

Health Care Benefits

Drug Plan

Effective January 1, 2009 the prescription drug co-pay for Actives and Retirees will increase to 10% per prescription, with the following out-of-pocket maximums:

- As of January 1, 2009 - \$250/family/year
- As of January 1, 2010 - \$270/family/year
- As of January 1, 2011 - \$290/family/year

Out of pocket maximums are combined family amounts.

Long Term Care

Effective January 1, 2009, the maximum rate of coverage will be \$1,543.95 per month for new entrants. Current residents of long term care facilities will be exempt from this provision and will continue at the previously capped semi-private rate.

Medical Practitioners

- Chiropractor annual maximum increased by \$15 (to \$465)
- Psychologist annual maximum increased by \$25 (to \$675)

Vision Care

Effective October 1, 2008 the Vision plan will be improved as follows:

- Vision Care benefit increased by \$20 in each category;

Single vision: from \$200 to \$220 every 24 months

Bifocal: from \$255 to \$275 every 24 months

Multi-focal: from \$325 to \$345 every 24 months

Contacts: from \$210 to \$230 every 24 months

- Eye exams amount increased by \$20 (to \$85), every 24 months

Family Assistance

Up to \$500,000 is available to pay for short-term family counseling during the life of this agreement through the Employee Family Assistance Program.

Skilled Trades

Appendix "T" Skilled Trades Work Ownership

This important language has been maintained during our most trying and difficult round of bargaining. Ford tried to eliminate this language from the collective agreement.

CAW Apprenticeship Sponsorship

The Company has agreed to meet following bargaining to discuss a CAW apprenticeship sponsorship program. This new CAW initiative would allow the CAW to be a sponsor of apprentices to receive their training.

Skilled Trades Retirement Incentives

\$90,000 plus \$35,000 new vehicle allowance has been bargained. Incentives will allow for senior workers to retire and provide job opportunities for less senior workers.

Skilled Trades Union Education Program

Funding has been maintained at current contribution formula.

Workplace Training Program

The workplace training program has been expanded to include new and updated courses. Funding has been renewed to ensure company commitments will be met.