

"Partnership in Prosperity"

A Message to 140,000 Hourly Employees of Ford Motor Company

Read and judge for yourself the benefits offered you and your families in the big, new Ford program for your security.

This brief summary of the 15 major provisions in the Ford Partnership in Prosperity Program covers only the highlights of the whole package.

It is printed here for you—so that you may realize the actual depth and spread of the most comprehensive program of security ever offered to employees.

- 1 You can become a Ford stockholder—and keep on saving at the same time. You can participate up to 10 per cent of your earnings. Example: For every \$100 you put in, \$50 of it will go to buy government bonds. The company adds another \$50 to buy you \$100 worth of stock—Ford stock, when it becomes available. At the end of five years, you get the whole package, with a company guarantee that the least you will get back is your money with interest.
- 2 Your income would be stabilized and protected. During layoffs, you could borrow—without paying any interest. You need not start repaying until you are back working at the company—and then you only pay back half of what you make over 32 hours a week. Such loans are cancelled at death, or if you don't come back to work within three years.
- 3 If you are permanently laid off, through no fault of your own, under certain conditions you can receive generous lump-sum payments as high as \$5,980.00.
- 4 You would automatically receive—every year until 1959—an "improvement factor increase" of 2½ per cent, meaning raises from five to eight cents an hour.
- 5 Your pension would be raised substantially. For instance, next year, a man and his wife over 65 would get \$222.80 a month; with 40 years of service, \$242.80 a month, including maximum social security.
- 6 Your group insurance program is heavily increased: sickness, accident and death benefits are raised. New maximum payments are: \$6,400 in life insurance plus \$3,200 for accidental death or dismemberment; and \$76.80 weekly accident and sickness benefits. In-hospital medical benefits increased and extended to help cover even the expenses of your wife and children.
- 7 Your entire Hospitalization-Surgical program would be changed to bring employees in all areas up to the benefits of the Michigan plan. As soon as it could be arranged, full surgical costs would be paid by Blue Shield or other similar programs for most employees.
- 8 Your vacation: employees with from 10 to 15 years' service would get two and one-half weeks' vacation at full pay.
- 9 Your holidays: you would get the equivalent of a seventh paid holiday—half a day on Christmas Eve and half a day on New Year's Eve.
- 10 Your work premiums: the Midnight, or Number One Shift, premium would be increased to ten per cent, except in the Steel Division.
- 11 Your holiday premium: triple time would be paid for hours worked on holidays, except on seven-day operations and in the Steel Division.
- 12 Your Saturday premium: you would be paid time and one-half for work on Saturday, except on seven-day operations and in the Steel Division.
- 13 Your cost-of-living pay: you used to get a pay raise every time the cost-of-living index jumped up six-tenths of a point. Under the new contract, you would get an equivalent raise if the index jumps only half a point above the current index. This difference may seem small, but it actually means a raise of almost seventeen per cent in your protection against a rising cost of living.
- 14 Your special wage increases: a long series of special types of workers, including skilled maintenance and tool and die men, locomotive crane operators, auto mechanics, pattern-makers, model-makers, railroad employees, upset operators, die-sinkers, automation-equipment employees—and many other classifications would get additional wage increases.
- 15 Your basic job security: besides all these major improvements, and others too detailed to be listed here, the agreement would last for five years.

Because we at Ford believe so strongly in job security, you are offered these wage increases, these benefits and this opportunity to share in the ownership and profits of the company—to participate in a real Security Plan.

And remember—if General Motors employees get a more favorable economic settlement, we stand ready to amend this Ford proposal to make it equally favorable to our employees.

This Ford Prosperity Partnership Program actually offers you the greatest security, the highest wages ever.

It will make you a preferred Partner in Prosperity.

FORD MOTOR COMPANY