

# CAW/FORD REPORT

Highlights of the agreement between the CAW-Canada and Ford Canada  
A message from CAW president Bob White

## Ford workers set new trend for the future

As we entered into these negotiations, workers were facing growing insecurity. Jobs and incomes were threatened by the impact of the Canada-U.S. Free Trade Agreement and its proposed expansion policy Mexico, an absurd government policy of high interest rates, and an increasingly unfair taxation system highlighted by the GST. Federal election promises to protect workers against accelerated corporate restructuring of our workplaces and communities were broken. This was an extremely difficult climate in which to defend working people and to continue to build on the gains we have made since the...



CAW TCA  
CANADA  
HOURLY

OCTOBER, 1987

# CAW/FORD REPORT

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

## Ford workers meet Canadian pattern for progress

In 1987, for the first time, we are bargaining as a Canadian union with Chrysler, Ford and General Motors at the same time. At our collective bargaining convention, held in Toronto this year, delegates overwhelmingly made pension improvements, including cost-of-living protection, the priority in those auto talks. In my speech to that convention, I committed myself to working with the bargaining teams and our staff to attempt to obtain a major breakthrough in pensions.



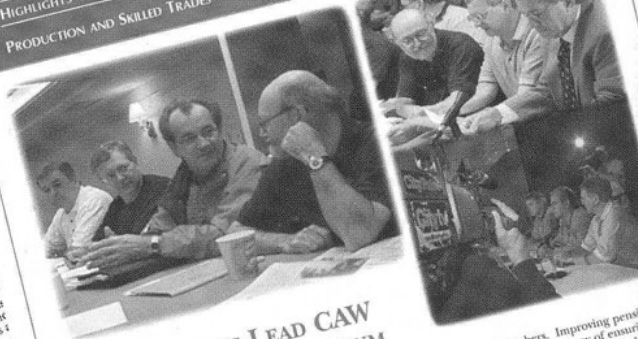
And Bob White's target

### Highlights

- Pattern agreement
- Inflation protection for current and future retirees
- Major pension increases for current and future retirees
- AIF in all three years
- COLA fold-in
- Major improvements in income security programs
- Substantial increases in disability and life insurance
- \$100 retroactivity pay benefits
- Improved survivor benefits
- Increased funding of legal services plan
- Child care fund
- Increased PEL funding

# CAW-CANADA/FORD OF CANADA

HIGHLIGHTS OF THE TENTATIVE AGREEMENT BETWEEN CAW-CANADA AND FORD OF CANADA  
PRODUCTION AND SKILLED TRADES  
SEPTEMBER, 1999



## FORD WORKERS LEAD CAW INTO THE NEW MILLENNIUM

### PRESIDENT'S MESSAGE

Our union entered 1999 bargaining with Ford Canada facing a unique opportunity to make important gains in all areas of our contract. Our plants are productive, the industry is booming, and industry analysts recognize the quality of our output. The companies have made literally billions of dollars in profits. CAW members, their families, and their communities clearly deserve to share in that success - not just the executives and the shareholders.

### Highlights

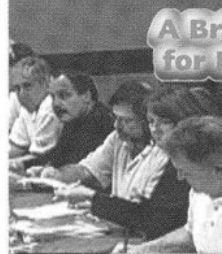
- Current Retirees Increases
- Future Pension Gains
- Wage Hikes
- Time Off the Job
- Health Care Improvements
- Skilled Trades Gains
- Childcare, Tuition Assistance

**Pension Improvements**  
Improving our pension plan, for both past and future retirees was our top bargaining priority in 1999. And I am pleased to report that our progress in this area has been undeniably historic. Pensions are much more than just a monetary benefit for our members. Improving pension is an important way of ensuring the wealth of the auto industry shared as widely as possible in our communities. The basic pension benefit for future retirees will increase significantly over the life of the agreement. This year's pension agreement substantially improved benefits for those who have relatively lower pensions. One of the very few things that maintains this kind of pension plan is to pay past retirees. As you will see in this brochure, the change in our pension plan is a major benefit for our members.

# CAW-CANADA BARGAINING REPORT

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

PRODUCTION AND SKILLED TRADES



### Highlights

- Wage Increases
- Improved COLA
- New Investment: 900 Jobs Saved
- Increased Time Off Work
- Improved Healthcare Benefits
- Skilled Trades Gains
- Signing Bonus
- Increased Retirement Incentive

# Our History: Making Progress and Holding

This represents the eighth major auto contract negotiated by the CAW since we were founded as an independent union in 1985. And Ford workers have set the pattern in half of those contracts: in 1990, 1999, 2005 and now again in 2008. The quality of our elected union leadership in our Ford bargaining units and the effective working relationship we've built over the years with this company have been crucial to our success.

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