

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