

REINSTATING CAW/FORD RETIREES PCOLA AND BENEFITS

Whereas: our Unifor/CAW leadership has had to deal with enormous difficult decisions in the past 20 years in order to protect Canadian auto jobs: and

Whereas: during this period workers and retirees made many sacrifices to help resolve those difficult negotiated decisions: and

Whereas: all workers making the decision to retire do so based on the figures/benefits available at the time of retirement most importantly PCOLA which the union promoted as a major factor in leaving early with most retiring without retirement incentives: and

Whereas: Workers that retired early with just over 30 years will be faced with a big reduction at age 65 when their pensions are recalculated and special allowance and supplementary pensions are removed: and

Whereas: government pensions (CPP and OAS) are all based on inflation and increased annually or quarterly based on Cost of living: and

Whereas: current retirees have endured numerous claw backs since the 2009 agreement. We are currently burdened with the implementation of drug plan dispensing fees, loss of semi-private coverage and loss of the \$2,600 vehicle purchase discount. PCOLA will have been frozen for 7 years when the present contract expires with no commitment of it being reintroduced in 2016 bargaining: and

Whereas: prescription Drug co-pays were introduced in Jan 2009 at 10% per prescription up to a maximum of \$250.00 per family and increased in 2010 to \$270, \$290.00 in 2011 and \$310 in 2012: and

Whereas: long term care coverage was \$1,724.32 per month effective Jan 1, 2006, then decreased to \$1543.95 in 2009, to \$1200.00 in 2010 and further reduced to \$800 per month* effective January 1, 2014 (* Note this is a total reduction of almost \$1000 a month): and

Whereas: despite a loss in benefit coverage, the Ford Health care monthly contribution was implemented effective Jan 1, 2010: and

Whereas: since 2008 ratification, present and future retirees have been continually reassured by various top leadership that our retirees are the ones who gave us what we have and that is why we will never turn our backs on our retirees: and

Whereas: in lieu of COLA and PCOLA being reinstated in 2012 bargaining, active employees were awarded, over the life of the agreement, bonuses of \$6,000.00 with an additional \$3,000.00 signing bonus plus a commitment to COLA adjustments in 2016. Retirees lost PCOLA and suffered drastically reduced benefit coverage: and

Whereas: Ford Motor Company is making record profits and the top Ford executives still receive wages and bonuses annually in the tens of millions of dollars, while Ford retiree's income remains frozen. Ford made a pre-tax profit of \$6.3 billion in 2014 and are predicting a \$ 9.5 Billion in profit for 2015. Mulally's 2013 compensation at Ford — which included stock and option awards, plus personal expenses — included \$2 million in salary, a \$5.88 million cash bonus and more than \$11 million in stock awards while the retirees buying power is being severely eroded.

Therefore, be it resolved: that the National Unifor President, leadership, membership, and retired workers, fully commit to making the reinstatement of retiree PCOLA and benefits a priority in 2016 bargaining.