

More Information about the Ford Contract

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You can also download the actual contract pages with these and other changes at:

www.soldiersofsolidarity.com

Current workers will lose over \$17,000 in the 4 years of this contract

The “UAW Ford Report” says we will gain \$12,904 over the four years. This counts four bonuses, plus a small amount of COLA.

BUT, we would have gained \$30,529 if COLA hadn’t been given away and if we had kept 3% annual wage increases instead of bonuses. (\$9,732 total in COLA, and \$20,797 more in wages.)

In 4 years, half the jobs could be low-wage, with few benefits.

To start with, 20% of the jobs will be filled by “entry-level” new hires, \$14.20 to \$15.34 an hour.

AND ON TOP OF THE 20%, ALL workers hired into Rawsonville and Sterling Axle will be “entry level.”

They don’t count against the 20%.

AND many other workers are to be hired in at “entry-level wages” and won’t count against the 20%.

“Long-term supplemental employees” will now be hired in at entry-level wages, instead of at 70%. They can be hired for one year, and then rehired again.

“Long-term supplemental employees,” who used to be paid about \$18.50 an hour, can be hired full-time – but only as an “entry-level” worker, earning only \$14.20.

“Temporary part-time employees” will now be hired at “entry-level” wages.

Despite all the promises of “job security”, new products, and investments, workers can still be laid off for “market-related” conditions, as the GM and Chrysler workers have already found out.

There is a plant closing moratorium. But the 2003 contract also had a plant closing moratorium, and Ford still closed 6 plants:

St. Louis, Atlanta, Windsor Casting, Wixom, Norfolk, Essex Engine.

And at least 4 more plants already have been named to be closed or sold: Twin Cities, Cleveland Casting, Woodhaven Forging, Batavia.

Ford promised in the 1999 and 2003 contracts to maintain a certain level of jobs.

It didn’t fulfill the commitment. And the new contract lets Ford fill those slots with temporary part-time workers and long-term supplemental employees paid entry-level wages.

If you are laid-off, you can eventually be forced to take a job out of zone or lose all income and benefits. Appendix M and N.

The Retirees’ VEBA Fund is NOT Protected Against Bankruptcy.

Federal regulations to protect retiree benefits require that there can be no more than 10% of the fund in company stock or other securities. But Ford is asking for an exemption from this law – almost 55% of the fund is in Ford notes, stock or other IOUs.

Funded at only 67%, the VEBA Is Not Protected against Running Out.

GM based funding on a 9% rate of medical inflation, Ford based it on only 6%. The real rate is almost 11%. Both are under-funded, but Ford's is MORE under-funded.

A spokesman for Citigroup banks said that the actual funding in the Ford VEBA is only 46% of the liabilities, when medical inflation is taken into account.

We paid for the VEBA.

Much of the money Ford put in the VEBA came from COLA raises we didn't get, or scheduled wage increases we didn't get.

There is a new company-wide attendance plan every bit as bad as the one imposed through COAs.

Many Health Care Take-Aways. Here are Some of Them:

Not all doctors are in the plan. If yours isn't, your fees are double or higher.

They are restricting which doctors can certify disability for a medical leave.

Routine office visits in HMO plans and certain PPO plans: \$25 co-pay.

Pediatric exams in such plans: \$25 co-pay.

Premiums (so-called monthly contributions), co-pays, co-insurance, annual deductibles and annual out of pocket maximums can be raised 3% a year.

Prescription co-pays on mail order go up to \$10, generic, and \$15, brand name.

All prescription co-pays will go up 3% each year. But our wages don't go up 3%.

All HMO plans and two PPO plans will now have a \$100 charge if you go to an emergency room and you aren't hospitalized.

Someone on disability leave who doesn't go back to work when the plan arbitrator ignores their doctor's recommendation will lose Unicare payments AND all medical coverage.