

# **YOUR RETIREMENT PENSION PLAN**



**FOR HOURLY EMPLOYEES OF  
FORD MOTOR COMPANY OF CANADA, LIMITED  
REPRESENTED BY THE CAW – CANADA HIRED/REHIRED BEFORE  
SEPTEMBER 24, 2012**

**AMENDED SEPTEMBER 24, 2012**

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## YOUR RETIREMENT PENSION PLAN

The Retirement Pension Plan described in this booklet is YOUR PENSION PLAN if you are an hourly employee of the Company represented by the CAW-Canada and you have seniority or had seniority **BEFORE** September 24, 2012.

The many valuable Plan benefits available to you and, in some circumstances, to your spouse, are briefly described along with the age, service and other requirements you must meet to become entitled to them. The information given here is, of course, subject to all written agreements respecting pensions between the Company and the CAW-Canada and to all applicable government legislation.

The entire cost of Plan benefits, as computed by an independent actuary, is paid by the Company into a Pension Trust Fund. This Fund is held by a Trust Company. The assets of the Trust Fund can be used only to pay benefits and certain administrative costs of the Plan. All Plan benefits are paid from the Fund to the extent permissible by Federal and Provincial legislation.

The Plan is administered by a Board of Administration made up of three members appointed by the Company and three members appointed by the Union.

If you have questions concerning the Plan, you should see your Personnel Services representative or your Union Local representative or write to the Pensions Board of Administration.

The Retirement Pension Plan is part of the Company's comprehensive employee benefit program, which includes various benefits of particular interest to an employee who is considering retirement. For a description of these benefits you should refer to your Benefit Program booklets or consult either your Personnel Services representative or your Union Local representative.

*The eligibility conditions, benefit rates, estimates and tables used for the explanations in this booklet are based on benefit and other provisions of the Retirement Pension Plan effective September 24, 2012.*



## **WHEN YOU MAY RETIRE**

There are several types of retirement under the Pension Plan. You may retire and get a pension when you meet the age, service and other requirements for one of them. If you have seniority at the time you retire you may apply for one of the types of retirement described in this section. If you have broken your seniority, see page 16 "*If You Leave The Company Before Retirement*".

### **RETIREMENT OPTIONS AND ELIGIBILITY REQUIREMENTS FOR RETIREMENT BENEFITS:**

#### **Normal Retirement**

**At Age 65**

#### **Regular Early Retirement**

**Before Age 65**

- Age 60 or older with at least 10 years of credited service, or
- Age 55 or older but under age 60 with combined years of age and credited service totaling 85 or more, or
- Any age with 30 or more years of credited service.

#### **Special Early Retirement**

- Age 55 or older with at least 10 years of credited service, and
- Meet standards for special early retirement based on:
  - Physical or mental inability to work efficiently, regularly and safely, or
  - Permanent lay-off with no apparent opportunity for re-employment by the Company.

#### **Disability Retirement**

- At least 10 years of credited service; and,
- Totally disabled (unable to work at Company plants where you have seniority) for at least 5 months with disability expected to be continuous for life.

#### **Vested Retirement**

- Effective July 1, 2012 Ontario pension plan members will vest (entitled to a pension from the Pension Plan) immediately. Members from other provinces will become vested after 2 years of membership in the pension plan or as applicable under the respective provincial pension legislation.



## RETIREMENT BENEFITS

If you meet the eligibility requirements for retirement under the Ford of Canada - CAW Retirement Pension Plan and you make application to the joint Pensions Board of Administration, you will receive, upon Board approval of your application, a monthly Basic Pension Benefit payable for life. Depending on the type of retirement, your age, and your years of creditable service, you may also be eligible to receive, for a period of time, a monthly Supplementary Retirement Benefit and under certain conditions, a monthly Special Allowance.

In addition, you may be entitled to receive the following government pensions:

- Old Age Security Pension,
- Canada Pension (or Quebec Pension).

## YOUR BASIC PENSION BENEFIT

- The Basic Pension Benefit is payable monthly for life to all pensioners.
- The initial amount of your monthly Basic Pension Benefit will be:

The Basic Benefit Rate in effect for your Benefit Class Code  
(see page 7) at the date you retire

### Times

Your years of credited service (see page 19).

- Use the following table to determine your Basic Pension Benefit Rate. As shown by the table, your initial Basic Pension Benefit Rate depends on date of your retirement.



## YOUR BASIC PENSION BENEFIT

Continued...

| Date of Retirement | Benefit Class Code | Initial Basic Benefit Rate Per Year of Credited Service |
|--------------------|--------------------|---------------------------------------------------------|
| October 1, 2009    | A                  | \$68.60                                                 |
| And after          | B                  | \$68.85                                                 |
|                    | C                  | \$69.10                                                 |
|                    | D                  | \$81.60                                                 |

- The amount of your monthly Basic Pension Benefit will be reduced, or suspended, if:
  - (1) You do not prevent the automatic election of a Survivor's Benefit, if you have a spouse at the time your pension commences (see page 13);
  - (2) You retire on Regular Early Retirement before you reach age 60 (see page 8);
  - (3) You are entitled to receive Weekly Accident and Sickness Benefits (see page 18);
  - (4) You receive Workers' Compensation based on a claim filed more than two years after the last day you worked for the Company.

## YOUR SUPPLEMENTARY RETIREMENT BENEFIT

- A Supplementary Retirement Benefit is payable to employees who retire on Disability Retirement or with less than 30 years of pension creditable service on Regular Early or Special Early retirement. Employees who retire on Normal Retirement, former employees who receive Deferred Vested Pension Benefits and surviving spouses who receive Survivor's Benefits are not entitled to a Supplementary Retirement Benefit.
- If payable to you, the monthly amount of this benefit, before any applicable reductions or suspensions (see below), is equal to \$18 times your years of credited service up to 30 years. It is payable until and including the month following the month in which you reach age 65.
- The amount of your Supplementary Benefit will be reduced, or suspended:
  - (1) If you retire on Regular Early Retirement before you reach 60 (see page 8).
  - (2) Before age 65, if you receive a disability benefit under the Canada (or Quebec) Pension Plan.
  - (3) If you receive Workers' Compensation based on a claim filed more than two years after the last day you worked for the Company.



## **GOVERNMENT PENSIONS**

### **Old Age Security Pension (OAS)**

This provides a lifetime monthly pension to most Canadians when they reach age 65. If your retirement income is above a certain level, OAS payments will be clawed back as part of your income tax calculation. You must apply to receive this benefit.

### **Canada (or Quebec) Pension (CPP/QPP)**

The normal age for receiving a CPP retirement pension is 65. You may apply for and receive your CPP retirement pension at a reduced monthly amount as early as age 60 OR you may delay applying for your pension beyond age 65, and up to age 70, and receive an increased monthly amount. It is your choice. You must apply to receive this benefit.

If you have any questions about your government pension benefits, you should consult the government pension representative at the Canada Pension Plan Office or Quebec Pension Plan office in your locality or contact the Income Security Programs Office in your province. To check current pension amounts, check the Government of Canada website at [www.hrsdc.gc.ca](http://www.hrsdc.gc.ca)

## YOUR BENEFIT CLASS CODE

- Your Benefit Class Code is determined by the job classification you have held for the greatest number of days during the 24 month period ending with the last day you work before you retire or break seniority.
- Each job classification has been assigned a Benefit Class Code determined by the base hourly rate of the classification, as shown below:

| Effective<br>On & After | On or Before   | Maximum Base<br>Hourly Rate of<br>Job Classification | Benefit<br>Class Code |
|-------------------------|----------------|------------------------------------------------------|-----------------------|
| October 30, 2009        | Sept 19, 2016* | \$33.885 or less                                     | A                     |
|                         |                | \$33.890 - \$34.220                                  | B                     |
|                         |                | \$34.225 - \$35.440                                  | C                     |
|                         |                | \$35.445 and over                                    | D                     |

\* Until changed by a subsequent Collective Agreement.



## **RETIREMENT BEFORE AGE 65**

- If you retire before your 65th birthday on Special Early or Disability Retirement, after your 60th birthday on Regular (voluntary) Early Retirement, your Basic Pension Benefit and your Supplementary Retirement Benefit (if eligible) will be calculated as described on pages 4 through 6 without reduction for early retirement.
- If you retire on Regular (voluntary) Early Retirement before age 60 with 30 years of pension creditable service your Basic Pension Benefit will be reduced. At age 65, your Basic Pension Benefit will be restored to the full amount and paid thereafter without reduction for early retirement.
- If you retire on Regular (voluntary) Early Retirement before age 60 with 85 points (age plus years of pension creditable service equal at least 85) your Basic Pension Benefit and Supplementary Benefit will be reduced. At age 60, your Basic Pension Benefit and Supplementary Retirement Benefit will be restored to their full amounts and paid thereafter without reduction for early retirement.
- The percentage of full (unreduced) Basic Pension and/or Supplementary Retirement Benefit amounts payable for Regular (voluntary) Early Retirement at each whole year of age prior to age 60, depending on credited service at retirement, is shown in the following table:



## RETIREMENT BEFORE AGE 65

Continued....

### Percentage of Full Benefits You Would Receive Age-Service At Retirement

| Your Age When<br>Benefits Begin* | Age 60<br>and 10 or more<br>Years<br>Credited Service | Age + Service Totals 85<br>or more** |              | 30 or more Years of Credited<br>Service*** |              |
|----------------------------------|-------------------------------------------------------|--------------------------------------|--------------|--------------------------------------------|--------------|
|                                  | Lifetime                                              | To Age 60                            | After Age 60 | To Age 65                                  | After Age 65 |
| 60                               | 100%                                                  | -                                    | 100%         | -                                          | 100%         |
| 59                               | ***                                                   | 93.3%                                | 100          | 93.3%                                      | 100          |
| 58                               | ***                                                   | 86.7                                 | 100          | 86.7                                       | 100          |
| 57                               | ***                                                   | 80.8                                 | 100          | 80.8                                       | 100          |
| 56                               | ***                                                   | 75.2                                 | 100          | 75.2                                       | 100          |
| 55                               | ***                                                   | 69.4                                 | 100          | 69.4                                       | 100          |
| 54                               | ***                                                   | 63.5                                 | 100          | 63.5                                       | 100          |
| 53                               | ***                                                   | 57.9                                 | 100          | 57.9                                       | 100          |
| 52                               | ***                                                   | 53.2                                 | 100          | 53.2                                       | 100          |
| 51                               | ***                                                   | 48.9                                 | 100          | 48.9                                       | 100          |
| 50                               | ***                                                   | 45.0                                 | 100          | 45.0                                       | 100          |
| 49                               | ***                                                   | 41.5                                 | 100          | 41.5                                       | 100          |
| 48                               | ***                                                   | 38.3                                 | 100          | 38.3                                       | 100          |
| 47                               | ***                                                   | 35.4                                 | 100          | 35.4                                       | 100          |
| 46                               | ***                                                   | 32.8                                 | 100          | 32.8                                       | 100          |
| 45                               | ***                                                   | 30.4                                 | 100          | 30.4                                       | 100          |
| 44                               | ***                                                   | 28.2                                 | 100          | 28.2                                       | 100          |
| 43                               | ***                                                   | 26.1                                 | 100          | 26.1                                       | 100          |
| 42                               | ***                                                   | 24.3                                 | 100          | 24.3                                       | 100          |

\* If you retire between the years of age shown, the percentage of full benefits payable will be prorated based on whole months of attained age.

\*\* Age and credited service totaling at least 85 years required for retirement.

\*\*\* 30 or more years of credited service required for retirement.



## RETIREMENT BEFORE AGE 65

Continued...

- The following are examples of information shown by the table:

|                                         | Percentage of Full Benefits |                 |                 |
|-----------------------------------------|-----------------------------|-----------------|-----------------|
|                                         | To<br>Age 60                | After<br>Age 60 | After<br>Age 65 |
| Retirement at age 60:                   |                             |                 |                 |
| If credited service is under 30 years   | -                           | 100%            | 100%            |
| If age-service totals 85 or more        | -                           | 100             | 100             |
| If credited service is 30 or more years | -                           | 100             | 100             |
| Retirement at age 57:                   |                             |                 |                 |
| If credited service is under 30 years   | *                           | *               | *               |
| If age-service totals 85 or more        | 80.8%                       | 100%            | 100%            |
| If credited service is 30 or more years | 80.8                        | 80.8            | 100             |
| Retirement at age 54:                   |                             |                 |                 |
| If credited service is under 30 years   | *                           | *               | *               |
| If age-service totals 85 or more        | *                           | *               | *               |
| If credited service is 30 or more years | 63.5%                       | 63.5%           | 100%            |
| Retirement at age 50:                   |                             |                 |                 |
| If credited service is under 30 years   | *                           | *               | *               |
| If age-service totals 85 or more        | *                           | *               | *               |
| If credited service is 30 or more years | 45.0%                       | 45.0%           | 100%            |

\* Not eligible for retirement.

- The Supplementary Retirement Benefit payable to eligible employees for retirement before age 65 is not payable beyond age 65 and one month.



## SPECIAL ALLOWANCES

- If you retire on Regular Early, Special Early or Disability Retirement before you attain age 65 and one month and on or after October 1, 2009:
  - (1) with 30 or more years of credited service; and
  - (2) you apply for retirement benefits within 5 years of the last day you worked for the Company; and
  - (3) agree to restrict your employment after retirement; and
  - (4) have not been discharged for cause;

you may be entitled to receive a Special Allowance.

- For a Regular Early or Special Early Retirement, when a Special Allowance is added to your Basic Pension Benefit your total monthly benefits, subject to the conditions below, initially will be the amount shown below:

| <u>Initial Amount of Total Monthly Benefits</u> |                          |                     |
|-------------------------------------------------|--------------------------|---------------------|
| <u>Date of Retirement</u>                       | <u>Class Codes A,B,C</u> | <u>Class Code D</u> |
| October 1, 2009<br>and after                    | \$3,545.32               | \$3,925.32          |

- The Special allowance will not increase your total monthly benefits at retirement to an amount in excess of 70% of your monthly straight time base pay plus cost-of-living allowance.
- The amount of Special Allowance will be based on the amount of your other Plan benefits before any reduction for Survivor's Benefits, or for receipt of a government disability pension, and will assume that benefits begin immediately upon retirement.
- A Special Allowance is not payable to you for any month in a calendar year after your earnings in that year (from employment after retirement) exceed 50% of the Canada Pension YMPE.
- In any event, no Special Allowance is payable beyond the month following the month in which you reach age 65.



## COMMUTED VALUE OPTION

You can take your pension at retirement as a monthly pension payment or as a lump sum payment equivalent to the present value of your pension (commuted value). More information on the commuted value is provided below. Please note that if you retire under a Disability retirement, the commuted value payment option is not available.

### Commuted Value

The commuted value is the lump sum present value of the monthly pension benefits to which you are entitled under the Plan. The value is calculated actuarially in accordance with the *Pension Benefits Act* and takes into account several variables such as life expectancies and interest rates.

- You can elect to transfer the commuted value of your pension at retirement (this option is not available if you retire under a disability retirement) to another registered retirement vehicle.

If you have a spouse or partner when you retire

There is no survivor benefit available if you elect the commuted value of your pension at retirement. Please note that you will be required to complete a Waiver of Joint and Survivor Option signed by your spouse if you elect this option.

### Maximum Transfer Value

Through the *Income Tax Act*, the government limits the amount of the commuted value that can be transferred to another locked-in retirement arrangement (locked-in RRSP, a locked-in retirement account (LIRA), or a similar registered savings plan) at termination. This is called the maximum transfer value and it is calculated by multiplying your accrued annual pension at age 65 by an annuity factor.

If your commuted value exceeds the maximum transfer value, the amount of your commuted value above the transfer value must be taken as income as a lump sum taxable amount.



## SURVIVOR'S BENEFIT

Your spouse or common-law spouse may in certain circumstances become entitled to a monthly Ford of Canada pension for his/her further lifetime after your death. This is called a Survivor's Benefit.

If you qualify, your spouse may receive a Plan Survivor's Benefit whether you die before or after retirement. These benefits, and the qualifications for them, are described below:

### Survivor's Benefit Option at Retirement

- This Survivor's Benefit will be automatically elected if you are married or have a common-law spouse at retirement unless you reject it in writing. The rejection must include the written consent of your spouse witnessed by a Plan Representative or a Notary Public.
- You may reject it only at the time you apply for retirement.
- The automatic election of the Survivor's Benefit becomes effective on the latest of: (1) your retirement date; (2) if you have less than 30 years of credited service upon retirement before age 55, the first day of the month after your 55th birthday; (3) if at the time the automatic election would otherwise become effective you have a common-law spouse with whom you have cohabited for less than a year, the first day of the month after one year of satisfying the criteria for common-law status.
- The cost of the Survivor's Benefit, which will be deducted from your monthly **Basic Pension Benefit**, will be determined as follows:
  - (1) If your spouse is older than you and the difference between your age and your spouse's age is 5 years or less, the cost will be 5% of the Basic Benefit that is or would be payable to you if you were over age 60. The 5% reduction percentage will decrease  $\frac{1}{2}$  percentage point or each year over 5 up to 10 that your spouse is older than you are. Where the spouse's age is 10 or more years older than yours, the cost is \$0.
  - (2) If your spouse is younger than you and the difference between your age and your spouse's age is 10 years or less, the cost will be 5% of the Basic Benefit that is or would be payable to you if you were over age 60. The 5% reduction percentage will increase  $\frac{1}{2}$  percentage point for each year over 10 that your spouse is younger than you are.



## Examples of Reduction Percentages

|                   | Years Difference in Age |                |                |                 |                 |
|-------------------|-------------------------|----------------|----------------|-----------------|-----------------|
|                   | <u>2 Years</u>          | <u>5 Years</u> | <u>8 Years</u> | <u>10 Years</u> | <u>16 Years</u> |
| Spouse is younger | 5%                      | 5%             | 5%             | 5%              | 8%              |
| Spouse is older   | 5%                      | 5%             | 3½%            | 0%              | 0%              |

- The amount of the monthly Survivor's Benefit payable to your surviving spouse will be 66 2/3% of the monthly **Basic Benefit** (after it is reduced for the cost of the Survivor's Benefit) which would be payable to you if you were over age 60.
- The amount of the Survivor's Benefit does not include any Supplementary Retirement Benefit or Special Allowance that may be payable to you.

## If Your Spouse Dies or You Are Divorced

If after your retirement your spouse dies, or you are divorced by court decree, you may cancel your Survivor's Benefit provided, in the event of divorce, that cancellation is not expressly prohibited by the court decree. Upon your submission of written application for cancellation to the Board of Administration, your Basic Pension Benefit will be increased to the amount payable without the option and no Survivor's Benefit will be payable, effective the first day of the third month after receipt of your application by the Board, along with satisfactory evidence of the death or divorce.

## If You Marry or Remarry After Retirement

If you marry or remarry after retirement, and you have not previously rejected a survivor option, you may elect a Survivor's Benefit provided the election is made within one year of marriage. It will become effective after you have been married one year. (In certain circumstances, this election may also be made with respect to a common-law spouse.)

## Survivor's Benefit - Death Before Retirement

If you die before retirement and your spouse survives you, your spouse (including a common-law spouse with whom you had cohabited for at least a year) will be entitled to a Survivor's Benefit, if at the time of your death, you:

- were under age 65, and
- were age 60 or older with 10 or more years of credited service, or
- were under age 60 but at least age 55, with years of credited service which when added to your years of age totaled at least 85 years,
- had 30 or more years of credited service, or
- are vested in the plan (employee in Ontario – immediate, employee outside of Ontario – after 2 years of membership in the plan or as required by provincial pension legislation);



## **OPTIONAL FORMS OF SINGLE-LIFE PENSION**

Effective with retirements on or after October 1, 2009, you may elect a Pension Guarantee option of 5, 10 or 15 years.

This form of pension will be paid for your lifetime and your Basic pension is guaranteed for 5, 10 or 15 years, whichever you choose. This means that, if you die before the chosen guaranteed period ends, the plan will continue to pay your Basic pension for the remainder of the guaranteed period to your designated beneficiary (or estate), after which time all pension payments would cease. Any Supplementary pension or Special Allowance benefit to which you may be entitled is not eligible for this guarantee.

If you die after retirement and before age 65 and you were eligible for the redetermination of your Basic pension at age 65, the guaranteed pension payable to your designated beneficiary (or estate) will still be eligible for this redetermination. The following is required if you choose to elect this option:

- you must not have a spouse on the date your retirement commences, or you and your spouse must waive the right to receive a survivorship form of pension using a prescribed form,
- you must name a beneficiary
- you must choose the Pension Guarantee option before your pension commencement (you may not choose the option after your pension has begun to be paid).

There is a cost associated with choosing the Pension Guarantee form of pension, and your monthly pension will be reduced to reflect this cost. The cost is determined on an actuarial equivalent basis.



## **IF YOU LEAVE THE COMPANY BEFORE RETIREMENT**

### **For Terminations before meeting Vesting rules under the Plan (applies to employees outside of Ontario)**

If your employment with the Company terminates with a break in seniority prior to completing two years of Pension Plan membership or as required by provincial pension legislation, you will not receive a benefit from the Plan.

### **Terminations upon Vesting**

If you break seniority with the Company and you are under age 55, you will be eligible to receive a benefit from the Pension Plan. You are entitled to receive a deferred pension benefit. The benefit would be calculated based on your pension creditable service at date of termination multiplied by the benefit rate in effect for your Benefit Class Code at the date your break in seniority occurs.

The vested pension benefit is payable from age 65, but you may elect to receive your pension at any time from age 55. However, if you receive your pension early, it will be reduced on an actuarially equivalent basis. Your deferred vested pension benefit will not be increased by pensioner cost-of-living allowance adjustments nor will you be entitled at any time to a Supplement Retirement Benefit or a Special Allowance. You would not be eligible for other Company benefits available to regular retirees.

Instead of leaving your deferred pension in the Plan, you may elect to transfer the lump sum value to:

- your new employer's pension plan if your employer's plan permits such transfers;
- a life insurance company for the purchase of a life annuity;
- a locked-in registered retirement savings plan, a locked-in retirement account or other registered savings plan or fund as permitted by Canada Revenue Agency at the time of transfer.

If you elect a transfer to a locked-in plan, the lump sum amount transferred cannot be withdrawn prior to the earliest date you could retire under the Plan. The amount must be used to provide future retirement income. This is done through the purchase of an annuity or through transfer to a Life Income Fund which requires you to withdraw amounts in annual increments when you decide to begin receiving retirement income.



Should you subsequently return to work for the Company, re-employment will have the following effect on your Company pension:

- (1) If you did not previously withdraw your deferred vested pension when your seniority was broken, upon application your past service will be added to the credited service you earn after rehire. This total credited service will be used to calculate any benefit you receive upon subsequent retirement or upon again leaving the Company. You may obtain the required application form from your Personnel Services representative or your local union representative.
- (2) If you elected a transfer of the commuted value of your vested benefit to another plan, the lump sum amount cannot be transferred back to the Company pension plan nor will you be given credit for the past credited service.

## **PRE-RETIREMENT DEATH BENEFIT**

In the event you die before retirement benefits begin, your eligible spouse or designated beneficiary will be entitled to a benefit from the Plan. You must have been vested in the Plan at the time of death for your eligible spouse or designated beneficiary to be entitled to benefit from the Plan.

All death benefits **are payable first to your eligible spouse**, if you have a spouse at the time of your death. If you do not have a spouse at the time of your death, any benefit will be paid to your named beneficiary, or to your estate if you do not have a beneficiary. In Ontario you and your spouse may waive the right to a pre-retirement death benefit.

Your spouse is defined as the person to and with whom at the earlier of your death or the date your benefits begin you:

- are married and with whom you live; or
- are not married but with whom you are living in a conjugal relationship for an immediately preceding period of at least one year or are in a permanent relationship and are together the parents of a natural or adopted child.



## **INSURANCE BENEFITS**

### **Weekly Accident and Sickness Benefits**

Pension Plan benefits will not be paid to you for any month for which you receive Weekly Accident and Sickness Benefits. When you retire, you may choose to have your Weekly Accident and Sickness Benefit suspended and to receive your Pension Plan benefits instead.

For a full explanation of Weekly Accident and Sickness Benefits see your "Life and Disability Insurance Program" booklet.

### **Extended Disability Benefits**

If you have ten or more years of credited service and you have received Extended Disability Benefits for one year, you must apply for either Disability or Special Early Retirement. It is to your advantage to do so, because your Extended Disability Benefits will be reduced by the amount of Pension Plan benefits you could receive whether or not you actually receive them.

For a full explanation of Extended Disability Benefits see your "Life and Disability Insurance Program" booklet.

### **Life Insurance**

Most retired employees are eligible for continued group life insurance coverage after retirement. For information about this insurance see your "Life and Disability Insurance Program" booklet. Former employees who qualify for Deferred Vested Pension Benefits are not eligible for continued life insurance coverage.

### **Hospital, Surgical, Medical, Drug, Dental, Vision Insurance**

When you retire, the Company will continue health care benefits for you and your eligible dependents. If you die after retirement, or if you die before retirement but after you have become eligible for Regular Early retirement, this coverage will be continued at Company cost for your surviving spouse and dependents. This coverage is not provided for former employees who qualify for Deferred Vested Pension Benefits.

*This Section is intended only to provide a general description of certain insurance benefits for retired employees pursuant to agreements between Ford of Canada and the CAW-Canada which expire in September 2016. If there are differences between this Section and these agreements, the agreements (or any applicable agreements amending or replacing the agreements which expire in 2016) shall govern.*



## YOUR CREDITED SERVICE

For Plan purposes your employment with the Company is measured in years of credited service.

If you have seniority on or after October 5, 1987 the following rules apply to you.

- **Future Service**

Credited service is based on the number of hours in each calendar year for which you receive pay, plus certain additional creditable hours or periods of service as explained under "Additional Future Service", below. The amount of pension service credit you will receive is shown on the following table:

| Hours Counted<br>in the Calendar Year | Pension Plan Credited<br>Service |
|---------------------------------------|----------------------------------|
| 1615 or more hours .....              | 1.0 years                        |
| 1445 but less than 1615 hours .....   | .9 years                         |
| 1275 but less than 1445 hours .....   | .8 years                         |
| 1105 but less than 1275 hours .....   | .7 years                         |
| 935 but less than 1105 hours .....    | .6 years                         |
| 765 but less than 935 hours .....     | .5 years                         |
| 595 but less than 765 hours .....     | .4 years                         |
| 425 but less than 595 hours .....     | .3 years                         |
| 255 but less than 425 hours .....     | .2 years                         |
| 85 but less than 255 hours .....      | .1 years                         |
| Less than 85 hours .....              | none                             |



## YOUR CREDITED SERVICE

- **Additional Future Service**

In addition to hours for which you receive pay, other hours or periods of service may be counted, within specific limits, in the calculation of your Future Service:

1. Hours, at the rate of 40 hours per week, while absent from work on approved leave:
  - (a) due to occupational injury or disease incurred in the course of your employment and for which you receive Workers' Compensation benefits;
  - (b) while engaged in the business of, or working for your Union Local or while holding a position on the staff of the National Union.
2. Hours, at the rate of 40 hours per week, while on layoff or approved sick leave during 1968 or later years, provided you shall have received pay for at least 170 hours in the year your absence began.
3. Under certain circumstances you may receive limited additional hours for periods you were on layoff or sick leave during the year following the calendar year in which your layoff or sick leave began,
4. You may be entitled, upon application, to receive creditable hours for part or all of any time you were on layoff in the years 1951 to 1967 inclusive; 1979 to 1983 inclusive; or 1990 to 1994 inclusive, if you otherwise received less than a full year of credit in any of these years.
5. You may be entitled, upon application, to receive credit for your years of service under another retirement plan of the Company.
6. An employee who has seniority as of September 24, 2012 and who was an employee of the Company and absent from work prior to January 1, 1980, for any period of pregnancy or parental leave up to the prescribed limit of pregnancy or parental leave under the Ontario employment Standards act, 1990 shall receive Future service credit at a rate of forty (40) hours per week during such absence to the extent permitted under the Revenue Rules. In no event shall such employee be credited with more than 1700 hours for any calendar year, and that there shall be no duplication of creditable service by virtue of this section.



- **Employment with Ford U.S. and with Certain Subsidiaries of Ford U.S. and of Ford of Canada**

It is no longer permitted by Canada Revenue Agency to grant credited service for any employment you have had with Ford Motor Company (U.S.) or with certain other companies which are associated or subsidiary companies of Ford of Canada or of Ford U.S.

- **Reinstatement of Credited Service After Rehire**

If you received a payout of the value of your pension at the time you broke seniority with Ford and are subsequently rehired, you will not be entitled to additional credits for your prior service.

- **Foundry Service**

If you have earned more than 10 years of credited service while in employment on certain job classifications in the Windsor Casting Plant (Foundry Service), the credited service you earned for employment in those job classifications will be increased for years over 10 through 25 by 33.3% (1/3rd) and for years over 25 by 20% (1/5th). For example, 22 years of Foundry Service will be increased to 26 years of credited service; 25 years of Foundry Service to 30 years of credited service; and 30 years of Foundry Service to 36 years of credited service.

If you believe you are entitled to any additional Service for which application is required, contact your Personal Services representative or Union Local representative for further information and the necessary application form.

## **YOUR ANNUAL STATEMENT**

As soon as possible after each year end, an Annual Pension Statement will be sent to you. This Annual Pension Statement will show your credited service for the preceding year and your total credited service to the date printed on the statement. Any additional Foundry Service to which you may be entitled will not be included on your Annual Pension Statement.

You should check your statement carefully to make sure that the spelling of your name, your birth date and your credited service are shown correctly. If you have any questions or if you do not agree with any information shown on the statement you should notify your supervisor or Personnel Services representative immediately.



## **TO APPLY FOR YOUR BENEFITS**

You must file an application to receive Plan benefits. No benefit can be paid until your application has been approved by the Pensions Board of Administration.

You should apply at least 60 days before the month you plan to retire or elect to have your Deferred Vested Pension Benefit begin to allow time for your application to be processed and to obtain all necessary documents. If you apply less than 60 days before you want your benefits to start your first benefit payment may be delayed.

You must make contact with your Human Resources department to commence the application process.

You will be required to furnish proof of your age and for survivor benefit purposes, proof of your spouse's age and of your marriage. Birth, baptismal and marriage certificates are the required proof. In exceptional cases, if you cannot obtain such documents certain other documents may be acceptable. If you need help to get such proofs, see your Human Resources representative or Union Local representative.

## **BENEFIT PAYMENTS**

Plan benefits are paid the first of each month for which a payment is due. Your first payment will be delayed until your application is processed and your benefits are approved by the Pensions Board of Administration. All Benefit payments will be made electronically, provided you live in Canada, and will be deposited directly into an account at your financial institution. All your plan benefits are payable in a single monthly payment - your Basic Pension Benefit as well as any Supplementary Retirement Benefit or Special Allowance you are eligible to receive for the month.



## **CHANGE OF ADDRESS**

If you change your address after retirement, or after you have left the Company with eligibility for a Deferred Vested Pension Benefit, you should notify:

Pensions Administration Department  
Ford Motor Company of Canada, Limited  
P.O. Box 2000  
Oakville, Ontario L6J 5E4

Change of Address cards may be obtained free from your local Post Office. If these cards are mailed in Canada, no postage is required. You should send your Change of Address notice at least two weeks before the date your next benefit payment is due.





**Ford Motor Company of Canada, Limited**

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