

Reinstating Ford Retirees PCOLA and Benefits

Whereas: our leadership had to deal with enormous difficult decisions in the past 20 years in order to protect Canadian auto jobs; and

Whereas: during this period workers and retirees made many sacrifices to help resolve those difficult negotiated decisions; and

Whereas: all workers making the decision to retire do so based on the figures/benefits available at the time of retirement, most importantly PCOLA, which the union promoted as a major factor in leaving early with most retiring without retirement incentives; and

Whereas: workers that retired early with just over 30 years will be faced with a big reduction at age 65 when their pensions are recalculated and special allowance and supplementary pensions are removed; and

Whereas: government pensions (CPP and OAS) are all based on inflation and increased annually or quarterly based on cost-of-living; and

Whereas: current retirees have endured numerous claw-backs since the 2009 agreement. We are currently burdened with the implementation of drug plan dispensing fees, loss of semi-private coverage and loss of the \$2,600 vehicle purchase discount. PCOLA will have frozen for 7 years when the present contract expires with no commitment of it being reintroduced in 2016 bargaining; and

Whereas: prescription drug co-pays were introduced in January 2009 at 10% per prescription, up to a maximum of \$250 per family, and increased to \$270 in 2010, \$290 in 2011 and \$310 in 2012; and

Whereas: long term care coverage was \$1,724.32 per month, effective January 2006, then decreased to \$1543.95 in 2009, to \$1200.00 in 2010 and further reduced to \$800.00 per month*, effective January 1, 2014 (*note, this is a total reduction of almost \$1,000 a month); and

Whereas: despite a loss in benefit coverage, the Ford health care monthly contribution was implemented, effective January 1, 2010: and

Whereas: since 2008 ratification, present and future retirees have been continually reassured by various top leadership that our retirees are the ones who gave us what we have and that is why we will never turn our backs on our retirees; and

Whereas: in lieu of COLA and PCOLA being reinstated in 2012 bargaining, active employees were awarded, over the life of the agreement, bonuses of \$6,000.00 with an additional \$3,000.00 signing bonus, plus a commitment to COLA adjustments in 2016. Retirees lost PCOLA and suffered drastically reduced benefit coverage; and

Whereas: the Ford Motor company is making record profits and the top Ford executives still receive wages and bonuses annually in the tens of millions of dollars, while Ford retirees income remains frozen. Ford made a pre-tax profit of \$6.3 billion in 2014 and are predicting a \$9.5 billion in profit for 2015. Mulally's 2013 compensation at Ford, which included stock and option awards plus personal expenses, included \$2 million in salary, a \$5.88 million cash bonus and more than \$11 million in stock awards while the retirees buying power is being severely eroded.

Therefore, be it resolved: that the National Unifor President, leadership, membership and retired workers fully commit to making the reinstatement of retirees PCOLA and benefits a priority in 2016 bargaining.

*Submitted by
Local 584 RW Chapter
Local 707 RW Chapter
Local 1520 RW Chapter
London RW Area Council
Oakville RW Area Council*

Committee Recommendation: Concurrence

PCOLA

Whereas: General Motors retirees have not received the cost-of-living adjustments to their pensions since September 2007; and

Whereas: many retirees are experiencing a reduction in income due to an increasing cost of living and additional health care costs; and

Whereas: not only has GM fully recovered but has regained its position as the world's number one auto company in sales and are enjoying enormous profits; and

Whereas: active members will see the return of their COLA in the last three months of the current collective agreement as well as receiving a substantial signing bonus in 2012 while retirees received nothing; and

Whereas: our Unifor Constitution calls for members to retire in dignity and retired workers should also expect to be able to continue to live in dignity.

Therefore, be it resolved: that the Local and master bargaining committees make the return of PCOLA a major priority in the 2016 round of bargaining with General Motors of Canada Ltd.; and

Be it further resolved: that this resolution be sent to all Local Unions within the GM chain with copies to their retired workers chapters, the 2015 Retired Workers Council and Conference and the Unifor 2016 Auto Council.

*Submitted by
Local 199 RW Chapter
Local 222 RW Chapter*

Committee Recommendation: Concurrence

Retirees PCOLA and Benefits

Whereas: the leadership of Unifor had to deal with extremely difficult bargaining in the past 20 years to protect Canadian auto jobs; and

Whereas: during this time workers and retirees made many sacrifices to help resolve these difficult negotiated decisions; and

Whereas: all workers making the decision to retire did so based on the figures/benefits available at the time of retirement most importantly PCOLA which the union and companies promoted as an incentive to retire, most without monetary incentives; and

Whereas: government pensions (CPP and OAS) are based on inflation and increased annually; and

Whereas: prescription drugs co-pays were increased in January 2009; and

Whereas: long term care coverage was reduced from \$1,724.32 per month to \$800.00 at present; and

Whereas: active workers received lump sum payments in lieu of COLA until reinstated in 2016.

Therefore, be it resolved: that the National President, leadership, membership and retirees commit to making the reinstatement of PCOLA and benefits a priority in 2016 bargaining.

*Submitted by
Local 200 RW Chapter*

Committee Recommendation: Concurrence

Reinstating PCOLA to Ford, General Motors and Chrysler Retirees

Whereas: the retirees from all three companies supported the leadership of our union in having to make the enormously, difficult decision to protect Canadian auto jobs; and

Whereas: retirees have not seen an increase in their pension since 2008; and

Whereas: all three companies seem to be doing fairly well; and

Whereas: COLA for active members has been frozen.

Therefore, be it resolved: that retirees PCOLA be reinstates.

Be it finally resolved: that this resolution be forwarded to the National Union Bargaining Committee and to the 2016 Bargaining Conference.

*Submitted by
Local 444 RW Chapter
and Local 1459 RW Chapter*

Committee Recommendation: Concurrence

COLA - GENERIC

Whereas: many seniors have great difficulty in affording the basic necessities, eg. shelter, hydro, heat, transportation and food due to the alarming rise in costs; and

Whereas: pensions have not kept up with the cost of inflation; and

Whereas: active workers are awarded increased wages and benefits on each contract; and

Whereas: many retirees have not had a COLA increase for many years and do not receive any increase in benefit plans.

Therefore, be it resolved: that the National Unifor President, leadership and membership, when bargaining new contracts, be respectful of existing retirees and bargain COLA and benefit increases for them as well as active workers.

*Submitted by
Toronto RW Area Council*

Committee Recommendation: Concurrence

COLA - CPI

Whereas: more and more seniors are living in poverty and many are unable to afford their basic needs; and

Whereas: the items in the fixed basket of commodities used to track prices and to determine the Consumer Price Index are out of reach financially for the majority of seniors; and

Whereas: the necessities low income seniors must buy are much more prone to price increases, eg. shelter, heat, hydro, transportation and food, etc.

Therefore, be it resolved: that this Unifor Retired Workers Council call upon Statistics Canada to take a hard look at the "fixed basket of commodities" used to determine the CPI and to use more realistic goods and service items to come up with a Consumer Price Index fairer to all Canadians; and

Therefore, be it finally resolved: that OAS allowance be increased to allow seniors to live with dignity and security.

*Submitted by
Toronto RW Area Council*

Committee Recommendation: Concurrence

PCOLA

Whereas: Auto sector retirees have not received the cost-of-living adjustments to their pensions since September 2007; and

Whereas: many retirees are experiencing a reduction in income due to an increasing cost of living and additional health care costs; and

Whereas: active members will see the return of their COLA in the last three months of the current collective agreement as well as receiving a substantial signing bonus in 2012 while retirees received nothing; and

Whereas: our Unifor Constitution calls for members to retire in dignity and those Unifor members already retired should also expect to be able to continue to live in dignity.

Therefore, be it resolved: that the Local and master bargaining committees make the return of PCOLA a major priority in the 2016 round of bargaining with the auto sectors; and

Be it further resolved: that this resolution be sent to all Local Unions within the Auto sector with copies to their retired workers chapters and the Unifor 2016 Auto Council.

*Submitted by
Ajax, Oshawa and Peterborough RW Area Council*

Committee Recommendation: Concurrence