

President's Message *Continued from page 1*

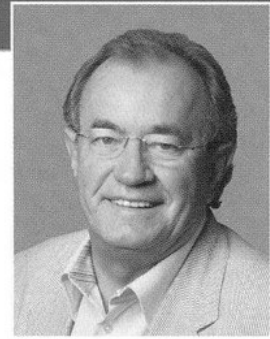
pressure on government) to rescue the Canadian auto industry.

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).