
AGREEMENTS

between

UAW[®]

and the

FORD MOTOR COMPANY

SALARIED

BARGAINING UNITS



Agreements Dated

October 25, 2023

(Effective November 20, 2023)

Ford Motor Company and the UAW recognize their respective responsibilities under federal and state laws relating to fair employment practices.

The Company and the Union agree that the provisions of this Agreement shall apply to all employees covered by the Agreement without discrimination, and in carrying out their respective obligations under this Agreement neither will discriminate against any employee on account of race, color, religion, age, gender, sexual orientation, gender identity/expression, national origin, disability, veteran status, union activity, genetic information, or pregnancy.

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COLLECTIVE BARGAINING AGREEMENT

As of this **20th** day of **November, 2023** at Dearborn Michigan, the FORD MOTOR COMPANY, a Delaware corporation, hereinafter referred to as the Company, and the INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, UAW, an unincorporated voluntary association, hereinafter referred to as the Union, hereby agree as follows:

AGREEMENTS

Between

FORD MOTOR COMPANY

And

**INTERNATIONAL UNION, UNITED AUTOMOBILE,
AEROSPACE AND
AGRICULTURAL IMPLEMENT WORKERS
OF AMERICA**

On this **20th** day of **November, 2023** at Dearborn, Michigan, Ford Motor Company, a Delaware corporation, hereinafter designated as the "Company," and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW, hereinafter designated as the "Union," hereby agree as follows:

ARTICLE I

RECOGNITION

Section 1.

The Company recognizes the Union as the exclusive collective bargaining agent with respect to rates of pay, wages, hours of employment, or other conditions of employment for employees of the Company included in the bargaining units described in the following certifications issued by the National Labor Relations Board:

- Case Number 7-RC-17277, including all full-time and regular part-time Performance Test Drivers, Durability Test Drivers and Driver Mechanics at the Michigan Proving Ground (the "MPG unit").
- Case Number 7-RC-11915, including all aircraft maintenance employees of the Air Transportation Office (the "ATO unit").
- Case Number 7-RC-15119, including all full-time and regular part-time Registered Nurse, Licensed Practical Nurse and Medical X-Ray Technologist employees in the Central Medical Services of the Rouge Complex (the "Central Medical unit").
- Case Number 9-RC-14370, including full-time and part-time Occupational Health Nurses in the Medical facilities of the Sharonville Transmission Plant (the "Sharonville unit").
- Case Number 17-RC-8734, including full-time and Occupational Health Nurses in the Medical facilities of the Kansas City Assembly Plant (the "Kansas City unit").
- Case Number 7-RC-9746 (February 27, 1970) and Case Number 7-RD-932 (April 28, 1971) (Body Engineering).
- Case Number 7-RC-16812 (December 16, 1982) (Laboratory Workers).
- Case Number 7-RC-21290, including all full time and regular part-time Supply Clerks at the Air Transportation Office.

- Case Number 7-RC-21027 (December 16, 1997), including full-time and regular part-time Occupational Health Nurses, Senior Nurses and Nurse Practitioners in the Medical facilities of the Rawsonville Plant.
- Case Number 7-RC-21030 (December 16, 1997), including full-time and regular part-time Occupational Health Nurses, Senior Nurses and Nurse Practitioners in the Medical facilities of the Romeo Engine Plant.
- Case Number 7-RC-21032 (December 16, 1997), including full-time and regular part-time Occupational Health Nurses, Senior Nurses and Nurse Practitioners in the Medical facilities of the Sterling Axle Plant.
- Case Number 7-RC-21034 (December 16, 1997), including full-time and regular part-time Occupational Health Nurses, Senior Nurses and Nurse Practitioners in the Medical facilities of the Van Dyke Plant.
- Case Number 7-RC-21037 (December 16, 1997), including full-time and regular part-time Occupational Health Nurses, Senior Nurses and Nurse Practitioners in the Medical facilities of the Livonia Transmission Plant.
- Case Number 7-RC-21038 (December 16, 1997), including full-time and regular part-time Occupational Health Nurses, Senior Nurses and Nurse Practitioners in the Medical facilities of the Michigan Proving Grounds.
- Case Number 7-RC-21039 (December 16, 1997), including full-time and regular part-time Occupational Health Nurses, Senior Nurses and Nurse Practitioners in the Medical facilities of the New Model Program Development Center.
- Case Number 7-RC-21040 (December 16, 1997), including full-time and regular part-time Occupational Health Nurses, Senior Nurses and Nurse Practitioners in the Medical facilities of the Michigan Assembly Plant.
- Case Number 7-RC-21043 (December 16, 1997), including full-time and regular part-time Occupational Health Nurses, Senior Nurses and Nurse Practitioners in the National PDC.

- Case Number 7-RC-21052 (December 16, 1997), including full-time and regular part-time Occupational Health Nurses, Senior Nurses and Nurse Practitioners in the Medical facilities of the Research and Engineering Center.
- Case Number 7-RC-21053 (December 16, 1997), including full-time and regular part-time Occupational Health Nurses, Senior Nurses and Nurse Practitioners in the Medical facilities of the Woodhaven Stamping Plant.
- Case Number 8-RC-15542 (December 16, 1997), including full-time and regular part-time Occupational Health Nurses, Senior Nurses and Nurse Practitioners in the Medical facilities of the Brook Park Plant.
- Case Number 8-RC-15571 (December 16, 1997), including full-time and regular part-time Occupational Health Nurses and Nurse Practitioners in the Medical facilities of the Ohio Assembly Plant.
- Case Number 9-RC-16858 (December 16, 1997), including full-time and regular part-time Occupational Health Nurses in the Medical facilities of the Louisville Assembly Plant.
- Case Number 9-RC-16951 (December 16, 1997), including full-time and regular part-time Occupational Health Nurses and Senior Nurses in the Medical facilities of the Kentucky Truck Plant.
- Case Number 18-RC-16641, including full-time and regular part-time Occupational Health Nurses and Senior Nurses in the Medical facilities of the Twin Cities Assembly Plant.
- Case Number 8-RC-16481, including full-time and regular part-time Occupational Health Nurses and Senior Nurses in the Medical facilities of the Walton Hills Stamping Plant.
- Case Number 7-RC-22523, including full-time and regular part-time Occupational Health Nurses, including Senior Nurses and Nurse Practitioners in the Medical facilities of Wayne Stamping and Assembly Plant.

Section 2.

The Union shall not organize, or attempt to assist in the organization of, executive employees, supervisory employees, and any other individuals having authority in the interest of the Company to hire, transfer, suspend, layoff, recall, promote, discharge, or discipline other employees or responsibility to direct them or to adjust their grievances or effectively recommend such action; employees engaged in work relating to performance standards or involved in establishing job requirements; employees engaged in Human Resources activities; employees having access to confidential information pertaining to employee and labor relations matters; and other representatives of management.

Section 3. Application of Agreement to New Units

If it shall be determined (by either National Labor Relations Board certification or otherwise) that the Union is the exclusive collective bargaining representative for any unit of Company salaried employees not covered by this Agreement (including a unit of salaried employees in a new Company location), this Agreement shall extend automatically to such new unit; otherwise this Agreement shall not extend automatically to new units for which the Union is determined to be the exclusive collective bargaining representative, but the parties shall determine by negotiations whether or not such new unit should be placed under this Agreement or should be covered by separate Agreement.

ARTICLE II**DEFINITIONS**

1. The word "unit" or "units" as hereinafter used shall refer collectively to the employees described in Article I, Section 1.
2. The word "employee" as hereinafter used shall refer to an employee in such units.
3. The word "station" as hereinafter used shall refer to a first aid station in one of the Rouge plants.
4. The "workweek" shall be deemed to commence with the No. 1 shift on Monday and end one hundred sixty-eight (168) hours thereafter.
5. Identification of shifts:
 - (a) An employee whose scheduled shift starts on or after 7:00 p.m. but before 5:00 a.m. shall be deemed to be working on the No. 1 (midnight) shift.
 - (b) An employee whose scheduled shift starts on or after 5:00 a.m. but before 10:30 a.m. shall be deemed to be working on the No. 2 (day) shift.
 - (c) An employee whose scheduled shift starts on or after 10:30 a.m. but before 7:00 p.m. shall be deemed to be working on the No. 3 (afternoon) shift.

ARTICLE III

UNION SHOP

Section 1. Requirement of Union Membership

Employees covered by this Agreement at the time it becomes effective and who are members of the Union at that time shall be required as a condition of continued employment to continue membership in the Union for the duration of this Agreement. Employees covered by this Agreement who are not members of the Union at the time this Agreement becomes effective shall be required as a condition of continued employment to become members of the Union on or within ten (10) days after the 30th day following such effective date.

Employees hired, rehired, reinstated or transferred into a unit after the effective date of this Agreement and covered by this Agreement shall be required as a condition of continued employment to become members of the Union on or within ten (10) days after the 30th day following the beginning of their employment.

An employee who shall tender the initiation fees (if not already a member) and the periodic dues uniformly required as a condition of acquiring or retaining membership shall be deemed to meet this condition.

Section 2. Discharge for Failure to Tender Dues or Initiation Fee

An employee to whom membership in the Union is denied or whose membership is terminated by the Union by reason of the employee's failure to tender the periodic dues and initiation fees uniformly required as a condition of acquiring or retaining membership shall not be retained in a unit. No employee shall be terminated under this Article, however, unless:

- (a) The Union first has notified the employee by letter addressed to the employee at the address last known to the Union concerning the employee's delinquency in not tendering the periodic dues and initiation

fees required under this Section, and warning the employee that unless such dues and fees are tendered within seven (7) days the employee will be reported to the Company for termination from employment as provided herein; and

- (b) The Union has furnished the Company with written proof that the foregoing procedure has been followed but the employee has not complied, and on this basis the Union has requested in writing that the employee be discharged.

Section 3. Indemnity

The Union shall indemnify and hold harmless the Company against any and all liability which may arise by reason of any reliance by the Company on any list furnished by the Union or by reason of any discharge requested by the Union under this Article.

ARTICLE IV

DUES AND ASSESSMENTS

Section 1. Check-off of Membership Dues; Employee Authorization; Revocation

The Company will deduct from the pay of each employee covered by this Agreement all current Union membership dues, provided that at the time of such deduction there is in the possession of the Company a subsisting written assignment, executed by the employee, in the form and according to the terms of the authorization form attached as Appendix A, authorizing such deduction by the Company.

Employees shall have the right to revoke their assignments by written notice, signed by them, of such revocation received by the Company by registered mail, return receipt requested, (1) at any time before the end of the fifth day following the day on which this Agreement goes into effect; or (2) not more than five (5) days prior to the stated expiration date of this Agreement.

Section 2. Pay Periods in Which Deductions To Be Made

The Company will deduct current membership dues (including such initiation fees and assessments as may be a part thereof) from the pay for the last pay period in each month. The initial deduction from the pay of an employee signing a new authorization shall be made in the month of the Company's receipt of the employee's authorization provided the Company receives the authorization on or before the 15th day of that month. For authorizations received after the 15th day of the month, the initial deduction shall be made in the succeeding month.

Section 3. Remittal of Deductions to Union

All sums deducted shall be remitted to the Union not later than the 15th day of the next succeeding month after which such deductions are made, along with a list of the names of the employees from whose pay the deductions have been made.

Section 4. Responsibilities

The Company shall have no responsibility for the collection of membership dues and initiation fees except for remitting sums actually deducted pursuant to this Article. The Union shall indemnify and hold harmless the Company against any and all liability which may arise by reason of the checkoff by the Company in accordance with this Agreement. **In the event of errors or omissions in the deduction of membership dues, or remitting sums to the Union, the Company will correct the concern as expeditiously as possible. The single point of contact for such corrections shall be the local Human Resources Manager. Unresolved issues may be escalated to the Labor Affairs Department.**

ARTICLE V

COMPANY RESPONSIBILITY

Section 1. General

The Company retains the sole right to manage its business, including the rights to maintain the order and efficiency of its operations; to determine the assignment of duties and methods and means of providing services; to determine whether, and to what extent, the work required in its business will be performed by its employees; to establish starting and quitting times, the number of hours to be worked and shift coverage; to hire, layoff, assign, transfer, promote and demote employees; to decide the number and location of facilities; and to assign the duties and responsibilities; subject only to such regulations and restrictions governing the exercise of these rights as are expressly provided in this Agreement.

Section 2. Discipline and Discharge

The Company retains the sole right to discipline and discharge employees for cause, provided that in the exercise of this right it will not act wrongfully or unjustly or in violation of the terms of this Agreement.

In imposing discipline on a current charge, the Company will not take into account any prior infraction which occurred more than two (2) years previously.

The Company will provide and discuss with the Union and employee the disciplinary charge prior to the discipline letter being placed in the employee's personnel file, which refers to a set of electronic documents collected by the Company's Records Department and provided to employees upon request. It may include documents such as employment application, offer letter, performance reviews, discipline letters and retirement / termination information.

Complaints that the Company has violated this Section may be taken up through the Grievance Procedure provided in this Agreement.

Section 3. Release at Company Option

Employees may be released at the option of the Company or under mutually satisfactory conditions for the reasons and with the

benefits provided by Company policy for other salaried employees in similar employment status. Complaints that a reason for a release as provided by Company policy was not present may be taken up through the Grievance Procedure.

Section 4. Promotional and Non-promotional Job Opportunities

Promotions or non-promotions within the unit shall be determined on the basis of merit and ability, but where these are equal, bargaining unit seniority will prevail. The Company shall advise the unit chairperson of the selected employee prior to notification to the bargaining unit.

With respect to promotions within the unit, arrangements may be made locally by mutual agreement to establish appropriate procedures for posting of such openings.

Represented employees may apply for non-represented positions subject to the job posting procedures and guidelines of their respective Company organization.

Section 5. Rules and Regulations

The right of the Company to make such reasonable rules and regulations, not in conflict with this Agreement, as it may from time to time deem best for the purposes of maintaining order, safety, and/or effective operations, and after advance notice thereof to the Union and the employees, to require compliance therewith by employees, is recognized. The Union reserves the right to question the reasonableness of the Company's rules or regulations through the Grievance Procedure.

Section 6. Retention of Rights

It is understood and agreed that any of the powers and authority the Company had prior to the signing of this Agreement are retained by the Company excepting those specifically abridged, delegated, or amended by this Agreement.

Section 7. Merit Increases

The Company retains sole discretion in the granting of merit increases within the range for the classification.

ARTICLE VI**STRIKES AND LOCKOUTS**

It is agreed that the Union and its members individually and collectively shall not, during the term of this Agreement, cause, permit, or take part in any strikes, picketing, sit-down, stay-in, slow-down, or other curtailment or restriction of production or interference with work in or about the Company's plants or premises. Any employee found guilty of violating this section may be subject to discharge. During the term of this Agreement, the Company agrees not to engage in a lockout.

ARTICLE VII

REPRESENTATION

Section 1. Unit Structure

For purposes of handling grievances on behalf of its members under the terms of this Agreement, the Union shall have the following representation:

(a) Unit Committee

The Union shall select one (1) representative (Committeeperson) for each shift to which two (2) or more employees are assigned. These Committeepersons, one of whom shall be designated as Chairperson, shall comprise the Unit Committee. The Union shall notify the Company in writing of the names of the persons holding all such offices.

(b) If any Committeeperson shall be absent, the Chairperson may appoint a temporary Committeeperson in the Chairperson's place instead, and shall notify the Company of such appointment prior to the time the temporary Committeeperson is to act in this capacity.

(c) The Chairperson and Unit Committeepersons must have been regular, full-time employees of the Company and employed in the Unit for at least one (1) year immediately preceding their designation.

Section 2. Privilege of Leaving Work

The Company recognizes that privilege of Unit Chairpersons to leave the premises in the course of the performance of Bargaining Unit duties as such, but Chairpersons shall notify the designated Company representative in advance, if they are available, when leaving and returning to the facility during working hours.

In units containing 75-149 employees with a single shift operating pattern, there shall be one (1) full-time Chairperson who will have the right to devote full time to their duties.

In units containing 150-199 employees with a single shift operating pattern, there shall be one (1) full-time Chairperson who will have the right to devote full time to their duties, but the remaining committeeperson shall be on a part-time basis.

In units containing 75-199 employees with a multiple shift operating pattern, there shall be one (1) full-time chairperson who will have the right to devote full-time to their duties, but the remaining committeeperson(s) shall be on a part-time basis.

In units containing 200-399 employees with a single shift operating pattern, there shall be one (1) full-time committeeperson in addition to the chairperson, who will have the right to devote full-time to their duties.

In units containing 200-399 employees with a multiple shift operating pattern, there shall be one (1) full-time chairperson who will have the right to devote full-time to their duties, but the remaining committeeperson(s) shall be on a part-time basis unless 200 or more of his/her constituents are assigned their same shift.

In units containing 400-599 employees with a single shift operating pattern, there shall be two (2) full-time committeepersons in addition to the chairperson, who will have the right to devote full-time to their duties.

In units containing 400-599 employees with a multiple shift operating pattern, there shall be one (1) full-time chairperson who will have the right to devote full-time to their duties, but the remaining committeeperson(s) shall be on a part-time basis unless 200 or more of his/her constituents are assigned their same shift.

In units of less than 75 but more than 15 employees, the Company accords Unit Chairpersons, subsequent to notification of supervision, the privilege of leaving a work assignment, without loss of time, for up to twenty-four (24) hours per week as necessary to promptly perform the duties as outlined in this Agreement.

In units of 15 employees or less, the Company accords Unit Chairpersons, subsequent to notification of supervision, the privilege of leaving a work assignment, without loss of time, for up to six (6) hours per week as necessary to perform the duties as

outlined in this Agreement. In the event that, due to unforeseen and/or unique circumstances, the Unit Chairpersons require additional time beyond the six (6) hours per week authorized, they may request such additional time from the appropriate supervisor.

The Company accords to each part-time Unit Committeeperson, subsequent to notification of supervision, the privilege of leaving work assignment, but not the premises, without loss of time, for up to six (6) hours per week as necessary to promptly perform the duties as outlined in this Agreement except in units of 15 employees or less, in which case the part-time Committeeperson will be accorded two (2) hours per week for such purpose.

It is understood that the privilege of Union representatives to leave their jobs for the performance of these duties will not be abused and Committeepersons will continue to work at assigned jobs at all times not required for the performance of such duties.

Committeepersons shall report to their supervisors when it becomes necessary to leave their jobs, and will report to an employee's supervisor before contacting such employee in the performance of representational duties.

The Company will arrange at a Committeeperson's request to meet with the Committeeperson outside working hours if the Committeeperson is unable to perform representational duties within the permitted time.

Section 3. General

Representatives shall be entitled to receive consideration for promotional or non-promotional job opportunities under the provisions of Article V, Section 4 of this Agreement in the same manner as other employees in the unit.

ARTICLE VIII

GRIEVANCE PROCEDURE

Section 1. Introduction

When an employee, or the Union Collectively, has a grievance against the Company, it shall be processed in accordance with the Grievance Procedure hereinafter provided.

Any grievance that either (a) is not appealed or (b) is disposed of in accordance with this Grievance Procedure shall be considered settled, and such settlement shall be final and binding upon the Company, the employee or employees involved, the Union and its members.

Only the Union shall have the right to press against the Company any claim, asserting a violation of this Agreement. No employee or former employee shall have any right under this Agreement to any claim that the Union failed to act properly relative to presentation, prosecution or settlement of any grievance.

Section 2. First Stage Grievances

Recognizing the value and importance of full discussion in clearing up misunderstandings and preserving harmonious relations, every reasonable effort shall be made to settle problems promptly at this point through discussion. Employees believing they have cause for grievance may, at their option, discuss the issue directly with their immediate supervisors in an attempt to settle the grievance or may take it up with their Committeeperson who shall discuss the issue with the employee's immediate supervisor. It shall be the obligation of the Supervisor and the Committeeperson to exert their best efforts to assure that timely and thoughtful consideration is given to every grievance that is discussed, within the scope of their ability and authority.

(a) Initial Oral Discussion

Initial oral discussion with the supervisor shall be required for further processing of a grievance and failure to honor a request for oral discussion shall be a proper basis for

taking the grievance to the second oral step. In the event oral discussion with the employee's Supervisor does not satisfactorily resolve the grievance, the Committeeperson/Chairperson shall complete a "Record of Oral Discussion" form which must include the time, date and nature of complaint, and must be signed by the employee(s) having the complaint. The Supervisor will sign the form verifying that the oral discussion has been held.

(b) Second Oral Discussion

In the event that the grievance has not been satisfactorily resolved in the initial oral discussion, the Committeeperson/Chairperson shall meet with the appropriate member(s) of management designated by local plant management to discuss the grievance within two (2) working days after the initial oral discussion. Such Company representative(s) shall verify on the "Record of Oral Discussion" form that the second oral discussion has been held. Local arrangements for weekly meetings in the second oral discussion step may be established where deemed desirable for improving the effectiveness of oral discussion of grievances.

(c) Disposition of Grievances

A settlement in either of the oral discussion steps previously mentioned shall be informal and limited to the particular grievance adjusted. Written dispositions may be requested by either party. The Committeeperson/Chairperson will be provided a record of a back pay award when such has been granted to settle the employee's grievance.

If the grievance is not satisfactorily resolved in the second oral discussion step and the Committeeperson/Chairperson wishes to appeal the grievance to the Second Stage, within two (2) working days following such discussion, they shall so specify on the "Record of Oral Discussion" form and submit three (3) copies of said form to the Company representative who conducted the second oral discussion. The Company representative will enter their report of the second oral discussion and return two (2) copies to the

Committeeperson/Chairperson within two (2) working days following receipt. The Committeeperson/Chairperson shall enter their complete investigation of the facts and the results of the oral discussions. The Committeeperson/Chairperson shall submit one (1) copy of the completed form to the designated Company representative within two (2) working days. If the Committeeperson/Chairperson believes the grievance to be well founded, and is satisfied that the obligation for oral discussion has been met, it may be carried to the Second Stage.

Section 3. Second Stage Grievances

If the issue is not disposed of in this first stage discussion, the grievance may be submitted in writing at the second stage to the immediate supervisor on a grievance form provided by the Union. The written grievance should specify the article and section of this Agreement or agreements supplemental thereto alleged to have been violated, specify all facts relied upon, and must be signed by the aggrieved employee(s) if available.

Within one (1) week of submission of the grievance to the second stage, the Unit Chairperson and a designated representative of management responsible for the aggrieved's location shall meet in an effort to resolve the issue. The designated Company representative shall disposition the grievance in writing within three (3) days of the meeting.

The following grievances may be presented directly to the appropriate Supervisor in the second stage:

- (a) Any claim of discrimination on account of race, color, national origin, age, sex, religion, or against any employee with a disability, may be presented directly to the second stage of the procedure and shall contain a full statement of the facts which give rise to the claim and the specific reasons why the employee or employees believe they have been discriminated against.
- (b) If a grievance involves the continuing refusal of management to return employees to work to which their seniority entitles them, from a sick leave of absence where the employees'

personal physicians have found, contrary to findings of a physician or physicians acting for the Company, that employees are able to do jobs.

- (c) General grievances affecting the employees in the Unit as a whole.

Section 4. Third Stage Grievances

If a satisfactory disposition of the grievance is not made, the Unit Chairperson may, if the grievance is considered to be well founded, carry it to the Third Stage. The Chairperson shall within one (1) week of the written disposition in the Second Stage give written notice to the designated Company Representative that the grievance is appealed to the Review Board.

The appeal form must contain a statement of fact and position setting forth all information and facts relevant to the issue including results of the Second Stage meeting. It is the purpose and intent of this Section to assure there shall be full discussion and consideration of the grievance with full disclosure of relevant facts.

Each party's statement of fact and position shall be in detail sufficient to reasonably apprise the other party of the nature of (i) the grievance and the issues involved, (ii) the contentions made in support of the party's position on the issues, (iii) the basic facts relied upon in support of such position, and (iv) where a claim of discrimination is included in the grievance, a statement of the facts and circumstances supporting such claim.

Such statements of fact and position shall fix the nature of the grievance and of the issues for all subsequent consideration of the case in the Grievance Procedure (including the Fourth Stage), and if either party shall attempt to deviate materially from the contents of such statement of fact and position after furnishing it to the other party, the grievance shall be remanded to the Second Stage for reconsideration unless the other party agrees otherwise.

Section 5. Review Board

The Review Board shall be composed of at least two (2) persons representing the Union and at least two (2) persons representing the Company. The Union representatives shall include an International

Representative designated by the Regional Director of the area who shall be the ranking Union representative and the Chairperson of the Unit. The Company representatives shall include one (1) member of operating management and the appropriate Human Resources Representative.

Grievances shall be heard, unless previously withdrawn or satisfactorily adjusted, at the Review Board, scheduled not less than one (1) week after timely written appeal. The Union Review Board Committee shall have power to withdraw, and the designated Company representatives shall have the power to adjust a Third Stage grievance. After the grievance has been discussed at the Review Board session, the Company shall furnish a copy of its decision in writing and a copy of a summary of the minutes of the meeting to the Union Representatives on the Review Board within three (3) days after the close of the session.

The Regional Director or a designated representative of the Regional Director shall have the power to settle or withdraw on behalf of the Union any case or cases appealed to this level of the procedure, either before or after the Third Stage disposition by the Company is received, that in the Regional Director's judgment does not merit appeal to the next step.

To facilitate the operations of the Grievance Procedure, representatives of the International Union may enter the Company's plants to investigate grievances in the Third and Fourth Stages, provided they have secured prior permission of the Company. In requesting such permission, the Union representative shall designate the grievances intended for investigation.

Section 6. Disciplinary Cases

(a) Notice of Action Taken

When an employee is given a disciplinary termination or suspension, or a reprimand and warning, prior to it being affixed to the employee's personnel record, the employee's Committeeperson will be promptly notified in writing of the action taken.

(b) Waiver of Representation

When employees signify they do not want their Committeeperson present at a disciplinary hearing, they shall sign a waiver to that effect.

(c) Time Limit on Grievances

Such disciplinary action will be deemed final and automatically closed unless a written grievance is filed within three (3) working days from the time of presentation of written notice provided for in Subsection (a) of this Section.

(d) Stage at Which Grievance Initiated

Where such disciplinary action is taken following a hearing at which the employee's Committeeperson has been present, or is taken by a Company representative other than the employee's supervisor, any grievance protesting such action shall be initiated at the Second Stage of the Grievance Procedure, subject to the three-day time limit and the requirement that the employee sign the grievance, except that this latter requirement shall not be applicable where disciplinary action is taken against an employee who is absent.

Section 7. Fourth Stage Appeal to Arbitration

If a satisfactory disposition is not made of a grievance by the Review Board and if the grievance is the type of case upon which the Umpire/Arbitrator is empowered to rule, it may be appealed by the National Ford Department to arbitration in accordance with the following provisions:

- (a) Notice of appeal shall be given in writing to the designated Company representative within four (4) weeks from the date of the decision of that representative.
- (b) The notice of appeal shall specify the issue raised by the grievance and shall include a statement of the nature of the grievance, together with the award requested.
- (c) Upon receipt of the notice of appeal, the Company and Union will first consider having the grievance heard by

the permanent Ford/UAW Umpire. Should either or both Parties indicate an interest in seeking an alternate Arbitrator, they will have ten (10) days within which to agree upon an alternate candidate.

- (d) In the event the parties cannot agree to an Arbitrator as provided in (c) above, the American Arbitration Association shall be requested by either party to submit a panel of Arbitrators from which an Arbitrator shall be selected according to the method of selection by the Voluntary Arbitration Rules of the American Arbitration Association.
- (e) The arbitration shall be conducted in accordance with the rules of the American Arbitration Association insofar as they are not in conflict with the provisions of this Agreement.
- (f) Initiation of Issues; Right to Appeal to Umpire/Arbitrator

Any issue involving the interpretation and/or the application of any term of this Agreement or supplement thereto may be initiated by either party directly with the other party.

Upon failure of the parties to agree with respect to the correct interpretation or application of the Agreement to the issue, it may be appealed directly to the Umpire/Arbitrator if it is an issue upon which the Umpire/Arbitrator is empowered to rule.

In cases appealed under Subsection (f) of this Section, a written notice setting forth the specific issue shall be filed with the Umpire/Arbitrator by the appealing party, and copy shall be simultaneously given to the other party.

When the Union is the appealing party, the National Ford Department shall file such notice, and the copy will be given to Labor Affairs Staff of the Company in Dearborn. When the Company is the appealing party, Labor Affairs Staff of the Company will file such notice, and the copy shall be given to the National Ford Department.

Thereafter, the procedure set forth in Section 4 and following of this Article shall be followed.

Section 8. Withdrawal or Settlement after Appeal

The National Ford Department is authorized to withdraw or settle with the Company any grievance appealed by the Union to the Umpire/Arbitrator at any time before it is heard by the Umpire/Arbitrator.

After a case upon which the Umpire/Arbitrator is empowered to rule has been heard by the Umpire/Arbitrator, it may not be withdrawn by either party without the consent of the other.

Section 9. Briefs

In all cases, either party may file a brief with the Umpire/Arbitrator ten (10) days prior to the time of the hearing, and may also file a reply brief not later than five (5) days after the hearing, provided that notice of intent to file a reply brief has been given at least ten (10) days prior to the time of hearing.

A copy of any brief filed with the Umpire/Arbitrator shall be filed concurrently with the opposing party. The Umpire/Arbitrator, for good cause shown, shall have the power to extend the time for filing of briefs.

Section 10. Arbitration Proceedings

- (a) Hearing Schedules; List of Pending Fourth Stage Appeals; Agenda

Procedures governing hearing schedules, agendas and related matters shall be determined by the designated representatives of the National Ford Department and Labor Affairs Staff of the Company. The parties shall establish a schedule of arbitration hearings which assures that all Units with pending cases are accorded equality of opportunity in having cases heard by the Umpire/Arbitrator.

- (b) Investigations and Hearings by Umpire/Arbitrator

The Umpire/Arbitrator may make such investigation as the Umpire/Arbitrator may deem proper. The Umpire/Arbitrator will hold hearings open to the parties and may examine the witnesses of each party and each party shall have the right to cross-examine all witnesses produced and to make a record of all such proceedings.

Section 11. Time Limits for Arbitration Decisions

It shall be the obligation of the Umpire/Arbitrator to the Company and the Union to rule on cases heard by the Umpire/Arbitrator within thirty (30) days after the hearing. Priority shall be given to deciding discharge cases. If, for good and proper reasons additional time is required, the Umpire/Arbitrator may request an extension of the time limits set forth above by the parties and a reasonable extension thereof shall be granted.

Section 12. Powers of Umpire/Arbitrator

- (a) It shall be the function of the Umpire/Arbitrator, and the Umpire/Arbitrator shall be empowered, except as the Arbitrator powers are limited below, after due investigation to make a decision in cases of alleged violations of the terms of this Agreement or agreements supplemental thereto.
- (b) The powers of the Umpire/Arbitrator are limited as follows:
 - 1. The Umpire/Arbitrator shall have no power to add to, or subtract from, or modify any terms of this Agreement or agreements supplemental thereto.
 - 2. The Umpire/Arbitrator shall have no power to establish work standards, salary ranges, salary ranges for new jobs or to change an employee's salary or classification.
 - 3. The Umpire/Arbitrator shall have no power to substitute the Umpire/Arbitrator's discretion for the Company's discretion in cases where the Company is given discretion by this Agreement or by any supplementary agreement, except that where the Umpire/Arbitrator finds a disciplinary suspension, discharge or release is in violation of the standards set up in this Agreement, appropriate modifications of the penalty may be made.
 - 4. The Umpire/Arbitrator shall have no power to decide any question which, under this Agreement, it is within the responsibility of Management to decide. In

rendering decisions, the Umpire/Arbitrator shall have due regard to the responsibilities of Management and shall so construe the Agreement that there will be no interference with such responsibilities except as they may be specifically conditioned by the Agreement.

- (c) In the event that a case is appealed to an Umpire/Arbitrator on which the Umpire/Arbitrator has no power to rule, it shall be referred back to the parties without decision or recommendation on its merits.

Section 13. Finality of Umpire's/Arbitrator's Awards; Exclusiveness of Remedy

There shall be no appeal from an Umpire's/Arbitrator's decision. It shall be final and binding on the Union, its members, the employee or employees involved and the Company. The Union will discourage any attempt of its members and, will not encourage or cooperate with any of its members in any appeal to any court or Labor Board from a decision of the Umpire/Arbitrator.

Neither the Union nor its members will attempt to bring about the settlement of any claim or issue on which the Umpire/Arbitrator is empowered to rule by any other means.

Section 14. Umpire's/Arbitrator's Fees and Expenses

The fees and expenses of an Umpire/Arbitrator will be shared equally by the Company and the Union. All other expenses shall be borne by the party incurring them, and neither party shall be responsible for the expenses of witnesses called by the other.

Section 15. Back Pay

- (a) The Company shall not be required to pay back more than two (2) working days beyond the date a written grievance or Record of Back Pay Inquiry is filed; provided, however, that in the case of pay shortages of which employees could not have been aware before receiving pay, adjustments may be made retroactive to the beginning of the pay period covered by such pay, if employees file grievances or Records within ten (10) working days unless the employees were on vacation

after receipt of such pay. If the employees were on vacation during such ten (10) working days, their time period for filing a grievance or Record shall be extended by the number of days they were actually on vacation.

- (b) No decision in any one case shall require a retroactive pay adjustment in any other case.
- (c) All claims for back pay shall be limited to the amount of pay that the employees otherwise would have earned less any income received under employee benefit plans or policies of the Company or any unemployment compensation or compensation for personal services that they may have received from any source during the period of the back pay; provided, that no award of back pay shall be reduced by reason of employees' earnings in other employment which they had during their previous employment by the Company, to the extent that they do not increase the hours devoted to such other employment.
- (d) Pay errors not able to be resolved by the employee should be corrected when brought to the attention of local Human Resources. The local Human Resources Representative will provide the employee an update on progress within a week of the employee's initial request. If Payroll does not respond by the following pay period after being notified of the error(s), the local parties may escalate the issue to Personnel Relations for a timely resolution.
- (e) Back pay awards shall be paid within thirty (30) days of such award except where the work involved makes it impractical.

Section 16. Extension of and Failure to Meet Time Limits

The time limits at any level of the grievance procedure may be extended by mutual agreement of the parties. Any grievance upon which a disposition is not made by the Company within the time limits prescribed in this Article or such extension as may have been agreed to may be referred to the next step in the grievance procedure, the time limit to run from the date the time for disposition expired. Any grievance not carried to the next step by the Union within the

time limits prescribed herein, or such extension as may have been agreed to, shall be automatically closed upon the basis of the last disposition. The term "week" as used in this Article means calendar week. The term "working day" as used in this Article shall mean any day except Saturday, Sunday, and holidays observed by the Company.

ARTICLE IX

SENIORITY

Section 1. Computation of Seniority

- (a) Seniority as to each employee in the unit as of the date of this Agreement shall be determined by the employee's date of hire or rehire by the Company in accordance with this paragraph and Section 5 of this Article, except as otherwise provided by this Section of the Agreement, provided that the employee has been continuously employed since that date. In the event there has been a break in the employee's employment, seniority shall be measured from the date of rehire following such break. If two (2) or more employees have the same Company service date, the employee having the highest last four (4) digits in their social security number will be considered to have the greater unit seniority.
- (b) Employees hired, rehired, or transferred into the unit after the date of this Agreement shall have their seniority computed as of the date of such hire, rehire, or transfer into the unit subject to the provisions of Section 1 (d) or Section 5 of this Article. For purposes of layoff, recall and shift change, a unit employee's date of entry into the unit shall govern.
- (c) A new employee hired or rehired in the unit shall be regarded as probationary and shall not have seniority. After the employee's first three (3) months of continuous employment in the unit, if retained thereafter, the employee shall have seniority as of the date of hire or rehire into the unit. The Company may terminate or transfer any probationary employee at any time without restriction, except that there shall be no discrimination because of legitimate activity for or against, or membership or non-membership in, the Union.
- (d) Supplemental employees do not have seniority within the unit. In the event that a supplemental employee becomes a regular full-time employee, they will receive credit towards acquiring unit seniority for the time they were

most recently employed as a supplemental employee using the Ford Service Date formula contained in Life@Ford. Supplemental employees will be given consideration for full-time employment over a new hire. Supplemental employees who work 260 hours or more in the preceding quarter will be given priority consideration in their home location for full-time employment over a new hire.

- (e) When in a reduction of force, or for any other reason, it becomes necessary to lay off probationary employees; the services of such employees shall be terminated. If such employees are recalled, they shall be reinstated if the period of their layoff is not in excess of the period they were continuously employed in the unit immediately preceding the date of layoff. In order to become seniority employees, however, such persons must be on the active rolls of the Company for their three (3) months probationary period in a length of time not to exceed twelve (12) calendar months. There is no obligation upon the Company to reinstate an employee until the employee's probationary period has been completed. Once completed, seniority is established as of the original date of hire, subject to the provisions of this paragraph.

Section 2. Seniority Lists

- (a) The Company, within twenty (20) days of the signing of this Agreement, shall furnish to the Union a complete list of the employees showing their seniority determined in accordance with this contract. The Union shall have twenty (20) days after the receipt of said list to file objections in writing to it. After such twenty (20) days, said list shall be considered as the seniority list, except as to any objections theretofore filed by the Union, which shall be taken up as general grievances under the grievance procedure.
- (b) The seniority list shall be brought up to date every ninety (90) days if changes have occurred and a copy of each revision therein shall be furnished to the Union whereupon the provisions of Section 2 (a) of this Article with respect to

filing objections shall be applicable. Proper classification titles will be used on the seniority list.

Section 3. Loss of Seniority

Seniority shall be lost upon the happening of any of the following events:

- (a) If the employee quits.
- (b) If the employee is terminated under the terms of Article III, Section 2 and Article V, Section 2 of this Agreement. However, if the Company re-employs the employee within the period provided in (g) below, an employee who had at least a year's Bargaining Unit Seniority when released at Company option or under mutually satisfactory conditions, the employee shall be reinstated rather than rehired.
- (c) If a seniority employee with less than six (6) month's seniority is absent for three (3) working days without properly notifying the Company and giving a satisfactory reason for such absence, unless it is not possible for the employee to do so.
- (d) If the employee fails to report to work within five (5) working days after a registered mail notice to report has been sent to the employee's last known address according to the Company's records, and a satisfactory reason for failure to report is not given unless it is not possible for the employee to comply with the request. The Company agrees to promptly provide the employee's Chairperson or Committeeperson a copy of this letter. However, failure by the Company to provide notification to the Chairperson/ Committeeperson will not be the basis for any claim.
- (e) If a settlement with the employee has been made with the approval of the Union for total disability.
- (f) If an employee overstays a leave of absence by more than five (5) working days (or such greater number of working days provided by Company policy for other salaried employees); or if an employee continues to be disabled after expiration of a medical leave of absence; provided, however, that if the Company reemploys within the period provided in (g)

below an employee released for continued disability after expiration of medical leave of absence, the employee shall be reinstated rather than rehired.

- (g) If the employee is continuously unemployed by the Company for a period of time equal to the following schedule:

<u>Unit Seniority at Separation</u>	<u>Seniority Lost After</u>
Less than 1 year	18 months
1 but less than 2 years	36 months
2 but less than 3 years	48 months
3 but less than 4 years	60 months
4 or more years	Length of unit seniority plus 12 months (up to a maximum of one hundred and twenty (120) months.)

- (h) If the employee retires under the terms of the General Retirement Plan or Ford Retirement Plan.
- (i) If the employee fails to return from military service in accordance with the legal requirements for having employment rights.
- (j) For those units not included under Article I, Section 1 of the 1990 Agreement between the parties, provisions for loss of bargaining unit seniority for transfer out of the unit shall be determined by the local parties.

Section 4. Reduction in Force and Recall Procedures

All reductions in force and recalls shall be by seniority group(s) and procedures as negotiated by the local parties in their local Seniority Agreement(s). Company policy provides that Agency and then Supplemental personnel should be reduced first prior to any reductions of regular Ford employees.

Section 5. Accumulation of Seniority

- (a) Accumulation of seniority for employees transferred out of the unit and subsequently transferred back into the unit shall

be as negotiated by the local parties in their local Seniority Agreements.

- (b) Employees who are transferred or promoted from one (1) included classification to another shall continue to accumulate seniority in their prior classifications while simultaneously accumulating seniority in their existing classification. This provision shall not apply to employees who have failed to satisfactorily perform the work upon entering a classification and who were subsequently transferred or demoted back to their previous classification. When employees are transferred back to their previous classification after transfer or promotion from one included classification to another, they shall have accumulated seniority in that new classification for only that period of time they were in the new classification.

Section 6. Leaves of Absence

- (a) General

Leaves of absence shall be granted in the manner and for the periods provided by Company policy for other salaried employees of similar employment status except as set forth below.

- (b) Union Leave

Members of the Union elected to a Union position or selected by the Union to do work for the Union which takes them from their employment with the Company, may, at the written request of the Union at least one (1) week prior to the first day of absence, receive unpaid leaves of absence for periods not to exceed one (1) year, and upon their return shall be reemployed with full accumulated seniority during such leave. Such leave of absence as outlined above may be renewed upon written request.

Section 7. Layoff

Committeepersons shall have preferential seniority in their respective unit in case of a layoff provided that there is work available which the Committeeperson is qualified to perform.

ARTICLE X

COMPENSATION

All provisions relative to schedule of classifications and rates and other benefits are stated in Appendix B of this Agreement.

ARTICLE XI

MISCELLANEOUS

Section 1. Union Bulletin Board

The Company will erect a **secured** bulletin board in a suitable place mutually agreed upon, to be used solely by the Union for posting the following notices, except that additional notices may be posted by mutual consent.

Notices shall be restricted to the following types:

- (a) Notices of Union recreational and social affairs.
- (b) Notices of Union elections, appointments and results of Union elections pertaining to the location.
- (c) Notices of Union meetings and educational classes.
- (d) Seniority lists.
- (e) **Overtime Equalization lists.**
- (f) **Vacation Schedules.**

The bulletin board shall not be used by the Union or its members for disseminating propaganda of any kind whatsoever, and among other things shall not be used by the Union for posting or distributing pamphlets or political matter of any kind whatsoever, or for advertising.

In non-Ford locations where bulletin boards are prohibited, the local parties will determine alternative arrangements.

Section 2. Health and Safety

The Company will continue to make reasonable provisions for the Safety and Health of its employees during the hours of their employment.

The Company will provide protective devices, including panic buttons for occupational health nurses working in medical offices, gloves, face shields, glasses, or other special kinds of wearing apparel such as rain suits, winter parkas with matching leggings, and

boots, which it requires employees to wear as a safety measure to protect the employees from injury, sickness and inclement weather.

Complaints that the Company has violated this section may be taken up through the grievance procedure provided in this Agreement.

Section 3. Overtime

When, in the judgment of Management, overtime is required, the Company reserves the right to schedule its employees to work such overtime.

Management, insofar as is practicable, will make all reasonable efforts to equalize overtime among employees working in the classification. Local deviations from the general principle may be made by local agreement approved by the National Ford Department of the UAW and Labor Affairs Staff of the Company.

Section 4. Equal Application of Agreement

In continuance of the policy established and maintained since the inception of their collective bargaining relationship, the Company and the Union agree that the provisions of this Agreement shall apply to all employees covered by the Agreement without discrimination, and in carrying out their respective obligations under this Agreement neither will discriminate against any employee on account of race, color, national origin, age, sex, religion, sexual orientation or against any employee with a disability.

The Company and the Union at the local level should establish such procedures as needed to assure full investigation of any claims of alleged violation of this provision.

Section 5. Partial Invalidity of Agreement

In the event that any of the provisions of this Agreement shall be or become legally invalid or unenforceable, such invalidity or unenforceability shall not affect the remainder of the provisions hereof.

Section 6. Local and Supplementary Agreements

All new local, supplementary or other agreements which were reached during the negotiations immediately preceding the date of

this Agreement shall continue in effect subject to the terms thereof for the duration of this Agreement.

Section 7. Vacation Scheduling

Except in the case of emergency, when a vacation period has been scheduled and communicated for an employee, such vacation shall not be changed or cancelled without the consent of the employee. Conflicts occurring from changed or cancelled vacation may be referred to Human Resources for resolution.

Section 8. Copies of Agreement and Benefits Information

The Company will provide a copy of the Agreement and access to Benefits information to all UAW represented employees. New employees hired into the bargaining unit will be given a copy of the Agreement and information on how to access Benefits information on their date of hire. The Company will provide an electronic copy of the 2023 Salaried UAW Agreement to the National Ford Department.

Section 9. Organization Charts

Access to organizational structure and reporting relationships is available via the Ford intranet.

Section 10. New Employee Orientation

The Company and Union will pursue Union involvement in Company sponsored new employee orientation programs for UAW represented employees. The local parties will determine the specific details of such involvement.

Such involvement will not limit any other communications by the Company with its employees or by the Union with its members.

Section 11. Employee Information Lists

In accordance with Local Agreements, the following information will be provided to the Unit Chairperson: seniority, accessions, terminations, transfers, promotions, demotions, layoffs and salary / annual compensation. The format and frequency of distribution of this information will be decided by the local parties.

Section 12. Non-Discrimination

The Company will not discriminate against an employee because of legitimate activity for or against, or membership or non-membership in, the Union.

Section 13. Prevention of Sexual Harassment

The Company has had a long standing policy that personnel actions and relationships with employees will be non-discriminatory with respect to sex. Sexual harassment in the work place violates this policy and is illegal.

Equal Employment Opportunity Commission Guidelines provide the following:

"Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

1. Submission to such conduct is made a condition of employment; or
2. Submission to or rejection of such conduct is used as the basis for employment decisions; or
3. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment."

Employees who believe that they have been subjected to sexual harassment are encouraged to bring their concerns or complaints immediately to any or all of the following personnel:

- local Management,
- local Union Representative,
- the Operations Human Resource Office,
- the Corporate Personnel Relations Office.

Any such reports will be investigated and addressed promptly. It is the Company's responsibility to ensure that this policy is enforced and to take appropriate action to prevent and correct any occurrence of such behavior.

Sexual harassment is considered serious misconduct and will not be tolerated. Violations of this policy will result in corrective actions. Where appropriate, discipline will be imposed, up to and including termination.

ARTICLE XII

DURATION AND TERMINATION

Section 1. Expiration Date

This Agreement shall continue in full force and effect up to and including **April 30, 2028**.

Section 2. Notice to Modify or Terminate; Automatic Renewal

This Agreement shall continue in effect for successive yearly periods after **April 30, 2028** unless notice is given in writing by either the Union or the Company to the other party at least sixty (60) days prior to **April 30, 2028** or any anniversary date thereafter, of its desire to modify, amend, or terminate this Agreement. If such notice is given, this Agreement shall be open to modification, amendment, or termination, as such notice may indicate, on **April 30, 2028** or the subsequent anniversary date, as the case may be.

Section 3. Waiver of Bargaining During Contract Term

The Company and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject or matter referred to, or covered in this Agreement, or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subjects or matter may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

This Agreement shall become effective immediately after receipt by the Company from the Union of written notice of ratification and of approval by the International Union on or before **November 20, 2023**. Upon such notice of ratification being received within the specified time, the provisions of Appendix "B" shall be effective as of the effective date of benefit changes for other salaried employees on comparable salaries.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their duly authorized representatives on the day and year first above written.

FORD MOTOR COMPANY

Kevin Legel
Johanna Shea
Mario Spadafora
Samantha Scott
Joel Bickmann
Amber Cervantes
Lora Christopher
Angela Griffin

Ryan Hazel
Dr. William Heckman
Nina Hughes
Tamika Pettway
Allen Radke
Matthew Thesier
Lauren Weilnau

UNITED AUTOWORKERS UNION

International Union
Chuck Browning
Vice President, Director of
the National Ford Department
Brandon Keatts
Top Administrative Assistant
Scott Eskridge
Administrative Assistant
Darryl Goodwin
Administrative Assistant
Tom Weber
Administrative Assistant
Jodey Dunn
Assistant Director
Bob Tiseo
Assistant Director
Gregg Dunn
Coordinator
Jerry Carson
Coordinator
Tommy Kottalis
Benefits

Unit Chairpersons
Jason Germonprez
Local 400
MPG
Angela Sears
Local 600
Ford Medical Services Unit
Chrissy Hernandez
Local 863
Sharonville Medical Unit
Tim Kinney
Local 1970, Unit I
Carrie Stollings
Local 1970, Unit II

APPENDIX A**ASSIGNMENT AND AUTHORIZATION
FOR CHECK-OFF OF MEMBERSHIP DUES**

To Ford Motor Company:

Date:

(Plant or Plant Address)

City

State

I hereby assign to Local Union No. _____, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), from any wages earned or to be earned by me as your employee, or such amount as may be in effect, from time to time, during the effective period of this assignment and authorization, and due from me to the union as my monthly membership dues in said union and (if owing by me) any initiation fee. I authorize and direct you to deduct such amounts from my pay during each calendar month in accordance with such arrangements as may be agreed to between the Company and the Union, and to remit the same to the above Local Union.

This assignment and authorization may be revoked by me only at the times and in the manner hereinafter provided. I may revoke this assignment as of any anniversary date hereof by written notice, signed by me, of such revocation received by the Company at the above address by registered mail, return receipt requested, not more than twenty (20) days and not less than ten (10) days before any such anniversary date. I may also revoke this assignment by written notice, signed by me, of such revocation received by the Company at the above address by registered mail, return receipt requested, at any time when there is not in effect between the Company and the Union an agreement that the Company will check off membership dues in behalf of the Union.

Signed

Global ID

APPENDIX B**1. Salary Schedule***

For the duration of this Agreement, the schedule of classifications and salary ranges applicable to employees in the units on the regular salary roll should be as follows except that the Company shall have the sole right to increase the minimum or maximum of the salary range of any classification and to determine the salary range for any new classification it establishes in the unit. The minimum and maximum salary ranges will be provided electronically to the unit Chairpersons as they change.

<u>Classification Title</u>	<u>SG</u>	<u>Minimum</u>	<u>Maximum</u>
<u>Local 1970 Unit 1</u>			
A. BODY DESIGN			
- Product Engineering Designer	08	7,635	12,795
- Product Engineering Designer	07	6,665	11,155
- Product Engineering Designer	06	5,720	9,590
- Product Engineering Designer	05	5,010	8,410
- Product Design Engineer	08	7,635	12,795
- Product Design Engineer	07	6,665	11,155
- Product Design Engineer	06	5,720	9,590
- Product Design Engineer	05	5,010	8,410
- College Intern ^{a/}			
- College Co-Op ^{a/}			
- Product Development Eng FCG ^{a/}			

Local 1970 Unit 2

- Product Development Analyst	08	7,635	12,795
- Laboratory Engineer	08	7,635	12,795
- Laboratory Engineer	07	6,665	11,155
- Laboratory Engineer	06	5,720	9,590
- Laboratory Engineer	05	5,010	8,410
- College Intern ^{a/}			
- College Co-Op ^{a/}			
- Product Development Eng FCG ^{a/}			

MPG Unit

- Performance Test Technician	06	5,720	9,590
- Performance Test Technician	05	5,010	8,410
- AVO Crew Leader	06	5,720	9,590
- Durability Systems Engineering Support	06	5,720	9,590
- Instrumentation Technician	06	5,720	9,590
- AVO Test Specialist ^{b/}	05	5,010	8,410
- Climate Control Technician	05	5,010	8,410
- Dynamometer Technician	05	5,010	8,410
- MPG Procedure Trainer	05	5,010	8,410
- Vehicle Line Coordinator Support	05	5,010	8,410
- AVO Specialist ^{c/}	04	4,345	7,305

Medical Units

- Nurse Practitioner	07	6,665	11,155
- Senior Salaried Occ Health Nurse	07	6,665	11,155
- Salaried Occupational Wellness Nurse	06	5,720	9,590
- Occupational Health Nurse	05	5,010	8,410

a/ Refer to College Intern and Cooperative Student Salary Guidelines

b/ The tasks of the following classification have been reclassified to AVO Test Specialist: Flexible Driver Instructor.

c/ The tasks of the following classifications have been reclassified to AVO Specialist: Performance Test Driver, Mechanic Test Driver A, Durability Test Driver, Senior Durability Test Driver, and Driver Instructor.

* Company salary ranges are effective April 1, 2023.

2. **Benefits**

(a) Employees covered by this Agreement on the regular salary roll shall be accorded the economic benefits of the policies and plans itemized below in accordance with the principles from time to time established by the Company to govern said policies and plans for other salaried employees of similar employment status.

Holidays

Vacations

Leaves of Absence (**including Military Leaves**)

Shift Premium

Seven-Day Operation Premium

Overtime Premium

Salaried Disability Plan

Basic Life Insurance

Accidental Death and Dismemberment (AD&D)

Ford Flexible Benefits Plan:

Medical Benefits (including Prescription Drug Coverage)

Dental Benefits
 Vision Care Benefits
 Health Savings Accounts
 Health Reimbursement Arrangements
 Flexible Spending Accounts
Adoption and Surrogacy Reimbursement
 Optional Accident Insurance
 Additional Voluntary Benefit Programs:
 Optional Life Insurance
 Dependent Life Insurance – Spouse/Child
 Legal Plan
 Vacation Purchase
Discount Marketplace
 Company-Designated Days Off
 General Retirement Plan
 Ford Retirement Plan
 Ford Interest Advantage Account
 Personal Protection Plan
 Salary Ranges
 "A", "X", and "Z" Plans
 Savings and Stock Investment Plan
 Salaried Income Security Plan
 Salaried Tuition Assistance Program
 Downtime Paid Absence
 Annual **Performance Bonus**
 Voluntary Salaried Separation Plan
 Lump-Sum Death Benefit
 Performance Management

Except with respect to the policies enumerated in (b), below, employees covered by this Agreement also shall be accorded the economic benefits of any other policies or plans established hereafter by the Company for other salaried employees of similar employment status in accordance with the principles from time to time established by the Company to govern said policies and plans for such other salaried employees.

Employees covered by this Agreement on the supplemental rolls should be paid and accorded economic benefits in accordance with the principles from time to time established by the Company to govern said policies or plans for such other salaried employees.

- (b) It is specifically understood and agreed that said policies and plans may be revoked, terminated, suspended, modified or changed at the sole discretion of the Company and that said policies and plans are not a part of or subject to any provision of this Agreement and provided further that, if the federal government enacts legislation or takes regulatory action that would force the Company to change such programs or policies, the Company shall have the right to modify the programs or policies to conform with and/or offset any cost increase resulting from such legislation or regulatory action.
- (c) It is further agreed that such policies and plans shall apply only to employees covered by this Agreement who are eligible under the terms and conditions of such policies and plans as from time to time determined by the Company.
- (d) If an employee feels that said policies or plans are not applied properly to them, the question may be taken up with the designated representative of local management. If the matter is not resolved satisfactorily, it may then be referred to the Union. Thereafter, the matter may be discussed by representatives of the Union with representatives of **U.S. Union Affairs**. No question arising under this Appendix shall be subject to the Grievance Procedure provided for in this Agreement.

APPENDIX C

1st Year

November **10, 2023** Veterans Day **Observed**

November **23, 2023** Thanksgiving Day

November **24, 2023** Day after Thanksgiving

December **25, 2023** Christmas Holiday Period

December **26, 2023** Christmas Holiday Period

December **27, 2023** Christmas Holiday Period

December **28, 2023** Christmas Holiday Period

December **29, 2023** Christmas Holiday Period

January 1, **2024** Christmas Holiday Period

January **15, 2024** Martin Luther King, Jr. Day

March 29, 2024 Good Friday

April **1, 2024** Day after Easter

May **27, 2024** Memorial Day

June 19, 2024 Juneteenth Day

July **4, 2024** Independence Day

September **2, 2024** Labor Day

2nd Year

November **5, 2024** Federal Election Day

November 11, **2024** Veterans Day

November **28, 2024** Thanksgiving Day

November **29, 2024** Day after Thanksgiving

December **23, 2024** Christmas Holiday Period

December **24, 2024** Christmas Holiday Period

December **25, 2024** Christmas Holiday Period

December **26, 2024** Christmas Holiday Period

December 27, 2024 Christmas Holiday Period

December 30, **2024** Christmas Holiday Period

December 31, **2024** Christmas Holiday Period

January 1, **2025** Christmas Holiday Period

January **20, 2025** Martin Luther King, Jr. Day

April **18, 2025** Good Friday

April **21, 2025** Day after Easter

May 26, 2025 Memorial Day

June 19, 2025 Juneteenth Day

July 4, 2025 Independence Day

September 1, 2025 Labor Day

3rd Year

November 11, 2025 Veterans Day

November 27, 2025 Thanksgiving Day

November 28, 2025 Day after Thanksgiving

December 24, 2025 Christmas Holiday Period

December 25, 2025 Christmas Holiday Period

December 26, 2025 Christmas Holiday Period

December 29, 2025 Christmas Holiday Period

December 30, 2025 Christmas Holiday Period

December 31, 2025 Christmas Holiday Period

January 1, 2026 Christmas Holiday Period

January 2, 2026 Christmas Holiday Period

January 19, 2026 Martin Luther King, Jr. Day

April 3, 2026 Good Friday

April 6, 2026 Day after Easter

May 25, 2026 Memorial Day

June 19, 2026 Juneteenth Day

July 3, 2026 Independence Day **Observed**

September 7, 2026 Labor Day

4th Year

November 3, 2026 Federal Election Day

November 11, 2026 Veterans Day

November 26, 2026 Thanksgiving Day

November 27, 2026 Day after Thanksgiving

December 24, 2026 Christmas Holiday Period

December 25, 2026 Christmas Holiday Period

December 28, 2026 Christmas Holiday Period

December 29, 2026 Christmas Holiday Period

December 30, 2026 Christmas Holiday Period

December 31, 2026 Christmas Holiday Period

January 1, 2027 Christmas Holiday Period
January 18, 2027 Martin Luther King, Jr. Day
March 26, 2027 Good Friday
March 29, 2027 Day after Easter
May 31, 2027 Memorial Day
June 18, 2027 Juneteenth Observed
July 5, 2027 Independence Day **Observed**
September 6, 2027 Labor Day

5th Year

November 11, 2027 Veterans Day
November 25, 2027 Thanksgiving Day
November 26, 2027 Day after Thanksgiving
December 24, 2027 Christmas Holiday Period
December 27, 2027 Christmas Holiday Period
December 28, 2027 Christmas Holiday Period
December 29, 2027 Christmas Holiday Period
December 30, 2027 Christmas Holiday Period
December 31, 2027 Christmas Holiday Period
January 17, 2028 Martin Luther King, Jr. Day
April 14, 2028 Good Friday
April 17, 2028 Day after Easter

October 25, 2023

**Mr. Gregg Dunn
Salaried Servicing Representative
UAW National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214**

Dear Mr. Dunn:

Subject: Back Up Time

During the course of the 2023 negotiations, the Union voiced concerns regarding instances where employees have their start time modified resulting in an employee working over their base daily schedule, on a non-continuous basis, within a twenty four hour period.

The parties acknowledge there are occasions where it is necessary to make these modifications to meet operational requirements and at times the modifications are made at the request of the employee and/or Union and the request is granted by the Company.

It is agreed that a 5% premium will be paid for time worked over their base daily schedule in the twenty-four hour period, on a non-continuous basis, when an employee completes one shift and returns to work at the request of the Company and performs additional work within the twenty-four hour period beginning with the start of their prior shift.

Further, Back Up Pay hours worked within an employee's base schedule that qualify for back up time premiums also qualify as compensable hours toward reaching the weekly 40-hour threshold, after which, an overtime premium is paid for all hours worked during that week. Back Up Pay premiums will not be paid for time worked if that time qualifies for other overtime or holiday premiums.

In addition, double time will be paid for work on Company holidays and RDO Sundays after reaching the weekly 40-hour overtime threshold.

Very truly yours,

**Mario A. Spadafora, Manager
U.S. Union Affairs**

Concur: _____
Gregg Dunn

November 5, 2015

Mr. Reggie Ransom
Arbitration and Umpire Coordinator
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Ransom:

Subject: Benefits Representative

During these negotiations, the parties discussed the Union's desire to have a dedicated UAW Benefits Representative position. This letter confirms the Company's willingness to create the position of Benefits Representative for the term of this agreement, conditioned upon the position assuming and performing the duties and responsibilities listed below in a satisfactory manner. This position will be eliminated and the appointee will be assigned to available work following the conclusion of this agreement.

The Benefits Representative will be responsible for:

- Keeping current with all Company policies and procedures that impact the salaried bargaining units and cascading that information to all UAW salaried elected officials.
- Forwarding information received by them from Labor Affairs to all UAW salaried elected officials.
- Becoming HIPPA certified/trained within thirty (30) days of appointment.
- Following the Corporate Security guidelines related to confidentiality and data integrity.
- Being the primary contact for all UAW salaried represented employees for benefits. The Benefits Representative will communicate their contact number and business hours to the elected UAW salaried representatives as well as all UAW salaried represented employees.
- Compilation and submission of any and all benefits related information for UAW represented salaried employees

requested by the UAW as a data request. Such information will include but is not limited to identification of insurance benefit plans, carrier information, demographic information, cost of coverage and other appropriate information.

The Benefits Representative will be appointed by the Vice President and Director, UAW Ford Department. This position will commence effective January 2008, and will be located with the other UAW Benefits Representatives at the National Programs Center. This employee will be entitled to function as the Benefits Representative for hours not to exceed forty (40) hours per week. It is understood the Benefits Representative will be eligible for overtime opportunities within their classification for work that they are capable of performing within the guidelines of the applicable local overtime agreement.

The parties recognize the need for the individual on this position to perform all the duties and responsibilities for the benefit of the salaried members of the UAW. Issues concerning the performance of the appointee will be discussed between National Ford Department and Labor Affairs and appropriate solutions developed to address the issues.

Very truly yours,

Julie Lavender, Director
Personnel Relations
and Employee Policies

Concur: _____
Reggie Ransom

October 25, 2023

Mr. Gregg Dunn
Salaried Servicing Representative
UAW National Ford Department
8000 East Jefferson Avenue
Detroit, MI 48214

Dear Mr. **Dunn**:

Subject: Chairperson's Hours on Company Time

During the course of these negotiations, the parties had numerous discussions in regard to the Chairperson's hours on Company time.

It is understood that all representatives shall be entitled to be on Company time only during hours that employees in their units are performing scheduled work. It is further understood that the full time Chairpersons for the Local 600 Nursing Units and Local 1970 Unit 1 shall be entitled to function as such on Company time for up to 10 hours daily, Monday through **Sunday**, as long as employees in their units are scheduled to work on the Chairperson's shift for such hours on such days.

Entitlement for a Chairperson to representation hours on Company time for holidays and hours in excess of 10 on Monday through **Sunday**, shall be governed by the provisions of their respective local agreements.

Very truly yours,

Mario A. Spadafora, Manager
U.S. Union Affairs

Concur: _____
Gregg Dunn

September 15, 1996

Mr. Frank Howe
Assistant Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Howe:

Subject: Company Organizational Structure

During these negotiations, the Union raised concerns about reorganizations or structural changes impacting their members. The Company indicated that it will not reorganize or reassign work for the specific purpose of reducing the size of the bargaining unit. Reorganizations and reassignments will be made when there are clear business reasons to support them. It must be recognized, however, that consolidations, new technologies and reorganizations may have an impact on the bargaining unit employees. In these cases, the Company agrees to meet with the Unit Chairpersons of any affected units to fully discuss the nature and purpose of the changes in advance. Furthermore, the Company will consider all viable alternatives which are presented by the Union.

We anticipate that this process will ensure concerns involving these matters will be addressed at the local level. If, however, the concerns are not adequately addressed, the parties agree that the concern may be referred to the National Ford Department. Once referred, a meeting will be promptly arranged with the Union (as designated by the National Ford Department), local Management, and U.S. Union Affairs.

Very truly yours,

Dennis J. Cirbes, Manager
Labor Relations
Automotive Components Division

Concur: _____
Frank Howe

September 15, 2003

Mr. Tom Ronning
Assistant Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, MI 48214

Dear Mr. Ronning:

Subject: Confidentiality of Medical Records

During these negotiations, the parties discussed the confidentiality of employees' medical records. In the course of these discussions, it was agreed the Company would issue an updated letter to all involved parties, e.g., Labor Relations Supervisors, Worker's Compensation representatives, and Human Resources personnel to address our mutual concerns.

This letter will be written and distributed by the Company medical director during the first quarter of 2004. It will address issues such as, but not limited to, maintenance of medical records, access to records and the appropriate release of employees' medical records.

The Company will provide a copy of this communication to the National Ford Department prior to distribution.

Very truly yours,

Tim P. Hartmann, Director
Union Relations

Concur: _____
Tom Ronning

October 30, 2019

Mr. Reggie Ransom
Assistant Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Ransom:

Subject: Education and Training

During the course of these negotiations, the parties discussed several issues related to education and training and how these policies are administered.

Understanding the importance of continued education and training of all employees, it is the Company's intent to ensure that existing Company policy regarding education training, to include on the job training, is applied to all new Company employees in the bargaining units. Due to the varying nature of the job responsibilities as well as the experience and skills of a new employee, the amount of on the job training should be determined on a case by case basis. Ongoing input from individuals' knowledgeable about the employee's progress should be used to determine when adequate on the job training has been accomplished.

Should an employee feel additional training may be beneficial, they should raise awareness to their supervisor. If the Chairperson recognizes potential training opportunities, the Chairperson may inform the appropriate local management. Specifically at MPG, this topic should be discussed during the monthly meetings concerning open issues and MPG competitiveness.

Specifically, fees for Company-required training classes, workshops, conferences and seminars and costs for related travel, if required, will be paid by the Company. These education and training opportunities will be scheduled on Company time. The Company reaffirms that all non-exempt employees will be paid for time spent for travel when attending a company required event and when authorized in advance by an appropriate member of management.

Local management will review requests to attend courses not required by the Company and will determine which costs will be paid by the Company.

Courses which are covered by the Salaried Tuition Assistance Plan must be reviewed and approved by the plan administrator.

Very truly yours,

Sandy Krus, Director
People Matters

Concur: _____
Reggie Ransom

October 3, 2011

Mr. Darryl Nolen
Administrative Assistant
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Nolen:

Subject: Employee Indemnification

During the current negotiations, the Union raised concerns about employee liability relative to the performance of their responsibilities. This is to advise the Union that Article Eighth; Section 5.3a of the Certificate of Incorporation of Ford Motor Company provides protection for all employees of the Corporation.

Section 5.3a, Article Eighth is hereby provided, in its entirety:

SECTION 5.

INDEMNIFICATION

5.3a Right to Indemnification. Each person who was or is made a party or is threatened to be made a party to or is involved in any action, suit or proceeding, whether civil, criminal, administrative, investigative or otherwise (hereinafter a "proceeding"), by reason of the fact that he or she, or a person of whom he or she is the legal representative, is or was a director, officer or employee of the corporation or is or was serving at the request of the corporation as a director, officer or employee of another corporation or of a partnership, joint venture, trust or other enterprise, including service with respect to employee benefits plans, whether the basis of such proceeding is alleged action in an official capacity as a director, officer or employee or in any other capacity while serving as a director, officer or employee, shall be indemnified and held harmless by the corporation to the fullest extent authorized by the Delaware General Corporation Law, as the same exists or may hereafter be amended (but, in the case of any such amendment, only to the extent that such amendment permits the corporation to provide broader indemnification rights than said law permitted the corporation to

provide prior to such amendment), against all expense, liability and loss (including penalties, fines, judgments, attorney's fees, amounts paid or to be paid in settlement and excise taxes or penalties imposed on fiduciaries with respect to (i) employee benefit plans, (ii) charitable organizations or (iii) similar matters) reasonably incurred or suffered by such person in connection therewith and such indemnification shall continue as to a person who has ceased to be a director, officer or employee and shall inure to the benefit of his or her heirs, executors and administrators; provided, however, that the corporation shall indemnify any such person seeking indemnification in connection with a proceeding (or part thereof) initiated by such person (other than pursuant to subsection 5.3b of this Article Eighth) only if such proceeding (or part thereof) was authorized by the Board of Directors of the corporation. The right to indemnification conferred in this subsection 5.3a of Article Eighth shall be a contract right and shall include the right to be paid by the corporation the expenses incurred in defending any such proceeding in advance of its final disposition; provided, however, that, if the Delaware General Corporation Law requires, the payment of such expenses incurred by a director or officer in his or her capacity as a director or officer (and not in any other capacity in which service was or is rendered by such person while a director or officer, including without limitation, service to an employee benefit plan) in advance of the final disposition of a proceeding shall be made only upon delivery to the corporation of an undertaking, by or on behalf of such director or officer, to repay all amounts so advanced if it shall ultimately be determined that such director or officer is not entitled to be indemnified under this subsection 5.3a of Article Eighth or otherwise.

Very truly yours,

Richard W. Gross, Director
Personnel Relations
and Employee Policies

Concur: _____
Darryl Nolen

September 15, 1996

Mr. Frank Howe
Assistant Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Howe:

Subject: Employees Returning from Medical Leave During a
Holiday

During these negotiations, the parties discussed issues related to an employee attempting to return to work from a medical leave of absence during a holiday period.

This letter confirms the Company's commitment to review issues related to the above on a case by case basis.

Very truly yours,

Dennis J. Cirbes, Manager
Labor Relations
Automotive Components Division

Concur: _____
Frank Howe

September 15, 2007

Mr. Frank Keatts
Coordinator
UAW National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Keatts:

Subject: Exempt/Non-Exempt Status

During these negotiations, the Union raised its concern that potential federal legislative or regulatory changes could impact the definition of an exempt employee under the Fair Labor Standards Act during the term of this Agreement. The parties discussed the difficulty of projecting the outcome and potential effect of governmental action on this topic as well as the Company's response, if any, to such potential future governmental action. To address the Union's concern, the Company has indicated that salaried employees presently classified as non-exempt will not be reclassified as exempt during the term of this Agreement due to federal legislative or regulatory changes that become effective during the term of this Agreement.

Very truly yours,

Richard D. Freeman, Manager
U.S. Union Relations

Concur: _____
Frank Keatts

September 15, 2003

Mr. Tom Ronning
Assistant Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Ronning:

Subject: Ford College Graduate (FCG) Program

During the course of these negotiations, the parties discussed bargaining unit seniority for participants of the FCG Program. Both parties recognize this is a rotational developmental program with potential assignments within and outside of the bargaining unit. Management continues to support the union's right to represent its members.

Therefore, it is agreed that Ford College Graduates will accumulate seniority for the period of time they are performing included work. Upon completion of the rotational program the employee is placed into a non-rotational career path assignment. In instances where future assignments occur within the bargaining unit, the time period spent in the bargaining unit will be accumulated and bargaining unit seniority adjusted for the individual employee.

Very truly yours,

Tim P. Hartmann, Director
Union Relations

Concur: _____
Tom Ronning

October 9, 1993

Mr. Frank Howe
Assistant Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Howe:

Subject: Ford General Retirement Plan

During these negotiations, the Union raised concerns about the security of the pension benefits provided under the Ford General Retirement Plan (GRP). The Company and the Union recognize the importance of providing a secure source of retirement income for Company employees.

When an employee has earned a right to receive a benefit from the Plan, regardless of whether the employee continues in employment, the benefit is considered to be vested. A vested benefit is non-forfeitable and cannot be reduced by Company action. The GRP provides that an employee's accrued benefit vests after five years of service. Benefits attributable to an employee's contributions to the GRP are always vested. These protections are required under the Employee Retirement Income Security Act (ERISA).

The Company contributes such amounts as are necessary on an actuarial basis to provide the Plan with assets sufficient to meet the benefits to be paid to Plan members. The GRP presently is in full funding status, meaning that it has more assets than required to meet current plan liabilities determined under ERISA's funding rules.

Company and employee contributions to the Plan go into the Retirement Fund, held by an independent trustee. The Retirement Fund is used solely to pay benefits to Plan members and their beneficiaries and to pay the Plan's administrative expenses. The Pension Benefit Guaranty Corporation guarantees most types of retirement benefits, such as the normal, early and vested retirement

benefits and certain disability and survivors' pensions, subject to a ceiling which is adjusted annually.

Very truly yours,

Ben G. Farabee, Manager
ACG Union Relations
Employee Relations Staff

Concur: _____
Frank Howe

October 25, 2023

Mr. Gregg Dunn
Salaried Servicing Representative
UAW National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. **Dunn**:

Subject: Grievance Procedure - Compliance with Time Limits

During the course of these negotiations, the parties reaffirmed their mutual desire to handle grievances in an expeditious manner and avoid backlogs and delays at any stage of the grievance procedure. It is agreed that compliance with the time limits set forth in Article VIII is integral to the Grievance Procedure and in the best interest of both parties.

It is recognized there may be instances where the time limits at any level of the grievance procedure may be extended by mutual agreement of the parties. However, both parties agree they have the responsibility to meet regularly on grievances in accordance with the terms of the Collective Bargaining Agreement and that such meetings should not unnecessarily be postponed or delayed.

It is understood that appropriate personnel from either the National Ford Department or **U.S. Union Affairs** of the Company may contact the other party in situations where problems have developed in the administration of this procedure at specific Company locations. Upon receipt of such request, representatives of the National Ford Department and **U.S. Union Affairs** will meet to discuss the problems enumerated in an attempt to formulate corrective action.

Very truly yours,

Mario A. Spadafora, Manager
U.S. Union Affairs

Concur: _____
Gregg Dunn

October 25, 2023

**Mr. Gregg Dunn
Salaried Servicing Representative
UAW National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214**

Dear Mr. Dunn:

Subject: Health and Safety Joint Commitment

The UAW and Ford are proud of accomplishing longstanding dedication to education, training, a positive safety culture and the resolution of employee health and safety concerns. The parties are jointly committed to striving for a lasting culture where health and safety are an integral part of doing business. This letter reinforces the commitment by the UAW and Ford to build an environment that continues to embrace every aspect of workplace health and safety as a way of life, and uncompromised core values at every level of the organization. The parties will continue to strive for a healthier and safer workplace through the involvement of all employees.

The UAW and Ford leadership are dedicated to continuously improve the health and safety culture through employee engagement, awareness, and accountability at all levels. With a goal of zero fatalities and serious injuries, the leadership of the UAW and Ford will continue to support a relentless daily focus on health and safety which protects workers, prevents accidents and injuries, and provides a safe workplace. The UAW and Ford leadership will strive to achieve a safety culture. Our efforts will continue to focus on:

- **OSHA 30 General Industry training for Salaried Unit Chairpersons and the hourly Appointed H&S Representative for the site**
- **Improving the health and safety culture and engagement for all workers**

- **Operational learning, which fosters the principles that promote the building of a learning organization, seeking to continually understand how work gets done by those who do it**
- **Enforcing and complying with Health and Safety programs, procedures, and safe work best practices**

This continued, committed relationship will build a highly successful program, based on a foundation of mutual trust, respect and the desire to ensure all workers are provided a safe working environment.

This will assure you the Company will continue to make reasonable provisions for the safety and health of its employees during the hours of their employment. The Company shall provide protective devices and other equipment necessary to protect the employees from injury and sickness.

To assure that this commitment is effectively administered, it is agreed that a forum for both parties to discuss health and safety matters may be beneficial. The parties also recognize that generally, Health and Safety issues properly should be handled by the local units; therefore, formation of these committees is not intended to diminish local safety programs and practices.

Toward this purpose, committees were established at each unit to assist in the early identification of potential health and safety problems, and to ensure a prompt discussion of the many issues typically involved in such matters. These committees will consist of the following members:

- **Local UAW Salaried Unit Chairperson**
- **Local Operating Management**
- **Appointed hourly Health & Safety representative and Company safety professional for the respective locations**

These committees generally will not be expected to meet more than once each quarter unless an emergency meeting is called.

Very truly yours,

**Mario A. Spadafora, Manager
U.S. Union Affairs**

Concur: _____
Gregg Dunn

October 9, 1993

Mr. Frank Howe
Assistant Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Howe:

Subject: Impartial Medical Opinion

Where there is a difference of opinion between the employee's personal physician and the Company physician regarding the employee's physical status, it is the Company physician's responsibility to resolve the differences in a fair and equitable manner.

When the point in question cannot be resolved by discussion between the two physicians, the Company physician should refer the employee to a consultant for examination and impartial recommendation at Company expense. The Company physician should preferably use a board-certified specialist in the field of medicine in which the point of controversy exists. The Company physician should follow the recommendations of the consultant.

Very truly yours,

Ben G. Farabee, Manager
ACG Union Relations
Employee Relations Staff

Concur: _____
Frank Howe

September 15, 1999

Mr. Joe Reilly
Administrative Assistant
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Reilly:

Subject: Improved Communications

During these negotiations, the Union cited examples in which improved communications could enhance relations in local bargaining units and improve resolution on issues of concern.

The parties recognize that positive change is possible when progressive, cooperative attitudes exist at all levels of management and Union. Where such attitudes are lacking, the Company and the Union must work vigorously to instill them.

In an effort to promote better management-union relations, the local parties will develop a joint process for approval by the National Ford Department and the U.S. Union Affairs Office, for management-union consultation, communication, and mutual problem solving. The process should include periodic discussions of business developments which are of interest and significance to the UAW represented employees and the Company. Materials previously developed jointly by the Company and the Union may be utilized in this process.

Very truly yours,

Thomas M. Ryan, Manager
U.S. Union Affairs

Concur: _____
Joe Reilly

October 25, 2023

Mr. Gregg Dunn
Salaried Servicing Representative
UAW, National Ford Department
8000 E. Jefferson Avenue
Detroit, MI 48214

Dear Mr. **Dunn**:

Subject: In-Series Promotions

The Union has expressed concerns regarding the period of time employees may wait between in-series promotions.

Promotions may occur when an employee has demonstrated the appropriate performance and skills to move to the next level. Discussions regarding the skills required for an employee to be promoted and an employee's readiness for promotion take place at several times throughout the year, during Partnership Conversations, Check-ins, and Year-End Conversations.

It is agreed that the Company will open discussion during the aforementioned times to maximize an employee's development and, thus, potential for promotion. Concerns that a qualified employee is not being promoted may be brought forward by the Unit Chairperson to Human Resources and, if not satisfactorily resolved, discussed with National Ford Department and **U.S. Union Affairs**.

Very truly yours,

Mario A. Spadafora, Manager
U.S. Union Affairs

Concur: _____
Gregg Dunn

September 15, 2007

Mr. Frank Keatts
Coordinator
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Keatts:

Subject: Job Security and Operational Effectiveness

During the course of these negotiations, the Union expressed concerns about job security for the represented salaried work force. The Company recognizes that job security is an important consideration for all employees. The Company also recognizes the importance of communicating plans that could impact job security to the Union in a timely manner. The Company's goal is to protect jobs for Company employees and utilize Company facilities to the extent practical, understanding that it must balance employee concerns against the business environment in which it must compete. It is the continuing intent of the Company to treat its employees as the source of its strength as stated in the Mission, Values, and Guiding Principles and to use natural attrition (retirements, voluntary terminations, etc.) as the preferred means of achieving lower employment levels if needed. The principles set forth in Policy Letter 2; "Relationships with Employees" continue to apply.

To ensure job security opportunities are maximized, the Company reaffirms that joint local committees will be established and meet at least once per quarter. The parties recognize unanticipated situations can arise or the business environment can change at an unexpected rate. Therefore, if circumstances require, the local parties can agree to meet on a more frequent basis than quarterly to ensure good communications and understandings. The committees will be comprised of the appropriate local management and union representatives. Job security subjects appropriate for discussion include, but are not limited to:

- Concepts that provide for the continued viability of the represented salaried workforce.

- Introduction of new technology into the workplace, including actions that might be taken to prepare the workforce for new technology.
- Impact of the facility work plan on the UAW-represented salaried workforce including anticipated staffing level changes, initial plans to address those changes and any related proposals.
- General operation and business developments as they relate to the facility.
- New business opportunities which could be undertaken on a cost-competitive basis at the facility.
- Training needs and requirements of the facility as well as the means of providing such training.

The parties recognize that there is an integral and inescapable link between job security and operational effectiveness. To that end, opportunities for enhancement of both aspects of employment were discussed. We believe the result of these discussions will positively impact the bargaining unit, and allow the Company to continue the operating pattern established over the past ten (10) years and avoid involuntary separations (without cause).

Should the local parties mutually request assistance from the National Ford Department, and the U.S. Union Affairs Office, arrangements will be made to have representatives of both organizations attend local discussions to resolve these issues.

The Company anticipates this will provide a forum to ensure enhanced job security and increased competitiveness on a global basis through ongoing improvements in operational effectiveness.

Very truly yours,

Richard D. Freeman, Manager
U.S. Union Relations

Concur: _____
Frank Keatts

September 15, 1999

Mr. Joe Reilly
Administrative Assistant
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Reilly:

Subject: Loans of Employees

During these negotiations, the parties discussed the process of loaning employees between jobs.

The Union recognizes the right of the Company to move employees from one classification to another. In the event that it is necessary to loan an employee from one classification to another, however, no employee shall be moved indiscriminately. Loans will be reviewed with the Union in advance where practicable.

Generally, such loans shall not exceed a period of thirty (30) days. Any issues that arise with loans that exceed the thirty (30) day period will be reviewed first between the local parties, and if necessary, may be reviewed with the respective representatives from the Division and Region.

Very truly yours,

Thomas M. Ryan, Manager
U.S. Union Affairs

Concur: _____
Joe Reilly

October 3, 2011

Mr. Darryl Nolen
Administrative Assistant
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Nolen:

Subject: New Classifications

During the present negotiations, the parties discussed the need to periodically add or delete classifications within salaried bargaining units.

The Company agrees to have discussions with the respective bargaining unit chairperson regarding the addition or deletion of a bargaining unit classification prior to implementation or deletion of such classification. If concerns are raised by the local Union and such concerns are not adequately addressed, the parties agree that the concern may be referred to the National Ford Department. Once referred, a meeting will be promptly arranged with the Union (as designated by the National Ford Department), local management, and Personnel Relations.

Very truly yours,

Richard W. Gross, Director
Personnel Relations
and Employee Policies

Concur: _____
Darryl Nolen

October 25, 2023

Mr. Gregg Dunn
Salaried Servicing Representative
UAW National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. **Dunn**:

Subject: New Technology

During the course of these negotiations, the Union expressed concern regarding the introduction of new technology and the issues related to its implementation. At locations planning the introduction of new or advanced technology, the local parties will meet so as to permit meaningful discussion of the impact of the technology, if any, upon employees.

In view of the parties' interest in affording maximum opportunity for employees to progress with advancing technology, the Company and the Union shall seek to identify specialized training programs so that employees will be capable of performing new or changed work normally performed by included personnel.

It is not the practice of the Company to use electronic monitoring to evaluate individual or group productivity. It is understood that computerized equipment (**e.g., cameras**) will not be used to establish production standards or for the sole purpose of monitoring productivity and/or initiating disciplinary action.

Very truly yours,

Mario A. Spadafora, Manager
U.S. Union Affairs

Concur: _____
Gregg Dunn

November 5, 2015

Mr. Reggie Ransom
Assistant Director
Arbitration and Umpire Coordinator
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Ransom:

Subject: Notification of Policy Changes

During the course of present negotiations, the Union expressed concern about their ability to obtain access to Company policies in the future.

Accordingly, the Company agrees to make every effort to provide advanced notification to each unit Chairperson of personnel policies and/or benefit plan policy changes affecting employees in their bargaining unit. Copies of written Company policies/procedures will be provided to the Chairperson upon request.

In addition, prior versions of written Company policies/procedures, where available, will be provided to the Chairperson upon request from Human Resources.

Very truly yours,

Julie Lavender, Director
Personnel Relations &
Employee Policies

Concur: _____
Reggie Ransom

September 15, 1996

Mr. Frank Howe
Assistant Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Howe:

Subject: On-Site Classes

During the current negotiations, the subject of participation in on-site education classes was discussed by the parties. Specific reference was to courses offered under the auspices of the UAW-Ford Education, Development and Training Program.

This letter confirms the past practice that, while first priority for such classes is to hourly UAW members, salaried employees will be permitted to attend classes on an after-hours basis, if space is available. Additionally, if notified by the UAW-National Ford Department, the Company agrees to address any significant enrollment issues under this letter with the UAW-Ford Education Development and Training Program Co-Directors.

Very truly yours,

Dennis J. Cirbes, Manager
Labor Relations
Automotive Components Division

Concur: _____
Frank Howe

September 15, 1999

Mr. Joe Reilly
Assistant Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Reilly:

Subject: On-Site Classes Reimbursement

During the course of these negotiations, the parties discussed the intent of the On-Site Classes letter. The Company agrees to the following guidelines in regard to attending courses offered under the auspices of the UAW-Ford Education, Development and Training Program:

- UAW represented salaried employees will be limited to no more than two (2) of such courses during each year of the Agreement.
- Reimbursement shall be made within thirty (30) calendar days of verification of course completion and proof of cost of course.

Very truly yours,

Thomas M. Ryan, Manager
U.S. Union Affairs

Concur: _____
Joe Reilly

September 15, 2007

Mr. Frank Keatts
Coordinator
UAW National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Keatts:

Subject: Pension Credits and Merit Increases for Salaried
Employees While on Approved Union Leave

During the course of these negotiations, discussions were held concerning the treatment of salaried employees who were either elected or appointed to a Union position which would require them to be absent from their regular employment for a period of time in excess of 30 calendar days. The parties determined that it was not appropriate to disadvantage a salaried employee who is on an approved union leave by denying them pension credits or merit opportunities which had been provided to the unit.

It was agreed that if the Company was provided at least one (1) week notice prior to commencement of the leave, the employee would be placed on a Union Leave of Absence. During the leave period, an employee who was actively participating in the General Retirement Plan (GRP) immediately prior to the leave would be eligible to receive non-contributory service credit as presently provided for under the Company's GRP. An employee who was actively participating in the Ford Retirement Plan (FRP) immediately prior to the leave would be eligible to receive credited service for the purposes of benefits eligibility and vesting in the FRP. The employee would also be eligible for any merit increases applied to other employees in the unit upon their return.

It is also understood that for leaves of one or more years in duration, the leave will be renewed on a yearly basis.

Very truly yours,

Richard D. Freeman, Manager
U.S. Union Relations

Concur: _____
Frank Keatts

September 15, 1996

Mr. Frank Howe
Assistant Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Howe:

Subject: Position Review

During these negotiations, concerns were expressed regarding the appropriateness of salary grades and classifications presently assigned to certain positions.

Upon receipt of a written request by the Unit Chairperson, the Company commits to expeditiously review those positions to determine whether the appropriate classifications and salary grades have been assigned to the positions.

Discussion between the local Union representative, and the local Human Resource representative will take place to explain supporting rationale if an employee is dissatisfied with the outcome of the evaluation. Supporting rationale will include an assessment of all requirements of the job.

Very truly yours,

Dennis J. Cirbes, Manager
Labor Relations
Automotive Components Division

Concur: _____
Frank Howe

October 3, 2011

Mr. Darryl Nolen
Administrative Assistant
UAW National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Nolen:

Subject: Purchased Vacation

During these negotiations, discussions were held over the ability of employees to purchase up to two (2) weeks vacation under the present Flex Benefit plan. Effective January 1, 2010 the plan year for purchased vacation runs January 1 thru December 31. In particular, concerns were raised over the requirement for supervisor approval. While vacation may be purchased without supervisory approval, the rationale for the supervisor approval is to ensure employees have a commitment they will be able to utilize the purchased vacation. The Purchased Vacation Policy is governed by IRS Regulation; it is a salary deferral program, with a reduction for the tax deferred benefit. The regulation stipulates that the employee is unable to be reimbursed for unused purchased vacation, and that all regular vacation has to be utilized prior to the utilization of any purchased vacation.

It is not the intent of the Company to unreasonably withhold approval for purchased vacation. Priority consideration for approval should be given to those employees who have less than two (2) weeks vacation or in those circumstances where a unique situation requires additional vacation time. If situations arise where an employee believes approval is being unreasonably withheld, the issue may be elevated to local management and Human Resources in the facility. If unresolved at the local level, the decision may be

elevated to the National Ford Department who can bring the issue to the Director, Personnel Relations and Employee Policies for review.

Very truly yours,

Richard W. Gross, Director
Personnel Relations
and Employee Policies

Concur: _____
Darryl Nolen

October 25, 2023

**Mr. Gregg Dunn
Salaried Servicing Representative
UAW National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214**

Dear Mr. Dunn:

Subject: Recognition of the UAW Chaplaincy Program

During the 2023 National Negotiations the parties had discussions regarding the UAW Chaplaincy program, in which the value and benefit of the various aspects of chaplaincy were identified and acknowledged. The Company and Union have supported Chaplains' attendance at the annual Chaplaincy Conference at Black Lake.

In further recognition of these positive effects, the Company will continue to consider requests from the UAW to: (1) inform and explain to local plant leadership the concept of chaplaincy, (2) identify the services chaplains provide, (3) raise reasonable support requests on such topics as access and counseling space, and (4) utilize chaplains to enhance and support the local ESSP program.

Lastly, the parties agree the Grievance Procedure set forth in Article VIII of the Agreement has no application to, or jurisdiction over, any matter relating to the UAW Chaplaincy Program.

Very truly yours,

**Mario A. Spadafora
Manager, Employee Relations
U.S. Union Affairs**

**Concur: _____
Gregg Dunn**

September 15, 2007

Mr. Frank Keatts
Coordinator
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Keatts:

Subject: Reinstitution of Grievances

The Company and the Union have long recognized that the mutually satisfaction resolution of employee complaints in the grievance procedure, by authorized Company and Union officials, results in a final and binding determination for both parties as well as the employee involved. The parties' recognition of this principle has contributed stability and certainty to the grievance procedure.

However, subject to the provisions of Article VIII, Section 13 of the parties' Agreement, in those instances where the UAW's International Executive Board, Public Review Board, or Constitutional Convention Appeals Committee have reviewed a grievance disposition and found that such disposition was improperly concluded by the Union body or representative involved, the National Ford Department may so inform the Labor Relations Staff of the Company and request in writing that such grievance be reinstated in the parties' grievance procedure at the same level at which it was originally settled. After receipt of such written request, the grievance will be reinstated by the Company.

It is understood by the parties, however, that the Company will not be liable for any back pay claims from the time of the original disposition to the time of reinstatement of the grievance, and it is further agreed that reinstatement of any grievance shall be conditioned upon agreement by the Union and the employee(s) that neither will pursue such back pay claim against the Company.

This letter is not to be construed as modifying in any other way either party's rights or obligations pursuant to the Collective Bargaining Agreement or the final and binding nature of any other grievance resolutions. It is also understood by the parties that this

letter of understanding and the Company's obligation to reinstitute grievances consistent with the conditions set forth above and upon written request from the Union, can be terminated by either party upon a thirty (30) days' notice in writing, to that effect.

Very truly yours,

Richard D. Freeman, Manager
U.S. Union Relations

Concur: _____
Frank Keatts

September 15, 2007

Mr. Frank Keatts
Coordinator
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Keatts:

Subject: Release at Company Option or Mutually Satisfactory
Conditions

During these negotiations, the Union raised concerns about the Company's ability to release employees at "Company Option." As we discussed, this release may be used in those instances where an employee has demonstrated an inability to adequately perform the responsibilities of the assigned position.

The Company will ensure that the performance expected of the employee is fair and appropriate, and that coaching and counseling are provided to enhance the employee's ability to adequately perform the responsibilities of the assigned position. If, after coaching and counseling, performance remains at an unacceptable level, and it is doubtful that an acceptable level can be achieved and maintained in the present position, it is in the best interest of the employee and the Company that the employee be relieved of present duties. Demotion, transfer, or "Release at Company Option" could be the logical consequence of ongoing inadequate performance.

This letter is not intended to reduce any considerations under Company policy or guidelines.

Very truly yours,

Richard D. Freeman, Manager
U.S. Union Relations

Concur: _____
Frank Keatts

October 9, 1993

Mr. Frank Howe
Assistant Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Howe:

Subject: Released Employees with Medical Restrictions

This letter is to confirm the modification of Company policy regarding the release of employees with permanent medical restrictions. Hereafter, when their medical conditions permit, such employees shall be permitted to return to work within their bargaining units in line with their seniority.

Very truly yours,

Ben G. Farabee, Manager
ACG Union Relations
Employee Relations Staff

Concur: _____
Frank Howe

October 25, 2023

Mr. Gregg Dunn
Salaried Servicing Representative
UAW, National Ford Department
8000 E. Jefferson Avenue
Detroit, MI 48214

Dear Mr. **Dunn**:

Subject: Relevant Training

The Union has expressed concerns to the Company that employees are afforded opportunities to participate in training in order to enhance their skills and improve their performance.

The need for employee training may be addressed by either employees or supervisors during periodic Partnership Discussions and year end reviews. Such discussions may include traditional training.

It is agreed that during the aforementioned times, the Company will carefully consider an employee's need for training or alternative development. The Company is committed to providing employees with the necessary training in order to accomplish their job assignments. In the case of new hire full-time or supplemental nurses, the extent of training will be determined by the candidate's qualifications and experience upon hire; the demands of the location to which they will be assigned; and their performance during orientation.

Concerns that an employee is not afforded sufficient training opportunities may be brought forward by the Unit Chairperson to Human Resources and, if not satisfactorily resolved, discussed with National Ford Department and **U.S. Union Affairs**.

Very truly yours,

Mario A. Spadafora, Manager
U.S. Union Affairs

Concur: _____
Gregg Dunn

October 25, 2023

**Mr. Gregg Dunn
Salaried Servicing Representative
UAW National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214**

Dear Mr. Dunn:

**Subject: Represented Salaried Chairperson Participation in
UAW-Ford Labor Management Committee Joint Trust
Training**

During 2023 negotiations, the parties discussed salaried bargaining unit Chairpersons participating in relevant training offered by the UAW-Ford Labor Management Committee Joint Trust (LMC). While not all training offered by the Trusts is applicable to the salaried bargaining unit operations, the Company agrees that Salaried Chairpersons will be permitted to attend training sponsored by the National Joint Employee Support Services Program Committee and National Joint Diversity, Equity, and Inclusion Committee. Participation in other training programs offered by the LMC may be permitted upon joint request by local parties and approval of the Joint Governing Body of the LMC.

Very truly yours,

**Mario A. Spadafora, Manager
U.S. Union Affairs**

**Concur: _____
Gregg Dunn**

October 25, 2023

Mr. Gregg Dunn
Salaried Servicing Representative
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, MI 48214

Dear Mr. **Dunn**:

Subject: Salary Adjustments

During these negotiations, the Company and Union examined and discussed the matter of salary adjustments among members of the bargaining units. As a result of these discussions, the Company reaffirms its endorsement of Appendix B as an effective and appropriate vehicle for addressing compensation matters for represented salaried employees. Furthermore, the Company intends to continue utilizing Appendix B, and any funds made available through Appendix B, for salaried adjustments during the life of this Agreement.

To this extent, the management of the affected bargaining units will discuss planned salary adjustments on an annual basis with appropriate Local Union representatives and provide electronic copies of the plan **to include previous base salary, adjusted base salary, performance rating if applicable, Annual Performance Bonus target and percentage**. Additionally, it was agreed that such discussions will include timing and distribution of authorized merit funds. Represented employees will use either performance management, which includes position in range, or position in range alone.

Discussions regarding merit pot percentage will take place only if the allocation is announced by the Company. If the allocation is not announced, an email will be provided to the National Ford Department from the **Vice President of Labor Affairs** and Director of Compensation and Benefits confirming that the merit allocation was distributed consistently to both represented and non-represented GSR employees.

The Company reinforced the need to protect employee personally identifiable information (PII). To ensure the confidentiality of employee information, electronic copies of compensation information will be encrypted and emailed to the appropriate Local Union representative using their Ford email address.

It is further understood that the receipt of electronic copies of employee compensation plans will be subject to Annual File Review (AFR) requirements for record retention.

Very truly yours,

**Mario A. Spadafora, Manager
U.S. Union Affairs**

Concur: _____
Gregg Dunn

October 25, 2023

Mr. Gregg Dunn
Salaried Servicing Representative
UAW National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. **Dunn**:

Subject: Sale of Operations

During these negotiations, the Union requested the Company to agree that any sale of an operation on an ongoing basis would require the buyer to assume the 2023 Collective Bargaining Agreement. We agree to do so in the case of any such sale during the term of the Collective Bargaining Agreement.

Very truly yours,

Mario A. Spadafora, Manager
U.S. Union Affairs

Concur: _____
Gregg Dunn

October 25, 2023

Mr. Gregg Dunn
Salaried Servicing Representative
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, MI 48214

Dear Mr. **Dunn**:

Subject: Savings & Stock Investment Plan

With respect to the salaried employee bargaining units for which you are recognized by Ford Motor Company to be the collective bargaining representative, you hereby agree that until January 1, **2029**, or such later date as the parties hereafter may agree upon (regardless of any notice of modification or termination with respect to collective bargaining agreements applicable thereto):

- (1) Ford Motor Company shall not be required to bargain, and you hereby waive any right that you may have in this regard, with respect to the Ford Motor Company Savings and Stock Investment Program for Salaried Employees or any other plan or arrangement under or pursuant to which any stock of Ford Motor Company may be offered or sold to employees of the Company in the bargaining units covered by said agreements.
- (2) Ford Motor Company, unilaterally and without obligation of any kind to give notice thereof to you or discuss the matter with you, may establish, adopt, administer and interpret any such plan or arrangement, fix, change, amend and modify the terms thereof and terminate the same, as the Company in its sole discretion may determine; and
- (3) No such plan or arrangement, no action or failure to act thereunder, and no change, amendment, modification, interpretation or termination thereof, shall be an objective of, or a reason or cause for, any strike, slowdown, work

stoppage, walkout, picketing or other exercise of economic force, or threat by you or any of your members.

Very truly yours,

Mario A. Spadafora, Manager
U.S. Union Affairs

Concur: _____
Gregg Dunn

September 15, 1996

Mr. Frank Howe
Assistant Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Howe:

Subject: Security Procedures

During these negotiations, the Union raised concerns that security measures are not applied consistently across all Company locations and that employees were unaware of security procedures. The Company recognizes the importance of consistent application and communication of security protocol. To facilitate this communication, the Company will publish a bulletin at affected locations, providing information about relevant security procedures.

Very truly yours,

Dennis J. Cirbes, Manager
Labor Relations
Automotive Components Division

Concur: _____
Frank Howe

November 5, 2015

Mr. Reggie Ransom
Arbitration and Umpire Coordinator
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Ransom:

Subject: Senior Advisory Boards - Functional Review

During the course of these negotiations, the parties discussed the importance of communication between the Bargaining Units and applicable Senior Management in each functional organization. Utilizing either existing meeting forums or establishing a separate meeting, at least twice a year, the Local Management and the Chairperson will meet with the applicable Senior Operating Management of the respective functions to resolve issues that have long and short term implications on the membership with the clear intent of maintaining bargaining unit jobs. Locally, the Chairperson and Management will determine the timing, set the agenda and select attendees for the meeting. With reference to the nursing unit locations; the Chairperson refers to the National Negotiator representing the nursing classifications.

Discussion topics may include:

- the competitive position of the organization
- sharing of information
- encouraging and energizing the local parties to work together to achieve stated objectives and to implement continuous improvement initiatives

- the importance of job preservation and job creation
- use of agency as supervision

Very truly yours,

Julie Lavender, Director
Personnel Relations &
Employee Policies

Concur: _____
Reggie Ransom

October 9, 1993

Mr. Frank Howe
Assistant Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Howe:

Subject: Sick, Personal Business, and Bereavement Days

During these negotiations, the parties discussed the appropriate use and consistent administration of sick, personal business, and bereavement days. Specific discussions focused on the Union's concern over a uniform approach to address utilization of these days.

While the parties recognize that individual circumstances will differ from one employee to another, the Company affirms its commitment to consistency of treatment and application of its paid time off policy.

Additionally, the granting or withholding of permission for time off will not be used to punish or reward employees.

Very truly yours,

Ben G. Farabee, Manager
ACG Union Relations
Employee Relations Staff

Concur: _____
Frank Howe

October 3, 2011

Ms. Sharon Curson
International Representative
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Ms. Curson:

Subject: Sourcing

During these negotiations, the subject of sourcing was discussed. The Company recognizes the impact sourcing decisions have on all employees. It is an objective of the Company to continue to rely upon its employees and facilities, to the extent practicable, as the source of its products.

As a result of these discussions, the Company committed to expeditiously review present work sourcing patterns with the Union. To facilitate a better understanding of future sourcing decisions, recognizing the diversity of operations among the Bargaining Units, the Company will discuss new major programs as far as possible in advance of their occurrence but not less than quarterly. These sourcing reviews will consider what work will be required in the future and what work could be done by UAW members, on a competitive basis, to maintain or increase present work schedules. The review will also consider criteria such as quality, technology, cost, world class timing, workload peaks, statutory requirements, the impact on long-term job stability, the degree to which the Company's resources can be allocated to future capital expenditures, and the overall financial stability of affected facilities.

Given the accelerating rate of change in the competitive environment and the complexities of the business, and to ensure timely communications, local union and management representatives will also meet monthly to discuss local developments related to insourcing. Specific areas of focus may include a review of business conditions since the last quarterly meeting; local processes that influence sourcing decisions, and potential areas of mutual interest to investigate in more detail.

To facilitate the advance sourcing review process, the aforementioned quarterly meetings should take place in Central Lab and Body CAD. Each should include the Unit Chairperson, a member of management and a representative from Global Body Interiors and other areas of PD responsible for making future product decisions. Should either party request assistance from the National Ford Department and Personnel Relations, arrangements will be made to have representatives of both organizations attend local discussions to resolve these issues. The local parties may also involve senior management in their respective functional organizations, pursuant to the Letter of Understanding entitled, "Senior Advisory Board".

The Company is committed to seriously evaluating comments or suggestions presented by the Union in light of all attendant circumstances.

Very truly yours,

Richard W. Gross, Director
Personnel Relations
and Employee Policies

Concur: _____
Sharon Curson

September 15, 1996

Mr. Frank Howe
Assistant Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Howe:

Subject: Starting Salaries

During the course of these negotiations, the Union raised concerns about the starting salaries of represented employees. The parties agree that for the term of this agreement, starting salaries for inexperienced new hires, including supplemental employees, should be no less than the standard minimum of the salary grade. Starting salaries may be offered above the standard minimum for candidates with significant work-related experience. In addition, starting salaries above the standard minimum of the grade should be considered for those new employees hired between the months of January and April.

Very truly yours,

Dennis J. Cirbes, Manager
Labor Relations
Automotive Components Division

Concur: _____
Frank Howe

September 15, 2007

Mr. Frank Keatts
Coordinator
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Keatts:

Subject: Supplemental Employees

During the current negotiations, the Union expressed concern about employees on the supplemental rolls and their utilization within salaried bargaining units. As we discussed, such employees are used to cover peak workloads, to replace regular salaried employees who are absent, or to perform less than full-time jobs. Supplemental employees may also be used for a specified period of time in situations where unique expertise is required and the knowledge or skill is not available within the Company. Local management shall establish procedures that ensures fair and equitable scheduling of supplemental employees.

To ensure that the Union is fully apprised of supplemental usage within the salaried bargaining units, the Company will provide both the National Ford Department and the appropriate unit chairperson advance notice of additions or reductions to the represented supplemental workforce. In addition, the Company will meet with the local Union Chairperson on a quarterly basis to review the status and assignment practice of supplemental employees within the bargaining unit, and to discuss possible alternatives to the use of supplementals (e.g., overtime in lieu of additional supplementals). The first meeting will be scheduled within 90 days following the Effective Date. To facilitate such review, the Company will provide in advance of such quarterly meeting, a list of all represented supplemental employees to include name, service date, classification, assignment(s) for the quarter, and calendar year

hours and total employment period hours to date. A copy of this information will be provided to the National Ford Department upon request.

Very truly yours,

Richard D. Freeman, Manager
U.S. Union Relations

Concur: _____
Frank Keatts

October 25, 2023

Mr. Gregg Dunn
Salaried Servicing Representative
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, MI 48214

Dear Mr. **Dunn**:

Subject: UAW-Ford Conferences

During the current negotiations, the subject of attendance at UAW-Ford conferences by salaried unit representatives was discussed. It was pointed out by the Union that the structure of the national conferences might change in the future.

To better serve the interests of both parties, it is agreed that unit chairpersons may select which conference best meets the needs of their membership and that the Company will permit the chairperson or the chairperson's designated representative to attend such conference at Company expense.

It is further understood that the Company will pay the wages for one representative each, jointly selected by management and the local union, from those nursing units of more than 12 nurses, Local 1970 Unit 1, Local 1970 Unit 2, and Michigan Proving Ground to attend the **UAW-FORD Labor Management Committee Joint Trust** Conferences. If a representative is jointly selected by management and the local union, the representative from Michigan Proving Ground and the representative from Central Laboratories will attend the Quality conference sessions and the representative from the Nursing Unit(s) will attend the Health and Safety conference sessions, as applicable. Attendance at additional UAW-Ford

conferences will be subject to discussion and agreement between U.S. Labor Affairs Staff and the National Ford Department.

Very truly yours,

**Mario A. Spadafora, Manager
U.S. Union Affairs**

Concur: _____
Gregg Dunn

October 25, 2023

Mr. Gregg Dunn
Salaried Servicing Representative
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, MI 48214

Dear Mr. **Dunn**:

Subject: Upfront Lump Sum Payment

The parties had numerous discussions about an upfront lump sum payment for represented active regular **and supplemental** salaried employees. The parties agreed that as soon as practical following the ratification of the Salaried Bargaining Agreement, the represented active regular salaried employees **as of the Effective Date of the agreement** would receive an upfront lump sum payment of **\$10,000**. **The active supplemental salaried employees as of the Effective Date of the agreement will receive an upfront lump sum payment according to the following schedule:**

- **Supplemental employees who work 900 hours or more in the 12 months prior to the Effective Date of the agreement, will receive 50% of the above signing bonus.**
- **Supplemental employees who work 500 hours to 899 hours in the 12 months prior to the Effective Date of the agreement will receive 25% of the above signing bonus.**
- **Supplemental employees who work 100 to 499 hours in the 12 months prior to the Effective Date of the agreement will receive \$500.**
- **Supplemental employees who work less than 99 hours in the 12 months prior to the Effective Date of the agreement will not receive a signing bonus.**

The parties agreed that this one time lump sum payment is not intended as compensation for hours of employment and shall not be included in the regular rate as defined by the Fair Labor Standards Act, in accordance with the exceptions contained in the Act. The

parties likewise agree that this payment shall have no roll-up effect on **either** the regular **or supplemental** salaried rate defined in this Agreement or otherwise affect calculations of any other pay.

Very truly yours,

Mario A. Spadafora, Manager
U.S. Union Affairs

Concur: _____
Gregg Dunn

October 25, 2023

Mr. Gregg Dunn
Salaried Servicing Representative
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, MI 48214

Dear Mr. **Dunn**:

Subject: Vacation Eligibility

During these negotiations, the parties discussed the feasibility and mutual benefit of modifying the existing agreements regarding vacation accrual and payout.

As a result of these discussions, the parties agree employees covered by this agreement, whose most recent date of hire or rehire (as noted in the Benefit Service Date field in the PeopleSoft HR System) is on or after January 1, 2004, shall be accorded the benefits of the policies and plans established by the Company to govern said policies and plans for other salaried employees of similar employment status.

In accordance with the Company's Vacation policy as of the date of this letter, employees subject to this agreement whose Benefit Service Date is on or after January 1, 2004, shall be encouraged to submit to their Human Resources representative and their supervisor, resumes or curriculum vitae describing their employment experience prior to working at the Company, for review for a possible grant of additional vacation eligibility (a "VED" date), as described in the Company's vacation policy. Any grant of additional vacation eligibility will apply beginning in calendar year 2020 and shall not be applied retroactively. Human Resources staff will collect and submit the relevant information to PeopleFirst for updating the employment records of qualifying employees. The parties agree that this review should be conducted, and the information be submitted, prior to January 1, 2020.

Employees whose most recent date of hire, rehire or Visteon/ACH transition agreement date is prior to January 1, 2004, will remain subject to the Vacation policy in effect as of September 29, 2003,

which has no provision for enhanced vacation, but which grants a full year of vacation (minus any hours used) to retiring employees, with certain limitations as described in the policy.

Very truly yours,

**Mario A. Spadafora, Manager
U.S. Union Affairs**

Concur: _____
Gregg Dunn

September 15, 2003

Mr. Tom Ronning
Assistant Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Ronning:

Subject: Vehicle Programs

During these negotiations, the parties discussed the contributions of the supplemental workforce and agreed to extend "A Plan" vehicle program privileges, as established under the provisions of Appendix B, to supplemental employees.

This is to confirm the Company's intent to extend such privileges to its active supplemental employees within 90 days of the date of this agreement.

It is understood that no questions arising from extending this benefit shall be subject to the grievance procedure provided for in this agreement.

Very truly yours,

Tim P. Hartmann, Director
Union Relations

Concur: _____
Tom Ronning

October 30, 2019

Mr. Reggie Ransom
Assistant Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Ransom:

Subject: Video Display Terminals

During these negotiations, the Union expressed concerns regarding the use of Video Display Terminals. The Corporate Occupational Health & Safety Department, along with Clinical Operations, continues to evaluate the scientific literature and studies related to the use of VDTs and their effect upon the workplace.

VDT eyewear, including bluelight protection, will be made available by the Company through the Prescription Safety Glass Program to employees who operate a VDT for four or more hours within an eight hour workday, five or more days per week, who present a prescription for such eyewear from their treating optometrist or ophthalmologist. The focal length of the lenses in this eyewear is adjusted to allow for improved focus while operating a VDT. Eligibility for new (different) lens prescription will be once in any two year period.

Employees who experience and provide evidence of a medically necessary change in prescription before two years have passed will be eligible for new prescription lenses.

Very truly yours,

Sandy Krus, Director
People Matters

Concur: _____
Reggie Ransom

October 25, 2023

**Mr. Gregg Dunn
Salaried Servicing Representative
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, MI 48214**

Dear Mr. Dunn:

Subject: Engineering Design (CAD) Versatility

During these 2023 negotiations, the Company and the Union discussed enhancing the overall versatility of the Engineering Design (CAD) bargaining unit to enable it to fully support the Company as it moves away from traditional commodity-based engineering design, and further expands its systems-based, CAD-capable, engineering model to more effectively compete with design processes followed by our competition. The parties recognize that a competitive Company delivers greater job security, retention, knowledge, and rewards for all employees.

The global automotive industry continues to rapidly evolve, with Engineers doing more design work in the product development process. As CAD-capable Engineers will play an increasingly significant role in the future, the Company has decided to establish within Appendix B of the Collective Bargaining Agreement, the exempt Product Design Engineer classification. The Company commits to hire or transfer into the bargaining unit, twenty-five (25) employees into this classification over the term of this Agreement. Ten (10) Product Design Engineers will be added during the first two years of the Agreement, and the remaining fifteen (15) over the remaining years of the Agreement.

In order to accelerate the transition to more competitive engineering processes, the Company needs to combine/evolve the roles and responsibilities of existing bargaining unit Engineering Designers (CAD) with those of Product Design Engineers. Unit Engineering Designers (CAD) will partner with Product Design Engineers within the existing Engineering functions to create CAD-capable Engineers by pairing bargaining unit

Engineering Designers (CAD) with non-represented Product Design Engineers who will teach Engineering processes, and in turn, learn Engineering Design (CAD) for an entire vehicle.

The parties recognize the integral link between competitiveness and job security. It is the goal of the Company to protect jobs for all of its employees and utilize its facilities to the extent practical, understanding that it must balance employee concerns against the business environment in which it must compete. To that end, the Company agrees, limited to the term of this Agreement, to backfill with one (1) full-time head for every two (2) bargaining unit employees who attrit during the Agreement. It is understood that for attrition due to voluntary quits, or the acceptance of voluntary separation program offerings, no backfill will be required. It is the continued intent of the Company to treat its employees as the source of its strength and to use natural attrition as the preferred means of achieving lower employment levels if needed.

Very truly yours,

**Mario A. Spadafora, Manager
U.S. Union Affairs**

**Concur: _____
Gregg Dunn**

November 5, 2015

Mr. Reggie Ransom
Arbitration and Umpire Coordinator
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Ransom:

Subject: Research & Engineering Center Vacation Shutdown

During the course of these negotiations discussions were held regarding the scheduling of a shutdown of the Research and Engineering Center over the week of the July 4th holiday period on a yearly basis for vacation purposes. The Union expressed concern that the vacation shutdown could be expanded or other weeks added which would further prohibit employees being able to take vacation during periods of their choice.

The Company reinforced the need to be able to manage its business and to be able to address business situations which could require additional down weeks in the process. The Company will notify the Union by April 1 of the plans for a vacation shutdown period. However, the Company reaffirmed that under the present operating pattern it does not plan to add additional mandatory vacation weeks in Product Development. Should these circumstances change, the Company will provide the Local 1970 President and National Ford Department sufficient advance notice of the change and will give full consideration to any concerns raised by the Union.

As the shutdown period affects numerous organizations, managing the workload during the planning period can be complex. Multiple inputs are required to make timely decisions. To this extent, the Chairperson will submit a list of employees requesting a shutdown exception to Management. The Company will review business

impact of these exceptions and give final determination to the Chairperson.

Very truly yours,

Julie Lavender, Director
Personnel Relations &
Employee Policies

Concur: _____
Reggie Ransom

October 30, 2019

Mr. Reggie Ransom
Assistant Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Ransom:

Subject: Workforce Flexibility within Engineering Design (Body CAD)

The global product development landscape has changed how the Company designs vehicles across the globe. Based on business decisions, the Company has assigned work to various global entities to perform engineering and design.

The Union recognizes the global engineering and design landscape has changed and will no longer request that the Company insource work, (or redistribute work), based on the fact that the work, at one time, may or may not have been performed by the Union (i.e., included work). This agreement will allow the Union and the Company to flex its “combined” resources to allow for maximum efficiencies (i.e., commodity work can be assigned by a logical system, similar type of work – stampings, plastics, etc.). The Company has the unilateral right to share commodity work between represented designers and non-represented designers when necessary. The Union will not claim any new commodity work as included work. The Company will not move historically represented commodity work to the non-represented area, as long as it is aligned with the Company’s business plan.

The Company will consider Unit 1 Designers to design all commodities – not just the historical commodities – that are aligned with the Company’s global sourcing, resource strategy, and business priorities. For clarification, non-Unit 1 designers may design historical Unit 1 commodity work (Sheet Metal, Instrument Panels, Center Consoles, Seats, Door Trim, etc.) and Unit 1 designers may design non-historical Unit 1 commodity work (Chassis, Powertrain, Electrical, etc.).

If a reduction in workforce is necessary, the reducing of agency personnel where/when applicable (based on commodity expertise and business needs) will take priority. When there is work insourced to the Engineering Design (Body CAD) organization and headcount is added, the resources for the insourced work will be evenly distributed across the represented and non-represented units.

Very truly yours,

Sandy Krus, Director
People Matters

Concur: _____
Reggie Ransom

October 25, 2023

Mr. Gregg Dunn
Salaried Servicing Representative
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, MI 48214

Dear Mr. **Dunn**:

Subject: Central Laboratory

The Company and Union had detailed discussions concerning the work in the Central Lab performed by Local 1970, Unit 2 and its staffing levels. The Company recognizes and appreciates the skill and dedication of its employees in Unit 2.

Discussion also included the addition of a flexible staffing model to provide incremental capacity during times of high workload, extended absence coverage and to provide a resource pool for future talent. The flexible staffing model may include Supplemental, Agency and Purchased Service resources. The flexible workforce, will be no more than 20% of the bargaining unit.

These resources will be hired as a flexible resource under the flexible staffing model and assessed for potential conversion to fulltime when a Unit 2 base head, with a similar skill set, retires from the Company. If the flexible resource is assessed and is not the preferred candidate, they will be released.

The parties discussed the importance of maintaining the viability of the laboratory. To that end, the parties recognize the importance of developing the workforce of the future and will seek to have FCG or Summer Intern rotations during the contract period.

If the local parties have concerns with the execution of the model, the matter will be elevated to the National Ford Department and **U.S. Union Affairs** to address concerns and make a final determination.

Additionally, the Company is committed to work with the Union under the terms of the Letter of Understanding - Sourcing to review work which may be presently performed outside of the unit for

potential in-sourcing. Final decisions will be based on cost, quality, timing and efficiencies within the Unit, including necessary changes to local operating practices and agreements.

Very truly yours,

**Mario A. Spadafora, Manager
U.S. Union Affairs**

Concur: _____
Gregg Dunn

October 25, 2023

**Mr. Gregg Dunn
Salaried Servicing Representative
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, MI 48214**

Dear Mr. Dunn:

Subject: Central Laboratory - Performance Management

During these negotiations, the parties discussed the importance of aligned objectives, ongoing feedback, recognition for deliverables and the demonstration of strong leadership behaviors - all elements of an effective Performance Management process. The parties recognize the benefits that this process can provide to both Central Laboratory employees and the business.

As a result, the Central Laboratory bargaining unit (Local 1970, Unit 2) will begin participation in the Company Performance Management process, effective January 1, 2024. All new employees from the date of this letter, will participate in Performance Management.

In order to facilitate transition to this process, existing bargaining unit members as of the date of this letter, will be afforded a one-time opportunity to opt out of participation in Performance Management within 60 days of the ratification of this agreement.

Those members who elect to opt out, will have a one-time opportunity during the life of this agreement, to opt back into Performance Management for the start of the following performance period, provided they advise management prior to year-end.

Very truly yours,

**Mario A. Spadafora, Manager
U.S. Union Affairs**

Concur: _____
Gregg Dunn

October 25, 2023

**Mr. Gregg Dunn
Salaried Servicing Representative
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, MI 48214**

Dear Mr. Dunn:

Subject: Viability of Central Laboratory, Local 1970, Unit 2

During these 2023 negotiations, the Company and the Union discussed the need to secure the continued viability of the Central Laboratory, Local 1970, bargaining unit. The parties recognize the importance of the Laboratory to the Ford Motor Company in limiting costs by efficiently resolving launch and quality related concerns. As such, under current operating conditions, the Company agrees to assess new testing opportunities within the Ford global enterprise in order to expand Central Laboratory capabilities and increase its operational effectiveness. The parties recognize that an effective and efficient organization delivers greater job security, retention, knowledge, and rewards for all employees.

In order to support this new work, the Company commits to the addition of a total of thirteen (13) full-time Laboratory employees to the bargaining unit over the term of this Agreement. Five (5) of the thirteen (13) employees will be added to the bargaining unit by the end of the first two years of this Agreement. The remaining eight (8) additional employees will be added to the bargaining unit by the end of the Agreement.

The parties recognize the integral link between operational effectiveness and job security. It is the goal of the Company to protect jobs for all of its employees and utilize its facilities to the extent practical, understanding that it must balance employee concerns against the business environment in which it must compete. To that end, the Company agrees, limited to the term of this Agreement, to backfill with one (1) exempt full-time head for every two (2) bargaining unit employees who attrit during the Agreement. It is understood that for

attrition due to voluntary quits, or the acceptance of voluntary separation program offerings, no backfill will be required. It is the continued intent of the Company to treat its employees as the source of its strength and to use natural attrition as the preferred means of achieving lower employment levels if needed.

Very truly yours,

**Mario A. Spadafora, Manager
U.S. Union Affairs**

Concur: _____
Gregg Dunn

October 25, 2023

**Mr. Gregg Dunn
Salaried Servicing Representative
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, MI 48214**

Dear Mr. Dunn:

**Subject: Application of Shift Premiums to Represented Salaried
Nurse Overtime Opportunities**

During these negotiations, the Union and the Company discussed the application of shift premiums to represented salaried Nurses and its impact on Medical Office coverage on overtime. As a result, the parties agreed, notwithstanding existing Salaried Timekeeping Guidelines, that Nurses working overtime opportunities at the request of Management, which are outside of, but contiguous with their regularly scheduled shifts, will continue to retain the shift premium associated with their regularly scheduled shift, if any, for time worked during the hours of that regular shift, irrespective of their start time.

Additionally, it was agreed that Nurses working overtime opportunities contiguous with their regularly scheduled shifts, will capture the premium, if any, associated with the shift in which those overtime hours were worked.

Very truly yours,

**Mario A. Spadafora, Manager
U.S. Union Affairs**

**Concur: _____
Gregg Dunn**

November 5, 2015

Mr. Reggie Ransom
Arbitration and Umpire Coordinator
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Ransom:

Subject: Company Payment of AAOHN Conference Attendance

During these negotiations the parties discussed the Company's willingness to pay for unit members to attend the American Association of Occupational Health Nurses (AAOHN) annual conference.

In locations with four or less full-time represented nurses, local management will allow one full-time represented nurse to attend the annual AAOHN conference if the selected nurse did not attend the conference at Company expense the prior year.

In those locations with 5-7 full-time represented nurses, local management will allow at least two nurses to attend the AAOHN conference if they have not attended in the previous four year period at Company expense. In locations with 8 full-time represented nurses, at least three full-time represented nurses will be allowed to attend the AAOHN conference if they have not attended in the previous four year period at Company expense. In locations with 9 or greater full-time represented nurses, at least four full-time represented nurses will be allowed to attend the AAOHN conference if they have not attended in the previous four year period at Company expense.

Each nursing unit will develop a schedule for attendance at the annual AAOHN conference. Attendance will be scheduled as to rotate the opportunity to attend the conference based on local unit seniority. Failure to accept the offer to attend shall automatically place the member at the bottom of the list except in cases of an unexpected personal emergency, in which case the offer is extended again for the next opportunity.

The Company will pay for all fees pertaining to either the pre-conference or main conference and customary reasonable travel expenses within the guidelines of Company policy. If the pre-conference is attended in lieu of the main conference, pre-conference will be attended on the employee's own time. The nurse must notify local management of their intent to attend prior to registration.

The Director of Clinical Operations will have authority to determine if the Company's financial condition permits attendance. The circumstances of said financial conditions will be discussed with the National Ford Department and the National Negotiator for Nursing Units. Notification of the decision will be sent to the represented nursing unit chairpersons no later than February 1 of the calendar year of the scheduled conference.

In the event that Company financial conditions do not permit attendance, alternative methods of obtaining continuing educational units (CEUs) will be outlined in the announcement.

Very truly yours,

Julie Lavender, Director
Personnel Relations &
Employee Policies

Concur: _____
Reggie Ransom

October 30, 2019

Mr. Reggie Ransom
Assistant Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Ransom:

Subject: Company Payment of Dues & Certifications

During these negotiations the parties discussed Company reimbursement of American Association of Occupational Health Nurses dues, including state and local components. The Union expressed concern that the practice for reimbursing nurses for their membership dues was not consistent among the units.

It is Company practice to encourage membership and active participation in the state and local components of American Association of Occupational Health Nurses. The Company agrees to pay for national, state and local component AAOHN membership dues for full-time nurses and to supplemental represented nurses who work 700 hours or more in the preceding calendar year. The Company also agrees to pay the annual dues for medical X-Ray Technologists to belong to the American Registry of Radiologic Technologists and the American Society of Radiologic Technologists.

Additionally, it is Company practice to encourage Occupational Health Nurses to obtain Certified Occupational Health Nurse (COHN) certification. On a one-time basis, the Company agrees to pay all fees and travel expenses related to sitting for the COHN exam for all full-time nurses and to supplemental represented nurses who work 700 hours or more in the preceding calendar year. In addition, the Company will pay the re-certification fee for all full-time nurses and to supplemental represented nurses who work 700 hours or more in the preceding calendar year.

Very truly yours,

Sandy Krus, Director
People Matters

Concur: _____
Reggie Ransom

October 30, 2019

Mr. Reggie Ransom
Arbitration and Umpire Coordinator
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Ransom:

Subject: Emergency Procedure Training for Nurses

During these negotiations, there were discussions regarding the participation of nurses in the same training as members of the emergency response teams (ERTs).

Registered nurses are considered higher medical authority than the members of the ERTs. The basic first aid and other course work would be inappropriate for their level of medical practice. However, differences in experience and training may have resulted in some inconsistency in the nurses' skills.

The Company requires that all nurses be certified in BCLS/CPR/AED. The Company will pay fees for this training for all full-time nurses and for supplemental nurses who average 16 hours or more per month for the prior six months. The training may be obtained in Company sponsored training or via certified outside vendors. The training will be scheduled on Company time. Local management must approve the timing and method of training prior to registration.

Some nurses are/or would like to be certified in Advanced Cardiac Life Support (ACLS) and/or Basic Trauma Life Support (BTLS). While this training may be desirable, it is not required for working in Ford Motor Company medical facilities. Nurses who are interested in these certifications are eligible to pursue them as part of the continuing education units required for maintenance of their nursing licensure. It is anticipated that a decision on the requested course(s) will be made within 10 business days from receipt of request.

Very truly yours,

Sandy Krus, Director
People Matters

Concur: _____
Reggie Ransom

October 25, 2023

**Mr. Gregg Dunn
Salaried Servicing Representative
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, MI 48214**

Dear Mr. Dunn:

Subject: Medical Facilities Design

During these negotiations, the parties discussed the possibility of including Nurse input in the design of medical facilities in Ford owned and operated buildings.

With the intent of creating an effective clinical operations environment, the Company agrees that its Senior Medical Director will have advance discussion with the appropriate Nurse Chairperson to share and discuss the planned design layout of any new or expanded medical facilities within Ford owned and operated buildings.

The Company reserves its right to determine the final design layout for any new or expanded medical facilities.

Very truly yours,

**Mario A. Spadafora, Manager
U.S. Union Affairs**

**Concur: _____
Gregg Dunn**

November 5, 2015

Mr. Reggie Ransom
Arbitration and Umpire Coordinator
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Ransom:

Subject: Medical Procedures for Medical Staff

During the current negotiations, the parties discussed issues of privacy and confidentiality which must be considered when Company health care providers are themselves in need of Company related medical services, i.e. post offer pre-employment physical examinations, including drug testing, and management of long and short term medical leaves of absence.

As a result of these discussions, the Company agrees to allow medical staff to request the option of having non-emergency medical services provided by an alternate Company facility and the option of not providing a diagnosis on medical leave forms submitted to their medical department for non-work related injury/illness, including intermittent FMLA's.

Where an alternate Company facility is not available, the Company will identify an outside medical clinic which may be utilized by Company medical personnel should they choose not to use their location's medical department.

Very truly yours,

Julie Lavender, Director
Personnel Relations &
Employee Policies

Concur: _____
Reggie Ransom

October 25, 2023

Mr. Gregg Dunn
Salaried Servicing Representative
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, MI 48214

Dear Mr. **Dunn**:

Subject: Medical Unit Staffing

During these negotiations the Union and the Company had detailed discussions concerning the staffing of UAW represented medical units. The Company reaffirmed its commitment to staffing medical units at the appropriate levels. An appropriately staffed medical department is critical to the health, safety and well being of all employees. New staffing guidelines have been developed to ensure that all relevant factors have been considered. The Company confirmed that its medical unit staffing studies conducted by Clinical Operations are the appropriate means to determine necessary staffing. The Unit Chairperson shall be advised of the Company's intent to conduct such a staffing review in advance of the study. The medical unit staffing studies include:

- The new staffing **required to operate (RTO)** detailed in Exhibit A based on population which is available in the Clinical Operations Manual which is accessible for all nurses.
- An interview of medical staff, including the Unit Chairperson, in the unit to verify the amount of time spent on various duties.
- A review of the facilities shift patterns and headcount per shift.
- Other factors such as statistical data, surveillance exams, committee participation and other pertinent information.

Once the study is completed by Clinical Operations, the result will be reviewed with **U.S. Union Affairs**, Manufacturing HR Leadership, appropriate National Ford Department, the HR Manager and the Medical Unit Chairperson at the facility.

Since Clinical Operations is not always aware of significant changes in operating patterns or additions of shifts at each facility, the Medical Unit Chairperson may request a staffing study be done directly to Clinical Operations if there is a significant change.

The Company reserves the right to determine staffing and utilization of existing resources. It is understood that the study results are not subject to the grievance procedure.

Questions concerning this process may be addressed to National Ford Department, Clinical Operations and **U.S. Union Affairs**.

Very truly yours,

**Mario A. Spadafora, Manager
U.S. Union Affairs**

Concur: _____
Gregg Dunn

Exhibit A

Nurse/Employee Ratio:

Less than 200 employees	–	1 part-time nurse
201-500 employees	–	1 full-time nurse
501-1200 employees	–	2 full-time nurses
1201-1900 employees	–	3 full-time nurses
1901-2900 employees	–	4 full-time nurses
2901-3900 employees	–	5 full-time nurses
3901-4900 employees	–	6 full-time nurses

Each additional 750 employees may require 1 additional full-time nurse.

Plants have the ability to schedule nurses by shifts in accordance with plant needs.

October 3, 2011

Mr. Jimmy Settles
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Settles:

Subject: Multi-Plant Nurse Pilot

The parties discussed establishing a pilot in SE Michigan whereby full-time nurses would replace part-time nurses (supplemental) across several plants. The pilot concept is that a full-time nurse would work in one plant for several days and then in a new plant for the other days. To establish this pilot the Company will add two (2) full-time nurses to work the hours that would otherwise be performed by supplemental employees at separate locations.

The parties recognized additional details must be worked out regarding any local contractual issues prior to implementation. If the pilot is successful it may be expanded to other locations where based on distance, economic conditions and salaried headcount requirements it would be feasible.

Any issues arising during this pilot will be addressed to National Ford Department, Clinical Operations and Personnel Relations. The pilot is not subject to the grievance procedure.

Very truly yours,

Richard W. Gross, Director
Personnel Relations
and Employee Policies

Concur: _____
Jimmy Settles

November 5, 2015

Mr. Reggie Ransom
Arbitration and Umpire Coordinator
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Ransom:

Subject: Nurse Development and Growth Opportunities

During these negotiations, the parties held detailed discussions regarding developmental and growth opportunities for nurses.

A competitive company delivers greater job security, retention and rewards for all employees. The parties acknowledged that to recruit, attract and retain the most skilled employees, opportunities for career development and growth are essential.

The Company's Biometric Screening Program has been developed to support the health and wellness of salaried and hourly employees. In order to effectively implement and maintain the Biometric Screening Program and, additionally, address shortcomings in OSHA record keeping, two nurse positions are being proposed for all locations that staff a senior nurse:

- Salaried Occupational Wellness Nurse - SG 6
- Senior Salaried Occupational Health Nurse – SG 7

It is agreed that all Salaried Occupational Wellness nurse positions will be posted at the same time and candidates will be evaluated and selected for these positions based on merit and ability through the standard Ford interview process. Promotions will take place at the conclusion of the selection process. Senior Salaried Occupational Health nurses will be promoted at the same time.

It is agreed the Company will point factor the SG 7 Nurse Practitioner position in the event plant wellness responsibilities are added to the position.

Additionally, the Company is committed to discussing the roll-out and monitoring of the Biometric Screening Program and ongoing improvement of OSHA recordkeeping with the nurse chairpersons and senior nurses at each of the represented facilities.

The positions and implementation of the program will be rolled out as soon as practicable.

Very truly yours,

Julie Lavender, Director
Personnel Relations
and Employee Policies

Concur: _____
Reggie Ransom

October 30, 2019

Mr. Reggie Ransom
Assistant Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Ransom:

Subject: Nurse ESSP Representative Opportunities

During these negotiations, the parties discussed the Union's desire for increased utilization of represented nurses in the role of salaried Employee Support Services Program (ESSP) representative.

The Company is committed to its continued support of the UAW Ford ESSP Program, and recognizes the potential benefits to the program that may be realized by fully leveraging the Medical function in these roles. Therefore, as opportunities arise, the Company agrees that whenever practicable, it will first select a salaried ESSP representative from among the full-time represented nurse volunteers within a bargaining unit facility in which the Company has determined that a salaried ESSP position will be maintained. Such selections or removals will be made by its local Human Resources Managers in conjunction with a Corporate Physician and communicated to National Ford Department prior to selection.

In the event that a selected nurse(s) becomes unwilling or unable to adequately perform their ESSP responsibilities, or their continued assignment is no longer in the best interests of the program, a selection from among the remaining represented nurses within the bargaining unit facility will be sought prior to proceeding to the excluded salaried population.

Very truly yours,

Sandy Krus, Director
People Matters

Concur: _____
Reggie Ransom

November 5, 2015

Mr. Reggie Ransom
Arbitration and Umpire Coordinator
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Ransom:

Subject: Nurse Hiring and Education

During these negotiations, the Company and Union discussed the importance of hiring high-quality, professional nurses to support the business. To this end, the parties agreed to the following:

- The recommended education qualification for a nurse candidate is a Bachelor of Science in Nursing (BSN) degree.
- Candidates for open positions may be obtained through the Ford Talent Center and/or the supplemental workforce.
- Candidates will be selected based on merit and ability.

The Company remains committed to providing development opportunities for its employees to enhance skills and improve performance.

Very truly yours,

Julie Lavender, Director
Personnel Relations
and Employee Policies

Concur: _____
Reggie Ransom

October 25, 2023

**Mr. Gregg Dunn
Salaried Servicing Representative
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, MI 48214**

Dear Mr. Dunn:

Subject: Nurse Plant Shutdown

During these negotiations, the parties discussed the potential role of Nurses during a plant shutdown and possible alternatives to the required use of vacation time or Downtime Paid Absence (DPA).

With the intent of determining the most effective use of its Nursing staff, the Company agrees to have advance discussion with the Nurse Chairperson regarding potential opportunities for Nurses to remain on duty during a plant shutdown in order to carry out tasks that may include, but are not limited to, OSHA record-keeping, file archiving, equipment calibration, approved continuing education training, compliance and safety training, and the inventory and ordering of supplies, etc.

The Company reserves its right to determine the best use of, and whether or not to deploy its Nursing staff during a plant shutdown and may ultimately decide to require the mandatory use of vacation time, or to employ available options such as DPA, or others, during such a shutdown.

Very truly yours,

**Mario A. Spadafora, Manager
U.S. Union Affairs**

**Concur: _____
Gregg Dunn**

October 25, 2023

**Mr. Gregg Dunn
Salaried Servicing Representative
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, MI 48214**

Dear Mr. Dunn:

Subject: Nurse Spirometry and Audiometry Training

During these negotiations, the parties discussed the benefits surrounding select nurses obtaining certification or recertification in spirometry and audiometric examinations.

The Company agrees to pay for such training and recertification at recommended intervals for all Senior Nurses and those assigned by the Company to training responsibilities for new nursing staff. The Company will pay all fees and related travel, as per Company travel and business expense policy. Local management must approve the courses and dates prior to registration. These training and recertification opportunities will be scheduled during normal working hours.

Very truly yours,

**Mario A. Spadafora, Manager
U.S. Union Affairs**

**Concur: _____
Gregg Dunn**

October 25, 2023

Mr. Gregg Dunn
Salaried Servicing Representative
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, MI 48214

Dear Mr. Dunn:

Subject: Nurse Staffing Model

During these negotiations, the parties discussed ongoing concerns with represented Nurse staffing in Company manufacturing and support locations and its impact on the ability to provide consistent medical support. The parties explored ways to address staffing driven issues such as, frequent Medical Department closures, proper shift coverage, missed medical surveillance exams, outsourcing of clinical exams and laboratory work, reliance on forced overtime, employee morale, recruiting and retention.

STAFFING MODEL

The parties successfully developed a unique Nurse Staffing Model that will optimize the use of overtime and supplemental resources to provide incremental full-time Nurses. This additional Nursing staff will be initially assigned to various represented Medical Departments by the national parties, comprising the UAW National Ford Department, U.S. Union Affairs, Nurse Bargaining Representatives, and Clinical Operations, based on factors such as population, plant hiring activity, operating patterns, etc. Under current operating conditions, the parties agree that Senior Nurses at both the Kentucky Truck Plant and Kansas City Assembly Plant Medical Departments will not be factored in their respective Nurse allocations for purposes of the Nurse Staffing Model. Going forward, Senior Nurses will not be factored into the allocation for any other location reaching a total population of 7,000 or greater. Additionally, the parties agreed to ensure full-time Nurse coverage at the Michigan Proving Ground.

The parties agree that to use the total Nurse resources available most effectively, Manufacturing and support locations will be grouped by proximity to permit mutual support between their respective Medical Departments. Designated Versatility Nurses from each Staffing Group will be required to flex between facilities to ensure optimal coverage. Versatility Nurses will be first selected from among volunteers, by highest Unit Seniority. Absent sufficient volunteers, Nurses will be assigned by lowest Unit Seniority. Senior Nurses will be ineligible for this role. The number of Versatility Nurses required will be driven by the current support requirements at each facility within a Staffing Group. Medical Departments in isolated manufacturing facilities will be appropriately staffed to account for the absence of mutual support options.

Medical Staffing Groups will be comprised of Manufacturing Plant and support locations as follows:

- **Kentucky Truck Plant (KTP) & Louisville Assembly Plant (LAP)**
- **Michigan Assembly Site (MAP), Livonia Transmission Plant (LTP), & Rawsonville Components Plant (RCP)**
- **Sterling Axle Plant (SAP), Van Dyke Electric Powertrain Center (VEPC) & Michigan Proving Ground (MPG)**
- **Ohio Assembly Plant (OHAP) & Cleveland Engine Plant (CEP)**
- **Rouge Site, incl. Dearborn Truck Plant (DTP)**
- **Building 6/Research & Engineering Center (R&E Center), New Models Program Development Center (NMPDC) & Woodhaven Stamping Plant (WSP)**

The following Medical Departments will be appropriately staffed to account for the absence of mutual support options:

- **Kansas City Assembly Plant (KCAP)**
- **Sharonville Transmission Plant (STP)**

To enable this fundamental change in Clinical Operations and ensure the success of the Nurse Staffing Model, local parties within a Staffing Group will, with the assistance of the national parties to this agreement, develop any necessary flexible Shift Preference, Overtime Equalization, and Vacation Scheduling agreements.

Clinical Operations and its Medical Business Operations Manager, will provide ongoing support for the launch of the Nurse Staffing Model through continued overall business oversight and close partnership with critical support organizations such as Finance, Purchasing, and Talent Acquisition, and by ensuring regular collection and analysis of Medical Operations data.

PHASED LAUNCH

PHASE 1 – This phase will be completed by no later than the end of 1Q, 2024, and will consist of the following actions.

- The parties agree to have completed development of flexible local agreement provisions for the KTP/LAP and MAP/LTP/RCP Staffing Groups.**
- The Company will initially staff the Kansas City Assembly Plant and Sharonville Transmission Plant locations as determined in 2023 bargaining.**
- The Company will post for a full-time MPG Nurse position by December 31, 2023 and will have selected and placed the successful candidate by no later than the end of 1Q, 2024.**

PHASE 2 – The Company agrees to initially staff the KTP/LAP and MAP/LTP/RCP groups as determined in 2023 bargaining, by the end of 2Q, 2024. Thereafter, Versatility Nurses within these Staffing Groups shall begin mutually supporting each other's Medical operations in accordance with their flexible Shift Preference, Overtime Equalization, and Vacation Scheduling agreements.

Nurse Chairpersons, Senior Nurses, full-time Ford Physicians, and Human Resources, for the locations comprising each of the above Staffing Groups, shall meet weekly to discuss flexible staffing needs or concerns, and the application of flexible local agreement provisions to Clinical Operations coverage. The national parties to these negotiations will monitor the progress of this phase of the launch for a period of at least 6 months, during which time, Clinical Operations agrees that its Medical Business Operations Manager and a Corporate Nurse will attend the weekly Nurse Staffing Meetings for the Phase 2 Staffing Groups.

PHASE 3 – The Company agrees to initially staff the OHAP/ CEP, SAP/VEPC/MPG, and Rouge/DTP, NMPDC/WSP/R&E Center Staffing Groups as determined in 2023 bargaining, by the end of 4Q, 2024. Thereafter, Versatility Nurses within these Staffing Groups will begin mutually supporting each other’s Medical operations in accordance with their flexible Shift Preference, Overtime Equalization, and Vacation Scheduling agreement provisions.

The national parties to these negotiations will monitor the progress of this phase of the launch for a period of at least 6 months, during which time, Clinical Operations agrees that its Medical Business Operations Manager and a Corporate Nurse will attend the weekly Nurse Staffing Meetings for the Phase 3 Staffing Groups.

Leading up to, and throughout the Nurse Staffing Model launch, Clinical Operations will collect Medical Operations data that will assist in not only managing the overall business, but help the national parties measure the success of the Nurse Staffing Model implementation. These measures of success will include, but are not limited to, analysis of the following data.

- **Medical Department closures**
- **Medical Surveillance examination completions**
- **Supplemental Nurse hours worked**
- **Overtime use/forced overtime required**

- **Outside contracting volumes**
- **Morale survey data**

The parties understand that the above Nurse Staffing Model is a fundamental change in how we run our Clinical Operations. The parties also understand that one of the integral goals of the Nurse Staffing Model is to address staffing driven issues such as outsourcing of clinical exams and laboratory work, and other staffing issues. This unique and flexible Model is intended to be a living document, and as we progress through the phases of its launch, and collect and analyze data to measure its success, it is expected that adjustments to staffing in some locations may be needed, especially in the case of plant closures or other changes to operating patterns. To ensure the ongoing success of the Model, the parties agree that the UAW National Ford Department, U.S. Union Affairs, and Clinical Operations, will meet on a quarterly basis to review, as needed, items such as plant volumes and population, Nurse staffing allocation, Clinical Operations data, etc.

The Company reserves its rights under Article 5, Section 1, however, any planned adjustments to the staffing model will be discussed in advance with the national parties to these negotiations. Concerns as to the administration of the Nurse Staffing Model not satisfactorily resolved by the local parties may be referred to the National Ford Department and U.S. Union Affairs.

Very truly yours,

**Mario A. Spadafora, Manager
U.S. Union Affairs**

Concur: _____
Gregg Dunn

November 5, 2015

Mr. Reggie Ransom
Arbitration and Umpire Coordinator
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Ransom:

Subject: Nurse Staffing on Alternate Work Schedules (AWS)

The subject of medical staffing was discussed involving plants going onto various AWS schedules. The AWS schedule can affect the staffing in the medical facility – particularly nurses.

In the event of a contemplated AWS schedule change, the Plant Human Resources Manager will contact Personnel Relations and National Ford Department to discuss in advance of the schedule implementation. Following that discussion, the Plant Human Resource Manager will then contact Clinical Operations, the Nurse Chairperson and Senior Nurse to discuss the type of AWS schedule the plant will be following and the timing. This discussion will occur in advance of implementing the AWS schedule in order to permit the parties to determine nursing requirements.

Any questions regarding this letter may be addressed to Clinical Operations or National Ford Department.

Very truly yours,

Julie Lavender, Director
Personnel Relations &
Employee Policies

Concur: _____
Reggie Ransom

November 5, 2015

Mr. Reggie Ransom
Arbitration and Umpire Coordinator
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Ransom:

Subject: Nurses – Plant Closure

During these negotiations, the parties discussed the ability of nurses to transfer to an open position within the Company when affected by a closure or a permanent reduction in nurses in their facility. In such an event, the Company will provide a list of open nurse positions within the Company for consideration by the affected nurse, and if they choose to transfer to one of the open full-time positions they will receive all applicable Company relocation allowances in accordance with Company policy.

Very truly yours,

Julie Lavender, Director
Personnel Relations &
Employee Policies

Concur: _____
Reggie Ransom

October 25, 2023

Mr. Gregg Dunn
Salaried Servicing Representative
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, MI 48214

Dear Mr. **Dunn**:

Subject: Nursing Continuing Education Units

During these negotiations, the parties discussed the issues surrounding nurses obtaining adequate continuing education units (CEUs).

The Company agrees to pay for the minimum number of state nursing board approved hours to meet state licensure requirements for full-time represented nurses **and for supplemental nurses who work 500 hours or more in the preceding calendar year.**

Each state has varying hours for CEUs for nursing license renewal. The hours may be obtained at Company sponsored conferences and medical education sessions, at the annual American Association of Occupational Health Nurses conference, local classes offered by outside providers, nursing related college courses, through home study courses (e.g., DVD, web-based), etc. These hours must be relevant to occupational health nursing. **Acceptable examples of such courses shall include Advanced Cardiac Life Support (ACLS) Certification and Trauma Nursing Core Course (TNCC) Certification.**

The local management must approve the courses **and dates** prior to registration. It is anticipated that a decision on the requested course(s) will be made within 10 business days from receipt of request. These educational opportunities will be scheduled on Company time. If approved, the Company will pay all fees and related travel, as per Company travel policy. **The Company's denial**

of requests for CEU training may be subject to the grievance procedure.

Very truly yours,

**Mario A. Spadafora, Manager
U.S. Union Affairs**

Concur: _____
Gregg Dunn

September 15, 1999

Mr. Joe Reilly
Assistant Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Reilly:

Subject: Nursing Issues

During the course of these negotiations, the parties discussed several issues specific to the nurses. The Company agrees to the following:

- 1) Upon request, the Company will provide "Safety Syringes" for use in the Medical Departments.
- 2) Upon request, once a year, the Company will provide the influenza immunization to all Medical Unit personnel.
- 3) In the event Healthcare Management enters discussions to establish a Case Management Program, the National Ford Department will designate a UAW represented Nurse and an elected UAW nurse representative to be members of the Steering Committee.

Very truly yours,

Thomas M. Ryan, Manager
U.S. Union Affairs

Concur: _____
Joe Reilly

October 30, 2019

Mr. Reggie Ransom
Arbitration and Umpire Coordinator
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Ransom:

Subject: Promotion of Biometric Screening

During these negotiations, the parties discussed the importance of the promotion of the Biometric Screening Program led by Occupational Wellness and Senior Occupational Nurses within bargaining unit facilities. The program has been developed to support the health and wellbeing of both the salaried and hourly employee populations and the parties are fully committed to ensuring its continued success through employee awareness.

In partnership with the joint Employee Support Services Program (ESSP), innovative and effective communication strategies will be developed to engage both hourly and salaried employees in the awareness and availability of this program to support the overall health of employees. Avenues for reasonable levels of promotional funding may be made available.

Very truly yours,

Sandy Krus, Director
People Matters

Concur: _____
Reggie Ransom

October 25, 2023

**Mr. Gregg Dunn
Salaried Servicing Representative
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, MI 48214**

Dear Mr. Dunn:

Subject: Standardized Nurse Training

During these negotiations, the parties discussed the benefits of standardized Nurse training within the represented Medical Departments.

To that end, the Company agrees that Clinical Operations and the current national Nurse bargainers will jointly pursue the development of a standardized Nurse training curriculum. This curriculum will include a general orientation component for all new Nurse hires, and a key skills component to assist new Senior Nurses with the transition to their role. The curriculum will be made available to all nurses through the Clinical Operations Manual and jointly presented to each represented Medical Department.

The Company reserves the right, to determine the final content of the training and to make updates to the Clinical Operations Manual. Clinical Operations will discuss planned modifications of the training curriculum with the Union in advance of any updates. Training will occur during normal working hours.

Very truly yours,

**Mario A. Spadafora, Manager
U.S. Union Affairs**

**Concur: _____
Gregg Dunn**

October 30, 2019

Mr. Reggie Ransom
Arbitration and Umpire Coordinator
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Ransom:

Subject: Supplemental Nurse Availability

During the current negotiations, the Union expressed concern about the availability of nurses on the supplemental rolls for utilization within salaried nurse bargaining units. As we discussed, such nurses are temporary, part-time salaried employees used to augment the workforce in order to cover peak workloads or to replace regular salaried employees who are absent.

Local management shall ensure the fair and equitable scheduling of supplemental employees. In addition, it shall continue its practice of monitoring supplemental nurse hours worked to ensure that nurse availability continues to meet Company business requirements first for the facility on whose rolls they are assigned. The Company shall determine, in its sole discretion, whether an individual supplemental nurse has met such requirements.

In the event that a supplemental nurse does not meet these requirements, the Company will continue its practice of first addressing the deficiency directly with the nurse. If after such discussion, business requirements continue to go unmet, the Company shall send a registered letter to the employee's address of record requesting that, within three days from the date of the letter, they either (1) accept work assignments at a level that satisfactorily aligns with the Company business requirements; or (2) submit their voluntary resignation. The Nurse Chairperson shall be notified prior to such a letter being sent. However, failure to notify will not be the basis for any claim.

If thereafter, the employee does not accept sufficient work assignments to align with business requirements as requested, a second registered letter shall be sent to the employee's address of

record notifying them of the termination of their supplemental nurse assignment. Once the Company, in its sole discretion, determines that it will backfill a supplemental exited in the manner set forth above, it shall do so as expeditiously as possible.

Very truly yours,

Sandy Krus, Director
People Matters

Concur: _____
 Reggie Ransom

October 3, 2011

Ms. Sharon Curson
International Representative
UAW National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Ms. Curson:

Subject: Supplemental Nurse Pools

During these negotiations, the parties discussed the feasibility and mutual benefit of supplemental nurse pools and jointly agreed that supplemental nurse pools will be established for southeast Michigan. These pools will provide Company facilities an alternative to outside agencies and overtime costs in order to fill vacancies in nurse staffing, consistent with the Letter of Understanding entitled, "Supplemental Employees" in the National agreement.

Both parties recognize the need for this new process to be efficient, flexible, and simplistic. To this end, the parties agree to the following general guidelines:

- There are no equalization provisions related to scheduling of the members of the supplemental pool. However, opportunities to work will be scheduled as fairly as possible based on nurse availability, location of opportunity and scope of needs for each facility.
- A home location may be assigned for some supplemental nurses, where mutually agreed by both the employee and the facility.
- Supplemental employees will be responsible to provide their available hours of work; they will then be expected to work where needed within those available hours.
- Senior nurses will be responsible for scheduling the supplemental nurses at their respective facilities.
- The UAW Local 600 Nursing Chairperson will be involved in the implementation of the pools and the on-going coordination of the process.

While detailed discussions occurred during these negotiations, the Company agrees to continue further discussions with the UAW Local 600 Chairperson and the National Ford Department to develop the specific template and detailed scheduling process. It is anticipated that the southeast Michigan supplemental pools will be implemented in the first quarter of 2008.

For locations outside of southeast Michigan, supplemental nurse staffing will be reviewed by Clinical Operations, Human Resources, Salaried UAW Chairperson, and Senior Nurse at the affected facility for appropriate availability to provide necessary coverage for the medical facility. In those locations where the number of supplemental employees is deemed inadequate, the Company will add to the number of supplementals to meet required needs. A joint team determined by the National Ford Department and Director, Personnel Relations and Employee Policies will establish supplemental nurse pools where multiple facilities are located in a geographic area, should those facilities choose to participate. This team will develop scheduling protocols and tools as necessary to support such supplemental nurse pools.

If no supplemental nurses are available from the "supplemental nurse list" then required overtime will be worked by full-time employees as per local contract overtime guidelines.

The provisions of this agreement are not subject to the grievance procedure. If disputes regarding this process cannot be resolved locally, the issue may be escalated to Clinical Operations, Personnel Relations, and the National Ford Department for resolution.

Very truly yours,

Richard W. Gross, Director
Personnel Relations
and Employee Policies

Concur: _____
Sharon Curson

October 25, 2023

**Mr. Gregg Dunn
Salaried Servicing Representative
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, MI 48214**

Dear Mr. Dunn:

Subject: Supplemental Performance Evaluations

During the course of 2023 negotiations, the Union and the Company discussed full-time employment opportunities for active supplemental Nurses. Supplemental Nurses regularly support multiple sites within the bargaining unit by replacing Nurses who are absent, or otherwise supplementing the workforce, as needed.

The parties agree that fully trained and capable supplemental Nurses who have already demonstrated flexibility and performance are ideal candidates to fill open positions. The parties also agree that acknowledging the efforts of our active supplemental team members and affording them first consideration for full-time positions, fosters a sense of inclusion.

In an effort to ensure that active supplemental Nurse candidates have the requisite abilities to align with the Company's expectation of a full-time Occupational Health Nurse, the parties agree to implement performance appraisals for supplemental Nurses. Supplemental Nurse performance appraisals are intended to provide ongoing feedback, recognize achievement of key department deliverables, and assess employee behavior. Management will evaluate each Supplemental Nurse twice annually.

To that end, before seeking external candidates, the Company will give consideration to supplemental Nurse candidates who have received consecutive acceptable ratings in the assessment periods preceding their application and interview for a full-time position.

Very truly yours,

**Mario A. Spadafora, Manager
U.S. Union Affairs**

Concur: _____
Gregg Dunn

October 3, 2011

Ms. Sharon Curson
International Representative
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Ms. Curson:

Subject: Treatment of Nurses in Plant Changeovers

Considerable discussion was held during these negotiations over the effect a plant changeover/closure (discontinuation of one vehicle and addition of a new vehicle) of up to 12 to 18 months could have on the represented nurses in the facility. The practice has for the most part been to retain the nurses in the facility whenever possible during the changeover period. In some cases that is not possible, so the Company will look for temporary assignments at other locations for the affected nurse(s) and/or offer permanent placement if an opening exists. As an alternative, the affected nurse(s) could displace supplemental employees working part time by going to a TWA schedule during the closure period.

Any questions concerning administration of this letter may be discussed by National Ford Department and Personnel Relations.

Very truly yours,

Richard W. Gross, Director
Personnel Relations
and Employee Policies

Concur: _____
Sharon Curson

November 5, 2015

Mr. Reggie Ransom
International Representative
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Ransom:

Subject: Uniform and Shoe Allowance

During these negotiations, the parties discussed issues relating to uniform allowances for represented health care employees. This is to advise you that consistent with Company policy, effective January 1, 2016, the annual uniform and shoe allowance for full-time nurses and x-ray technologists will be \$900.00.

Supplemental nurses who work 500 hours or more in the preceding calendar year will have a uniform and shoe allowance of \$450.00.

Very truly yours,

Julie Lavender, Director
Personnel Relations & Employee
Policies

Concur: _____
Reggie Ransom

September 15, 1999

Mr. Joe Reilly
Administrative Assistant
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Reilly:

Subject: Union Representation - Local 600 Nursing Units

During the course of these negotiations, the parties discussed the unique representation requirements of Nursing Units that the Union has assigned to Local 600. As a result of the number of Nursing Units that the Union has assigned to Local 600, the distance between the Units, and the small population of each Unit, a deviation from the current Union representation structure explained in Article VII, Section 2 of the Master Agreement is justified.

Representation for these affected units shall consist of one full-time Chairperson.

Very truly yours,

Thomas M. Ryan, Manager
U.S. Union Affairs

Concur: _____
Joe Reilly

September 15, 2007

Mr. Frank Keatts
Coordinator
UAW National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Keatts:

Subject: Use of On-Site Agency Nurses

During the course of these negotiations, the parties discussed the Company's continued need to use agency nursing services in the efficient conduct of their business.

Management will make every reasonable effort to schedule full-time and existing supplemental nurses in the unit prior to scheduling agency nurses. Agency nurses may be utilized to cover peak workloads, to replace regular salaried employees who are absent or to perform less than full-time jobs.

The Company agrees in those circumstances where the local nursing unit has questions concerning the use of agency nurses, local Management will meet with appropriate local Union representatives to provide further explanations. If the local Union is not satisfied, they may elevate the issue to their Executive Physician, Division Human Resource Representative and the Region.

Very truly yours,

Richard D. Freeman, Manager
U.S. Union Relations

Concur: _____
Frank Keatts

September 15, 2007

Mr. Frank Keatts
Coordinator
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Keatts:

Subject: Lead Performance Test Technician

During these negotiations, the parties discussed the merits of establishing a single Lead Performance Test Technician (salary grade 06) position within the Michigan Proving Ground (MPG) salaried bargaining unit. This single position will be unique to the bargaining unit and the UAW commits that no accretion claims to any currently existing excluded salary grade 06 positions will be made as a result of the creation of this position.

This position is to be a "working" lead position, performing all functions of an Engineering Test Technician in the performance Test Unit at MPG. In addition the incumbent of this position is to perform all duties included in the normal roles and responsibilities of a Performance Test Technician. The Lead Performance Test Technician will ensure the self sufficiency of their area, maintain all the key measureables as summarized within the SQDCME (Safety, Quality, Delivery, Cost, Morale and Environment) approach. All other aspects of the position such as candidate selection, ancillary duties, etc. shall be determined by local management.

Very truly yours,

Richard D. Freeman, Manager
U.S. Union Relations

Concur: _____
Frank Keatts

October 25, 2023

**Mr. Gregg Dunn
Salaried Servicing Representative
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214**

Dear Mr. Dunn:

Subject: Michigan Proving Ground - Performance Management

During these negotiations, the parties discussed the importance of aligned objectives, ongoing feedback, recognition for deliverables and the demonstration of strong leadership behaviors - all elements of an effective Performance Management process. The parties recognize the benefits that this process can provide to both MPG employees and the business.

As a result, all MPG bargaining unit employees at the Salary Grade 4 level and above, will begin participation in the Company Performance Management process, effective January 1, 2024. Going forward, all new employees to the bargaining unit from the date of this letter will also participate in Performance Management.

Very truly yours,

**Mario A. Spadafora, Manager
U.S. Union Affairs**

**Concur: _____
Gregg Dunn**

October 25, 2023

**Mr. Gregg Dunn
Salaried Servicing Representative
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214**

Dear Mr. Dunn:

Subject: MPG AVO Crew Leader

During these negotiations, the parties discussed the operational benefits of adding Crew Leaders to the AVO Department.

To that end, the Company agrees to establish the AVO Crew Leader classification within the unit, to be listed as a Salary Grade 6 in Appendix B of the Salaried Collective Bargaining Agreement. Thereafter, the Company will interview and select, in its sole discretion, 4 AVO Crew Leaders from the AVO Test Specialist classification to support the current 4-Crew Pattern. It is understood that management shall have the sole right, after discussion with the Chairperson, to adjust this number as needed to support future operating patterns.

The parties agree that AVO Crew Leaders shall be working leaders and retain all assigned duties of the AVO Test Specialist classification along with their assigned Crew Leader responsibilities. In addition, AVO Crew Leaders will provide limited Instrumentation Technician support on the off shift(s).

A talent management posting seeking AVO Crew Leaders will be made available to all Salary Grade 5 AVO Test Specialists within the bargaining unit no later than 90 days after ratification of this agreement. In order to ensure appropriate Crew Leader coverage, shift preference for AVO Crew Leaders shall be exercised solely within the classification.

Very truly yours,

**Mario A. Spadafora, Manager
U.S. Union Affairs**

**Concur: _____
Gregg Dunn**

October 25, 2023

**Mr. Gregg Dunn
Salaried Servicing Representative
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214**

Dear Mr. Dunn:

Subject: MPG AVO Procedure Trainer

During these negotiations, the parties discussed the benefits of designating AVO Procedure Trainers to support MPG Autonomous Vehicle Operations (AVO).

To that end, the Company has decided to exercise its discretion under Article 5 Section 1, to establish the classification of AVO Procedure Trainer within the MPG AVO unit. The new classification will be listed as a Salary Grade 5 within Appendix B of the Salaried Collective Bargaining Agreement. A talent management posting seeking no more than two such trainers will be made available to all Salary Grade 4 AVO Specialists and Salary Grade 5 AVO Test Specialists. In addition to performing the duties of the Salary Grade 4 AVO classification, successful bidders to the AVO Procedure Trainer position will be responsible for training new MPG employees or re-training current employees on new, or revised, Corporate Engineering Test Plans (CETPs). Additionally, AVO Procedure Trainers will be responsible for frequent auditing to ensure autonomous vehicle CETP compliance.

It is further understood that AVO Procedure Trainers may be required to periodically flex their shifts in order to train employees on other crews. All successor AVO Procedure Trainers will take on the full responsibilities of the Salary Grade 5 AVO Test Specialist classification, including base station operation, in addition to their training duties.

Selection(s) will be made based on merit and ability, no later than 90 days after ratification of the 2023 Agreement. In order to further enhance the flexibility, productivity, and overall

competitiveness of MPG operations, Management shall have the right to assign AVO Procedure Trainers to available work to contain peak workloads in the AVO group.

Very truly yours,

**Mario A. Spadafora, Manager
U.S. Union Affairs**

Concur: _____
Gregg Dunn

October 25, 2023

Mr. Gregg Dunn
Salaried Servicing Representative
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Dunn:

Subject: MPG AVO Versatility

During these negotiations, the parties discussed ways to further enhance the overall versatility of Autonomous Vehicle Operations (AVO).

Although management reserves the sole right to establish and reassess the organization structure it deems optimal to run its operations, the Company agrees at this time to place existing Salary Grade 4 AVO Specialists, and Salary Grade 5 AVO Test Specialists, into separate AVO departments. Going forward, as business needs require, full-time AVO Specialist attrition will be backfilled solely by populating the full-time AVO Test Specialist department, with the goal of exiting the AVO Specialist classification and increasing the overall versatility of AVO Operations.

It is further agreed, that as supplemental employees are determined by the Company to be needed, they will be hired and assigned work as AVO Specialist(s), and will assume all duties of the classification, along with any other duties assigned. When full-time needs arise, and management, in its sole discretion, elects to convert a supplemental employee to full-time, such employee shall be assigned to the Salary Grade 5 AVO Test Specialist classification. Supplementals will be chosen for conversion to full-time by their merit and ability, as determined solely by the Company.

Very truly yours,

Mario A. Spadafora, Manager
U.S. Union Affairs

Concur: _____
Gregg Dunn

October 25, 2023**Mr. Gregg Dunn**
Salaried Servicing RepresentativeUAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214Dear Mr. **Dunn**:

Subject: MPG Competitiveness

During these negotiations, the parties held numerous and detailed discussions regarding the need to enhance the competitiveness of the Michigan Proving Ground (MPG). The parties acknowledged that the competitive environment requires the Company continue to achieve increased cost reductions, flexibility, productivity and quality enhancements. A competitive company delivers greater job security, retention and rewards for all employees.

The parties recognize that local operating practices, relationships, and teamwork foster the improvements needed to place MPG in the most competitive position. Our employees are integral to identifying and implementing actions to improve competitiveness and future viability.

Accordingly, the parties are undertaking the following:

- At a minimum, monthly meetings will be held between the chairperson and MPG management to discuss the supplemental workforce, workload requirements, timing needs, new technology, strategy of testing migration, safety and quality. If required, quarterly check-ins will include National Ford Department, Operational Human Resources and **U.S. Union Affairs** to discuss the status of operations and relationships and other topics pertaining to MPG.
- Peak workloads require the utilization of supplemental employees to avoid having either test vehicles sitting idle due to a lack of drivers or drivers sitting idle due to a lack of test vehicles. This flexible pool of employees both assists in moving MPG to a more competitive position and provides security for regular full-time employees.

- The parties recognize the need of a flexible workforce across all shifts of up to 20% of the fulltime UAW-represented workforce.
- Locally, both parties may mutually agree to increase the ratio based upon workload, vacations and absenteeism.
- Any concerns regarding the ratio should be escalated to National parties with the business case for resolution.
- Shift preference for seniority employees will not be exercised on the supplemental positions.

Autonomous (AVO) positions will be at the salary grade 04 and 05 levels, to support the growth of autonomous vehicle operations. Candidates will be sourced through the existing UAW represented workforce (full-time and supplemental) and other candidate sources, if needed. Candidates will be evaluated and hired based on merit and ability, through a standard Ford interview process. Should AVO technical abilities advance in such a manner that the Company would consider a SG6 structure, the Company will evaluate at that time.

- The Company and UAW will continue to discuss issues related to track office leadership, addressing all issues as they arise.
- In recognition of the development within AVO at MPG, the Company commits to the following after the ratification of the 2019 contract:
 - Two (2) full-time hires based on qualifications and experience, may be hired as SG5. In doing so, they will be trained as Drivers within the first ninety (90) days.
 - Reduce any remaining contract employees within AVO.
 - Post promotional opportunities for SG5 AVO Test Specialist, open to all candidates who can demonstrate required merit and ability.
 - Promote employees in SG3 and SG65 to SG4 to AVO Specialist, effective the first pay period following the effective date of this agreement.

- To evolve the business, with a continued emphasis on safety as the top priority, the following key enablers will occur:
 - Initiate mixed traffic to allow AVO vehicles to transit from AVO events back to the garage.
 - Expand mixed traffic in the AVO events to allow AVO and driver-operated vehicles to run concurrently in the AVO events.
 - MPG leadership, with input from the UAW, will implement a safety plan before the mixed traffic work begins.
- As progress is made on increased flexibility, increased technical capability and cost containment efforts, the Company and Union will review the feasibility of acquiring work into the unit presently conducted by outside parties, if competitive upon request, the local parties may request assistance from National Ford Department, Operations Human Resources and **U.S. Union Affairs**.

Very truly yours,

Mario A. Spadafora, Manager
U.S. Union Affairs

Concur: _____
Gregg Dunn

October 25, 2023

Mr. Gregg Dunn
Salaried Servicing Representative
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Dunn:

Subject: MPG Reduction in Force

During the 2023 negotiations, the Union expressed concerns about the status of Salaried represented employees at the Michigan Proving Grounds (MPG) in the event of a reduction in force in the UAW Local 400 bargaining unit. The Company told the Union that, at this time, no reduction in force was being contemplated for MPG. However, it did acknowledge the Union's concern and a desire regarding future Ford Motor Company opportunities for MPG employees should a reduction in force occur.

The parties agreed that should a reduction in force occur at MPG, salaried represented employees would be given an opportunity to apply for hourly employment with Ford Motor Company through Ford's external employment website. Employees impacted by the reduction in force who have properly applied for an hourly position will be given priority to be hired as full-time hourly employees at the applicant's location of interest provided there is a hiring need. Those successfully hired to the hourly rolls will retain their Salaried Ford Service Date or their Salaried Vacation Eligibility Date, whichever is greater, for the sole purpose of establishing their vacation eligibility under the hourly agreement. All other aspects of their employment shall be governed by the terms of the hourly UAW-Ford Collective Bargaining Agreement.

Very truly yours,

Mario A. Spadafora, Manager
U.S. Union Affairs

Concur: _____
Gregg Dunn

October 25, 2023

**Mr. Gregg Dunn
Salaried Servicing Representative
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214**

Dear Mr. Dunn:

Subject: MPG Shift Start and Quit Times

During these negotiations, the Union expressed concerns over recent changes to the MPG operating pattern and their impact on the represented workforce.

In order to minimize the impact of these changes to the workforce, the Company agrees that in the event it determines changes to the operating pattern, or employee start and quit times are required, it shall provide 2 weeks advance notification to the bargaining unit Chairperson unless conditions beyond Company's control occur.

Very truly yours,

**Mario A. Spadafora, Manager
U.S. Union Affairs**

**Concur: _____
Gregg Dunn**

October 25, 2023

**Mr. Gregg Dunn
Salaried Servicing Representative
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214**

Dear Mr. Dunn:

Subject: MPG Testing Services Awareness

During these negotiations, the Company and the Union discussed the ongoing viability of the Michigan Proving Grounds, Local 400, bargaining unit (MPG). In an attempt to expand the current testing performed at MPG, the parties agree to communicate quarterly to the greater Ford Motor Company testing community, regarding the availability of the represented salaried bargaining unit to perform additional testing.

The aforementioned quarterly communication will be sent via email and will include a link to the MPG website. This communication is aimed at targeting new engineers and functional teams, and is meant to raise awareness of the MPG capabilities, with respect to its infrastructure and workforce. Performing additional testing provides the opportunity to increase the utilization of the MPG workforce during non-peak work periods.

Very truly yours,

**Mario A. Spadafora, Manager
U.S. Union Affairs**

**Concur: _____
 Gregg Dunn**

October 25, 2023

**Mr. Gregg Dunn
Salaried Servicing Representative
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214**

Dear Mr. Dunn:

Subject: MPG Training

During these negotiations, the parties discussed the benefits of providing MPG employees with additional training opportunities in order to foster a more capable workforce.

To that end, the Company agrees that under current operating conditions and systems/technology requirements, it will maintain a minimum of two (2) employees per shift to be trained by the Metrology Lab in the use of GPS Coordinate Measuring Machines (CMM). Employees will be selected for training by unit seniority from among volunteers canvassed from the Salary Grade 5 AVO Test Specialist and Salary Grade 6 AVO Crew Leader classifications.

Additionally, the Company agrees to jointly develop an evolving MPG-specific curriculum of Mechatronics and related general automotive training courses applicable to bargaining unit work, which directly support MPG business needs, and further enhance the overall capability of its Proving Grounds operations. The parties will jointly agree to the suitability of the training and/or its applicability to MPG business operations.

Unless otherwise directed by management, participation in such training will be on a voluntary basis. The Company agrees to pay for curriculum-based Mechatronics and related general automotive training. All training and course dates

must be approved by Management prior to registration. Upon completion of training each employee will be expected to share key learnings and best practices with the Unit.

Very truly yours,

**Mario A. Spadafora, Manager
U.S. Union Affairs**

**Concur: _____
Gregg Dunn**

October 25, 2023

Mr. Gregg Dunn
Salaried Servicing Representative
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Dunn:

**Subject: Performance Test Technicians - Michigan Proving
Ground (Local 400)**

During these 2023 negotiations, discussions were held regarding Technical Testing Department work, specifically Squeak & Rattle and Water Ingestion testing which is presently performed by purchased services at the Michigan Proving Ground (MPG). These discussions included the feasibility of performing this work using bargaining unit employees. As such, under current operating conditions, the Company agrees to insource this work to the bargaining unit. The addition of this work is expected to expand MPG capabilities and increase its operational effectiveness. The parties recognize that an effective and efficient organization delivers greater job security, retention, knowledge, and rewards for all employees.

In order to support this new work, the Company commits to the addition of one (1) incremental full-time employee to the bargaining unit's existing Performance Test Technician Classification listed in Appendix B of the Collective Bargaining Agreement. The Company will hire a Performance Test Technician by no later than Q1, 2024. In recognition of the expansion of Performance Testing Department capabilities, the Company will increase the salary grade for the Performance Test Technician Classification from Salary Grade 5 to Salary Grade 6 upon ratification of the 2023 agreement.

In order to further enhance the flexibility, productivity, accountability, and overall effectiveness of MPG operations, Management, in its sole discretion, shall have the right to assign Performance Test Technicians to available work throughout the

proving grounds as needed. Such assignments will be discussed with the local Chairperson in advance where practicable.

The parties recognize the integral link between operational effectiveness and job security. It is the goal of the Company to protect jobs for all of its employees and utilize its facilities to the extent practical, understanding that it must balance employee concerns against the business environment in which it must compete. It is the continued intent of the Company to treat its employees as the source of its strength and to use natural attrition as the preferred means of achieving lower employment levels if needed.

Very truly yours,

**Mario A. Spadafora, Manager
U.S. Union Affairs**

**Concur: _____
Gregg Dunn**

October 25, 2023

Mr. Gregg Dunn
Salaried Servicing Representative
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear **Mr. Dunn**:

Subject: Union Representation - Michigan Proving Ground

During the course of these negotiations the parties discussed the contractual provisions for full-time union representation in salaried units.

It is understood that for the life of this agreement, the Chairperson of the Michigan Proving Ground will have the right to devote up to **ten** hours per day Monday thru **Sunday** (excluding holidays) when represented employees are scheduled on Company time for representation purposes.

Very truly yours,

Mario A. Spadafora, Manager
U.S. Union Affairs

Concur: _____
Gregg Dunn

October 25, 2023

**Mr. Gregg Dunn
Salaried Servicing Representative
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214**

Dear Mr. Dunn:

Subject: Viability of Michigan Proving Ground, Local 400

During these 2023 negotiations, the Company and the Union discussed the need to secure the continued viability of the Michigan Proving Ground, Local 400, bargaining unit (MPG). The parties recognize the importance of the Proving Ground to the Ford Motor Company in providing design validation testing, improving customer satisfaction, and limiting warranty costs by efficiently detecting pre-production and post-production quality related concerns. As such, under current operating conditions, the Company agrees to insource durability testing, mileage accumulation certification, and special testing work currently performed in the MPG Dynamometer facility and Climate Control Laboratory. The addition of this work to the bargaining unit will expand MPG capabilities and increase its operational effectiveness. The parties recognize that an effective and efficient organization delivers greater job security, retention, knowledge, and rewards for all employees.

In order to support this new work, the Company commits to the addition of a total of twenty-one (21) full-time employees to the bargaining unit over the term of this Agreement. To that end, the Company has decided to establish the following classifications within Appendix B of the salaried Collective Bargaining Agreement:

- Dynamometer Technician - Salary Grade 5**
- Durability Systems Engineering Support – Salary Grade 6**
- Climate Control Technician – Salary Grade 5**
- Vehicle Line Coordinator Support – Salary Grade 5**

The Company will hire eight (8) Dynamometer Technicians, two (2) Durability Systems Engineering Support employees, and seven (7) Climate Control technicians into the bargaining unit by the end of 2Q, 2024. Additionally, the Company will hire four (4) Vehicle Line Coordinator Support employees, whose work shall not include external MPG customer support, into the bargaining unit by the end of 2Q, 2024.

In order to further enhance the flexibility, productivity, and overall effectiveness of MPG operations, Management, in its sole discretion, shall have the right to assign the above employees to available work throughout the proving Ground as needed. Such assignments will be discussed with the local Chairperson in advance where practicable.

The parties recognize the integral link between operational effectiveness and job security. It is the goal of the Company to protect jobs for all of its employees and utilize its facilities to the extent practical, understanding that it must balance employee concerns against the business environment in which it must compete. It is the continued intent of the Company to treat its employees as the source of its strength and to use natural attrition as the preferred means of achieving lower employment levels if needed.

Very truly yours,

**Mario A. Spadafora, Manager
U.S. Union Affairs**

**Concur: _____
Gregg Dunn**

**National Ford Department Staff
2023 Negotiations**

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Vice President and Director
UAW Ford and Chaplaincy Departments**

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