

We've got some questions about the tentative agreement

What's the Rush?

We've never seen a tentative agreement proposal like this before. Why has it come so early? Even if economic conditions are worse in the fall, reducing vacations, freezing COLA & increasing co-pays for drugs does nothing to solve high oil prices, a high dollar or unfair trade.

What's included in this tentative agreement?

We haven't seen the entire agreement and local issues are wrapping up today (Thursday) but we do know some details. Here's what we know from the national office of the CAW:

40 hours/year of vacation traded for a one time payment of \$3500

No wage increase for the life of the collective agreement

Temporary two-tier new-hire rate of 70% for three years

New co-pay system for drugs – up to \$250 a year

COLA frozen for the rest of the current agreement & the first year of the new one

One-year extended reprieve for St. Thomas

We've been through a few years of rough times in Oakville & Ford but things are turning around. Why are we going backwards now?

This deal seems fundamentally unfair. We've gone through years of hearing 'now's not the time.' We've been working mandatory OT or three shifts for two years. We're hiring for a third shift and the launch of a new vehicle. The Edge / MKX is selling and we need to get the Flex onto the dealership lots. It really seems like now *is* the time - *not* the time for giving up much needed holidays and freezing wages.

The new CEO of Ford, Alan Mulally made \$28 million for his first four months work with the Ford Motor Co. This means that on any single day he made more money before lunch time than we do in wages and benefits in a whole year.

Who was involved in negotiating this deal?

It's not clear. However, we know that our elected bargaining representatives were not involved until the end of this process. Most of them found out about this on Monday. The collective bargaining conference has not even happened yet. This meeting historically happened before bargaining so that our elected representatives could debate and prioritize issues before meeting with the company. This conference was scheduled for June.

Why would we give up 40 hours vacation?

First, we need time off the line. Second, 40 hours a year vacation is time that the line is running. That means our jobs need covered when we're off. Whether the loss of 40 hours vacation is a SPA week, earned holiday hours or the third week of shut-down is not important. Giving up 40 hours/year is giving up 70 jobs. Saving jobs is important.

Why would we accept a new-hire rate of \$22/h for three years?

When you are training or sitting across the picnic table from a new-hire do you want to tell them: 'Sorry, we had no choice to lower your wages to \$22/h' or do you want to tell them that you did your best to keep their wages & benefits equal with yours?

'This is not as bad as the deal in the US' is no defence of this agreement.

Conditions are clearly different. In fact, the cuts in this agreement are equal or slightly worse than the 1982 cuts that the Canadian section of our union refused to accept, leading to our separation and the creation of the CAW a few years later.

We need some answers:

If you share these questions, you need to come to the ratification meeting on Sunday and send a message to our leadership that we need more time to consider this tentative agreement. Remember, our current agreement doesn't expire until *September 2008*. Clearly we have some time. We want a week to analyze this tentative agreement then ask more questions. What possible reason could there be to rush this deal through?

If we don't get a week to analyze this agreement we should **VOTE NO**

Our agreement expires ***midnight September 16, 2008***. A NO vote means that our leadership goes back into negotiations with the company. A NO vote is *not* a vote to strike.

Please circulate!

For further info or copies of this leaflet come see:

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