

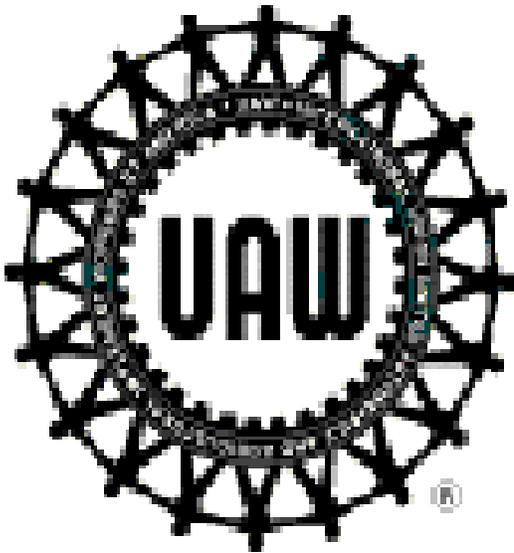
AGREEMENTS

LETTERS OF UNDERSTANDING

between

UAW LOCAL 2280

45116 Cass Avenue
Utica, Michigan 48317



and the

Ford Motor Company

VAN DYKE PLANT
41111 Van Dyke
Sterling Heights, MI 48314

**EFFECTIVE:
April 24, 2018**

**VAN DYKE PLANT
UNION (UAW) REPRESENTATIVES**

Plant Chairperson

Nicholas Stefani

Plant Committee

Steve Morris / James Montgomery

President, UAW Local 2280

Andy Vultaggio

District Committee:

District:	Committeeperson:	Alternate:
1	Pete Dimkovski	Hunter Dancey
2	Steve Ellison	Giuseppe Adragna
3	Tom Sauve	Mario Soave
4	Bryan Garten	Terry Herman
5	Marlon Finley	

Appointed Representation

Health & Safety	Jim Keitz, Jr. Steve Romero
Benefits	Eddie Novjanovski
ESSP Representative	Deborah Littleton
Quality Representative	Alicia Taylor
Standards/Job Security	John Aversano
Employee Resource Coordinator Alternate	Lance Adams Monique Fuqua
Joint Apprenticeship Coordinator Alternate	Douglas Forbush Rich Tatar

AGREEMENTS

LETTERS OF UNDERSTANDING AND RATES

between

UAW LOCAL 2280

45116 Cass Avenue
Utica, Michigan 48317

and the

Ford Motor Company

VAN DYKE PLANT
41111 Van Dyke
Sterling Heights, MI 48314

**EFFECTIVE:
April 24, 2024**

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SETTLEMENT AGREEMENT

It is mutually agreed between Ford Motor Company, Powertrain Operations, Van Dyke Plant, and the International Union, UAW Local 2280 on April 22, 2024 that all local negotiation matters are hereby resolved by the parties upon ratification by the membership of Local 2280.

This agreement shall become effective concurrently with the effective date of (a) any Collective Bargaining Agreement which replaces the April 24, 2018 Collective Bargaining Agreement, or (b) any extension of the October 4, 2011 Collective Bargaining Agreement (other than an extension for a temporary or indefinite period) and shall remain in effect for the same period as such new or extended Collective Bargaining Agreement, except as otherwise expressly provided herein.

The agreements incorporated in this local agreement are signed subject to the approval of the National Ford Department of the UAW and Labor Affairs of the Company.

FORD MOTOR COMPANY
Van Dyke Plant

INTERNATIONAL UNION
UAW, Local 2280

Adam Blake
Human Resources Director

Nicholas Stefani
Chairperson

Matt Brabeau
Human Resources Manager

Steve Morris
Bargaining Representative

Damola Adegbite
Labor Relations Representative

Andy Vultaggio,
UAW Local 2280 President

Mark Shkoukani
Van Dyke Plant Manager

International Representative
Region #1

Labor Affairs Staff

National Ford Department

LOCAL AGREEMENT BOOKLET

This booklet is intended to acquaint you with certain Company policies and terms of the agreements negotiated between the management of the Van Dyke Plant and Local 2280 of the UAW. For the detailed rules governing such matters as vacation, holiday pay, and other matters covered by the agreement, contact the Hourly Personnel or Union offices.

Both the Company and the Union recognize their respective responsibilities as participants in the program on Equal Employment Opportunity and their responsibilities under federal and state laws relating to fair employment practices. Thus, the Van Dyke Plant is known as an Equal Opportunity Employer.

It is anticipated that a full understanding of Company policies and terms of negotiated agreements is essential to maintain order, provide job security, and to promote sound Company-Employee relations. Your Process Coach, Labor Relations, or Union representative will be glad to answer your questions.

EMPLOYEE INFORMATION

The following is provided for your information and assistance:

YOUR PROCESS COACH - Your **Process Coach** is your first contact pertaining to and resolving any work-related situations such as safety, pay shortages, overtime scheduling, etc. If the **Process Coach** is unable to assist, you may ask to have your UAW Committeeperson contact you.

PARKING FACILITIES - The Company provides ample parking space for employee vehicles. You should park with care in the hourly lot, giving consideration to your fellow employees' vehicles. Do not park in aisles. All "STOP" signs on Company property must be honored. Drive at a safe speed and follow the traffic flow pattern established for entering and leaving the parking lot. Please use trash barrels to help keep our lots clean.

CONDUCT IN THE PLANT - For the safety and well-being of all employees and for the proper operation of the Plant, necessary rules and regulations governing conduct must be followed. Plant rules have been posted in the Plant. Additional copies may be obtained from the plant website.

HOUSEKEEPING - A clean and orderly work place is a safe work place. All of us have a responsibility to ourselves and our fellow employees to keep our work areas in a clean and orderly condition. **HELP KEEP OUR PLANT CLEAN. PLEASE PUT TRASH IN PROPER CONTAINERS.**

CHANGE OF CONTACT INFORMATION - It is important that your personnel record with the Company be accurate at all times. Any change in address or telephone number should be reported. **Form 2545 should be completed, signed, and submitted to the Hourly Employment Office.** A copy of the **2545 form** will be provided upon request.

MEDICAL FACILITIES - The Company provides diagnosis and treatment of all occupational illnesses and injuries at all times. It also provides first aid or temporary care for non-occupational injuries or minor illnesses, until you can get to your own doctor. In case of occupational injury or illness, employees are required to report to their **Process Coach**, who will arrange to have you receive first aid treatment promptly. The doctor's hours are posted in the Medical Department.

When injured on the job, please do the following:

1. Report the accident to a **Process Coach**. Don't leave the Plant until you do! **If a Process Coach is not available, go directly to the Medical Department. If the Medical Department is closed, notify Security.**
2. Go to the Medical Department. Give them the facts (what happened, location, time, etc.) of your injury and names of any witnesses.
3. Report the accident to your UAW Representative.

4. Don't sign papers you don't understand. If it is necessary for you to be off work, read the Return To Work Bulletin.
5. File a claim. A claim may be filed with the Workers' Compensation Representative (586) 826-6175.

ABSENCES – It may be necessary for you to be absent from work. If you know in advance, you should request permission for the necessary time off from your **Process Coach**. If you are not able to give advance notice, you should telephone your **Process Coach** in your department. In case you cannot contact your **Process Coach**, call the Security Office (586) 826-6525. Your message will be logged (request a call-in number to verify your call-in) in accordance with Article X, Section 7 of the Master Agreement. Appropriate log books will be retained to resolve disputes regarding any call-ins. Security will contact or leave a message for the **Process Coach** or **Team Manager**.

TARDINESS - It is the Plant's policy to make a reasonable effort to place a tardy employee to work if the employee arrives on the job within one (1) hour of his/her regularly scheduled starting time, providing he/she has called his/her **Process Coach** or Team Manager.

LEAVES OF ABSENCE

PERSONAL - You may obtain a personal leave for compelling reasons (other than personal illness or injury) for a period up to 30 days, by making a request with your **Process Coach**. The request must be approved by a **Process Coach** in order to be valid.

CONDITIONAL MEDICALS - A written conditional medical leave is issued for illness or injury expected to keep you from work for three (3) or more days. Such a leave can only be obtained from Unicare. We suggest that you protect your seniority by obtaining a conditional medical leave by notifying Unicare at (877) 475-9652.

All employees who are absent due to illness or injury, or who have been issued a conditional medical leave, must report to the Medical Department before reporting to the job. In order to avoid delays when returning to work, all employees who are absent for medical reasons **must contact the Medical Department in advance to review the employee's return to work note. The employee also has** the responsibility to clear through Medical and be on their jobs prepared to begin working at the start of their shift. **In order to avoid payroll or other delays, employees are recommended to clear through Medical during Labor Relations office hours.**

If an **occupational** medical leave extension becomes necessary, written justification must be submitted to the Medical Department, by your physician, before an extension will be issued. **All personal leaves, including extensions, must be handled directly with Unicare. To facilitate the processing of personal leaves, employees are required to complete all documentation required by Unicare.**

By following the above procedure, you will be assured that proper medical information is furnished and that records reflect the proper amount of medical leave of absence time. By doing so, you will help assure correct payment of any sick benefits to which you might be entitled as well as proper pay for actual time worked.

HOSPITAL SURGICAL-MEDICAL, LIFE AND DISABILITY INSURANCE - Complete information about insurance programs may be obtained by calling the National Employee Services Center (NESC) 800-248-4444, or the UAW Benefits Representative at (586) 826-6259 or (800) 305-1325.

FIVE (5) DAY NOTICES - Article VIII, Section 5 of the Master Agreement describes the reasons for which seniority shall be broken. Subsection (4) describes the form of the five day notice that the Company must send to an employee's address according to the Company's records. It is very important for you to keep the Company's record of your address and telephone number accurate at all times. Failure to do so may result in loss of seniority and termination of employment. A notice that is sent according to the Company's record, but is not claimed by the addressee, is not considered to meet the test of "impossibility" to respond to the notice.

Should you receive a five (5) day notice to report, you have responsibility to either report for work or give a satisfactory reason for absence to the Company within five (5) working days after notice to report has been sent (excluding **Regular Days Off/unscheduled work days** and Holidays). The count of the five (5) working days starts after the date of the notice which shall be the same date the Post Office receives the notice for mailing. **FAILURE TO RESPOND WILL RESULT IN TERMINATION.**

EMPLOYEE SUPPORT SERVICES PLAN (ESSP) - The ESSP Program is designed to offer counseling assistance to employees and family members in a variety of issues such as substance abuse, marital problems, financial concerns, emotional problems, etc. This service is completely confidential. If you need assistance or more information, contact the Union ESSP Representative at (586) 826-6161 or Health Management Systems of America (HMSA) at 1-800-550-7200.

EDUCATION DEVELOPMENT AND TRAINING PROGRAM (EDTP) - EDTP provides educational and training assistance for all hourly Ford employees. For more information, please contact the Van Dyke **ESSP at (586) 826-6161.**

UNION MEETINGS - You are reminded that Local Union meetings are normally held on the 3rd Sunday of every month pending notification. The Local Union phone number is (586) 731-0010.

We hope that you will read this booklet in its entirety and refer to it often. We want you to be proud that you are a member of the "UAW-Ford Family" and we feel certain that you will continue to find the Van Dyke Plant a good place to work.

UAW, LOCAL 2280
AND
HUMAN RESOURCES DEPARTMENT
VAN DYKE PLANT

SAFETY

AGREEMENTS AND LETTERS - 2024

Confined Space	
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CONFINED SPACE

Mr. **Nicholas Stefani**, Chairperson
UAW, Local 2280
Van Dyke Plant

Dear Mr. Nicholas **Stefani**:

As established in the National Collective Bargaining Agreement of 1990, the Parties agreed to initiate and implement a safe procedure for entering and working in confined spaces. This procedure was developed for the use of all Ford employees.

The Van Dyke Plant implemented a comprehensive training program for individuals involved in a confined space entry. This program was initiated to meet OSHA confined space entry standards. In order to execute the established provisions of this program, designated plant personnel are required to issue confined space entry permits before employees are allowed to enter a confined space. To further support and ensure compliance, plant rescue teams were established and trained to meet all standards. In addition, all confined spaces have been identified throughout the Plant and have been designated by the ECPL placarding system.

To ensure the safety and well-being of all parties involved, the above stated provisions are also required for non-plant personnel, including outside contractors, other Ford representatives, and any personnel who are required to enter a confined space.

All participants involved in a confined space entry must meet all state, federal and Company standards relative to confined spaces, including:

- **A list of current confined space permit issuers will be maintained and kept in the Van Dyke Safety Office and a link provided on the Van Dyke home page.**

- Demonstration of proof that personnel who enter, act as standby attendants, issue permits, or perform rescue team functions have been properly trained.
- Issue and post a confined space entry permit by qualified permit issuers.
- Provide the appropriate confined space entry instrumentation to measure oxygen content, explosive atmospheres or the presence of toxic atmospheres.
- Provide rescue equipment including, but not limited to; tripods and retrieval systems, body harnesses, life lines, lanyards, self-contained breathing apparatuses, personal protective equipment, and communication devices.
- Provision of confined space rescue team.
- Permit issuers will review the Confined Space Analysis with attendees/entrants, before entry occurs.

These provisions were established with one objective in mind, to protect the health and safety of all employees assigned to work at the Van Dyke Plant.

Very truly yours,
FORD MOTOR COMPANY

Adam Blake
Human Resources **Director**
Van Dyke Plant

HEATING, VENTILATION AND EXHAUST UNITS

The Union and Management are committed to ensure proper maintenance is conducted on the heating, ventilation, and exhaust units. This includes inspecting and making necessary repairs to heating units in the Fall (October 1) and ventilation units in the Spring (May 1) to assure they are in satisfactory operating condition. Joint meetings will be held in the Spring and Fall to discuss the status of the units, replacement parts and to ensure maximum operating efficiency throughout the year.

While the Company feels that appropriately engineered building air supplies are the proper solutions to ventilation problems, sufficient fans will be rented/purchased to provide temporary relief in areas where; air flow is less than fifty (50) feet per minute at the employee work station, tempered air is unavailable, and the problem cannot be rectified in a reasonable time frame by adjusting or redirecting existing facilities. In areas where air flow is fifty (50) feet per minute or higher and other conditions make this inadequate, the Company will give serious consideration to Union concerns regarding these conditions in determining whether to install a fan temporarily.

Area Maintenance departments will establish a preventative maintenance schedule to maintain, repair and clean fans twice a year.

Roof exhaust fans will be inspected on an annual basis and prioritized for cleaning when needed.

Any new equipment entering the plant will have a thorough analysis of airflow requirements conducted and appropriate modifications will be made to the extent possible prior to full production.

PITS, BASEMENTS, ROOFS AND ELEVATED AND ISOLATED AREAS

Pits, Basements and Elevated Areas

The pits, basements, and elevated areas have been identified and appropriate signs posted. Any needed modifications will be identified jointly by the Safety Engineer and UAW Health and Safety Representative.

Roofs

Employees will not normally be assigned to the roof when inclement weather exists, such as: high winds, heavy rain, snow or icy conditions. At all times, employees will not be assigned to the roof alone.

At all times, two-way communicators will be supplied for constant monitoring of employees. Also, flashlights will be supplied to anyone assigned to tour the roof on the off shift.

Isolated Areas

When evaluation of a work assignment is needed, a team consisting of the assigning supervisor, safety engineer, and UAW Health and Safety Representative will evaluate the work assignment for safety hazards and recommend safe work practices.

When assignment of employees involves tasks in isolated locations, a pre-task analysis will be conducted by designated personnel. The pre-task analysis will evaluate the work assignment for safety hazards and recommend safe work practices. The review will include personnel surveillance arrangements, provision of necessary protective equipment, a two-way communicator and, as required, adequate support personnel.

PLANT CLEANLINESS

The Union and Company recognize the need for a clean working environment. The following is a list of actions which will contribute to that goal:

- Each restroom will be inspected for adequate lighting, functioning of plumbing fixtures, adequate ventilation and the overall condition of walls and fixtures, improvements will be made as required.
- The Company will make a floor scrubber available if the need arises.
- Weekly **Team Manager, Senior Process Coach, and Team Leader** housekeeping tours will continue as one of the primary auditing tools used to assess the cleanliness of the Plant. The Union will have a standing invitation to participate in either type of tour and the results of the tours will be available for their inspection.
- Each workgroup will be given departmental objectives with regard to safety and housekeeping.
- Paint striping on floors in high traffic areas will be reviewed once a month, and updated as needed. Other striping around the Plant will be updated on an as needed basis.
- All reasonable efforts shall be employed to keep Plant entrances, exits, column blowers, water fountains and vending machines clear of stock and obstructions.
- During shifts when production work is scheduled, there will be a trained blood borne pathogen employee available to assist if the need arises. Trained individuals may include Medical, Emergency response, and Security personnel.

- This letter is intended as a further confirmation of management's commitment to a clean Plant environment.
- It is also understood that employees have a responsibility to clean up after themselves, especially in the parking lots, restrooms, cafeterias and satellites.
- Every department has the responsibility to sanitize their water fountains on a daily basis.

POWERHOUSE HEATING RESPONSIBILITY

A Building Management System (BMS) was installed to ensure better climate control within the Plant. This system automatically adjusts heater operation based on actual temperature measurements. Concerns related to employee comfort may be elevated to Powerhouse personnel.

SAFETY ATTIRE

Mr. **Nicholas Stefani**, Chairperson
UAW, Local 2280
Van Dyke Plant

Dear Mr. Nicholas **Stefani**:

Over the years, the Van Dyke Plant has been recognized for numerous safety accomplishments due to the many interventions and programs in the area of joint health and safety. During ongoing discussions, the Union and the Company reaffirmed the need to ensure that all employees understand our safety objectives and requirements. The following list, although not all inclusive, will provide a general guideline for proper safety attire for all employees to further enhance our safety effort.

- Footwear should be of a sturdy construction, with enclosed leather or leather substitute upper and solid sole to prevent penetration from underneath. Industrial safety shoes are recommended for all employees. Open toe or heels are not permitted on the plant floor. Maximum heel height is 2", and heel should be wide enough to provide support and reduce chances of slip and fall accidents.
- Approved industrial safety glasses are required in the manufacturing area at all times. All safety eyewear will meet "Z-87" standards and be marked accordingly. All safety glasses will allow for clear eye contact with others. Only "clear" or #1 or #2 tint lenses are allowed for eye protection. Sunglasses, "photo-gray", and dark tint lenses, are unsafe to be worn inside the plant because vision can be distorted and lead to an increased risk of an incident. Final determination will be made by the Safety Department.
- Hearing protection is required to be worn in designated areas of the facility.

- All employees with hair long enough to become entangled with moving machinery must tie it back **and secure above the shoulders**, or wear hair protection.
- Jewelry may become a potential hazard when working around equipment. Employees will not wear jewelry when working around any machines, or manufacturing equipment.
- All employees should wear sufficient and appropriate clothing to provide adequate coverage and protection of the body. Bare chests and bare legs are unacceptable except in designated areas where shorts are permitted. Other unacceptable styles of clothing worn in the manufacturing work environment include: open toed shoes, dresses; skirts; tank tops; open midriff tops; and any shirts with draping sleeves, exposed long tails, or fringe.
- **The company will maintain an adequate supply of heat resistant gloves and sleeves at all high-heat (oven) related operations. This PPE shall be housed in its Department, it is own protective container at each relevant station. Upon notification of any rips, tears, holes, or other damage, the company will immediately replace as required.**

All other personal safety equipment dictated by job requirements must be worn by the employee and comply with the PPE Risk Assessment.

For the health and safety of all Van Dyke employees, everyone's cooperation and adherence to this letter is mandatory.

Very truly yours,
FORD MOTOR COMPANY

Adam Blake
Human Resources **Director**
Van Dyke Plant

SAFETY PROCESSES/PROJECTS

During 2015 local negotiations, the Union and the Van Dyke Plant Management reaffirmed the joint commitment to a continuous focus on the health and safety of employees at the Van Dyke Plant.

PMHV Safety

In situations where employees put themselves or others in danger with a PMHV there will be a review by the Safety Review Board of the specific incident in question. This Review Board will be comprised of the UAW Safety Representatives and Company Safety Engineers.

Power Lockout – It’s Your Right – It’s Your Life!!! – Protecting the safety and health of all employees is of utmost importance. Any questions regarding the Plant Power Lockout Program should be directed to the Energy Control & Power Lockout (ECPL) instructor, Plant Safety Engineer, or UAW Health and Safety Representative.

Electrical Panels, Catwalks and Handrails

- a) Electrical panel doors that are damaged or defective will be repaired or replaced.
- b) Catwalks and handrails will be properly maintained.
- c) Work platforms and stationary ladders will be installed on machines where required.

Asbestos Removal Program

Asbestos abatement will only be handled by certified asbestos personnel. The Ford Asbestos Safety Standard FAS08-222 should be referred to for all regulations regarding Asbestos removal. In addition, Van Dyke procedure WP-044 defines work practices that are in compliance with the above-cited **standard**.

Button-Up/ Heavy Repair

The Company will continue to pull up grating and power wash both grating and pan in Button-up/Heavy repair areas semi-annually.

Carcinogenic Materials

Regarding the handling and/or removal of materials determined to be carcinogenic in nature, the Company will comply with all requirements of the MIOSHA Hazard Communication Standard. This standard requires in part, that:

- a) A list of the hazardous chemicals known to be present in the work place be published.
- b) Employees are informed of hazards associated with chemicals in unlabeled pipes and piping systems.
- c) Each container in the work place is to be labeled, tagged or marked indicating: 1) the identity of the product, 2) appropriate hazard warnings;
- d) Primary containers must contain the name and address of the manufacturer.
- e) Material safety data sheets will be available for inspection.
- f) Employees will be trained in the use of hazardous materials, information to be updated semi-annually.
- g) The Chemical Review Committee will meet as required to discuss new HazCom issues and problems.

Vehicle Safety Checks and Red Tagging of Hazardous Vehicles

All drivers operating Plant vehicles will perform a daily safety check of the vehicle before operation. If any critical item, as listed on the Daily Inspection Check-sheet is found, the vehicle will be red tagged and taken to the garage for repair. Vehicles with substandard non-critical items, as listed on the Daily Inspection Check-sheet, may be driven until the end of the shift and then taken to the garage for repair.

Red tagged vehicles will be disabled by Garage Personnel until all repairs necessary to make the vehicle safe to operate have been performed. Red tagged vehicles can be returned to service only when certified as operable by either garage personnel, the Safety Engineer, the UAW Health and Safety Representative, or the Security Supervisor.

Safety repair records will be made available to the UAW Health and Safety Representatives for inspection upon request.

All motorized vehicles will be safety inspected every six (6) months based on the most stringent guidelines established by either the manufacturer, Company or MIOSHA.

When an illegally parked vehicle is locked up, the driver, **Senior Process Coach and Team Manager**, (or highest ranking person in the building), along with either a UAW Health and Safety Representative or Plant Safety Engineer must be present to release the vehicle.

Physical Examinations

The Company will comply with the Corporate Medical Surveillance Procedure in providing physical examinations for employees where required. A copy of the procedure and the examination schedule will be available in the Medical Office for review by the UAW Health and Safety Representative at any time. The UAW Health and Safety Representative will participate in discussions to add additional employees to the list of those requiring physical examinations.

Physical examinations are given for our employees' benefit and protection. The timing and required physicals will be governed by the Medical Surveillance System (MSS).

Rack/Container-Handling and Transportation Safety

The shipping/receiving area will inspect incoming containers including a review of dunnage and

container shipping straps if applicable. Furthermore, any employee handling dunnage has the responsibility to address any damaged or dirty dunnage.

Roof Leaks and Condensation Buildup

The Company will address leakage problems on the Plant roof. A plan will be available for review at any time by the Union.

Condensation buildup will be repaired on an ongoing basis when systems can be shut down to make repairs.

The Company will continue engineering studies to achieve continuous improvement in these areas. The Union will be included in discussions regarding new initiatives in these areas

Leak Tag Program

The Company will maintain an active oil leak repair program wherein leaks are tagged and repaired by appropriate personnel.

Fire and Serious Weather Drills

The Company will discuss, on a regular basis, during departmental and team meetings, fire and serious weather instruction and awareness drills. In addition, the Company will provide periodic reminders to employees through means such as evacuation brochures, videos, safety talks, and written communications.

The Van Dyke Plant will utilize the fire alarm/emergency alert system to advise employees whenever the City of Sterling Heights issues a severe weather warning. **The Van Dyke Plant will schedule and conduct annual Plant Evacuation and Take Shelter Drills.**

Emergency Signals and Telephone Numbers:

Plant emergency signals are defined as follows:
Evacuation is a-10-second horn, followed by a voice announcement. Seek shelter is a hi-low tone, followed by a voice announcement.

EMERGENCY NUMBERS

EMERGENCY 66333 (FIRE/INJURY)
SECURITY 66525
MEDICAL 66215

Emergency Response Team Rescue Training

The Company agrees to provide required safety and recertification training related to emergency response, in a timely manner.

Handicapped Parking

The parties agree to periodically review the level of handicapped parking. Plant policy states that handicapped parking is restricted to physically disabled employees only. The required parking permits will be reviewed twice a year, or as necessary, by the Safety Department to assure the permit is still needed.

Shorts in the Work Place

Mr. **Nicholas Stefani**, Chairperson
UAW, Local 2280
Van Dyke Plant

Dear Mr. Nicholas **Stefani**:

An agreement has been reached to allow shorts for employees assigned to **all production** departments, **including Material Handling, General Stores, and Warranty & Test**. Modifications may be necessary at times to maintain alignment with the Global PPE Standard. Shorts must be loose fitting and knee length.

Certain medical restrictions may preclude an employee from wearing shorts.

Employees who wear shorts must keep full-length pants in their locker in the event they are required to work in an area where shorts are prohibited and/or inappropriate.

Management maintains the right to deem the appropriateness of shorts worn by employees in compliance with the PPE Risk Assessment.

Very truly yours,
FORD MOTOR COMPANY

Adam Blake
Human Resources **Director**
Van Dyke Plant

FACILITY ITEMS/PLANTWIDE

During the 2015 local negotiations, the Company agreed to provide the following facility items:

SAFETY ITEMS

- A camera will be available to Health & Safety Representative to assist with accident investigations.
- Provide two (2) two-way radios for the use of the Emergency Response Team to facilitate better communication in the event of an emergency. The radios are to be checked out at the Security office.
- Maintain Pedestrian Safety Signage in accordance with global standards.
- **The Company commits to provide water at two (2) additional dock locations and one (1) location in the launch area.**
- **The joint parties are aware of the safety concern surrounding the traffic associated with the truck entrance and the pedestrian walkway, therefore the Company agrees to address the truck traffic at the main gate.**

FOOD FACILITIES

- Maintain the cafeteria and satellite areas.
- Employees who have lost money in vending machines must provide the vending representative with the date on which the loss of money occurred and the type and location of the machine as soon as reasonably possible after the loss occurs.
- **The parties jointly agree to explore food service options for all shifts and crews.**

LOCKER ROOMS / RESTROOMS

- Fumigate once per year.
- Maintain bulletin boards.
- Maintain facilities in the men's and women's locker room.

- Change shower curtains in locker room as required.
- Paint select areas of Men's Locker Room.
- Maintain sanitary disposal units in women's restrooms.
- Maintain disposable seat cover dispensers.
- **The Company will maintain adequate facilities within the men's and women's locker rooms.**

OUTSIDE FACILITIES

- Maintain the recreational pavilion located between the ball fields on the west end of the Plant property.
- Maintain appropriate picnic tables for pavilion.
- Maintain awning at the entrance to the locker rooms and the covered walkway extending north from the Security Office to the end of the raised sidewalk. **Additionally, the company will provide additional covered protection from the elements between the Security offices and the hourly employee entrance.**
- Handicapped parking spaces will be maintained
- **Add two (2) additional Smoking Shelters on the East side of the building.**
- **The parties will jointly support an annual community service event to assist with the maintenance of the baseball fields on the property.**

PARKING LOT

- Pedestrian Safety Committee to continue monitoring of walking / working surfaces. Parking lot resurfacing concerns to be elevated for review through Ford Land.
- Maintain a yearly priority program for refurbishing the parking lots and roadways.
- The Company will remove litter and debris; power sweep; remove ice and snow as required; and repair chuck holes as required.
- The Company will paint stripe the lots as required.
- A sufficient number of trash containers will be placed in appropriate locations so employees can assist in maintaining satisfactory housekeeping in the parking lots.

- The Company will provide assistance to employees who incur problems in starting their vehicles in Company parking lots. A battery booster pack may be checked out at the Security Office.
- Evaluate lighting in employee parking lots; consider options to address areas of concern.

PLANT WIDE

- Provide and maintain sight savers and dispensers in each department.
- Union-Company bulletin boards in each department.
- Maintain hearing dispensers in plant as required.
- Maintain money machine in plant (consistent with bank guidelines).
- Maintain the Wall of Honor for all Veterans in the plant.
- **Maintain** a Meditation Room for employees to have quiet reflection and counseling
- **The Company will provide a trailer rental for the purpose of supporting UAW voting in a timely manner.**
- Provide online access to select personnel forms.
- Pursue process improvements for Job Posting and Job Transfer applications process.
- **The Company will provide and maintain the appropriate Ergonomic chairs for the jobs that are determined to require them.**
- **The Company will maintain dock doors/locks as required per FAS08-2.**

FITNESS CENTER

- Maintain fans for ventilation.
- Workout equipment will be maintained in functional order as feasible.
- Maintain general cleanliness of area.
- Cleaning of the workout equipment will be the responsibility of employees using the center along with Fitness Center staff.
- Consider split shift coverage pilot for the Fitness Center Instructor.

**AGREEMENTS
AND LETTERS OF
UNDERSTANDING**

CLASSIFICATION CHANGES

Classification Changes

Process Coaches will **provide the completed Form 28's** for the affected employee to the Union Representative **for review and acknowledgement** of the change by signing or initialing the Form **28**. The Hourly Personnel Administrator will **process** all submitted Form 28's requesting departmental or classification changes. **All Form 28 requests will be processed within two pay periods.**

In addition, information sheets identifying termination, accessions, classification, and address changes will be provided to the **Union** on a weekly basis.

Temporary Classifications

Creation of temporary classifications will be reviewed with the Plant Committee. The following procedures regarding the utilization of temporary classifications will be issued to Supervision.

Assignment of employees to temporary classifications is generally considered appropriate in the following instances:

1. Replacement of employees on medical, personal and jury duty leaves of ninety (90) days or less.
2. Vacation replacements.
3. Assignment to temporary classification pending a job posting, non-promotional job transfers, and/or reduction in force. This provision may be used when transferring resources into the plant.
4. **Short-term** schedule increases not exceeding ninety (90) days.

Form 28's submitted requesting the issuance of temporary classifications must specify in the remarks section the detailed reason for the temporary assignment indicating the employee(s) being replaced or the job being posted or filled via non-promotional transfer and specifying the length (best estimate) of time the temporary classification is to be in effect. To minimize errors and misunderstandings the affected employee and their Union Representative will sign the Form 28 acknowledging the change.

Employees classified as temporary **within a department** will be automatically identified on the overtime equalization report by an appropriate symbol. Individuals assigned to temporary classifications of less than ninety (90) days will be logged and automatically reverted to the basic classification unless approved extensions are requested by supervision. In addition, the rationale for the extension will be discussed with the Union, and Union concerns will be resolved promptly.

CONTINUOUS IMPROVEMENT AGREEMENT

Mr. **Nicholas Stefani**, Chairperson
UAW, Local 2280
Van Dyke Plant

Dear Mr. Nicholas **Stefani**:

During 2015 local negotiations, the parties reaffirmed their commitment to obtain new business to ensure the future of the plant. We recognize the necessity to achieve competitive capability in order to successfully bid on future products and business opportunities. We are committed in the spirit of continuous improvement, to provide avenues for addressing opportunities to implement agreement changes assuring successful launch of future products and sustaining existing business for the Van Dyke Plant.

The Van Dyke Plant hourly and salaried employees are committed to be the leading automatic transmission and component supplier in the world exceeding our customer expectations. In order to accomplish this objective, it is recognized that continuous improvement in safety, quality, productivity, delivery and cost objectives must be accomplished. In part, these objectives can be met with efficient utilization of all organizational and financial resources and development of improved and/or innovative work systems.

Both parties agree we must fully utilize the skills and abilities of all employees to compete successfully. In order to assure the Van Dyke Plant's continued ability to sustain current business and compete for new products, agreements must reflect a high degree of mutual trust and a dependence on the good faith and efforts of all employees. These characteristics must be an inherent part of all business opportunities. The parties recognize job security can only be assured through customer satisfaction and continuous improvements in all aspects of our business.

Therefore, the parties agree to develop competitive approaches to new and existing business opportunities that are modeled on, but not necessarily limited to practices contained in prior agreements. One example that both parties agree to is that all Technicians will clean their machines and related work areas and perform preventative and minor maintenance that is non-skilled in nature. We agree to work through the Local Continuous Improvement Forum (LCIF) to develop implementation plans supporting key manufacturing initiatives agreed to in the UAW-Ford Master Agreement. We will continue to look for opportunities to enhance flexibility and the full utilization of all employees' skills and capabilities.

In addition, the following elements, although not all inclusive, exemplify what the parties have agreed to address when implementing operating agreements; non-skilled work assignments, skilled trades utilization, overtime scheduling, training, team concept, employee selection process, work force stability, and work schedules.

As the Company or the Union identify existing or new business conditions appropriate for developing new competitive approaches, the parties will jointly discuss and develop specific guidelines consistent with the above to assure a mutually successful outcome.

Very Truly Yours,
FORD MOTOR COMPANY

Adam Blake
Human Resources **Director**
Van Dyke Plant

EMPLOYEE UNIFORMS

Mr. **Nicholas Stefani**, Chairperson
UAW, Local 2280
Van Dyke Plant

Dear Mr. Nicholas **Stefani**:

During the 2015 negotiations we discussed the cost and usage of work attire at the Van Dyke Plant. We agreed to review our current process for providing uniforms and determine a cost-effective means by which to maintain the protection of our employees.

In accordance with our policy, employees will be charged for garments that are lost, stolen, or damaged due to alteration.

Very Truly Yours,
FORD MOTOR COMPANY

Adam Blake
Human Resources **Director**
Van Dyke Plant

DISCIPLINARY PROCEDURES

Disciplinary Hearings

Process Coaches will schedule, in advance, hearings for minor rule violations with the Committeeperson.

Team Managers, **Senior Process Coaches**, Engineers, etc., will not discipline hourly employees, unless they are acting as a replacement for a **Process Coach**.

Disciplinary Layoffs

Although it is not the Company's intention to specify all situations where suspensions are proper, the following are indisputable, and employees will automatically be suspended when so accused of:

- Under the Influence
- Theft of Company Property
- Assault and/or Threats
- Immoral Actions
- Sabotage

Employees who are suspended and subsequently determined innocent shall, as before, be reimbursed for their time lost.

DISQUALIFICATION PROCEDURE

When a **Process Coach** is dissatisfied with the performance of an employee, the following steps will be adhered to when executing the disqualification procedure:

1. Notify the employee **and the employee's committeeperson of the employee's** deficiencies and required performance improvements.
2. If the employee has not improved in performance, the **Process Coach** shall, in the presence of a District Committeeperson, issue an informal notice of disqualification detailing on a Form 4600 (Disciplinary Action Report), the employee's deficiencies.
3. If the **Process Coach** later decides that the employee has not improved in performance, any subsequent action shall be the responsibility of the Labor Relations Office, where the reasons for such action shall be discussed with the employee and the Committeeperson. A Labor Relations Representative will issue a final notice of disqualification to the employee.
4. After exhausting the above steps, and if the employee's performance is still not acceptable, he/she will be formally disqualified and removed from his/her job. The employee will be placed in Group I, Labor Pool, and will not be eligible for a promotional opportunity for a one (1) year period.

It is recognized that on some jobs, regularity of attendance is required to a much greater degree. If an employee holding such a job accumulates numerous unexcused absences, disqualification and transfer to another job may be advisable. In such cases, the procedure outlined above will be followed.

It is the intent of the parties that this procedure will be used to effectively manage situations where the operator is not meeting the expectations of the position. Process related concerns may be elevated to the Human Resources Manager for resolution.

EMERGENCY CALL PROCEDURE

Calls received by Security at (586) 826-6525, which are identified by the caller as being of an emergency nature, will be relayed to the **Process Coach** and/or employee. A subsequent follow-up call will be made and logged by Plant Security to ensure proper delivery of the initial message.

ENVIRONMENTAL CONCERN

The Van Dyke Plant of Ford Motor Company shares the UAW's concern for the environment and the communities in which we live and work.

The Company strives to be in compliance with all government regulations pertaining to the environment. At the Van Dyke Plant, we employ an Environmental Engineer who is responsible for assuring that we are in compliance.

We are interested in exploring opportunities to educate employees on environmental concerns and encourage voluntary participation in recycling, energy conservation, and use of environmentally safe projects.

We will jointly explore, with UAW Local 2280, opportunities to fulfill our commitment as good corporate citizens.

MEDICALLY RESTRICTED EMPLOYEES

Management will make all reasonable efforts to place medically restricted employees, in work they can perform within the confines of their medical restrictions.

The parties will work within the Case Management process to identify open positions that may be appropriate for placement.

INCLUDED WORK

Mr. **Nicholas Stefani**, Chairperson
UAW, Local 2280
Van Dyke Plant

Dear Mr. Nicholas **Stefani**:

The Company's long standing policy regarding the performance of included work is that the primary purpose of supervision is to supervise; engineering is to engineer - not to supplant or supplement the hourly work force. It has always been, and continues to be, improper for any salaried employee to engage in activities that are to be performed exclusively by members of the contract unit, without justification of its being done in the course of performing essentially salaried functions or in the presence of a genuine emergency situation. This policy includes the transportation by supervision of personnel and materials in the Plant when such transportation is of a nature that is normally considered included work.

This policy is to be strictly adhered to.

Very truly yours,
FORD MOTOR COMPANY

Adam Blake
Human Resources **Director**
Van Dyke Plant

INDUSTRIAL ENGINEERING STUDIES

Mr. **Nicholas Stefani**, Chairperson
UAW, Local 2280
Van Dyke Plant

Dear Mr. Nicholas **Stefani**:

Before Industrial Engineering performs a time study, methods study, process investigation, etc., the Engineer will notify the department of the study and its purpose.

The Industrial Engineer also will have the responsibility to communicate with the Standards/Job Security Representative of the Union the intent to time study or perform a worker log.

This procedure will help prevent any problems and avoid questions as to whose responsibility it is for communicating with the Union (and employees if necessary) the Industrial Engineering Department's plans for an area or department.

Concerns related to this procedure may be elevated to the Human Resources Manager.

Very truly yours,
FORD MOTOR COMPANY

Adam Blake
Human Resources **Director**
Van Dyke Plant

INVERSE SENIORITY

The following principles concerning the application of the inverse seniority concept at the Van Dyke Plant will apply, subject to the provision of Article VIII, Section 21(e) of the Master Agreement:

1. In the event management has decided a layoff is scheduled for a definite time and limited duration, the timing of such layoff, the number of employees affected and the length of time projected for the layoff will be discussed with the local Union Representatives.
2. After a Local Union review of the above factors, the Union may request that a layoff of definite time and limited duration be treated as an inverse seniority layoff under the terms of Article VIII, Section 21 (e) of the Master Agreement.
3. Management will meet with the Union to determine the validity of such a request. If the pending layoff conforms to the contractual eligibility rules, the affected group of employees will be determined and an inverse seniority agreement negotiated with the Van Dyke Plant Unit Bargaining Committee.
4. If the local **Bargaining Committee** believes a particular layoff which does not meet the above criteria warrants the application of inverse seniority, a request to that effect may be made to the National Ford Department.

JOB POSTING PROCEDURE

The following provisions will govern promotions **and designated jobs:**

1. Management will post such an opening into the current job posting system (bulletin boards or other communication tools) designated for this purpose. This notice also will be posted on the Plant FCN monitors. This notice shall denote the posting number, number of openings, classification, occupational code, rate of pay, shift, and department in which the opening exists. **The Bargaining Committeeperson and the District Committeeperson** shall receive a copy of the notice.
2. The notice shall remain in the current job posting system for **seven calendar** days, **excluding holidays**, during which time eligible employees may apply. The job posting system will provide eligible employees with confirmation of their application. Eligible employees who fail to apply within the **seven (7) calendar days, excluding holidays**, are precluded from seeking redress in the grievance procedure. Employees going on vacation, approved leave of absence or medical leave for more than one (1) week must make proper notification to Labor Relations of their desire to post for a specific position that may be posted during their absence.
3. Labor Relations will provide the appropriate **Process Coach** and the **Bargaining Committeeperson and the District Committeeperson** with a list of the eligible applicants for each posting on the day following the closing of the posting period.

The **Process Coach** will review their selection with Labor Relations and a member of the Bargaining Committee prior to notifying the employee who is being selected. The selection will be made within one (1) week of the closing date, in accordance with the Master Agreement (Article IV, Section 2). The Company agrees to move employees selected for promotion within two (2) weeks **of the posting closing date**. It is

recognized that under certain circumstances, which would generally be exceptional, a move cannot be made within the two-week period. When these exceptional circumstances exist, an extension may be mutually agreed to by Labor Relations and the **Plant** Committee. Labor Relations will post results of applicants not selected for an open position and inform them that the posting has been filled. **Labor Relations will post results of applicants not selected for an open position and inform them that the posting has been filled.**

4. Employees may bid on one job per posting group. No more than five jobs will be posted in any one posting group. A job, in this instance, is defined as a particular classification in a particular department.
5. An employee who accepts an opening will not be able to be selected for another promotional opening for a **two (2)** month period from the date of acceptance. Employees will have one exception in a calendar year where they can bid on a promotional opportunity prior to completing **two (2)** months on a position.
 - a) An employee selected for a promotion who wishes to disqualify him/herself may do so only if said request is initiated **on a Job Promotion Form and submitted** to Labor Relations no later than one hour before end of the shift by the **seventh (7) calendar day (excluding holidays)** on the job. Employee will be permitted to return to his/her former classification and department, as soon as possible, taking into consideration operating inefficiencies.
 - b) If an employee requests disqualification after the expiration of the **seven (7) calendar days, excluding holidays**, he/she may do so only with the concurrence of Labor Relations and the Union and shall only have the right to displace the least senior employee in Group 1, Labor Pool. This employee shall not be eligible for future promotional consideration for a six (6) month period.

6. An employee selected for a promotion who is disqualified from that job within fifteen (15) working days as so deemed by Management, shall return to the last job held by him/her prior to the promotion and shall be ineligible to apply for any other job opening within thirty (30) days of the date of his/her disqualification.
7. Management may fill subsequent job openings made necessary by the disqualification of the employee first selected without **reposting** the opening. However, in these instances, the openings will be filled in the same manner as provided for in Section 3 above.
8. If additional employees are needed within thirty (30) days of original posting, the Company will select from that posting. If after thirty (30) days, additional employees are needed, the Company will repost such openings in the current job posting system.
9. Experience gained on a temporary classification by a junior employee will not be considered against a senior employee when both employees are seeking the same promotion under the terms of this agreement.
10. None of the foregoing shall preclude management's right to fill openings of temporary assignments while the job is being posted in the current job posting system.
11. Under the provisions of this agreement employees may apply for a job that pays equal to, more than or less than their current hourly rate. However, employees may not apply for a job on which they are presently classified, unless the job is under new launch or different department.
12. With regard to promotional posting opportunities, all promotional transfers will be completed in compliance with the provisions of Article IV, Section 2 of the Master Agreement. However, management agrees that applicants indicating interest on a particular job

opportunity will be notified of the selection outcome relating to their specific application.

13. The Company retains the right to establish when opportunity exists and will notify the Union on a timely basis. Any Union concerns will be resolved promptly.

JOB TRANSFERS:

Transfer Box - NON PROMOTIONAL

(UNDESIGNATED/LABOR POOL CLASSIFICATIONS)

Subject to the provisions of Article IV, Section 2(b) of the Master Agreement the following procedures have been established to implement non-promotional job transfers of undesignated/labor pool classifications:

1. A seniority employee may make application for a non-promotional job transfer twice in a one (1) year period for a job that pays equal to, more than or less than their current hourly rate. This time will start from the date of application. Once an employee accepts the bid through this process, the decision of the employee is binding.
2. Employees may make application for non-promotional job transfers on the form provided in the Hourly Employment Office. Employees will be given a copy of their non-promotional job transfer application upon request.
3. Employees applying for a non-promotional transfer may designate a specific department to which they are requesting a transfer. Employees not requesting a specific department will be placed on a combined list with employees that specified a department in seniority order and the senior employee from the combined list will be offered that opening. Consistent with the Master Agreement, an employee who has been offered and does not accept a transfer or who has transferred will not be considered for another such job transfer until at least six (6) months have elapsed from the date of the last offer or the effective date of the non-promotional job transfer, regardless of whether or not the employee specified a department on his/her application.
4. An employee transferred under the provisions of this agreement shall not voluntarily disqualify

himself/herself from that job unless this action has been concurred by the Labor Relations activity. An employee who is allowed to disqualify himself/herself shall only have the right to return to his/her former **department and** classification, provided such disqualification takes place within **seven (7) calendar** days, **excluding holidays**, of placement on the job.

5. The Union will be advised when management selects applicants from the non-promotional transfer box.
6. New Hire employees will be eligible for application under the Job Transfer process 6 months from the hire date.
7. The Non-promotional Job Transfer procedure is intended to address individual rather than mass movement. During periods of mass movement, there may be a need to deviate from the above to maintain operational efficiency. In these instances, the union will be notified in advance and the applicable procedure will be communicated to the workforce.

Mr. **Nicholas Stefani**, Chairperson
 UAW, Local 2280
 Van Dyke Plant

Dear Mr. Nicholas **Stefani**:

December 14, 2023

Bargaining Committee
 UAW Local 2280
 41111 Van Dyke
 Sterling Heights, MI 48314

Subject: Late Policy

During the 2023 Local Negotiations, the parties discussed the crucial importance of employees reporting to work in accordance with their schedule start time. We firmly believe that being on time is not only a sign of professionalism but also a fundamental aspect of maintaining a productive and efficient workplace.

In alignment with our shared commitment to punctuality, the parties agree to adopting a fair and equitable approach to addressing tardiness.

By upholding this agreement, we aim to foster a culture of timeliness, accountability, and mutual respect within our workplace. We believe that when employees arrive on time, it not only enhances their own productivity but also contributes to the overall success of our organization.

Table 1: Tardy Occurrences and Disciplinary Progression

Occurrence and Disciplinary Progression for Lates		
Occurrence Number	Penalty	Measurement Period
1st Occurrence	N/A	N/A
2nd Occurrence	N/A	N/A
3rd Occurrence	R&W	Rolling 6 Months
4th Occurrence	R&W, LTOJ (loss time on job)	Rolling 6 Months
5th Occurrence	R&W + BOS	Rolling 6 Months
6th Occurrence	R&W + BOS + 1 Day	(12) Month Lock-In Discipline Period
7th Occurrence	R&W + BOS + 3 Days	(12) Month Lock-In Discipline Period
8th Occurrence	R&W + BOS + 1 Week	(12) Month Lock-In Discipline Period
9th Occurrence	R&W + BOS + 2 Weeks	(12) Month Lock-In Discipline Period
10th Occurrence	R&W + BOS + 1 Month	(12) Month Lock-In Discipline Period
11th Occurrence	Termination	(12) Month Lock-In Discipline Period

Disciplinary Progression for Tardy Occurrences

The accumulation of tardy occurrences within the employee's measurement period will be addressed through the appropriate progressive process outlined in Table 1. Discipline progression is based on the most recent attendance discipline penalty on record, except in the case of consecutive tardies, which are counted individually for purposes of progression discipline. Prior tardy occurrences for which the employee was not put on notice and or disciplined in a timely manner without a reasonable justification for the delay, will not be included as part of the current penalty assessment.

Occurrences: The (12) month Lock-In discipline period starts on the date of discipline issuance and lasts for (12) months. Any additional tardy within the following (12) months will result in progression to the next occurrence penalty as outlined in Table 1.

All measurement periods will be extended by personal medical leaves or absences that occur during the measurement period. Employees will revert to zero (0) tardies and zero (0) discipline for the change of the tardy policy upon the implementation date of this program. Van Dyke Electric Powertrain Center's tardy policy will be become effective January 1st, 2024.

Adam Blake
Human Resources Director
VEPC

LETTERS AND AGREEMENTS - HISTORICAL

Mr. **Nicholas Stefani**, Chairperson
UAW, Local 2280
Van Dyke Plant

Dear Mr. Nicholas **Stefani**:

The following historical letters and agreements are reinstated under mutual agreement:

- Changeover Agreement - October 16, 1984
- Refrigeration and Air Conditioning Letter - 1990
- 6F Transmission Program Letter- 2003
- Ford Total Productive Maintenance Letter – 2003
- Effective Teams – 2003
- **Leader in the Skilled Trades – 2011**
- **Skilled Trades Assignments & Guidelines - 2011**

Very Truly Yours,
FORD MOTOR COMPANY

Adam Blake
Human Resources **Director**
Van Dyke Plant

LOANS WITHIN PLANT (NON-SKILLED)

The following procedure is to be utilized when it is necessary to loan employee(s) from one classification to another or from one department to another

1. Under normal operating conditions the least seniority employee who is temporarily classified in the affected classification by department should be loaned.
2. If there are no temporary employees in the affected classification by department, the least seniority employee within the affected classification by department should be loaned.
3. Employee loans **on overtime** will be handled first by available volunteers. If additional people are still required then steps 1 and 2 above must be followed in that sequence. If additional people are still required, then the high houred employee in the rotational group shall be loaned. It is the Company's intent to work employees on the job they were initially assigned to work. The Company will make every effort not to deviate from this practice.

If it is necessary to deviate from the above steps, the district committeeperson will be notified in advance when it is practical to do so.

LOCKS AND LOCKERS

Assignment of Lockers

The Plant will maintain an assigned locker program. General Stores will maintain records of which locker and lock are assigned to each employee.

A Company lock will be charged out to each employee requiring a lock. The employee will be charged for the lock and an appropriate deduction made from the employee's check if the lock is not returned upon termination of employment or if a second replacement lock is requisitioned.

Personal locks will not be permitted.

Steps to secure the lockers of our employees will include random security walk-throughs.

Terminated or Deceased Employees

From time to time, it becomes necessary for the Company to retrieve a former employee's personal belongings and turn them over to the family of the former employee.

In such instances, the following procedure, generally, will be followed:

1. The individual's belongings (e.g. locker contents, toolbox) will be identified.
2. Any locked containers such as lockers or toolboxes will be opened by Security in the presence of at least one member of Management and a Union Representative.
3. Company property will be removed.
4. The remaining personal items will be sealed and retained by Security pending pick up by the family.

LUNCH PERIODS

Mr. **Nicholas Stefani**, Chairperson
UAW, Local 2280
Van Dyke Plant

Dear Mr. Nicholas **Stefani**:

Under the provisions of the Master Agreement, Article X, Section 6, "Except in emergencies, an employee's regular lunch period shall not be advanced or delayed by more than one hour unless the employee agrees to such change."

Very truly yours,
FORD MOTOR COMPANY

Adam Blake
Human Resources **Director**
Van Dyke Plant

MEDICAL COVERAGE

It is recognized that the use of regular outside ambulance services provides the most efficient service to our employees. Therefore, it is our intention to continue to utilize the services of such organizations.

It is our policy to assign qualified medical personnel coverage whenever plant manufacturing operations require the assignment of Two Hundred Fifty (250) or more hourly personnel per shift.

In some instances where extremely hazardous maintenance or construction operations are performed, it has been our policy to provide medical coverage regardless of the number of hourly personnel working.

When medical personnel are not assigned, emergency medically trained security personnel will be available. When the hospital is not open, non-emergency medical attention/supplies will be available by contacting the Security Office (Ext. 66525).

NOTIFICATION - REDUCTION IN FORCE

Mr. **Nicholas Stefani**, Chairperson
UAW, Local 2280
Van Dyke Plant

Dear Mr. Nicholas **Stefani**:

The Company shall adhere to Article VIII, Section 17 of the Master Agreement. Paragraph I states, "In the event of a reduction in force other than a temporary layoff, the Company shall, in preparing the list of employees to be affected by the layoff, including their classification and seniority date, have consultation with the appropriate Union representative where time permits." The appropriate Union representative, for this purpose, shall be a member of the Bargaining Committee.

A one (1) week notice prior to effective date of layoff will be given to the Union except in emergencies.

Furthermore, a copy of the prepared list of those employees affected by the reduction in force shall be given to the Union by Labor Relations.

Very truly yours,
FORD MOTOR COMPANY

Adam Blake
Human Resources **Director**
Van Dyke Plant

NOTIFICATION OF SCHEDULED OFF DAYS

Management of the Van Dyke Plant endeavors to post notices of scheduled off days (holidays and scheduled short work weeks) at least five (5) days in advance of the scheduled off days whenever possible.

This does not preclude Management's right of assignment or determination of schedules as outlined in Article IV, Section I of the Master Agreement.

OCCUPATIONAL GROUPING AGREEMENT

GENERAL RULES

(Reduction in Force)

APPENDIX C

It is mutually agreed between the proper representatives of the Ford Motor Company, Van Dyke Plant, and the UAW, Local 2280, and the Regional and National Ford Departments, that the following is the Appendix "C" Occupational Grouping by classification for the Van Dyke Plant.

GROUP I – GENERAL LABOR POOL

IZ 59-0-4180 Manufacturing Technicians/
Assembly Operations
Level I
Level II
Level III
Level IV

60-0-0010 Team Leader – PWG

For purposes of a reduction in force, if the employee does not have seniority to hold within their department, he/she may be directly placed in an open **Group I, Level I – Level IV** position or be bumped to the plant-wide labor pool, after exhausting all seniority rights. The lowest seniority employee in the labor pool will be placed on indefinite layoff.

Upon the effective date of this agreement, employees reduced from Labor Pool jobs, who are not reduced out of the plant, will have recall rights back to their former department, for a period of one year past the effective date of the reduction, provided the employee does not accept other promotional opportunities or a non-promotional job transfer.

GROUP II - MACHINING ALL CLASSIFICATIONS ARE DESIGNATED

1Y 59-0-4190 Manufacturing Technician
Level I
Level II
Level III
Level IV

1Y 60-0-0020 Team Leader - MWG Non-Skilled

For the purpose of a reduction in force, each machining designated classification would be considered the same.

Group II
Departments:
163, 146B, 146B, 463, 490B, 492, 464

GROUP III - MISCELLANEOUS

DESIGNATED

2Y 38-0-146 Transmission Tear Down & Repair Special –
Warranty Only
2Y 25-0-1760 Oiler *

GROUP IV - CLERICAL

DESIGNATED

3Y 08-0-0170 Clerk – Department
3Y 08-0-0270 Clerk – Maintenance
3Y 12-0-0240 Stock Room-Head

GROUP V – INSPECTION

DESIGNATED

4Y 04-0-0260 Checker and Adjuster Production*
4Y 05-0-1080 Inspector – Receiving
4Y 05-0-0960 Inspector-General
4Y 06-7-030X Inspector – Tooling & Layout SSTL

GROUP VI – TRANSPORTATION

DESIGNATED

5Y 05-0-0150 Checker - Material Control
5Y 05-0-0500 Checker-Stock&Discp AJ.
5Y 60-0-0030 Team Ldr - PWG MP&L

*Will not repopulate (classifications will be eliminated when vacated)

Rule applicable to Groups III-VI

For purposes of a reduction in force, if the employee does not have seniority to hold within their classification, he/she will be bumped to plant-wide labor pool, after exhausting all seniority rights. The lowest seniority employee in the labor pool will be placed on indefinite layoff.

- Employees who are initially affected by a reduction in force shall exercise their seniority first within their department.
- In the absence of a lower seniority employee, the employee may choose to exercise their seniority on the lowest seniority employee within their group or go to the labor pool.
- Employees who choose to exercise their seniority within their group will not have recall rights to their former department.
- Employees who choose to go or are reduced to the labor pool will retain recall rights to their former department and

classification provided they do not accept a promotional opportunity.

- If the employee does not have seniority to hold within this group, he/she will be bumped to plant-wide labor pool, after exhausting all seniority rights. The lowest seniority employee in the labor pool will be placed on indefinite layoff.

Appendix F

25-7-0440 Carpenter - All Around
50-7-0250 Cutter Grinder*
25-7-0770 Electrician /^a
25-7-1200 Industrial Truck Mechanic /^a
06-7-0300 Inspector Tooling and Layout
06-7-0030 Inspector - Gauge No. I
25-7-1370 Machine Repair /^a
50-7-2200 Machinist *
25-7-1620 Mechanic Auto /^a
25-7-1660 Millwright /^a
25-7-2340 Plumber Pipefitter /^a
35-7-0820 Refrigeration Maintenance & Installation /^a
25-7-2950 Sheet Metal Worker */^a
50-7 2070 Tool and Die Maker /^a
50-7-2050 Toolmaker & Template Maker /^a
55 7 0430 Welder General /^a
06-7-030X Inspector Tooling & Layout SSTL
**35-7-082X Refrigeration & Air Conditioning Maintenance &
Installation SSTL**
50-7-220X Machinist SSTL
58-7-0020 Team LDR/Coord - Skilled
60-7-0010 Team Leader – MWT
60-7-0020 Team Leader – MWG - Skilled

* Will not repopulate (classifications will be eliminated
when vacated)

^a Apprenticable Trade

(NOTE: Appendix F also includes Leaders when used for
classifications in that category, noted by a 7 in the occupation
code, rate .645 above base trade.)

ORIENTATION PROGRAM

Mr. **Nicholas Stefani**, Chairperson
UAW, Local 2280
Van Dyke Plant

Dear Mr. Nicholas **Stefani**:

During the course of the 2015 local negotiations, the subject of employee orientation was discussed. It was mutually decided to continue, through the use of local training funds, the joint orientation program established by the National Parties for:

- New Hires
- Rehires
- Transfers from Other Locations

The program will consist of self-contained modules (or mutually agreed upon replacements) which will include the following:

- How Employees, Management and the Union Work Together
- Respective Roles of the UAW and Ford
- The State of the Automotive Industry
- Joint Programs
- The Changing Composition and Diversity of the Work Force

Very truly yours,
FORD MOTOR COMPANY

Adam Blake
Human Resources **Director**
Van Dyke Plant

OUTSIDE CONTRACTING

Mr. **Nicholas Stefani**, Chairperson
UAW, Local 2280
Van Dyke Plant

Dear Mr. Nicholas **Stefani**:

During the 2015 negotiations, the parties reaffirmed the commitment to principles established in the National Agreement with regards to timely notification and Union ability to participate in discussions before any contracts are let. Additionally, the parties agree that project/contract work will follow the outside contracting procedure as defined in Article IV, Section 8 of the UAW-Ford Collective Bargaining Agreement.

Very truly yours,
FORD MOTOR COMPANY

Adam Blake
Human Resources **Director**
Van Dyke Plant

OVERTIME SCHEDULING AGREEMENT

(Non-Skilled Employees)

1. When scheduling overtime, the qualified employee, in the classification within the department with the least amount of overtime hours will be scheduled in accordance with this Local Overtime Agreement and subject to the provisions of Article IV, Section 6 of the Master Agreement. Overtime is first scheduled by classification. If the classification is exhausted, overtime is then scheduled with qualified employees from the versatility list.
2. The Company will survey for overtime at the latest by Wednesday. Employees will have until midnight on Wednesday to change their survey. After midnight on Wednesday, the survey becomes final.

The most current overtime printout will be used to schedule overtime **for the upcoming Saturday through the following Friday.**

3. Upon request from District Committeepersons, **Process Coaches** shall be required to advise them of the employees scheduled to work overtime. Management will maintain a master overtime list to include all shifts and will promptly notify the District Committeeperson of the number of employees scheduled to work overtime so that the Committeeperson will have sufficient time to examine the list for any deviation or discrepancy. The list will be posted on the bulletin board for all employees in the department to observe.
4. Employees' accumulated overtime hours will be posted weekly within the various departments no later than the end of their shift on Wednesday. A copy of this posting will be provided to the Union upon request. Overtime hours will be posted on bulletin boards in each department for all shifts.
5. Holiday overtime schedules will be posted no later than two (2) days preceding the holiday.
6. The low-hour employees will have the option to choose an early or over assignment.

7. Where two (2) qualified employees' overtime hours are equal in a department, the seniority employee will be scheduled.
8. Medically restricted employees shall be allowed to work overtime, in line with their overtime hours, if they can perform the job assignment within their restrictions.
9. The Company will meet quarterly with the Bargaining Committee, the appropriate Team Managers and Labor Relations to review classifications where the spread in hours is increasing. The purpose of these meetings will be to make corrections required to equalize overtime hours and to identify the low hour employees who will be offered overtime opportunities within their **department or classification**, in accordance with Article IV, Section 6, of the Master Agreement and the Local Overtime provisions.
10. When scheduling for the Christmas holiday season, the current overtime list will be used to schedule employees with the understanding that the schedule for the second week of the Christmas holiday is a projection, based upon the scheduled hours of assignments during the first week of the Christmas holiday.
11. When augmenting overtime on a classification in a department, all low houred qualified employees from within the department or equalization group will be given opportunity to work prior to scheduling employees from outside the department or equalization group. To minimize disputes regarding an employee's qualification, each Advisor will maintain and post a Versatility Training Record indicating the operations each employee in the department or equalization group is qualified to perform.
12. The use of qualified personnel is the only scheduling requirement for emergency overtime. Every effort should be made to use employees from within the department to work this overtime. More than one day cannot be considered an emergency.

13. Employees who are away from the Plant on Company or Union business, will inform their **Process Coach** of their availability for overtime. Should they be scheduled for that overtime, all reasonable effort will be made by the Company to notify the employee of their overtime assignments.

14. **For the purposes of overtime scheduling, regardless of operating pattern, Company recognized holidays will be treated as overtime opportunities and the above conditions will be applied. This excludes the scheduling of the July 4th holiday, when it occurs during shutdown periods where seniority is used to schedule the entire workweek.**

The Versatility Training for every employee will be reviewed within ninety (90) days of placement and updated monthly.

This agreement is in accordance with Article IV, Section 6 of the Master Agreement pertaining to overtime work.

OVERTIME CHARGING AGREEMENT
(Non-Skilled Employees)

1. General

- A) Employees who are correctly scheduled for weekend or RDO overtime consisting of 8 or more hours accept or who are scheduled correctly for overtime and are absent will be charged double and count as an AWOL occurrence per the UAW-Ford 2023 National CBA, Vol. IV-A, National Attendance Program LOU, Attendance Program Employees who accept or who are scheduled correctly for overtime and are absent will be charged double.
- B) Employees must work the available overtime within their classification first within their department, or secondly within their rotational group, before working overtime in another department.
- C) Overtime will be charged only when it is scheduled in accordance with Article IV, Section 6 of the Master Agreement. However, employees accepting such overtime will be charged.
- D) Employees on a personal or medical leave of absence, disciplinary layoff or AWOL, who otherwise would have been scheduled, will be charged accordingly.
- E) Employees taking voluntary inverse layoffs, will be charged for all overtime opportunities after the first eight (8) calendar days of such layoff beginning with the Sunday preceding the layoff date. Such employees will not be eligible for overtime assignments during that eight (8) day period.
- F) Employees returning from a union (full time elected/ appointed representatives) or medical leave of absence of more than ninety (90) days will assume the greater of the following: low hours plus 24 within their rotational group or their hours at the time of the leave. In no case will the assumed hours exceed those of the employee with the highest total charged hours in the equalization group.

- G) Employees who change shifts in accordance with the Shift Preference Agreement will carry their accumulated hours.
- H) Employees assigned to a different shift by Management's direction will carry their accumulated hours.
- I) Overtime awarded through the grievance procedure will be charged.
- J) Employees who are new hires, rehired, reinstated, reclassified or transferred to another department will assume the average hours of the second highest and second lowest hour employees in the new department and classification. **Employees who accept, then subsequently decline a transfer or promotional opportunity, will return to their previous position with the number of charged overtime hours prior to leaving the department, plus any hours accumulated prior to their return.**
- K) Employees on vacation will not be charged for lost overtime opportunities. Employees will be charged for lost overtime opportunities incurred during excused absence hours unless such hours are excused by Management in advance or are taken as a full week whether or not a holiday falls within that week.
- L) Employees on Union leave will not be charged for lost overtime opportunities.
- M) **To accommodate employees who take multiple days of vacation or prescheduled excused absence allowance (EAA) time, and considering the multiple operating patterns that exist, the following provisions apply:**
 - i. **For 5x8 and 3 crew, employees** will not be charged for refusing an **RDO** or Holiday - immediately following or immediately prior to their vacation or prescheduled excused absence allowance (EAA) time of **two (2) full RDWs** or more. Employees will not be charged if using **one (1) full RDW** before and **one (1) full RDW** after when prescheduled vacation or excused absence allowance time is used.
 - ii. **AWS 4 crew, 2 shift agreement:**

- a) **Employees will not be charged for Saturday, Sunday, and Monday in advance of taking twenty-four (24) hours of vacation or prescheduled EAA time on Tuesday and Wednesday.**
- b) **Employees will not be charged for Saturday, Sunday, and Monday following vacation or EAA time when taking twenty-four (24) hours of vacation or prescheduled EAA time on Thursday and Friday.**
- c) **Employees will not be charged for RDO days in between two full consecutive RDW days when the full consecutive RDW days are both taken as vacation or prescheduled EAA time.**
- d) **Employees will not be charged for Tuesday and Wednesday if taking twenty-four (24) hours of vacation or prescheduled EAA time on Sunday and Monday.**
- e) **Employees will not be charged for Thursday and Friday if taking twenty-four (24) hours of vacation or prescheduled EAA time on Saturday and Sunday.**
- f) **Employees will not be charged for Thursday, Friday, and the following Tuesday and Wednesday when taking thirty-six (36) hours of vacation or prescheduled EAA time on Saturday, Sunday, and Monday.**
- g) **Employees on a four (4) day work week will not be charged for the preceding Saturday, Sunday, Monday and the Thursday and Friday during the vacation week whether the employee takes forty (40) or forty-eight (48) hours of vacation or prescheduled EAA time.**
- h) **Employees on a three (3) day work week will not be charged Tuesday, Wednesday, Saturday, Sunday, and Monday when taking thirty-six (36) hours of vacation or prescheduled EAA time.**

- N) When employees go to a temporary classification, they will assume the average hours of the second highest and second lowest hour employees on the classification assigned. If they return to their former classification within thirty (30) days, they will assume the accumulated hours worked on the temporary classification plus the previous hours from their former classification. If the employee remains on the temporary classification over thirty (30) days, he/she will assume high hours on his/her classification upon returning to his/her permanent classification.
- O) Employees away from the Plant on Company business will not be charged for any in-Plant overtime for which they are eligible but unable to work due to such out-of-Plant assignment. Such employees will be charged for all overtime paid.
2. Employees **on a 5x8 pattern** will not be charged overtime if they are not notified by posting on the overtime board within the department on Thursday for Saturday and Friday for Sunday, before the last hour of their normal quitting time on Thursday or Friday. **Employees on AWS patterns will not be charged overtime if they are not notified by posting on the overtime board within the department at least twenty-four (24) hours in advance of the overtime opportunity.**
 3. Employees absent on dates of notification will be charged and bypassed in the event they do not notify the Supervisor of their availability for overtime work.
 4. Employees scheduled for **RDO overtime** who are absent on **the RDW preceding the RDO overtime** and do not notify their **Process Coach** of their availability for **the RDO overtime**, will be considered absent and will be replaced and charged accordingly. Each employee should notify their respective department under these circumstances. However, if an employee is unable to contact his department, the Security Office should be notified and a call-in number requested.
 5. Employees who receive Bereavement Pay or Jury Duty Pay will not be charged for overtime opportunities for the days they receive such pay, including the weekend

and/or holiday(s) immediately following the bereavement or Jury Duty days or any weekend days and/or holiday(s) intervening in the bereavement or Jury Duty period.

6. On the first Monday of each January (if that Monday is a Holiday, then the succeeding Monday), employees will have their hours reverted to zero.
7. Overtime will not be charged when refusing an opportunity to work when there are less than seven (7) hours between quitting and starting times.
8. Employees will be charged double if they change their survey response after Wednesday's midnight deadline.
9. Section 9 of the Military Service Act of 1967 prohibits charging overtime against an employee required to perform annual active duty for training or for attending military drills.

The above act, furthermore, supersedes all Local Agreements, concerning charging of overtime.

This agreement is in accordance with Article IV, Section 6 of the Master Agreement pertaining to overtime work.

TECHNICAL TRAINING

OVERTIME SCHEDULING AND CHARGING

1. The Company will train all employees on an overtime basis only where it is absolutely necessary.
2. Current overtime hours will not be considered when scheduling employees for technical training, when such training has been approved and scheduled by the Van Dyke Plant Ford UAW Technical Training Committee.
3. Any employees asked to work overtime for training purposes will be charged as with any other overtime opportunity.
4. All employees in the classification or rotational group, who reasonably can be expected to have an opportunity to apply the training, will be given the opportunity to receive training to ensure similar qualification.
5. Those skilled employees yet untrained, but who have demonstrated a willingness to be trained, will not be disqualified for any contractual purposes such as overtime equalization, shift preference, etc. **The company will provide training opportunities for Electricians to troubleshoot issues that may occur on a day-to-day basis. Training may include, but is not limited to ABB Robots, FANUC robots, and gantries. This training will also include any software or programming related to these operations. The business needs, funding sources and approval process and scheduling for this training will be reviewed with the union annually in the LJSOESC (Local Job Security Operational Effectiveness Sourcing Committee).**
6. Employees who are away from the Plant, as a result of training, will inform their area of their availability for weekend overtime. Should they be scheduled for that overtime, all reasonable effort will be made by the Company to notify the employee of their overtime assignments.

TRANSMISSION TEARDOWNS

This letter will confirm our discussion during the 2015 negotiations concerning Transmission teardowns. It is mutually agreed that the low hour qualified employees from within the bracketed departments will supplement once the primary department (*) is exhausted. If additional manpower is needed, schedule from low hour qualified within the respective bracketed departments.

6F Mid
***325**

[323]

6F
***424**

[423]
[425]

HF 35
***225**

[223]

PAY SHORTAGES

Process Coaches are responsible to ensure that their employees are properly paid. In situations where the shortage is four (4) hours or more as a result of Company error and a check is requested and authenticated, the Company will issue a check. Where time and circumstances permit, a check will be issued on the day the employee receives his/her paycheck with afternoon shift employees receiving such check on the following day.

QUALITY

The parties are jointly committed to continuous improvement in the quality of our products. To this end, we support:

- Each employee's personal commitment to quality in his/her work in accordance with the Quality Operating System.
- Defining, measuring, and delivering the quality standards we will operate by, through following the Quality Leadership Principles (QLI):
 1. Quality is Job #1! It is our responsibility, our job security and our future!
 2. Zero Defect Mindset – “Don’t take it, Don’t make it, and Don’t pass it on”
 3. Relentless Daily Focus on Quality
 4. Ensure People have the Necessary Skills and Tools to do Their Jobs
 5. Effective Measurement and Feedback for Continuous Improvement (Accountability and Performance Metrics)
 6. Help Suppliers Help Us Succeed
 7. Effective Quality Leadership at All Levels
 8. Changes Never Compromise Quality
 9. The Customer is our Shared Concern
- Quality and housekeeping are the responsibility of all Van Dyke employees. This includes a personal commitment to keep one's work area clean and free of any food, personal articles, etc., which would pose a concern to our products.
- Obtaining internal and external recognition based on the quality of our products and processes.
- The active involvement of the UAW Quality Representative in improving the quality of Van Dyke's products, under the direction of the National and Local Joint Committees.
- The Quality Department, along with Ford Supplier Technical Assistance STA, will drive supplier improvements to provide defect free parts to Van Dyke following our Ford processes.
- The parties jointly agree to issue a communication to all suppliers entering the Van Dyke Plant regarding Plant guidelines.
- In the event a Quality concern needs to be elevated because it is not resolved at the team or department level following our FPS process, please contact the local Van Dyke Security Office at 586-826-6525 and identify your quality concern before contacting the National UAW/Ford Quality Hotline.

Department Listings

Mr. **Nicholas Stefani**, Chairperson
UAW, Local 2280
Van Dyke Plant

Dear Mr. Nicholas **Stefani**:

It is mutually agreed between the parties that the departments listed below are considered individual departments for shift preference, reductions in force and overtime equalization:

223
225
323
325
363
364
365
422
423
424
425
463
464
490/492
774
777
761
830
833

This agreement is not intended to restrict any rights as provided by the local contract (i.e., occupational grouping agreement, reduction in force, etc.) or provisions established by the Master Agreement.

Very truly yours,
FORD MOTOR COMPANY

Adam Blake
Human Resources **Director**
Van Dyke Plant

SECURITY

The following represents the Company's policy regarding the responsibilities of Plant Security:

- The primary responsibility of Plant Security is to protect employees, their personal belongings and vehicles while on Company property, and Company equipment and property.
- In the performance of this primary responsibility, Security personnel will patrol Plant property, monitor Plant entrances and exits and conduct necessary reporting and investigations.

SENIORITY TIE-BREAK

Non-Skilled

1. When two (2) or more employees have the same plant seniority date, the employee with the greater Company seniority date will be considered to have the highest seniority.
2. When two (2) or more employees have the same Company seniority date, the employee having the highest last four (4) digits in his/her social security number will be considered to have the greatest seniority.
3. When two (2) or more employees have same company seniority date and the same last four digits in his/her social security number, the employee with the highest middle two numbers in his/her social security number will be considered to have the greatest seniority.

SHIFT PREFERENCE AGREEMENT

The following provisions will govern the exercise of shift preference in accordance with Article VIII, Section 28(a) of the Master Agreement pertaining to local shift preference agreements.

Each seniority employee will be permitted two (2) bumps anytime during the calendar year, January 1 through December 31.

1. When expressing a preference of shift, the senior employee may displace the junior employee on the preferred shift within the same classification and department only.
2. Seniority employees on classifications that are considered plant-wide shall be permitted to bump the junior employee on the preferred shift on the same classification within the plant.
3. In the event two (2) employees on different shifts on plantwide classifications express shift preference bumps simultaneously for their respective shifts, the junior employees on the classification may be bypassed and the request will be honored providing there is no disruption in operating efficiency.
4. Employees may bump in accordance with the rules set forth in Section I of this Shift Preference Agreement (provided the bump is initiated within ten (10) working days of the move) or be recipients of shift preference bumps upon being moved or upon employees entering their department and classification as the result of transfer, promotion, reduction in force, reinstate, hire or rehire. The bumps referred to in this subsection (e) shall not be counted as one of the bumps referred to in Section I of this Shift Preference Agreement.
5. Employees who legitimately hold temporary classifications will be permitted to bump and will be recipients of shift preference bumps only after classified temporary for sixty (60) consecutive days.

In addition, bumps may be processed against temporarily classified employees on jobs which have been filled by temporarily classified employees for over sixty (60) consecutive days.

6. When it becomes necessary to transfer employees from one shift to another, the senior employees in the classification required will be given first choice. If no senior employee desires the shift where the increase in manpower is to

be made, the low seniority employee in the classification will be transferred to the shift. No employee will be forced to transfer to an undesirable shift when there is a qualified junior employee in his/her classification on the shift of his/her choice.

7. Shift bumps may be delayed during periods of high-volume manpower movement. The movement of employees from one shift to another through authorized bumps identified in this Shift Preference Agreement will be accomplished by the second Monday following the date of the employee's request but no later than ten (10) working days of the employee's request. To execute a bump by the first Monday, the bump must be submitted no later than one (1) hour before the end of his/her shift on Wednesday proceeding the first Monday. Furthermore, employees not moving on the first weekend following submission of their shift preference request may contact Labor Relations who will investigate and affect all legitimate bumps within the specified time period.
8. In production departments with more than one operating pattern:
 - a. Shift bumps will be exercised such that the seniority employees who are bumping within their classification will be allowed to bump to the operating pattern of their choice on the shift of preference.
 - b. Shift bumps will be allowed from one operating pattern to another operating pattern within a classification and within a given shift.
9. In the event an employee changes operating patterns, during the last week on the old operating pattern and the first week on the new operating pattern, the employee will be offered the opportunity to fulfill the weekly base hour threshold.

PROCESS COACHES-HUMAN RESOURCES ISSUES

Mr. **Nicholas Stefani**, Chairperson
UAW, Local 2280
Van Dyke Plant

Dear Mr. Nicholas **Stefani**:

The following guidelines are not intended to restrict management rights but rather to promote better working relationships between hourly and salaried employees.

It is Company policy that **Process Coaches** of hourly employees will be responsible for the following:

- The proper payment of their respective employees. In the event of a pay discrepancy, supervision is responsible for submitting a Past Period Adjustment (PPA). Upon request, a copy of the PPA will be provided to the District Committeeperson.
- On a quarterly basis, review Past Period Adjustment incident rates in the Local Continuous Improvement Forum.
- Administer discipline for the purpose of achieving corrective action - not for retaliatory or harassment reasons.
- Further, no Supervisory personnel will threaten or harass hourly employees as a substitute for taking disciplinary action when such discipline is proper.
- It is contrary to Company policy for supervision to reassign an employee to another job within his/her classification for punitive reasons.
- **Time Sheets** will be posted daily.
- Must inform employees of any dockage **of time missed within the presence of their committeeperson, or through email on the day of the incurrence.**

Finally, it is the Company's policy that employees should receive their instructions from their immediate **Process Coach**. However, this policy does not preclude any member of management from giving instructions as circumstances warrant, but is considered to be a general guideline followed under normal working conditions.

It is the policy of the Van Dyke Plant to establish and maintain a climate in which employees, at all levels, can achieve individual goals and work satisfaction by directing their talents and energies toward personal and Company goals.

Very truly yours,
FORD MOTOR COMPANY

Adam Blake
Human Resources **Director**
Van Dyke Plant

TOOL BOX SAFETY

In an attempt to reasonably safeguard employee's personal tool boxes, provisions will be made to enable employees to secure their boxes with chains. In addition, decals will be furnished to be affixed to tool boxes as a means of identification and cribs will be locked where it is practical to do so.

To alleviate employee concerns regarding their tools while on Plant shutdowns, vacations, leaves of absence or holidays, the Company will provide an area in the Fire Hall where employees may store their tools during these extended leave periods.

In the event of a stolen tool or tool box, the employee should contact the Security Office and the Workers Compensation Representative to file the appropriate reports.

VACATION PREFERENCE

1. The method of determining vacation preference for skilled trade employees will be by their date of entry on the classification in the Van Dyke Plant.
2. The method of determining vacation preference for non-skilled employees on date of entry classifications will be by that date of entry.
3. The method of determining vacation preference for all other employees will be by Van Dyke Plant seniority date.
4. The foregoing does not restrict management's rights to schedule vacations under Article IX, Section 25(b) of the Master Agreement.

VACATION SHUTDOWN PROCEDURE

During the 2015 negotiations, the Company and the Union expressed concern over the Company's policy regarding Vacation Shutdown Procedures. It is the intention of Management to schedule employees during the vacation shutdown in accordance with Article IX, Section 25(b) of the Master Agreement. Additionally, the Company agreed to meet with the Union to discuss any issues that arise.

SKILLED TRADES

Inverse Seniority.....
Launch Teams.....
Job Posting Procedure - Maintenance Crib Opening
Powerhouse Electricians.....
Powerhouse Scheduling.....
Reassignment of Skilled Trades.....
Seniority Tie-Break
Skilled Overtime Scheduling Agreement
Skilled Overtime Charging Agreement
Skilled Overtime New Program.....
Skilled Trades Seniority.....
Skilled Trades Appendix F (Apprenticeable Trades).....

INVERSE SENIORITY

Skilled trades inverse seniority layoffs will be governed by the provision of Article VIII, Section 21 (e) of the Master Agreement.

Launch Teams

Mr. Nicholas Stefani, Chairperson
UAW, Local 2280
Van Dyke Plant

Dear **Mr. Nicholas Stefani**:

During the Course of the 2023 Negotiations, the parties discussed the importance of Skilled Trades Launch Teams. As such any new launch will come with '1 for 1 tradesperson and Skilled Team Leader' of that classification to work in area to get all trades in plant experienced in the new Launch area(s).

Very truly yours,
FORD MOTOR COMPANY

Adam Blake
Human Resources Director
Van Dyke Plant

JOB POSTING PROCEDURE MAINTENANCE CRIB OPENING

Nicholas Stefani, Chairperson
UAW, Local 2280
Van Dyke Plant

Dear Mr. **Nicholas Stefani**:

The parties agreed that reassignment of trades will be made consistent with operating needs and efficiency.

1. In the event a skilled **or Team Leader** opening occurs in a maintenance crib or department when a job (skilled) is to be filled, Management will post such an opening into the current job posting system (bulletin boards or other communication tool) designated for this purpose. This notice shall be posted on the Plant FCN monitors. Also, the position shall denote the posting number, number of openings, classification, occupational group, rate of pay, department and shift in which the opening exists. Opening may occur as a result of death, retirement, quit, open requisition, apprentices graduating, etc.
2. **All skilled postings, including Team Leaders, will be posted plant-wide.**
3. **Team Leader selections will be governed by the National Continuous Improvement Forum.**
4. **All other skilled openings will be filled by_ seniority order (DOE) regardless of current shift assignment.**
4. The notice shall remain posted for **seven (7) calendar** days during which time eligible employees may apply. All eligible employee(s) will receive a confirmation of his/her application. Eligible employees who fail to submit a bid within the **seven (7) calendar** day posting period are precluded from seeking redress in the grievance procedure. Employees going on vacation, approved leave of absence or medical leave for more than **seven (7) calendar days** may notify Labor Relations of their desire to bid for a specific position that may be posted during their absence.
5. Labor Relations will provide the appropriate Supervisor and a member of the Bargaining Committee with a list of the eligible applicants for each posting. The Supervisor will review their selection with Labor Relations and a member of the Bargaining Committee prior to notifying the employee who is being selected. The selection will be made within **seven (7) calendar days** of the closing. The Company agrees to move employees selected for an opening within **fourteen (14) calendar days**. It is recognized that under certain circumstances, which would generally be exceptional, an extension may be mutually agreed to by Labor Relations and a member of the Bargaining Committee.

6. An employee shall not be considered for more than one job per posting group. No more than five jobs will be posted in any one posting group. A job, in this instance, is defined as a particular classification in a particular department.
7. If additional employees are needed within thirty (30) days of original posting, the Company will select from that posting. If after thirty (30) days, additional employees are needed, the Company will re-post such openings in the current job posting system.
8. However, any secondary moves which occur as a result of the above provisions will be filled at management's discretion and the Union will be notified. Secondary moves will not be a bid posting.
9. All Skilled Trades Employees will be **allowed to apply for two (2) job postings** per calendar year. **The second (2)** move is executed the employee will be restricted from applying for another posted opening for one **rolling** year. Graduating apprentices will not have to sign up for a posting for the department he/she is assigned to; however, the graduating apprentice may be displaced only by a more senior employee who bids for the opening.

Very truly yours,
FORD MOTOR COMPANY

Adam Blake
Human Resources **Director**
Van Dyke Plant

POWERHOUSE ELECTRICIANS

Historically, the structure at Van Dyke has provided for two distinct Electrician classifications – Electrician & Power Maintenance Electrician #1. The Power Maintenance Electrician #1 has been assigned to the Powerhouse. It is mutually agreed that all Electricians will be administered under the Electrician (2570777) classification in accordance with the skilled consolidation agreement.

In recognition of the operating pattern within the Powerhouse, and the lead time required for proper skill development the following guidelines are established –

1. As a necessary continuous seven-day operation – overtime within the Powerhouse will be restricted to those assigned to the Powerhouse. Similarly, Electricians assigned to the Powerhouse will not be eligible for plant-wide overtime. However, in the event that the company requests outside contractors, at the Unions request, Powerhouse will be surveyed for plantwide overtime once the plantwide electricians have all been offered 12 hours for seven (7) days.
2. When the Company deems it necessary to force schedule weekend overtime. The low hour Tradesperson within the needed classification who is forced to work weekend overtime, may elect to get double charged for all hours worked.
3. Hours available in the Powerhouse during holiday and shutdown periods will be worked by electricians regularly assigned to the Powerhouse.
4. In the event of an indefinite layoff, Electricians will be reduced in line of seniority on a plant-wide basis. In the event of a temporary layoff, the Company shall have the right to lay off employees as their work is completed, irrespective of their group seniority.
5. For purposes of shift preference, seniority employees shall be permitted to bump the junior employee on the preferred shift, on the same classification within the plant. In recognition of the role Powerhouse Electricians play in maintaining a healthy and safe workplace, the timing to execute a bump will take into consideration operating requirements and skill development of transitioning employees.
6. Employees who are new hires, rehired, reinstated, reclassified or transferred to another department will assume the average hours of the second highest and second lowest hour employees in the new department and classification.

POWERHOUSE SCHEDULING

It is the Company's intention to post Powerhouse (seven-day operations) work schedules for a thirty-day period.

An employee's posted work schedule will not be changed for the purpose of avoiding overtime premium when he/she is required to work on one or both of his/her scheduled off days.

If it is necessary to reduce the number of employees working in the Powerhouse during extended holiday periods (Christmas, New Year), seniority by classification, rather than overtime hours, will be the criteria for scheduling. No overtime charges will be made for the normal five-day work schedule.

REASSIGNMENT OF SKILLED TRADES

Mr. **Nicholas Stefani**, Chairperson
UAW, Local 2280
Van Dyke Plant

Dear Mr. **Nicholas Stefani**:

If it becomes necessary to temporarily reassign skilled trades employees from one area to another (for example during the week, from crib to crib, and/or from shift to shift within the same crib), other than for overtime periods, one of the considerations used in reassigning employees will be seniority. Reassignments will be made based upon operating needs and efficiency and will not be made for disciplinary reasons. The Union will be notified in writing of the duration and reason when the assignment is to last more than three (3) consecutive days.

Very truly yours,
FORD MOTOR COMPANY

Adam Blake
Human Resources **Director**
Van Dyke Plant

SENIORITY TIE-BREAK

The following provisions will govern Seniority Tie-Break for Skilled employees:

Skilled Trades

1. When two (2) or more employees on the same skilled **team** leader classification have identical date-of-entry seniority on the classification at the Van Dyke Plant, then the employee with the greater Van Dyke Plant date of entry seniority on the skilled classification will be considered to have the highest seniority.
2. When two (2) or more employees on the same skilled classification have identical date-of-entry seniority on the classification, the following seniority dates will be used to determine the employee having the greatest seniority:
 - a) Total Company skilled seniority date on the present classification.
 - b) Total Company Seniority date.
3. If the foregoing seniority dates are identical, the employee having the highest last four (4) digits in his/her social security number will be considered to have the greatest seniority.
4. When two (2) or more employees have the same seniority date and the same last four digits in his/her social security number, the employee with the highest middle two numbers in his/her social security number will be considered to have the greatest seniority.

SKILLED OVERTIME SCHEDULING AGREEMENT

1. When scheduling overtime, employees with the lowest overtime hours in the classification and shift required will be scheduled. When the hours are equal, the employee having the greater seniority will be scheduled first. For scheduling overtime purposes, the week will begin on Saturday and end the following Friday. In the event a sufficient number of employees in a classification have not accepted the overtime opportunity to satisfy the work requirements, employees with the lowest hours will be required to work pursuant to paragraph 2 below.
 - a) The updated hours will be posted on Tuesday and used for scheduling the immediate weekend requirements and the following week's daily overtime.
 - b) The low hour employees will have the option to choose an early or over assignment.
 - c) When scheduling for the Christmas holiday period, the overtime run printed **the week** prior to the first holiday will be utilized to schedule all hourly skilled personnel for the entire Christmas period.
 - d) During the last production operating shift preceding a holiday (Thanksgiving, Christmas or Easter), the home crib may schedule their own employees to cover production needs up to two (2) hours.
 - e) The Company will survey for overtime at the latest by Wednesday. Employees will have until midnight on Wednesday to change their survey. After midnight on Wednesday, the survey becomes final.
 - f) In support of operational effectiveness, a skilled employee may be scheduled on the ninth (9th) hour in support of the production schedule. The ninth (9th) hour may be scheduled voluntarily outside of overtime hours.
 - g) The use of qualified personnel is the only scheduling requirement for emergency overtime. Skilled employees from within the department may be used to work this overtime. More than one day cannot be considered an emergency.
2. Management will make all reasonable efforts to keep the overtime hours spread between shifts to twenty-eight (28) hours. When the spread of hours between shifts exceeds forty (40) hours, shift lines will be crossed to equalize overtime opportunities.
 - a) In the event of additional available **RDO** overtime, employees who initially refused off-shift **RDO** assignments will be notified in efforts to afford employees an opportunity to work their normally assigned shift.
 - b) Reasonable efforts will be made to notify employees who accept off-shift **RDO** overtime assignments to afford them an opportunity to work additional openings on their normally assigned shifts.

- c) After employees are surveyed, when scheduling required overtime, the low hour employee(s) will have the option to work their shift first. Once the requirements are filled on their shift then crossing shift lines would become necessary.
 - d) **When an overtime need arises, the low hour employee will be called first. In the case that an employee does not answer, that employee will be deemed to have declined the overtime opportunity, that employee will be bypassed, and the next employee will be called.**
3. Medically restricted employees shall be allowed to work overtime, in line with their overtime hours, if the work they are assigned during the week as a result of the medical restriction is scheduled to work.
 4. **Team Leaders will be scheduled for overtime first by their Team Leader classification, with the exception of the SSTL classification. Any Team Leader not offered overtime in their Team Leader classification will be offered overtime in their base classification by hours.**
 5. Tradespersons will be scheduled for overtime in line with their overtime hours to their home crib, **normal shift, and/or crew** (if it is working). When home crib needs are met, employees required to change shift or crib will be assigned to other areas.
 6. Tradespersons will work **RDO** overtime in cribs they were assigned to on the initial overtime schedule. However, Management retains the right to reassign tradespersons from their originally scheduled crib based on operating needs and efficiencies.
 7. Holiday overtime schedules will be posted no later than two (2) days preceding the holiday.
 8. The following provisions will be applicable when scheduling overtime to Apprentices in the skilled trades:
 - a) In the event overtime is scheduled in any of the above classifications, Apprentices will be scheduled to work such overtime at a **5** to 1 ratio, unless the classification is scheduled 100 percent.
 - b) In a classification with fifteen (15) employees or less, the overtime ratio for apprentices will be **three (3)** to one (1).
 - c) Overtime will be equalized among Apprentices by classification.
 - d) At no time will the overtime hours of an Apprentice exceed the overtime hours of a journeyman in that trade, unless the affected trade is scheduled at 100 percent.

- e) No Apprentices shall be considered for overtime equalization before they have completed 1,000 hours on the course. When eligible, the Training Office Coordinator shall notify the Department Supervisor and the Committee person.
 - f) The provisions in Paragraph 8-d above notwithstanding, Apprentices **will** be considered for overtime opportunities prior to their completion of 1,000 hours in the course, provided all Journeypersons on their classification have been given the opportunity to work.
 - g) In instances where an apprentice on **RDO** is the only person on that classification in a particular crib, reassignment will take place, when practical, whereby the employee will be assigned to another crib with journeypersons present for working and training purposes, and his/her vacancy may be filled with a previously scheduled journeyperson.
 - h) **In the event all skilled trades Journeymen have been offered overtime, apprentices in said classification will not be held to a ratio and all qualified apprentices will be offered overtime if there is work, they can perform.**
9. The Company will meet quarterly with the Bargaining Committee and appropriate Team Managers to review classifications where the spread in hours is increasing. These meetings will be held to make corrections required to equalize overtime hours and to identify the low hour employees who will be offered overtime opportunities within their rotational group, in accordance with Article IV, Section 6, of the Master Agreement and the Local Skilled Trades Overtime Agreement.
 10. Employees who are away from the Plant on Company or Union business will inform their area of their availability for overtime. **Employees will be responsible to verify their overtime schedule. Posting is notification**
 11. **For the purposes of overtime scheduling, regardless of operating pattern, Company recognized holidays will be treated as overtime opportunities and the above conditions will be applied. This excludes the scheduling of the July 4th holiday, when it occurs during shutdown periods where seniority is used to schedule the entire workweek.**

This agreement is in accordance with Article IV, Section 6 of the Master Agreement, pertaining to overtime work

SKILLED OVERTIME CHARGING AGREEMENT

1. Overtime opportunities for the skilled trades classifications will be charged by hours paid.
 - Premium time worked will not be recorded on the employee's overtime record until the first Monday following the pay ending. Said list of accumulated hours will be posted by the Company on bulletin boards provided for this purpose.

2. **To accommodate employees who take multiple days of vacation or prescheduled excused absence allowance (EAA) time, and considering the multiple operating patterns that exist, the following provisions apply:**
 - a.** Skilled employees on 5x8 will not be charged for refusing a Saturday, Sunday or holiday immediately following or immediately prior to their vacation or prescheduled excused absence allowance (EAA) time of sixteen (16) hours or more. Employees will not be charged if using eight (8) hours before and eight (8) hours after when prescheduled vacation or excused absence allowance time is used.
 - b.** **Skilled employees on 4 crew, 2 shift will not be charged according to the following provisions:**
 - i. **Employees will not be charged for Saturday, Sunday, and Monday in advance of taking twenty-four (24) hours of vacation or prescheduled EAA time on Tuesday and Wednesday. Employees will also not be charged for Tuesday or Wednesday.**
 - ii. **Employees will not be charged for Saturday, Sunday, and Monday following vacation or EAA time when taking twenty-four (24) hours of vacation or prescheduled EAA time on Thursday and Friday. Employees will also not be charged for Thursday or Friday.**
 - iii. **Employees will not be charged for RDO days in between two full consecutive RDW days when the full consecutive RDW days are both taken as vacation or prescheduled EAA time.**
 - iv. **Employees will not be charged for Tuesday and Wednesday if taking twenty-four (24) hours of vacation or prescheduled EAA time on Sunday and Monday. Employees will also not be charged for Sunday and Monday.**
 - v. **Employees will not be charged for the preceding Thursday and Friday if taking twenty-four (24) hours of vacation or prescheduled EAA time on Saturday and Sunday. Employees will also not be charged for Saturday and Sunday.**
 - vi. **Employees on a three (3) day work week will not be charged for Thursday, Friday, and the following**

Tuesday and Wednesday when taking thirty-six (36) hours of vacation or prescheduled EAA time on Saturday, Sunday, and Monday. Employees will also not be charged for Saturday, Sunday, and Monday.

- vii. **Employees on a four (4) day work week will not be charged for Saturday, Sunday, Monday, Thursday, and Friday whether the employee takes forty (40) or forty-eight (48) hours of vacation or prescheduled EAA time.**
 - viii. **Employees on a three (3) day work week will not be charged for Tuesday, Wednesday, Saturday, Sunday, and Monday when taking thirty-six (36) hours of vacation or prescheduled EAA time.**
3. A vacation before the Christmas holidays will be no charge for the first week only. A vacation after the Christmas holidays will be no charge for the second week only (a work week is considered Monday through Sunday). A vacation or prescheduled EAA time of **two (2) full RDWs** before and **two (2) full RDWs** after the Christmas holidays is needed to have the Christmas holiday period off with no charge.
- a) **Employees that fail to give notification to their Process Coach and Skilled trades clerks regarding their availability to work will be scheduled for all overtime opportunities available.**
 - b) Employees on vacation will not be charged for lost overtime opportunities. Employees will be charged for lost overtime opportunities incurred during excused absence hours unless such hours are excused by Management in advance or are taken as a full week whether or not a holiday falls within that week.
 - c) EAA time will be scheduled in accordance with Article IX, Section 25 of the Master Agreement.
4. New hires, transfers and rehires will assume high overtime hours on their classification unless covered in paragraphs 4, 5, and 6.
5. Skilled employees on disciplinary layoff, approved personal leave of absence, or medical leave of absence will be charged for the overtime hours occurring during such absence to which they would have been entitled had they not been absent.
6. Skilled employees returning from a medical leave of absence (thirty [30] calendar days or more) will assume the average hours of second highest and second lowest employee within their classification on that shift. Skilled employees returning from a medical leave of absence (less than thirty [30] calendar days), will maintain the overtime hours at the time of medical leave, plus overtime hours charged during the medical leave.

- a) Employees who cannot work overtime opportunities due to work-related disabilities will be charged for all such lost available overtime and should contact the Workers' Compensation Representative.
 - b) In areas where there are only two (2) employees on the same classification, an employee returning from a medical leave, in excess of thirty (30) days, will assume the same overtime hours as the remaining employee in that classification.
 - c) Employees returning from a Union leave of absence (full time elected/appointed Union Representative) to the active workforce of more than ninety (90) calendar days will assume the average hours of second highest and second lowest employee within their classification on that shift.
7. Skilled employees who have been permanently laid off from the Van Dyke Plant for thirty (30) days or less shall, upon reinstatement assume the overtime hours they had accumulated prior to their layoff. In the event such reinstatement results in a change in plants, paragraph 3 above shall apply.
- a) Employees who are reinstated from a permanent layoff, which has exceeded thirty (30) days, will assume the average hours of the second highest and second lowest employee within their classification
8. Upon graduation from an Apprenticeship into the journeyperson classification or upgrading from a "new" classification, an employee shall assume the average hours of the second highest hour employee and the second lowest hour employee in the classification.
9. Skilled employees transferring to a different shift shall carry their accumulated overtime hours to that shift.
10. Overtime awarded in the grievance procedure will be charged accordingly. Labor Relations will notify the appropriate personnel prior to the employee being charged.
11. Employees refusing daily overtime properly scheduled in accordance with Article IV, Section 6 of the Master Agreement will be charged.
12. All overtime will be charged if notified one hour before the end of the shift preceding the overtime opportunity. Posting is notification.
13. When skilled employees accept or are scheduled correctly for overtime and are AWOL, they will be charged double.
14. Employees will not be charged for overtime hours on days they received Bereavement or Jury Duty Pay, including the **RDO** and/or Holiday(s) immediately following the Bereavement or Jury Duty days or any **RDO** days and/or holiday(s) intervening in the Bereavement or Jury Duty period.

15. Employees on Union leaves of absence will not be charged for lost overtime opportunities.
16. Employees taking voluntary inverse layoffs, will be charged for all overtime opportunities after the first (8) calendar days of such layoff beginning with the Sunday preceding the layoff date and ending eight (8) days later. Such employees will not be eligible for overtime assignment during that eight (8) day period.
17. Apprentices upon being considered eligible for overtime rotation will be charged overtime hours equal to those of the Apprentice in that classification with the highest number of hours.
18. On the first Monday of each January (if that Monday is a Holiday, the succeeding Monday), skilled employees with the least number of overtime hours on each skilled classification shall have their hours reverted to zero (0).

The number of overtime hours accumulated by this employee prior to this reversion shall be subtracted from the total overtime hours of all other employees on the same classification and this difference shall establish their hours for the beginning of the new accumulation period.

19. Section 9 of the Military Selective Service Act of 1967 prohibits charging overtime against an employee required to perform annual active duty for training or for attending military drills. This act, furthermore, supersedes all Local Agreements, skilled, concerning charging of overtime.
20. Overtime will not be charged when refusing an opportunity to work when there are less than seven (7) hours between quitting and starting times.
21. Employees who are surveyed and change survey response after midnight Wednesday's deadline, will be charged double.
22. Tradespersons away from the Plant on Company business will not be charged for any in plant overtime for which they are eligible, but unable to work due to such out-of-Plant assignment. Such employees will be charged for all overtime paid.

This agreement is in accordance with Article IV, Section 6 of the Master Agreement pertaining to overtime work.

Mr. **Nicholas Stefani**, Chairperson
UAW, Local 2280
Van Dyke Plant

Dear Mr. **Nicholas Stefani**:

Consistent with the commitment to adopt improvements to the overtime process in support of work group / team structure, the following will govern the overtime process for skilled employees in the new HF35/6F Mid Assembly (223,225) expansion area. Implementation in future new program areas to be evaluated as part of this joint commitment.

Daily Overtime:

- 1) Employee(s) with the lowest overtime hours in the classification and shift required within the work group / team will be scheduled.

Weekend:

Overtime hours for weekends will be scheduled on a 1:1 basis to address equalization and versatility training.

- 1) If only one (1) skilled employee is required in a particular classification, the low hour employee within the classification and work group / team will be scheduled.
- 2) If two (2) skilled trade's employees are required in a particular classification, the low hour employee within the classification and work group / team will be scheduled and the low hour employee within the classification plant-wide will be scheduled.
- 3) If three (3) skilled trade employees are required in a particular classification, the two (2) low hour employees within the classification and work group / team will be scheduled and the low hour within the classification plant-wide will be scheduled.
- 4) If four (4) skilled trades are required in a particular classification, the two (2) low hour employees within the classification and work group / team will be scheduled and the two (2) low hour within the classification plant-wide will be scheduled.
- 5) Additional resources will follow the same pattern.

If the overtime spread exceeds one hundred (100) hours, then the provisions of the Skilled Overtime Scheduling Agreement will be followed.

Other provisions of the Skilled Overtime Scheduling Agreement, such as posting periods, shift preference, and joint quarterly review meetings, will apply.

Very truly yours,
FORD MOTOR COMPANY

Adam Blake
Human Resources **Director**
Van Dyke Plant

SKILLED TRADES SENIORITY

The following provisions will apply for computation of seniority and for conducting reductions in force and/or recall for Skilled Trades employees holding Tool and Die, Powerhouse or Maintenance and Construction classifications at the Van Dyke Plant.

1. An employee who was on a skilled trades classification on the date of certification of the International Union, UAW AFL-CIO, as the Collective Bargaining Agent as referenced by the National Labor Relations Board on July 21, 1948 shall have basic seniority on the classification from his/her date of hire into the Plant.
2. An employee hired or transferred into a skilled classification subsequent to 10-16-61 shall be required to furnish proof of Journeyman status as set forth in the National Agreement Letter of Understanding entitled, Apprentice Utilization and Journeyman Status.
3. An employee hired or transferred to a skilled classification shall acquire seniority on such classification in conformity with Article VIII, Section 4(a) of the October 20, 1961 Master Agreement and this classification shall be considered the employee's basic skilled classification.
4. Except as provided for in the Changeover Agreement dated 8-15-52, any new hires or transfers shall be limited to Journeymen and Apprentices.
5. An employee transferred from an Appendix "C" classification (production or non-production other than skilled) to a skilled classification shall have date-of-entry seniority on the classification and this classification shall be considered his/her basic skilled classification. In the event such an employee is affected by a layoff in the skilled classification, the employee may elect to exercise his/her seniority on the last held Appendix "C" classification or take a skilled trades layoff.
6. An employee referred to in paragraphs 3 and 5 above who subsequently transfers to another skilled classification shall have date-of-entry seniority on the new classification. At the same time, he/she shall retain and accumulate seniority on the basic skilled classification.
7. Except as provided in paragraph 8 below, an employee who subsequently transfers to more than one Appendix F skilled classification shall retain no seniority rights to the intermediate classifications. In the event of a reduction in force, the employee shall, after exhausting seniority rights on their current classification then exercise seniority rights on his/her basic skilled classification.
8. An employee classified as a **Team Leader** on a skilled classification shall have date-of-entry seniority on the **Team Leader** classification. In the event of a reduction in force affecting the **Team Leader** classification, **the low seniority Team Leader by plant wide Team Leader date of entry** so classified shall exercise his/her seniority on the last skilled classification held prior to becoming a

Team Leader. The employee shall also retain and accumulate seniority on his/her basic skilled classification. A **Team Leader** shall retain recall rights to the **Team Leader** classification.

9. In the event of a reduction in force in a skilled classification, the employee with the least seniority on the classification affected shall be laid off first.
10. An employee who has exhausted their skilled trades seniority shall have recall rights to his/her basic skilled classification and the last current skilled classification held immediately prior to reverting to the basic skilled classification. If openings exist concurrently on each classification, the employee shall be recalled to the one with the highest rate.

Appendix F

25-7-0440 Carpenter - All Around
50-7-0250 Cutter Grinder
25-7-0770 Electrician ^{/a}
25-7-1200 Industrial Truck Mechanic ^{/a}
06-7-0300 Inspector Tooling and Layout
06-7-0030 Inspector - Gauge No. I
25-7-1370 Machine Repair ^{/a}
50-7-2200 Machinist *
25-7-1620 Mechanic Auto ^{/a}
25-7-1660 Millwright ^{/a}
25-7-2340 Plumber Pipefitter ^{/a}
35-7-0820 Refrigeration Maintenance & Installation ^{/a}
25-7-2950 Sheet Metal Worker ^{*/a}
50-7 2070 Tool and Die Maker ^{/a}
50-7-2050 Toolmaker & Template Maker ^{/a}
55 7 0430 Welder General ^{/a}
06-7-030X Inspector Tooling & Layout SSTL
35-7-082X Refrigeration & Air Conditioning Maintenance & Installation SSTL
50-7-220X Machinist SSTL
58-7-0020 Team LDR/Coord - Skilled
60-7-0010 Team Leader – MWT
60-7-0020 Team Leader – MWG - Skilled

* Will not repopulate (classifications will be eliminated when vacated)

^{/a} Apprenticable Trade

(NOTE: Appendix F also includes Leaders when used for classifications in that category, noted by a 7 in the occupation code, rate .645 above base trade.)

EXECUTIVE BOARD

President	Andy Vultaggio
Vice President	Nicole Didia
Recording Secretary	Thomas Peet
Financial Secretary	Robert Vitale
Trustee	Bruno Garreffa
Trustee	David Staley
Trustee	Stephanie Drozdalski
Sergeant-at-Arms	Teresa Wright
Guide	Gary Kujawa
Members-at-Large	Wayne Conner
	Michelle Jones

**VAN DYKE PLANT
UNION (UAW) REPRESENTATIVES**

Plant Chairperson.....	Nicholas Stefani
Plant Committee.....	Steve Morris / James Montgomery

TELEPHONE NUMBERS

Local 2280 Union Hall (586) 731-0010
UAW Region 1 (586) 427-9200
UAW National Ford Department..... (313) 926-5391
Ford-UAW Retirement Board..... (800) 829-8833

VAN DYKE PLANT - UNION

Committee Room..... 826-6017
Plant Chairperson 826-6320
Plant Committeeperson..... 826-6017
Benefits Rep. 826-6259
Ergonomics Rep.....276-5375
ESSP Rep. 826-6161
ERC Rep. 826-3109
Quality Rep. 826-6351
Health and Safety Reps.
..... 826-3168
..... 826-6030
Standards/Job Security Rep. 826-7571

VAN DYKE PLANT HUMAN RESOURCES/ LABOR RELATIONS OFFICE

Hourly Personnel 826-6087
Labor Relations..... 826-6508
..... 826- 6024
Plant Security 826-6525
Emergency 826-6333
Fitness Center 826-6012
Hospital..... 826-6215
National Employee Services Center (NESC)
From Company Locations 24-84444
From Non-Company Locations 1-800-248-4444