD
CAW Economist



ALEX KEENEY
National Representative



SYM GILL
Director,
Pensions & Benefits



JEFF WAREHAM
National Representative,
Pensions & Benefits



DAVID ROBERTSON
Director, Work
Organization and Training



COLIN HESLOP
Director,
Skilled Trades



LYLE HARGROVE
Director,
Health, Safety and
Environment Fund



SARI SAIRANEN
Director,
Health, Safety and
Environment



JEFF VILAG
Chairperson, Engine Plant
Local 200, Windsor



CHRIS MOYNAHAN
Chairperson, Annex
Local 200, Windsor



CHRIS TAYLOR
Chairperson, Skilled Trades
Local 200, Windsor



KIM CLOUT
Chairperson, Parts Depot,
Local 584, Bramalea



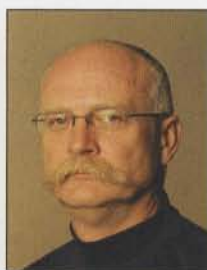
GARY BECK
President,
Local 707, Oakville



SCOTTY MCCOLEMAN
Chairperson,
Oakville Assembly Complex
Local 707, Oakville



PAUL REID
Chairperson, Skilled Trades,
Local 707, Oakville



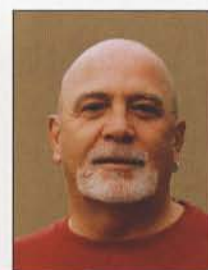
BRETT LEFEBVRE
Chairperson,
Number Three Shift,
Local 707, Oakville



DENNIS MCGEE
President, Local 1520,
St. Thomas



SCOTT SMITH
Chairperson, Local 1520,
St. Thomas



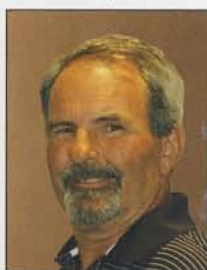
DOUG WIEBE
Chairperson, Skilled Trades,
Local 1520, St. Thomas



GUY HEWSON
Health & Safety
Co-ordinator, Ford



TOM COCHOIS
Training
Co-ordinator, Ford



BRUCE CHAMBERLAIN
Ergonomics
Co-ordinator, Ford



JOHN WALSH
Skilled Trades
Training Co-ordinator, Ford



DEBBIE ROBERT
Equity
Co-ordinator, Ford



MIKE AQUILINA
Skilled Trades
Co-ordinator, Ford



JOHN O'HANDLEY
National Wellness
Co-ordinator

