

Ford Health, Safety, Environment and Ergonomic

Health and Safety Training:

Annual Joint training meetings are held off-site to review and reassess issues in all three areas of H&S, Environment and Ergonomics.

Health & Safety Training continues to be provided by CAW in-house trainers to empower members:

- Illustrated high impact single point lessons for summer shutdown/stand downs
- Defibrillators in care of trained individuals
- Arc flash review on all new equipment
- Information and discussion on nanotechnology at 2009 annual training
- Update current training materials for format upgrade
- Transportation of dangerous goods
- Lockout (ECPL) with 1 hour annual update
- Confined space material – updated
- Joint legislation training
- Working at heights and rescue
- Propane exchanges
- 16 hour course on blood borne diseases for trainers
- PMHV practical training every 3 years

Ergonomics – the prevention of Musculoskeletal Disorders

- Ergonomic reps full members of their committees with co-chair status
- Physical demands analysis
- Gender representation in ergonomic and related studies

Ergonomics

- 6 month ergonomic corrective action resolution process (Master Ergonomic Committee)
- Ergonomic tools training
- Utilization of the CAW/Ford Ergonomic Process manual.

Environment

- Information sharing continues with notification of uncontrolled emergency release of hazardous material.
- Review development on EPR, fuel cells and other leading edge environmental technology issues and practices.
- Environmental, regulatory and technical refresher at environmental annual training

Time Off

- Mandatory vacation no longer in effect
- All members are still entitled to take full vacation
- Hours for vacation pay reduced by 40 hours for employees with 3 or more years of seniority (effective January 1, 2009 and St. Thomas July 1, 2009)
- Active employees, with 3 or more years of seniority as of January 1, 2009 (July 1, 2009 for St. Thomas) will receive \$3,500. Payment to be paid prior to the end of January, 2009 (end of July, 2009 for St. Thomas)

New Hire Grow-In

- Effective on the date of ratification, new hires to receive 70% of base wage
 - 80% at the 1st anniversary of employment, 90% at 2nd anniversary, 100% at 3rd anniversary
 - COLA payments start on employee's 3rd anniversary
- Future new hires will not be eligible for SUB and short work week until 3rd anniversary and will have modified time off until 3rd anniversary. New hire grow-in system will apply to all members hired after the date of ratification. Existing employees are not affected.

Alternative Work Schedule

During 2008 negotiations CAW and Ford discussed the competitive disadvantages of the three-shift relief practices at the Oakville Assembly Complex. The parties agreed to eliminate the cost penalty associated with working 8 hours. Production workers assigned to a three-shift operating pattern will receive 8 hours pay for 8 hours worked including: 22 minutes of relief and a 20 minute paid lunch.

This agreement will take effect September 22, 2008.