
**SKILLED TRADES
AGREEMENTS AND LETTERS
OF UNDERSTANDING**

between

UAW®

and the

FORD MOTOR COMPANY



Agreements Dated

October 30, 2019

(Effective November 18, 2019)

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, national origin, age, sex, sexual orientation, gender identity/expression, union activity, religion, veteran status, or against any employee with disabilities.

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NOTE:

This booklet (Skilled Trades Agreements and Letters of Understanding) is being presented to you so that you may know the terms of agreements and various Letters of Understanding negotiated between the UAW and the Company October 30, 2019.

Specifically, the following material is presented in the order given:

- 1. Provisions of the Collective Bargaining Agreement applicable to Skilled Trades.**
- 2. Letters of Understanding and clarification concerning the Skilled Trades Agreements in the 2019 negotiations, plus all previous Letters of Understanding and clarification that continue to express current policies and interpretations.**

Portions of the Agreement reproduced here which are new or changed from previous agreements are shown in bold type.

Please note that any gender specific references in the Agreement language shall apply to either sex.

Other agreements and plans reproduced in separate booklets are: Volume I, the Collective Bargaining Agreement; Volume II, the Retirement Plan and the Insurance Program; Volume III, the Supplemental Unemployment Benefit Agreement and Plan, the Profit Sharing Agreement and Plan, the Tax-Efficient Savings Agreement and Plan, and the UAW-FCA-Ford-General Motors Legal Services Plan; and Volume IV, the Letters of Understanding.

We hope you will find this booklet helpful.

RORY L. GAMBLE
Vice President and Director
UAW, National Ford Department

WILLIAM P. DIRKSEN
Vice President,
Labor Affairs

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**SKILLED TRADES SUPPLEMENTAL AGREEMENT BETWEEN
FORD MOTOR COMPANY AND UAW**

**SKILLED TRADES SUPPLEMENTAL AGREEMENT
BETWEEN FORD MOTOR COMPANY AND UAW**

On **October 30, 2019**, 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, an unincorporated voluntary association, hereinafter designated as the Union, hereby agree as follows:

1. Employees Covered

This agreement shall be applicable to employees in all skilled classifications in the Tool and Die, Maintenance, Construction and Power House groups (Appendix F to the Collective Bargaining Agreement dated September 28, 1949, as amended) and to apprentices covered by an apprenticeship agreement between the Company and the Union.

2. Spread Rate Classifications

(a) A uniform spread of twenty cents (20¢) shall be established for all spread rate classifications in Appendix F (Skilled Trades). The minimum rates shall be established at twenty cents (20¢) below the maximum rates for each classification. Equal increments in five cents (5¢) amounts shall be established between the minimum and maximum rates.

(b) All employees in Appendix F (Skilled Trades) classifications (except those classified as Leader or Changeover) shall receive the maximum rate of their classification within three (3) months from the date on which they are so classified or acquire seniority, whichever is later. Rate progression to the maximum shall be as provided in the Merit Increase Agreement.

3. Maintenance and Construction Work - Use of Seniority Employees

It is the policy of the Company to fully utilize its seniority employees in the skilled trades (Appendix F) in the performance of maintenance and construction work, in accordance with its letter to the Union of January 20, 1949.

**SKILLED TRADES SUPPLEMENTAL AGREEMENT BETWEEN
FORD MOTOR COMPANY AND UAW**

4. **New Die Construction Work - Use of Seniority Employees**

It is the policy of the Company to utilize its seniority journeymen in the tool and die classifications (Appendix F) in the performance of new die machining, fabrication, repair, tryout and related checking fixture construction work in accordance with its letter to the Union of October 4, 1979.

5. **Apprenticeship Standards**

The Apprenticeship Standards Agreement, as amended herein, is made Exhibit I hereof and a part of this Agreement.

6. **Skilled Trades Work Assignments**

It is the policy of the Company to assign work between skilled trades in conformity with the principles set forth by the Ford-UAW Umpires in Opinions A-223, A-278 and B-14 and other Umpire memoranda. A more detailed statement of this policy is made in Exhibit II hereof and a part of this Agreement. It is not intended that this statement shall place any added limitation on the Company's right of assignment, nor that lines of demarcation shall arise as the result of resolving skilled trades job assignment disputes.

At any Company plant where the Local Union shall within 30 days from the date hereof so notify local Management in writing, this Section shall not be deemed to be in effect and the contractual situation with respect to the making of skilled trades work assignments as it existed under the Agreement between the parties dated October 20, 1961, shall be deemed not to have been affected in any way by either the fact that this Section has been inserted in this agreement or that such notice of non-effectiveness has been given; provided, however, with respect to the Rouge Area such notification shall be given separately as to the Tool and Die Unit and the Maintenance and Construction Unit, but if given as to any such Unit, shall be applicable to all skilled employees on the trades in such Unit, including employees on the same trades in other Rouge Units, throughout the Rouge Area.

7. **Development of Local Skilled Trades Work Assignment Guides**

It is agreed that the Local Union and local Management may undertake to identify skilled work assignment practices

**SKILLED TRADES SUPPLEMENTAL AGREEMENT BETWEEN
FORD MOTOR COMPANY AND UAW**

pertaining to the skilled apprenticeable trades within the plant with the objective of establishing mutually acceptable guidelines for skilled trades work. Such guidelines shall recognize that assignments vary from plant to plant, between shifts within a plant, that the same assignment may be made to more than one trade and such guidelines are not intended to confer exclusive rights not otherwise recognized to one trade. Upon the request of the Unit Chairperson, local plant Management will meet to establish the procedure for implementation of this provision. It is expected that the Unit Chairperson will prepare and submit for consideration a description of the practices over which agreement is being sought. Upon submission thereof the parties may conduct joint or independent investigations of the practices involved.

It shall not be a function of the Local Union or local Management under this provision to change or modify assignment practices even in the case of a mixed practice. Rather, the parties shall identify practices which meet the criteria for past practice set forth in Exhibit II hereof and practices so defined and agreed upon shall serve as guides for skilled trades work assignments.

Agreements regarding such practices shall be executed in writing and shall be subject to the approval of the National Ford Department and Labor Affairs.

In the event the parties locally are unable to agree upon the definition of a skilled work assignment practice, the issue may be appealed by either party to the National Ford Department and Labor Affairs.

In the event the issue has not been resolved at the national level within 30 days from the date of appeal either party may submit the issue to the Umpire under the procedure provided in Article VII, Section 9(b) of the Agreement. In such a case the Umpire shall be empowered only to define the work assignment practice at issue at the location involved based upon the criteria discussed above and this determination shall be final and binding upon the parties.

SKILLED TRADES SUPPLEMENTAL AGREEMENT BETWEEN FORD MOTOR COMPANY AND UAW

It is recognized that it is in the mutual interest of both parties to maintain efficiency in the utilization of the skilled work force. Consequently, such guidelines shall not require the adoption of classifications not presently utilized at the plant; will not result in increased idle time, make-work assignments, added manpower, change present ground rules governing claims for back pay, or affect the right of the Company to determine skilled manpower needs for each trade on each shift.

It is understood that any local agreement establishing skilled trades work assignment guidelines shall be subordinate to the provisions of the Agreement and of the Skilled Trades Supplemental Agreement. A Local Union seeking the establishment of skilled trades assignment guides under this provision shall be deemed to have elected to be bound by the provisions in the first paragraph of Paragraph 6 above.

In the event a new apprenticeable trade is established in a plant the parties locally shall be authorized to negotiate mutually acceptable guidelines for skilled work assignments pertaining to that trade subject to the approval of the National Ford Department and Labor Affairs.

8. Ratification of Agreement

This agreement is supplemental to the Collective Bargaining Agreement between the Company and the Union dated the same as the date hereof and shall become effective immediately after receipt by the Company from the Union of written notice on or before expiration of the time for ratification specified in the **2019** Settlement Agreement that this Supplemental Agreement, the Collective Bargaining Agreement, and the other agreements listed in Article XI, Section 1 of the Collective Bargaining Agreement, being entered into between the parties on the same date as the date hereof, have been ratified by the Union, following which the provisions hereof shall become effective as specified herein. Those provisions as to which no other effective date has been specified in this Supplemental Agreement shall be effective immediately upon receipt by the Company of such notice of ratification.

**SKILLED TRADES SUPPLEMENTAL AGREEMENT BETWEEN
FORD MOTOR COMPANY AND UAW**

IN WITNESS WHEREOF, the parties hereto have duly executed this Agreement as of the date first above written.

FORD MOTOR COMPANY

William C. Ford, Jr.

James P. Hackett

Joe Hinrichs

Gary Johnson

William P. Dirksen

John Savona

Kevin Legel

Bernie Swartout

Bill Rooney

Jenny Torony

Frederiek Toney

Helmut E. Nittmann

Michelle DeTombeur

Scott Britton

Terri Faison

Tom Paradiso

Sandy Krus

Stephen M. Kulp

Johanna Shea

Jiem Cranney

Kristen de Bear

UAW

International Union

Gary Jones

Rory L. Gamble

Steve Zimmerla

Mike Stone

Jimmie D. Williams

Darryl Goodwin

Brett Fox

National Ford Council

Bernie Ricke, Subcouncil #1

Anthony Richard, Subcouncil #1

Larry Stewart, Subcouncil #2

Tommy Kottalis, Subcouncil #2

Jon Jagers, Subcouncil #2

Michael Donovan, Subcouncil #2

Greg Tyler, Subcouncil #3

Mike Beydoun, Subcouncil #3

Dale E. Rogers, Subcouncil #4

Roger Maag, Subcouncil #4

Frank Murray, Subcouncil #5

Paul LaFave, Subcouncil #5

Andy Weakland, Subcouncil #7

Dwayne Walker, Recording Secretary

EXHIBIT I**APPRENTICESHIP STANDARDS**

The original Apprenticeship Standards were accepted by Ford Motor Company and the United Automobile, Aircraft and Agricultural Implement Workers of America, CIO on January 9, 1942.

The following standards of apprenticeship covering the employment and training of apprentices in the trades included in these standards have been agreed to by Ford Motor Company and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America.

The standards and their application will be under the supervision of a Joint Apprenticeship Committee representing the Union and the Company as hereinafter set forth.

Rocky Di Iacovo, UAW Assistant Director, **Co-Chair - National Joint Apprenticeship Committee**

Doug Mertz, TTC Manager, **Co-Chair - National Joint Apprenticeship Committee**

Consultant: Dean Guido, Regional Executive Assistant, of the Office of Apprenticeship, U.S. Department of Labor.

Article 1. Definitions

- (a) The term "Company" shall mean Ford Motor Company.
- (b) The term "Union" shall mean the duly authorized representatives of the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America.
- (c) "Registration Agency" shall mean the Office of Apprenticeship, U.S. Department of Labor.
- (d) "Apprenticeship Agreement" shall mean a written agreement between the Company and the person employed as an apprentice, and if the apprentice is a minor, the apprentice's parent(s) or guardian, which agreement or indenture shall be approved by the Joint Apprenticeship Committee and registered with the Registration Agency.

- (e) “Apprentice” shall mean a person who is engaged in learning or assisting in the trade to which the person has been assigned under these Standards and who is covered by a written agreement with the Company providing for the individual’s training in accordance with these Standards of Apprenticeship and who is registered with the Registration Agency.
- (f) “Committee” shall mean the Joint Apprenticeship Committee organized under these Standards.
- (g) “Plant Subcommittee” shall mean each duly authorized subcommittee of the Joint Apprenticeship Committee for those programs established in plants under these Standards.
- (h) “Standards of Apprenticeship” shall mean this entire document, including these definitions.
- (i) “Collective Bargaining Agreement” shall mean the collective bargaining agreement between the Company and the Union.

Article 2. Apprenticeship Eligibility Requirements

In order to be eligible for apprenticeship under these Standards, the applicant must meet the following qualifications:

- (a) Consistent with applicable state and federal laws: (1) all applicants shall meet the physical requirements of the Company for the applicable trade and (2) applicants must be at least age 18. All employees of the Company assigned to locations utilizing the Industrial Readiness Certificate Program will be eligible to apply following the apprentice program selection procedure, and any request to or from the Joint Apprenticeship Committee for deviation is subject to approval of Labor Affairs and the National Ford Department.
- (b) Applicants who meet all eligibility requirements and are accepted for apprenticeship shall be placed on the eligibility list pursuant to the provisions of the Apprentice Eligibility Lists letter of understanding. At that time the applicant will be required to state up to three trade preferences. Stated

preferences of applicants and their position on the eligibility lists will determine the order in which applicants are called to go on course.

- (c) Applicants shall submit an application for apprenticeship with all necessary data for the approval of the Joint Apprenticeship Committee.
- (d) Applicants shall satisfactorily complete the Industrial Readiness Certificate Program.
- (e) The acceptance or rejection of applications for apprenticeship shall be at the sole discretion of the Joint Apprenticeship Committee and shall not be subject to review through the Grievance Procedure provided for in Article VII of the Collective Bargaining Agreement between the parties, and Article IV, Section 2, of the Collective Bargaining Agreement (Promotions) shall have no application to applicants for apprenticeship.
- (f) Exceptions to these requirements may be made by the Joint Apprenticeship Committee for applicants who have unusual qualifications which may apply to the apprenticeship.
- (g) In continuance of the policy established and maintained since the inception of these Standards and in accordance with the purpose of promoting equality of opportunity, the recruitment, selection, employment, and training of apprentices during their apprenticeship, shall be without discrimination because of age, race, color, religion, national origin, or sex, or against qualified individuals with disabilities. Affirmative action will be taken to provide equal opportunity in apprenticeship and the apprenticeship program will be operated as required under applicable Federal laws and regulations.

Article 3. Credit for Previous Experience

Employees of the Company and those who have had previous employment experience, who desire to become apprentices and are selected, may be allowed credit in accordance with these Standards for applicable experience, after their records have been checked

and evaluated by the Joint Apprenticeship Committee. Evaluated work experience must have been gained under an apprenticeship program or under a trainee, upgrader and/or changeover program and not in a trade school or vocational school.

Returned veterans and former Peace Corps members may have their service or Peace Corps work record evaluated and credit given on apprenticeship for applicable practical experience gained in the Armed Services or the Peace Corps after evaluation by the Joint Apprenticeship Committee.

A request for credit for previous experience must be accompanied by a typewritten letter on the employer's official stationery bearing the notarized signature of the employer or the employer's designated representative describing in detail the experience supporting the request.

In order to receive credit, previous shop experience must be accompanied by appropriate related course instruction. Requests for credit for previous experience must be made at time of indenture and be noted on Form 4410 so that such experience can be taken into account in the course of training and to permit deficiencies in related instruction to be made up to the extent that it is practicable to do so.

Article 4. Term of Apprenticeship

The term of apprenticeship shall be as established by these Apprenticeship Standards in accordance with the schedule of work processes as outlined in Appendices attached hereto and related instruction as outlined in Article 10(b).

Each phase of the scheduled hours of shop training will be considered complete if it is within the limits defined in the appendix. Deviations from the limitations of this paragraph may be approved by the Joint Apprenticeship Committee at the request of Plant Subcommittees.

Article 5. Probationary Period

The first three months of active employment for any employee while classified as an apprentice shall be known as the apprentice probationary period. During this probationary period the

Apprenticeship Agreement may be cancelled by the Joint Apprenticeship Committee. The Registration Agency shall be advised of all such cancellations. This shall not limit the right of the Company to discipline a probationary apprentice for cause for matters not related to the apprentice's training.

When probationary apprentices are to be laid off, they shall be laid off in reverse order of going "on course."

A laid-off probationary apprentice will be recalled to apprenticeship before placing a new apprentice on the same trade.

However, a probationary apprentice who has been laid off shall be returned to the eligibility list with the same trade preferences and in the same relative position that the apprentice had when originally placed on the program.

Article 6. Hours of Work

Apprentices shall work the same hours and be subject to the same conditions as the journeypersons employed by the Company. When required to work overtime, the apprentice shall receive credit on the term of apprenticeship for only the actual hours of work.

Procedures for determining overtime equalization among apprentices and journeypersons shall be made by local agreement in accordance with Article IV, Section 6 of the Collective Bargaining Agreement, subject to the approval of the UAW, National Ford Department, and Labor Affairs of the Company.

In computing overtime, hours of schooling shall not be considered as hours of work. Hours spent in training (classroom or laboratory) are not considered hours of work and/or employment and no compensation will be paid therefor.

In the event of a temporary layoff in the Rouge Area, apprentices shall be laid off before journeypersons in the same trade in that department, but shall not be considered separated for purposes of determining the existing ratio. Deviations from this provision may be made by local agreement subject to the approval of the UAW, National Ford Department and Labor Affairs of the Company.

Article 7. Ratios

- (a) The number of apprentices which the Company shall employ at any time shall be subject to the limitations set forth below, which shall be applied separately to each trade in each seniority Unit.
- (b) When there are no journeypersons laid off and there is no Changeover Agreement in effect, there shall be no restriction on the number of apprentices.
- (c) When there are no journeypersons laid off and there is a Changeover Agreement in effect (whether or not any employees are then classified as changeover employees) the number of apprentices to journeypersons shall not exceed one apprentice for every five journeypersons, except that:
 - (1) Where there is a shortage of journeypersons available in relation to the need, such as occurs, for example, in the case of a new plant, expansion of an existing plant, certain technological changes or retirements, the parties locally shall mutually agree to a number of apprentices greater than 1 to 5 journeypersons, in accordance with the need; notwithstanding the foregoing the Company may add apprentices greater than the ratio of 1 to 5 to meet the need resulting from early retirement of journeypersons under the Ford-UAW Retirement Plan; and
 - (2) Where the existing number of apprentices is greater than one for every five journeypersons, the Company shall not be required to reduce the number of apprentices immediately, but shall add no more apprentices until the ratio shall be reduced to 1 to 5, but thereafter shall not exceed such 1 to 5 ratio.
- (d) The ratio of apprentices to journeypersons will be adjusted to reflect changes due to retention of newly graduated apprentices as journeypersons, replacement of newly graduated apprentices by greater seniority journeypersons, and separation of either journeypersons or apprentices for any reason and such new ratio shall be considered the existing ratio for purposes of a subsequent layoff or recall.

- (e) Subject to the provisions of Article 6 above, when a reduction in force occurs in a trade where apprentices are employed -
- (1) If the ratio of apprentices to journeypersons is one to ten or greater (i.e., 1:8, 1:5, etc.), apprentices first shall be laid off until the ratio to journeypersons is one to ten.
 - (2) Thereafter, apprentices shall be laid off proportionately to maintain such ratio insofar as practical, except that:
 - (i) A minimum of one apprentice may be retained in each trade in each seniority Unit so long as at least one journeyperson remains employed in that trade, and that
 - (ii) In the event the reduction in force is due to unusual circumstances, including, but not confined to: a transfer or discontinuance of an operation, major technological developments, the elimination or consolidation of classifications, the discontinuance of a shift, or a drastic reduction in the level of work resulting in a heavy reduction in the skilled work force, the parties locally shall mutually agree to an acceptable layoff and recall plan. Such a layoff plan may provide for reducing the ratio below one to ten, or for laying off all apprentices in a particular trade.
 - (3) If the ratio of apprentices to journeypersons is less than one to ten (i.e., 1:11, 1:15, etc.) journeypersons and apprentices shall be laid off according to the existing ratio.
 - (4) Upon an increase in the work force, such ratio, one to ten, or the existing ratio which is less than one to ten between seniority apprentices and seniority journeypersons, shall be maintained until all seniority journeypersons are recalled. Thereafter, apprentices shall be recalled in seniority order before new journeypersons in that classification are hired, provided, however, that this limitation shall not apply

to available seniority journeypersons on layoff from other Company locations who may be transferred under Article VIII, Section 23(c) of the Agreement.

Article 8. Discipline

The Committee shall have authority to act on a recommendation that an apprentice be placed on probation or removed from the apprenticeship for such causes as:

- (a) Unsatisfactory shop progress
- (b) Unsatisfactory school progress
- (c) Unsatisfactory work
- (d) Not following other requirements of the Program

Discipline of apprentices as described above shall not be subject to the grievance procedure under Article VII of the Collective Bargaining Agreement.

Article 9. Wages

Apprentice training groups will consist of trades as listed below:

Group 1	Metal Model Maker
Group 2	Electrician Machine Repair Tool and Diemaker Toolmaker & Template Maker
Group 3	Millwright Plumber-Pipefitter Welder General
Group 4	Industrial Truck Mechanic

Apprentices shall be paid a percentage of the journeypersons rate in the trade in which they are indentured according to the following Shop Hour Rate Formula effective **November 18, 2019**. The number of hours of related classroom instruction satisfactorily completed must correspond to the schedule set forth in Article 10 for each 1000 hours of shop training in order for an apprentice to be eligible for a rate adjustment as indicated herein.

SHOP HOUR RATE FORMULA

0-1000 shop hours	-	\$30.140
1001-2000 shop hours	-	\$30.275
2001-3000 shop hours	-	\$30.275 + 10% of (max. Jymn. rate minus \$30.825)
3001-4000 shop hours	-	\$30.275 + 22% of (max. Jymn. rate minus \$30.825)
4001-5000 shop hours	-	\$30.275 + 37% of (max. Jymn. rate minus \$30.825)
5001-6000 shop hours	-	\$30.275 + 55% of (max. Jymn. rate minus \$30.825)
6001-7000 shop hours	-	\$30.275 + 78% of (max. Jymn. rate minus \$30.825)
7001 shop hours	-	\$30.275 + 97% of graduation graduation (max. Jymn. rate minus \$30.825)

Applying the foregoing formula, effective **November 18, 2019**, hourly rates for apprentices are as follows:

**APPRENTICE SHOP HOUR RATE
SCHEDULE BY TRADE GROUP**

*GROUP	1	2	3	4
Shop Hour Periods				
0-1000	\$30.140	\$30.140	\$30.140	\$30.140
1001-2000	30.275	30.275	30.275	30.275
2001-3000	30.765	30.675	30.650	30.640
3001-4000	31.355	31.160	31.095	31.075
4001-5000	32.090	31.760	31.655	31.620
5001-6000	32.975	32.485	32.325	32.270
6001-7000	34.105	33.405	33.185	33.105
7001-graduation	35.040	34.170	33.895	33.795

Notwithstanding the foregoing provisions covering apprentice shop hour rates, a seniority employee who is transferred to apprentice training shall be paid a first shop hour period rate equal to either the employee’s current base hourly rate or **\$32.240** whichever is lower, provided however that in no event shall this first period rate be less than ten cents (10¢) above the rate stated for the first shop hour period in the Apprentice Shop Hour Rate

* See apprentice training groups for specific classification status.

Schedule set forth above. Upon the apprentice's completion of the first shop hour period said seniority employee shall be paid a shop hour rate of **\$30.750** or the apprentice's first period rate, whichever is higher, and if retained as an apprentice, shall be paid such rate until qualified for a higher rate in accordance with the Apprentice Shop Hour Rate Schedule set forth above.

In addition to receiving pay for shop hours, apprentices shall receive:

A trade specific tool box and tool set will be provided to each newly indentured apprentice (subject to return if they leave the program prior to graduation), and

- (a) A training incentive for each course of related training successfully completed consisting of the product of the number of class/**contact** hours of each course **as established by the NJAC approved RTI provider (including online)**, and the straight-time shop hourly rate they are receiving at the course completion date (exclusive of shift premium). The total number of class hours compensated shall not exceed 576; deviations from this total number of class hours compensated for one or more trades may be approved by the Joint Apprenticeship Committee without regard to Article 18, Modification of Standards; and
- (b) For apprentices entering training on or after October 18, 1976, a training incentive credit for the class hours of related training successfully completed while on an eligibility list for apprenticeship training provided: (1) the apprentices were employed by the Company while taking the course(s), and (2) the course(s) is accepted and credited toward the required related training for the apprenticeship in which the apprentices are indentured. The training incentive credit for these eligible course hours will be banked at the time they have been approved for credit toward their related training requirement. The apprentices may elect to:
 - (1) Receive training incentive payments for the banked hours in accordance with the schedule of shop hour periods and the number of related training class hours

outlined in Article 10(a) of the Apprenticeship Standards at the completion of each 1000 shop hour period until the banked hours have been expended, or

- (2) Receive training incentive payments for additional courses in related or elective subjects, with the number of classroom hours of such courses offset against the banked hours until they are expended.

The training incentive payment shall be based on the product of the number of related classroom hours and the straight-time shop hourly rate (exclusive of shift premium) the apprentices are receiving at the time payment is being made. The total number of class hours compensated under this paragraph (c) and paragraph (b) above shall not increase the total number of compensated class hours beyond the number of hours established in subparagraph (b) above during the apprentices' period of training.

These payments are subject to the condition that they are excluded from consideration in computing any premium payment.

Employees who are given credit for previous experience, upon entering the apprentice program, shall be paid the wage rate for the shop hour period to which such credit entitles them, and thereafter shall be eligible for training incentive payments as provided in the preceding paragraph.

General

When an apprentice has completed the required number of shop and related training hours and the Joint Apprenticeship Committee has approved the completion of training, the apprentice shall receive the maximum rate of the rate range paid to skilled journeymen in the classification or trade in which the apprenticeship was served.

Article 10. Related Instruction and School Attendance**(a) Provision for Classroom Instruction of Apprentices**

During the period of the apprenticeship, each apprentice shall be required to complete at least the percent of total required related classroom hours (minimum total of 576) for each shop hour period as indicated below:

Shop Hour Periods	Percent of Total Classroom Hours
0-1000	13%
1001-2000	27%
2001-3000	40%
3001-4000	54%
4001-5000	67%
5001-6000	81%
6001-7000	94%
7001-graduation	100%*

Registration fees and/or tuition and books required in connection with related instruction under the apprentice program and examination fees for the successful completion of tests taken for related classroom credit will be funded by the Education, Development and Training Program (EDTP) under the letter of understanding Apprenticeship Related Instruction Expense (September 15, 1993). To the extent tuition and/or books are related to, and requirements of, the apprentice program, active apprentices shall have no maximum EDTP funding limit for such tuition and books. Should EDTP funds not be available, the Company will pay such expenses.

(b) Provisions for Task Completion

At the conclusion of core skills training, each apprentice will be issued a task book containing all classifications specific tasks requiring completion prior to taking the graduation assessment. The program requires completion percentages of each of the following: (1) Tasks, (2) Shop Hours, and (3) Related Instruction to remain within 5% of one another.

* Deviations from the total number of shop hours or class hours for any apprenticeship may be approved by the Joint Apprenticeship Committee without regard to Article 18, Modification of Standards

(c) **Schedule of Classroom Instruction**

The schedule of related classroom instruction shall be developed from the Related Instruction Guide which defines the core tasks apprentices are required to complete. Elective courses, recommended by the plant Subcommittee, must be approved by the Joint Apprenticeship Committee.

(d) **Enforcement of School Attendance**

In case of failure on the part of any apprentice to fulfill the apprentice's obligation as to school attendance the Committee may suspend, place on probation, or revoke the apprentice's Apprenticeship Agreement, and the Company hereby agrees to carry out the instruction of said Committee in this respect. The apprentice and the apprentice's parent or guardian hereby agree to abide by any such determination of such Committee.

The Registration Agency, and the International Union, UAW, shall be notified of any such suspension or revocation.

Article 11. Joint Apprenticeship Committee

There is hereby established a Joint Apprenticeship Committee as defined in Article 1. This Committee shall be composed of an equal number of members, half of whom shall be appointed by and represent the Company and half of whom shall be representatives of the National Ford Department, appointed by the Director and represent the Union. The Committee shall meet at least once a month or on call of either of the Co-Chairs.

It shall be the duty of the Committee:

- (a) To provide that each prospective apprentice be interviewed and impressed with the responsibilities the person is about to accept and the benefits the individual will be entitled to receive. The Committee may designate interviewers other than Committee members. The Joint Apprenticeship Committee may limit applications to Company employees in specific instances, subject to the approval of Labor Affairs and the National Ford Department, UAW*.
- (b) To accept or reject applicants for apprenticeship after preliminary examination by the Company, subject to the

*Refer to Article 2(a).

conditions stated in Article 2 of these Apprenticeship Standards, and to maintain a list of eligible applicants.

The Joint Apprenticeship Committee may establish appropriate procedures to permit employees at Company locations which have no apprenticeship program in effect to apply for apprenticeship at one Company location in the same geographic area having such a program, subject to the approval of Labor Affairs and the National Ford Department, UAW.

- (c) To place apprentices under Agreement.
- (d) To hear and decide on all questions involving the apprentices under these Standards which relate to their apprenticeship.
- (e) To determine whether the apprentice's scheduled wage increase shall be withheld in the event that the apprentice is delinquent in his/her progress.
- (f) To offer constructive suggestions for the improvement of the apprenticeship program.
- (g) To formulate schedules of work experience for all future apprenticeable trades.
- (h) To review and approve in advance any plant plan to lay off all apprentices in a particular trade pursuant to Article 7(e) (2)(ii).
- (i) To certify the names of graduate apprentices to the Registration Agency and recommend that a Certificate of Completion of Apprenticeship be awarded upon satisfactory completion of the requirements of apprenticeship as established herein. No Certificates will be issued by the Registration Agency unless approved by the Committee.
- (j) To approve or reject all minutes and related data received from all plant Subcommittees of the Joint Apprenticeship Committee.

To properly inform all plant Subcommittees of the Joint Apprenticeship Committee on all applicable procedures.

To conduct annual on-site reviews of the plant apprentice program training, addressing issues such as but not limited to the following:

- Safety Training
 - Related training instruction
 - On-the-job training
 - Compliance with performance-based apprenticeship requirements
 - Appropriate facilities and resources in support of the plant's apprentice program
- (k) To determine appropriate responses to State apprenticeship agencies, including registration matters in those states where such an agency has been established.
- (l) In general, to be responsible for the successful operation of the Apprenticeship Standards in the Company and the successful completion of the apprenticeship by the apprentices under these Standards.

Article 12. Plant Subcommittees of the Joint Apprenticeship Committee

There are hereby established plant Subcommittees of the Joint Apprenticeship Committee as defined in Article 1. These plant Subcommittees shall be composed of at least two members. Half of these Subcommittee members shall be appointed by and represent the Company and half shall be appointed by the National Ford Department Director and represent the Union. These plant Subcommittees shall select Co-Chairs, one Company and one Union member. These plant Subcommittees shall meet at least once a month or on the call of either of the Co-Chairs.

The Union member(s) of a plant Subcommittee shall be considered part-time representative(s) and each, upon properly reporting to his/her Supervisor when it becomes necessary to leave an assigned job, shall be accorded the privilege of leaving work to promptly perform specific, duly authorized duties, listed below, of the Plant Subcommittee without loss of time, on the understanding that this privilege will not be abused and that each part-time Committee representative will continue to work at assigned jobs at all times not required for the performance of such duties. The part-time

Subcommittee representative will report to an employee's Supervisor, provided the Supervisor is in the department, before contacting such employee in the performance of Subcommittee duties.

No special privileges shall be accorded part-time Committee representatives during layoffs or overtime work.

It shall be the duty of the Subcommittees of the Joint Apprenticeship Committee to:

- (a) Monitor the progress of all apprentices at their location. This specifically includes monitoring apprentices' shop and school progress and performance, and making contact, when required, with apprentices on the job to determine progress. It also includes reviewing apprentices' in-course progress assessment reports, and prescribing training, shop rotation, and/or other appropriate remedial actions necessary to improve apprentices' performance in the program.
- (b) Hear and decide all questions involving apprentices under these Standards which relate to their apprenticeship, subject to approval of the Joint Apprenticeship Committee, including the apprentice's seniority date in cases referred to in Article 15(a), if the plant delays the release of the apprentice involved.
- (c) Recommend to the Joint Apprenticeship Committee that a Certificate of Completion of Apprenticeship be awarded upon satisfactory completion of the requirements of apprenticeship as established herein. No Certificates will be issued by the Registration Agency unless approved by the Joint Apprenticeship Committee.
- (d) Assist in projecting, as best possible, the future attrition rate of journeypersons in apprenticeable trades at their location, so appropriate numbers of apprentices to be placed on course may be requested.
- (e) Work with local colleges and training vendors to establish and maintain necessary related training curricula.
- (f) Offer suggestions to the Joint Apprenticeship Committee for the improvement of the apprentice program.

- (g) Comply with all procedures as established by the Joint Apprenticeship Committee.
- (h) Submit minutes of meetings and all other related data to the Joint Apprenticeship Committee for final approval.

Article 13. Supervision of Apprentices

Apprentices shall be under the immediate direction of the supervisor of the department. Local Management in consultation with the plant Subcommittee is responsible for moving apprentices from one department or area to another in accordance with the predetermined schedule of work training.

The designated local Company representative, in consultation with the Plant Subcommittee, shall prepare adequate record forms to be filled in by the supervisor under whom the apprentices receive direct instruction and experience. Apprentices' immediate supervisors shall make a report to the Plant Subcommittee on the work and progress of the apprentices under their supervision in the frequency and manner as prescribed by the Committee.

If the supervisor finds that an apprentice shows a lack of interest or does not have the ability to become a competent mechanic, the supervisor shall place all the facts in the case before the Plant Subcommittee which shall forward these facts to the Committee for its decisions. Under these circumstances, an apprentice may be permitted to continue in probationary status, required to repeat a specified process or series of processes, or the apprentice's agreement may be terminated. The Registration Agency and the International Union, UAW, shall be advised of all terminations and the reasons therefor.

Nothing in this Article alters Management's right to give direction to apprentices.

Article 14. Consultants

The Committee may request interested agencies or organizations to designate a representative to serve as consultant. Consultants will be asked to participate without vote in conferences on special problems related to apprenticeship training which affect the agencies they represent.

Article 15. Seniority

- (a) New apprentices and rehired apprentices shall be regarded as probationary apprentices and shall establish apprentice seniority after the first three (3) months of continuous employment with the Company as an apprentice.

In order to become a seniority apprentice, a probationary apprentice must have been employed for a total of three (3) months as an apprentice within the year following the date the person was approved and accepted as an indentured apprentice by the Joint Apprenticeship Committee or last rehired as an apprentice, whichever is the later.

Following completion of the probationary period, the apprentice shall be given apprentice seniority as of the date three (3) months prior to the completion date of the probationary period and will thereafter exercise seniority as provided hereinafter. An apprentice's seniority date shall not precede the date the individual is placed on an apprentice classification, or the apprentice's date of hire, or date of rehire, whichever is the later, except that if the plant delays the release of an hourly employee on the active payroll who has been qualified and approved for placement as an apprentice, such employee shall be considered as being on course as of the date indicated in the "Date Required" column on the Hourly Personnel Requisition, Form 458. However, at no time can the on-course date be earlier than the date the requisition receives final approval, which date must be clearly noted and initialed on the requisition. Disputes involving apprentice seniority dates will be resolved by the Joint Apprenticeship Committee.

Full credit for actual hours spent in training shall be granted toward completion of the individual's apprenticeship. For the purposes of this Article, a rehired apprentice is one who has been placed back on course after losing apprentice seniority, was not eligible for reinstatement as an apprentice or who had been removed from course for cause by the Joint Apprenticeship Committee (as opposed to one who had been suspended by the Committee).

- (b) In no event shall an apprentice acquire apprentice seniority until the apprentice has acquired seniority as a Company employee.
- (c) Apprentices will exercise their seniority in their occupational group. For example, if there are four apprentices in the diemaking occupation, and a reduction in this number is required, the apprentice with the earliest on course date shall be last laid off and the last laid off shall be the first to be reinstated.
- (d) An apprentice starting training on or after September 15, 1970, shall be given seniority as a journeyperson, upon completion of apprenticeship, equal to the calendar days subsequent to the person's last hiring date as an apprentice and prior to the date of completion of the apprenticeship.
- (e) Apprentices who joined the Armed Forces or were on a Peace Corps leave and upon return were indentured in some other trade shall be given, for seniority purposes as apprentices, full credit for time spent in military service and on a Peace Corps leave plus such evaluated credit hours agreed to by the Joint Apprenticeship Committee for training gained in such other apprentice classification(s). Upon graduation, such veterans and those who were on a Peace Corps leave shall have their seniority computed in accordance with paragraph (d) above.
- (f) The provision of Article VIII, Section 5, Paragraph (6) of the Collective Bargaining Agreement shall be amended insofar as it applies to apprentices covered by this Agreement to the extent that such apprentices hired subsequent to June 20, 1941 shall not lose their apprentice seniority unless they are continuously unemployed by the Company for a period of time equal to their apprentice seniority but in no case less than four years (48 months).

In connection with the foregoing amendments as they might affect both journeypersons and apprentices, it is expressly understood and agreed that the Company shall assume no liability for back pay claims with respect to holidays, vacations, or any other matter as a result of the retroactive

adjustment of such seniority considerations or while such adjustments are being made, nor shall it be liable in any manner with respect to individuals who may be missed in such readjustment and the only redress the Union or its members may seek shall be a seniority correction in the record of such individuals who may be called to the attention of the Company by the Union.

The extension of recall privileges provided for herein is not to be construed as expanding any other contractual privileges beyond the specific provisions of the Master Agreement.

- (g) Apprentices may be transferred from one seniority Unit to another in accordance with the provisions of Article VIII, Sections 23 and 24, and the Letter of Understanding on Apprentice Preferential Placement, Protected Status Placement, and Return to Basic Unity Provisions dated October 9, 1999 of the Collective Bargaining Agreement upon specific prior approval of the Joint Apprenticeship Committee under certain conditions hereinafter outlined:
 - (1) An apprentice, affected by a reduction of force, discontinued operation or classification in a plant, so transferred shall be accorded all of the person's apprentice seniority in the new seniority Unit. Upon graduation, such apprentice shall have total journeyperson seniority in the new seniority Unit.
- (h) Upon the apprentice's request, the individual may be transferred from one seniority Unit to another upon specific prior approval of the Joint Apprenticeship Committee. An apprentice so transferred shall be accorded date-of-entry apprentice seniority in the new seniority Unit. It is also expressly understood and agreed that such apprentice shall retain no apprentice seniority rights in the seniority Unit(s) from which the apprentice has transferred. Upon graduation, such apprentice shall be credited with seniority as a journeyperson in the new seniority Unit equal to the apprentice's "on course" time in the new seniority Unit, plus time while on leave of absence for service with the Peace Corps in accordance with Article VIII, Section 31(c) of the

Collective Bargaining Agreement, military service time in accordance with Article VIII, Section 33 of the Collective Bargaining Agreement, vacations and time lost during reduction in force while employed in the new seniority Unit.

- (i) An employee who has seniority on an hourly rated job and later transfers to an apprentice classification may, in the event of a reduction of force in the individual's apprentice classification, elect to take a layoff or exercise accumulated seniority on an hourly rated classification which the apprentice held prior to entering the apprentice classification.
- (j) An apprentice who has seniority only on the apprentice classification may, in the event of a reduction of force, elect to take a layoff or accept available work.

Article 16. Apprenticeship Agreement

Every Apprenticeship Agreement entered into under these Standards of Apprenticeship shall contain a clause making the Standards part of the Agreement with the same effect as if expressly written therein. For this reason every applicant (and if the applicant is a minor the applicant's parent or guardian) shall be given an opportunity to read the Standards before the applicant signs the applicant Agreement.

The following shall receive copies of the Apprenticeship Agreement:

- (a) The apprentice
- (b) Ford Motor Company
- (c) Registration Agency
- (d) The Local Union
- (e) Two copies to the Veterans Administration, in case the apprentice is a veteran.

Article 17. Certificate of Completion of Apprenticeship

Upon completion of the apprenticeship under these Apprenticeship Standards, the Joint Apprenticeship Committee will recommend to the Office of Apprenticeship, U.S. Department of Labor, that a Certificate signifying completion of the apprenticeship be issued to the apprentice. No Certificates will be issued by the Office of Apprenticeship, U.S. Department of Labor, unless approved by the Joint Apprenticeship Committee.

Article 18. Modification of Standards

These Standards of Apprenticeship may be amended or new schedules added at any time upon mutual agreement of the Company and the Union. Such change or amendment shall be submitted to the Registration Agency and to the International Union, UAW, to determine if it meets with the standards established by the Registration Agency and the International Union. A copy of such amendment will be furnished to each apprentice employed by the Company.

Article 19. Approval

These Standards or any changes or amendments to these Standards will be submitted to the International Union Skilled Trades Department for their approval before becoming effective.

APPENDICES

Shop Training

Successful performance of tasks defined in the Training Guides are the minimum shop training requirements apprentices must accomplish. Apprentices having demonstrated the ability to perform tasks defined in the Training Guides may be rotated through other shop phases of their trade to gain proficiency or learn new tasks brought about by technological change.

A requirement of shop training is successful completion during the first 500 shop hours of all modules contained in the Apprentice Safety Orientation Program and the Safety Task contained in the Basic Training Guide. The plant subcommittee is responsible for monitoring completion of this requirement and the requirement that employees be provided a safety training orientation program of up to 40 hours in duration during the process of their being placed on the Apprentice Program. Subsequent safety related training will consist of 24 hours during Core Skills and at least 24 hours of trade-specific training throughout the balance of their apprenticeship. These hours would be contained within their total course work hours.

Related Instruction

See Article 10(b)

APPENDICES

APPENDIX A INDUSTRIAL ELECTRICITY

Schedule of Shop Training

Layout, Construction & Installation

General Maintenance and Repair

Power Construction, Sub Station

Maintenance, and Operation

Electronic Equipment Troubleshooting,

Maintenance and Repair

- Programmable Logic Controllers

- Solid State Controls

- Robotic Equipment

Total.....8000 hours

APPENDIX B INDUSTRIAL TRUCK MECHANIC

Schedule of Shop Training

Chassis Maintenance

Transmission and Clutches

Gas and Diesel Engines and Electric

Motor Repair and Maintenance

Electrical, Cooling and Hydraulic

Systems Maintenance and Repair

Battery, Wheel and Tire Maintenance

Total.....8000 hours

APPENDIX C MACHINE REPAIR

Schedule of Shop Training

**Lathe

*Standard and Specialty Milling Machines

Grinders I.D., O.D., and *Surface

CNC Machines, EDM, CMM,

Laser Cutting Machines

Bench and Floor Work

Total.....8000 hours

* **Must complete a total of 1,500 shop hours of machine time on the identified machines prior to reaching 4,000 program hours.**

APPENDIX D METAL MODEL MAKING

Schedule of Shop Training

Metal Forming/Bench Layout and Press Area

Body in White Assembly

Body Side Assembly

Underbody Assembly

Hemming/Closing and

Metal Finishing

Prototype Fixture Building

Body Finalizing

Body Structure Concepts

Tools and Machine Awareness

Tool Room

Inspection Awareness

Basic Welding Exposure

Total.....8000 hours

<p style="text-align: center;">APPENDIX E MILLWRIGHT Schedule of Shop Training</p> <p>Troubleshoot, Maintain, Remove and Replace Machinery and Equipment Layout, Fabricate and Install Structural Equipment & Machinery Cranes, Elevators, Speed Reducers and Variable Speed Drives</p> <p>Total.....8000 hours</p>	<p style="text-align: center;">APPENDIX F PLUMBING-PIPEFITTING Schedule of Shop Training</p> <p>Layout, Construction & Installation Steamfitting & Pipefitting Maintenance Plumbing Installation & Maintenance Troubleshoot and Repair Valves and Pneumatic Equipment</p> <p>Total.....8000 hours</p>
<p style="text-align: center;">APPENDIX G TOOLMAKING Schedule of Shop Training</p> <p>*Lathe *Standard and Specialty Milling Machines Grinders I.D., O.D. and *Surface CNC Machines, EDM, CMM, Laser Cutting Machines Bench Work Floor Maintenance</p> <p>Total.....8000 hours</p> <p>* Must complete a total of 1,500 shop hours of machine time on the identified machines prior to reaching 4,000 program hours.</p>	<p style="text-align: center;">APPENDIX H TOOL AND DIEMAING Schedule of Shop Training</p> <p>*Lathe *Standard and Specialty Milling Machines Grinders I.D., O.D. and *Surface CNC Machines, EDM, CMM, Laser Cutting Machines Bench Work Floor Maintenance Die Tryout</p> <p>Total.....8000 hours</p> <p>* Must complete a total of 1,500 shop hours of machine time on the identified machines prior to reaching 4,000 program hours.</p>

<p>APPENDIX I WELDING</p> <p>Schedule of Shop Training</p> <p>Machinery and Equipment Construction and Fabrication Pipe Welding Tool & Die Welding</p> <p>Total.....8000 hours</p>	

EXHIBIT II**SKILLED TRADES WORK ASSIGNMENTS**

It is the policy of the Company to assign work between skilled trades in conformity with the principles set forth by the Ford-UAW Umpires in Opinions A-223, A-278, B-14 and other Umpire memoranda. This statement is intended as a reaffirmation of these principles. In making job assignments, Management intends to respect basic differences between the trades and recognize the importance and prestige of its skilled trades. But, as the Umpire has said, the Company cannot be put to a disadvantage by "multiple hair-splitting refinements and cumbersome and unreal distinctions." Indeed, the efficient operation of the Company's plants demands the full utilization of the talents of each trade.

Factors to be Considered in Making Job Assignments**Central Skills**

Tasks which require the unique and central skills of one particular trade are assigned to that trade (unless such tasks are incidental to a principal job being performed by other trades as discussed below).

Overlapping Capabilities

To determine whether a particular skilled assignment falls within the scope of two or more trades and thus properly assignable to any one of these trades, several criteria must be considered, no one of which by itself is controlling.

- Level of skill involved.
- Type of apprenticeship training.
- Tools required.
- Nature of the material being worked on.
- Generally accepted notions of the trade.
- Other criteria (e.g., composition and size of the skilled work force).
- Past practices in a plant relating to skilled tasks (invariable, certain and unchallenged over such a long period that an agreement is assumed).

The first six of these criteria will be considered in making the determination of whether a skilled task falls within the scope of two or more trades or only one. Past practice is a limiting factor and is binding in ordinary situations if by clear and convincing proof it can be shown to exist as a fact by the party relying on it.

Incidental Work

Incidental work is a comparatively minor task that is complementary to a principal job. In determining whether a task is incidental and thus properly assignable to the tradespersons performing the principal job, the following points must be considered (past practice or normal scope of the trade has no significance in incidental work):

- Time involved in relation to the principal job. (A minor task or series of minor tasks performed sporadically over the duration of the principal job are incidental even though the cumulative time may be fairly large.)
- Whether the task is within the capabilities of the principal tradesperson.
- Whether the task can safely be performed by the principal tradesperson.

Incidental tasks are not limited to those arising in the course of the principal job, but may occur also at the beginning or end of the job.

Emergencies

In the event of breakdowns and other unforeseen incidents that interrupt the flow of production, as well as fires, accidents and the like, assignments may be made without regard to trade lines, although trade lines are not to be disregarded where the time within which the repairs are to be made and the availability of the appropriate tradespersons permit their observance.

BUSINESS LEADERSHIP INITIATIVE (BLI) CLARIFICATION

October 9, 1999

Mr. David A. Curson
Administrative Assistant to Ron Gettelfinger
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Curson:

Subject: Business Leadership Initiative (BLI) Clarification

During the course of recent National Negotiations with the UAW, the parties discussed issues regarding the implementation of Business Leadership Initiative (BLI) at some locations, particularly as it impacts the assignment of work and the scheduling of skilled trades employees. The Union is concerned that some locations have misunderstood the intent of BLI, resulting in arbitrary overtime restrictions, changes in preventative maintenance programs, and sourcing of project work to outside contractors.

Operating management has clarified that BLI is not intended to set a "blanket" limit on overtime contrary to good business sense. While opportunities to improve the efficiency or effectiveness of preventative maintenance should be pursued, such initiatives are not intended to prohibit the assignment of skilled work to skilled trades that they normally and customarily perform.

Concerns in this area not resolved at the local level should be referred to the Company's Labor Affairs Office.

Very truly yours,

DENNIS J. CIRBES, Director
U.S. Union Affairs Office
Labor Affairs

Concur: David A. Curson

IMPROVED COMMUNICATIONS - PLANT TOOLING

October 9, 1999

Mr. David A. Curson
Administrative Assistant to Ron Gettelfinger
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Curson:

Subject: Improved Communications - Plant Tooling

During these negotiations, the Union expressed the need to improve communications regarding plant tooling purchased at the Division level in Vehicle Operations for installation at the plant. After numerous discussions, it was agreed that the parties would meet with Vehicle Operations Human Resources Department to improve communications in this area.

Very truly yours,

DENNIS J. CIRBES, Director
U.S. Union Affairs Office
Labor Affairs

Concur: David A. Curson

**JOB SECURITY PROGRAM — SKILLED TRADES EMPLOYEES’
REFUSAL FOR RETRAINING RESULTING IN LAYOFF**

October 4, 2011

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

Dear Mr. Settles:

Subject: Job Security Program — Skilled Trades Employees’
Refusal for Retraining Resulting in Layoff

Pursuant to the Letter of Understanding, titled Job Security —
Apprentice Development and Journeyman/Reskilling, dated
October 4, 2011, it is understood where job placement opportunities
have been exhausted and placement on Indefinite Layoff is the
only remaining alternative, the National Joint Apprenticeship
Committee may direct retraining for the affected employees. If,
under these circumstances, retraining is offered and refused, these
employees will be laid off.

Very truly yours,

BILL DIRKSEN,
Executive Director
U.S. Labor Affairs

Concur: Jimmy Settles

**LETTER CONCERNING MAINTENANCE AND
CONSTRUCTION WORK**

January 20, 1949

Mr. Walter P. Reuther
President, International UAW-CIO
411 W. Milwaukee
Detroit 2, Michigan

Dear Mr. Reuther:

The purpose of this letter is to inform you concerning the present policy of the Ford Motor Company relating to maintenance and construction operations, as you requested in the meeting between Company and Union representatives at the Rackham Memorial Building yesterday.

Effective Monday, January 17, the policy with regard to maintenance and construction operations of the Ford Motor Company were revised in accordance with the following principles:

- (1) The department formerly identified as N-700 was abolished, all employees assigned thereto being transferred to the various maintenance Units or to the newly created Construction section herein described.
- (2) Each operating division or building (examples, the Steel Division, the Motor Building) is now provided with its own maintenance department. One maintenance department is provided for Roads and Grounds, and for the miscellaneous buildings not large enough to individually support a maintenance department. These maintenance departments carry the responsibility of general maintenance work within the confines of the operating divisions or buildings. They will perform all work of a maintenance, as distinguished from construction, nature.
- (3) The Construction Section, or department, was created to function within the limits of the greater Detroit area, including Mound Road, Highland Park, Lincoln, and Rouge operations, as well as the other smaller plants in the area.

LETTER CONCERNING MAINTENANCE AND CONSTRUCTION WORK

This section will perform all construction work which it is feasible for the Company to do, consistent with equipment and manpower skills available, with the limitation that outside contractors may be called upon when the volume of work required exceeds the capacity of the Construction Section.

Employees assigned to this Section are those carrying sufficient service to assure a minimum of difficulty on the question of seniority rights.

- (4) Where deemed advisable, contracts will be let to outside contractors under certain conditions. Such outside assistance will be engaged where peculiar skills are involved, where specialized equipment not available at Ford is required or where for other reasons economies can be realized because specialized contractors can better perform the work in question. As indicated above, work may be contracted out on occasions when the volume of construction work precludes the possibility of its completion within time limits by the Ford construction department.

We believe the above to be a clear statement of the policy which Ford Motor Company intends to follow with regard to maintenance and construction operations. We feel, and believe you will concur, that it is impossible to enunciate this policy in more detail. Necessarily, some questions may arise from time to time regarding work which is contracted to outside concerns. On such occasions, we intend to continue the practice of informing Union representatives of our reasons for letting such contracts, as in the past. (*) It should be noted, however, that Management must reserve the right to make the final determination as to whether work shall be done by Ford, or outside contractors. In making this determination, however, we intend always to keep the interests of Ford personnel in mind. We anticipate that in the great majority of

** As provided in the Settlement Agreement between the Company and the Union dated November 23, 1964, this is construed to mean that the Company agrees to give advance notice to the Union, where feasible, of the Company's plans for letting a particular contract; however, the question of whether or not advance notice has been or should have been given shall have no bearing on any grievance protesting Management's action in letting a particular contract.

**LETTER CONCERNING MAINTENANCE AND
CONSTRUCTION WORK**

instances it will be to the advantage of the Company to use its own equipment and personnel in construction work. We intend to utilize this personnel and equipment wherever feasible.

Very truly yours,

JOHN S. BUGAS
Vice President
Industrial Relations

DIE CONSTRUCTION PLANS

September 15, 2003

Mr. Gerald D. Bantom
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Bantom:

Subject: Die Construction Plans

During the course of these negotiations, there was considerable discussion regarding the competitiveness of the Dearborn Tool and Die plant. It is not the intent of the Company to exit die construction at the Dearborn Tool and Die Plant. The parties recognize that improving the competitiveness of this business is a complex problem.

A joint steering committee was established consisting of representatives of the National Ford Department, Labor Affairs Staff and the Stamping Business Unit. The parties agreed to oversee the development of a comprehensive plan aimed at achieving a competitive standing among die builders. The plan includes identification of required process changes, new technology, material cost improvements, engineering improvements, and local work practice changes.

Quarterly reviews will be conducted with National Ford Department representatives and local Union leadership to discuss die construction sourcing forecasts, the status of current and planned programs, and any circumstances that may have an effect on that status.

Recognizing that improvements are required in all areas of the die construction business, the Company is committed to driving for improvements in all facets of the revitalization plan. Additionally, the Company will consider prudent investments in Dearborn Tool and Die Plant directed at tool construction equipment to support specific improvements to achieve die construction competitiveness as identified by the plan. The Company will maintain its present sourcing pattern for die construction programs. Sourcing for

DIE CONSTRUCTION PLANS

future programs will be enabled by improvements in the die construction process at Dearborn Tool and Die.

The joint Steering Committee will share its blueprint for the revitalization of the die construction business immediately upon ratification of the 2003 Collective Bargaining Agreement. The local parties must develop a Dearborn Tool and Die implementation plan within thirty (30) days of said ratification consistent with the revitalization blueprint.

Very truly yours,

Martin J. Mulloy,
Executive Director
North American Labor Affairs

Concur: Gerald D. Bantom

Note: This letter replaces the following letter:

Die Construction Review Clarification and Tool Room Investment, October 9, 1999

DIE TRADES IN PROTECTED STATUS – STAND ALONE STAMPING PLANTS

September 15, 2003

Mr. Gerald D. Bantom
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Bantom:

Subject: Die Trades in Protected Status – Stand Alone Stamping Plants

During 2003 negotiations, the parties discussed the practice of placing die trades in Protected status in certain Stamping Business Unit (SBU) plants. The Company acknowledges its responsibility with respect to the job security provisions of the Collective Bargaining Agreement related to placing such tradespersons in Protected status.

During the term of the 2003 Agreement, plant management will review the application of the job security agreement with appropriate representatives of the local Union before placing a tradesperson in such Protected status. To help ensure greater utilization of the die trades, the Company intends to implement a Last Hit Program in its SBU stamping plants. The objective of the Program is to lower hit- to-hit times by 20% year-over-year following the first year of implementation. Specifically, the die trades will be relied upon to save the last part(s) following each production run and retain it with the die. Such part(s) will be evaluated for dimensional integrity, surface discrepancies, and other quality-related issues using a team approach with full cooperation between die technical support, quality personnel, and the trades. The team will be empowered to evaluate and implement appropriate die repairs to optimize quality and achieve positive improvements.

Results of the Last Hit Program will be reviewed at the Annual Business Plan Review by members of the SBU management and the National Ford Department based on input from the plant teams. Modifications to the Last Hit Program may be made by the local

**DIE TRADES IN PROTECTED STATUS – STAND ALONE STAMPING
PLANTS**

parties as the Program matures, with an emphasis on continuous improvement and sharing of best-practices across the plants.

In addition, business conditions permitting, the SBU will make efforts to source die-related work to select SBU plants where die trades are in protected status and such work can be competitively performed without additional investment.

Very truly yours,

Rick E. Poynter, Director
U.S. Union Affairs
Labor Affairs

NEW DIE CONSTRUCTION

October 4, 1979

Mr. Ken Bannon, Vice President
Director, National Ford Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Bannon:

During the current negotiations the Union expressed its concern over the effect on employment opportunities for seniority journeymen in tool and die classifications (Appendix F) of Company decisions to utilize non-Company sources for new machining, fabrication, repair, tryout and related checking fixture construction work normally assigned to the die construction activity in the plants of the Metal Stamping Division, including the Dearborn Tool and Die Plant.

As explained by the Company in the discussion of this subject, and particularly with reference to the meetings in 1975 with Rouge Tool & Die Unit representatives regarding the delayed 1977 car and truck model die construction program, decisions concerning the effective utilization of in house die capacity and out sourcing are the responsibility of the Metal Stamping Division Management.

It is the policy of the Company to retain new die machining, fabrication, repair, tryout and related checking fixture construction work within the die construction activity of plants in the Metal Stamping Division to the extent the Company's program requirements can reasonably be met. Of course, the final decision must be made by the Company based upon its assessment of these requirements and the facts known to the Company at the time the decision is made.

The decision to retain such work in house or to utilize non-Company sources is influenced by many considerations, including the magnitude of the new die construction program, the timing of each phase of the program, the availability of facilities, specialized equipment and necessary skills within the work force, the

complicating effect of design modifications and bottleneck operations such as machining limitations and the unavailability of presses to perform necessary tryout work, the efficiencies and economics involved, and the need to maintain a reliable supply base in view of the fluctuations and uncertainties of the die construction business.

Many of the same considerations which influence the allocation of such work by Division Management also impact the accomplishment of the objectives established for local plant Management as a part of the overall new die construction program. For example, the unavailability of machining capacity in the plant die construction activity may lead to the decision to utilize a non-Company source in order to assure that deadlines in the program are met.

A local Management decision to utilize a non-Company source for such work should consider, in addition to all other relevant factors, any adverse employment impact on the plant's tool and die work force, i.e., seniority journeymen in the affected classifications are laid off or would be laid off as a direct result of the decision.

In the event that such a decision is being contemplated, local Management will, except where time and circumstances prevent it, have advance discussion with Local Union representatives concerning the nature, scope and approximate dates of the work to be performed and the reasons why Management is contemplating utilizing a non-Company source. At such times, Company representatives are expected to afford the Union an opportunity to comment on the Company's plans and to give appropriate weight to those comments in the light of all attendant circumstances.

In making a final decision, the Company will not act arbitrarily or capriciously in disregard of the legitimate interests of Ford employees.

In addition, where the Company considers that work practices or provisions of local agreement may be having an adverse effect on the Company's ability to compete in this field effectively, Management will discuss such matters on a timely basis with

NEW DIE CONSTRUCTION

Local Union representatives and explore with them the possibilities of taking practical steps with respect to such matters to the end of improving the employment opportunities of such employees.

Very truly yours,

SIDNEY F. McKENNA

Vice President

Labor Relations

SUNDAY WORK ASSIGNMENT

October 21, 1967

Mr. Ken Bannon, Director
National Ford Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Bannon:

Subject: Sunday Work Assignment

This will confirm our understanding, reached during the current negotiations, with respect to Sunday work assignments.

Except in emergencies or breakdowns and during periods of changeover and model launch, a seniority employee on five-day operations who has worked a continuous period of at least 13 consecutive calendar days will be excused from work on the first Sunday subsequent to such period providing: (1) he has worked every day during the week preceding the Sunday for which he desires to be excused, and (2) he advises the Company of his request by the completion of his last hour on the Friday preceding the Sunday for which he desires to be excused.

Very truly yours,

SIDNEY F. McKENNA, Director
Labor Affairs Office
Labor Relations Staff

TOOL AND DIE CONSTRUCTION

October 4, 1979

Mr. Ken Bannon, Vice President
Director, National Ford Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Bannon:

Subject: Tool and Die Construction

During the current negotiations the Union expressed its concern over the effect on employment opportunities for seniority journeymen in tool and die classifications (Appendix F) of Company decisions to utilize non-Company sources for new machining, fabrication, repair, tryout and related checking fixture construction work normally assigned to the die construction activity in the plants of the Metal Stamping Division, including the Dearborn Tool and Die Plant.

As explained by the Company in the discussion of this subject, and particularly with reference to the meetings in 1975 with Rouge Tool & Die Unit representatives regarding the delayed 1977 car and truck model die construction program, decisions concerning the effective utilization of in house die capacity and out sourcing are the responsibility of the Metal Stamping Division Management.

It is the policy of the Company to retain new die machining, fabrication, repair, tryout and related checking fixture construction work within the die construction activity of plants in the Metal Stamping Division to the extent the Company's program requirements can reasonably be met. Of course, the final decision must be made by the Company based upon its assessment of these requirements and the facts known to the Company at the time the decision is made.

The decision to retain such work in house or to utilize non-Company sources is influenced by many considerations, including the magnitude of the new die construction program, the timing of each phase of the program, the availability of facilities, specialized

equipment and necessary skills within the work force, the complicating effect of design modifications and bottleneck operations such as machining limitations and the unavailability of presses to perform necessary tryout work, the efficiencies and economics involved, and the need to maintain a reliable supply base in view of the fluctuations and uncertainties of the die construction business.

Many of the same considerations which influence the allocation of such work by Division Management also impact the accomplishment of the objectives established for local plant Management as a part of the overall new die construction program. For example, the unavailability of machining capacity in the plant die construction activity may lead to the decision to utilize a non-Company source in order to assure that deadlines in the program are met.

A local Management decision to utilize a non-Company source for such work should consider, in addition to all other relevant factors, any adverse employment impact on the plant's tool and die work force, i.e., seniority journeymen in the affected classifications are laid off or would be laid off as a direct result of the decision.

In the event that such a decision is being contemplated, local Management will, except where time and circumstances prevent it, have advance discussion with Local Union representatives concerning the nature, scope and approximate dates of the work to be performed and the reasons why Management is contemplating utilizing a non-Company source. At such times, Company representatives are expected to afford the Union an opportunity to comment on the Company's plans and to give appropriate weight to those comments in the light of all attendant circumstances.

In making a final decision, the Company will not act arbitrarily or capriciously in disregard of the legitimate interests of Ford employees.

In addition, where the Company considers that work practices or provisions of local agreement may be having an adverse effect on the Company's ability to compete in this field effectively, Management will discuss such matters on a timely basis with

TOOL AND DIE CONSTRUCTION

Local Union representatives and explore with them the possibilities of taking practical steps with respect to such matters to the end of improving the employment opportunities of such employees.

Very truly yours,

SIDNEY F. McKENNA
Vice President
Labor Relations

October 9, 1961

Mr. Ken Bannon, Director
National Ford Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Bannon:

Subject: Tool and Die Work

During our current negotiations, the Union's National Ford Negotiating Committee raised with the Company the problem of job opportunities for Ford seniority skilled tool and die employees. These opportunities are affected upon occasion by Company decisions to purchase, rather than manufacture, certain tools, dies, fixtures and similar equipment, despite the fact that the Company has the facilities to do such work.

As we pointed out to you, the Company cannot agree to any conditions on its right to make make-or-buy decisions. In making such decisions, it intends to continue to give appropriate consideration to the operating needs of the business, the efficiencies and economies involved, and other pertinent factors, including the consequences of such decisions to the employment opportunities of its skilled tool and die employees. The Company is genuinely interested in maintaining maximum employment opportunities for these employees, consistent with the needs of the enterprise.

Where the Company considers that work practices or provisions of local agreements in its Tool and Die Departments may be having an adverse effect on the Company's ability to compete in this field effectively, Management will discuss such matters on a timely basis with the local Tool and Die Unit Committee and explore with it fully the possibilities of taking practical steps with respect to such matters to the end of improving the employment opportunities of such employees.

In connection with this matter, we informed you of the Company's continuing program to improve its die construction facilities in the

TOOL AND DIE WORK

Rouge Area. Approximately \$2,000,000 has been expended on this program in the past two years, and some quarter of a million additional dollars have been appropriated for further improvements.

Very truly yours,

MALCOLM L. DENISE
Vice President
Labor Relations

**ADVANCE NOTICE OF OUTSIDE CONTRACTING AND
EFFECTIVE CLEARING PROCEDURE**

October 4, 1979

Mr. Ken Bannon, Vice President
Director-National Ford Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Bannon:

Subject: Advance Notice of Outside Contracting and Effective
Clearing Procedure

During the recent negotiations the Union expressed concern over the form and content of the notice to the Union of the Company's intention to let an outside contract for skilled maintenance and construction work as well as the procedure for conducting related discussions between the local parties.

This letter will confirm the parties' understanding that the Company will provide advance notice, in writing, subject to the same conditions and limitations set forth and referenced in the letter dated January 20, 1949, to the local union of the Company's plan to let a particular contract involving skilled maintenance and construction work. The written notice will describe the project's general nature, scope (including estimated trades and manpower involved), the approximate dates within which the work is expected to be performed and why the services of an outside contractor are being contemplated. As provided in Article IV, Section 8, Company representatives are expected to afford the Union an opportunity to comment on the Company's plans and to give appropriate weight to those comments in the light of all attendant circumstances.

Consistent with the foregoing conditions, the parties agreed that the following constitutes an effective outside contracting clearing procedure including related discussions:

1. Before letting a contract, the Plant Engineering Department will evaluate the ability of the local plant forces to handle a given project.
2. In the event the Plant Engineering Department decides it is unable to perform the work in question, the local union will

**ADVANCE NOTICE OF OUTSIDE CONTRACTING AND
EFFECTIVE CLEARING PROCEDURE**

be so advised and if the Union so requests, a meeting will be arranged by the Plant Industrial Relations Manager for the purpose of having advance discussion with the union as to the reasons why plant forces cannot perform the work.

3. In the event such advance discussion with the union results in the Company deciding it cannot perform any of the work or only part and the union concurs in this result, a memorandum concerning the results of the meeting will be prepared by the Company and a copy provided to the union. In addition to the written information outlined above, if part of the project is to be performed by Ford forces, that portion should be so identified in the memorandum.

It was also agreed that the parties would urge the adoption of the above procedure in all locations where a mutually acceptable outside contracting clearance procedure does not now exist.

In addition, it was agreed that in those locations either adopting the procedure outlined above or where a mutually acceptable procedure is in effect and where the local union alleges that the procedure is not being followed by the Company, the matter may be brought to the attention of Labor Relations Staff and the National Ford Department.

Very truly yours,

ROBERT M. MIDDLEKAUFF
Executive Director
Labor Relations Staff

October 14, 1984

Mr. Stephen P. Yokich
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Yokich:

Subject: Contracting of Work

During the current negotiations the UAW complained that procedures set forth in Article IV, Section 8 are not being satisfactorily implemented by management in many instances.

This letter is intended to clarify the intent and purpose of this provision:

1. The "advance discussion" except where time and circumstances prevent it, will take place "prior to letting such a contract"- before any decision has been made as to whether the work should be contracted out. The "advance discussion" will include information as to "why Management is contemplating contracting out the work." It is evident that except as noted above, since Management is only "contemplating contracting out the work" when the "advance discussion" takes place, Management should not have made any decisions concerning whether or not to contract out the work before such "advance discussion" is held.
2. Management should advise the local union of the "nature, scope and approximate dates of the work to be performed and the reasons (equipment, manpower etc.), why management is contemplating contracting out the work." This information is related to the letter dated January 20, 1949, to the International Union signed by Mr. John Bugas. That letter makes reference to "peculiar skills are involved, where specialized equipment not available to Ford is required or where for other reasons economies can be realized because specialized contractors can better perform the work in question." Since any or all of these conditions may be entailed in the determination as to whether a particular

CONTRACTING OF WORK

contract should be let out or not, it is necessary that Management advise the local Union in the “advance discussion” concerning the item or items which are relevant to the decision- making.

3. If in the “advance discussion” it is clear that management is only “contemplating contracting out the work” and if in addition all the pertinent information as noted above is supplied to the local Union, then local Union representatives will be given a better opportunity “to comment on the Company’s plans” and will also give an opportunity to Management “to give appropriate weight to those comments in the light of all attendant circumstances.”

In addition the Union complained that in certain instances plant Management requested and contracted for maintenance service on leased equipment, and extended warranty arrangements or service contracts were being purchased which impacted the job security of seniority employees in skilled trades classifications. Management stated that, while Article IV, Section 8 does not limit the “fulfillment of warranty obligations by vendors”, warranty arrangements that extend beyond those customarily provided or the obtaining of service contracts are not covered by these provisions. Rather, such arrangements or service contracts covering work normally and historically performed by represented skilled trades employees are to be considered in the same manner as contracts for the performance of maintenance work and such decisions are covered by the provisions of Article IV, Section 8 of the Master Agreement. The local plant Managements will be advised accordingly.

Very truly yours,

JOHN M. SLOSAR, Director
Union Affairs Office
Labor Relations Staff

MAINTENANCE AND CONSTRUCTION WORK

January 20, 1949

Mr. Walter P. Reuther
President, International UAW-CIO
411 W. Milwaukee
Detroit 2, Michigan

Dear Mr. Reuther:

Subject: Maintenance and Construction Work

The purpose of this letter is to inform you concerning the present policy of the Ford Motor Company relating to maintenance and construction operations, as you requested in the meeting between Company and Union representatives at the Rackham Memorial Building yesterday.

Effective Monday, January 17, the policy with regard to maintenance and construction operations of the Ford Motor Company were revised in accordance with the following principles:

1. The department formerly identified as N-700 was abolished, all employees assigned thereto being transferred to the various maintenance units or to the newly created Construction section herein described.
2. Each operating division or building (examples, the Steel Division, the Motor Building) is now provided with its own maintenance department. One maintenance department is provided for Roads and Grounds, and for the miscellaneous buildings not large enough to individually support a maintenance department. These maintenance departments carry the responsibility of general maintenance work within the confines of the operating divisions or buildings. They will perform all work of a maintenance, as distinguished from construction, nature.
3. The Construction Section, or department, was created to function within the limits of the greater Detroit area, including Mound Road, Highland Park, Lincoln, and Rouge operations, as well as the other smaller plants in the area.

This section will perform all construction work which it is feasible for the Company to do, consistent with equipment and manpower skills available, with the limitation that outside contractors may be called upon when the volume of work required exceeds the capacity of the Construction Section. Employees assigned to this Section are those

MAINTENANCE AND CONSTRUCTION WORK

carrying sufficient service to assure a minimum of difficulty on the question of seniority rights.

4. Where deemed advisable, contracts will be let to outside contractors under certain conditions. Such outside assistance will be engaged where peculiar skills are involved, where specialized equipment not available at Ford is required or where for other reasons economies can be realized because specialized contractors can better perform the work in question. As indicated above, work may be contracted out on occasions when the volume of construction work precludes the possibility of its completion within time limits by the Ford construction department.

We believe the above to be a clear statement of the policy which Ford Motor Company intends to follow with regard to maintenance and construction operations. We feel, and believe you will concur, that it is impossible to enunciate this policy in more detail. Necessarily, some questions may arise from time to time regarding work which is contracted to outside concerns. On such occasions, we intend to continue the practice of informing Union representatives of our reasons for letting such contracts, as in the past. (*) It should be noted, however, that Management must reserve the right to make the final determination as to whether work shall be done by Ford, or outside contractors. In making this determination, however, we intend always to keep the interests of Ford personnel in mind. We anticipate that in the great majority of instances it will be to the advantage of the Company to use its own equipment and personnel in construction work. We intend to utilize this personnel and equipment wherever feasible.

Very truly yours,

JOHN S. BUGAS
Vice President
Industrial Relations

* As provided in the Settlement Agreement between the Company and the Union dated November 23, 1964, this is construed to mean that the Company agrees to give advance notice to the Union, where feasible, of the Company's plans for letting a particular contract; however, the question of whether or not advance notice has been or should have been given shall have no bearing on any grievance protesting Management's action in letting a particular contract.

October 9, 1961

Mr. Ken Bannon, Director
National Ford Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Bannon:

Subject: Maintenance Work

During our current negotiations, the Union has stated that Ford Motor Company employees in the skilled construction and maintenance trades are concerned over possible plans by Ford Motor Company to contract out routine running maintenance work in its plants.

Our experience, as well as that of others, has demonstrated forcefully that there is no commonly accepted line between maintenance and construction work, and that abstract definitions attempting to draw such lines are controversial and subject to wide differences in interpretation.

For more than ten years, Ford employees in these trades have been protected against unwarranted contracting out of skilled maintenance and construction work on Company premises. This protection stems from the letter addressed to Mr. Walter P. Reuther, UAW President, by Mr. John S. Bugas, then Vice President, Industrial Relations, Ford Motor Company, of January 20, 1949, and the contractual commitments associated therewith introduced in our 1949 collective bargaining agreement and expressed in our last agreement in Section 3 of the Skilled Trades Supplement. It has been established over the years that these commitments are applicable throughout the units represented by your Union and are enforceable through the arbitration procedures provided in the Agreement. Since 1949, both the number and proportion of Ford skilled tradesmen in Company units represented by the UAW have increased substantially, the number by some 5,000, and the proportion from 15.5% in 1949 to an average of almost 19% for the last three calendar years.

MAINTENANCE WORK

The Company proposes the reaffirmation and the continuation of these contractual commitments for the duration of the new agreement currently being negotiated by the parties. This will guarantee to Ford skilled maintenance and construction tradesmen the continuation of their present advanced protections.

In addition, the Company hereby assures you that it has no plans to depart from its general operating practice of placing primary reliance on its own skilled maintenance tradesmen to perform the running skilled maintenance work in its plants that they historically have done.

Very truly yours,

MALCOLM L. DENISE
Vice President
Labor Relations

October 30, 2019

Mr. Rory L. Gamble
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. **Gamble**:

Subject: Outside Contracting

During these negotiations, the Company and the Union discussed the provisions of Article IV, Section 8, Job Security and Outside Contracting, of the Collective Bargaining Agreement and associated letters, from the 1949 Bugas/Reuther letter forward, concerning the topic of outside contracting. The Union expressed its concern that the Company is not adhering to the intent of the present contractual commitments, thereby affecting the job security of UAW-represented employees. Accordingly, this letter serves to clarify and reaffirm our joint understanding regarding various procedures with respect to Advance Notification, Full Utilization, and Warranty and Service Contracts.

Advance Notification

The advance notification procedure and the establishment of regular outside contracting reviews, as provided for in the Letter of Understanding entitled Outside Contracting Reviews dated September 15, 1993 is key to ensuring that a proper review of all relevant outside contracting issues has been considered. This process provides for among other considerations that advance discussion, except where “time and circumstances” prevent it, will take place prior to a Company decision to let a particular contract (i.e., before any decision has been made as to whether the work should be contracted out). Accordingly, the parties have reaffirmed and agreed that:

1. The Company will provide advance written notification to the Union of its intent to let an outside contract and discuss in detail the nature, scope, and approximate dates of the work to be performed and the rationale (specialized

OUTSIDE CONTRACTING

equipment, peculiar skills possessed by the vendor's personnel, other economies, etc.) in accordance with the conditions and limitations set forth and referenced in the Letter of Understanding entitled Maintenance and Construction Work dated January 20, 1949.

The parties acknowledge there are legitimate reasons, such as emergencies, where the time and other circumstances prevent the required advance discussions with the Union prior to work being contracted out; however, absent legitimate reasons, the aforementioned provisions will not be used by Management solely to circumvent the contractual requirements relating to outside contracting notification.

2. The continuation of regular review meetings at the local level shall remain the appropriate forum for the parties to discuss contemplated outside contracting projects. This review process has generally been effective in resolving the vast majority of outside contracting issues since the inception of the review process in 1993. The parties agreed that the outside contracting clearing procedure outlined in the Letter of Understanding entitled Advance Notice of Outside Contracting and Effective Clearing Procedure dated October 4, 1979, will be adopted in all locations where a mutually acceptable clearance procedure does not now exist.

In addition, it is understood and agreed that support organizations outside of the local level review meetings' (i.e. Division Manufacturing Engineering, Ford Land & MP&L) will review, with the local Manufacturing/Plant Engineering Manager **and UAW leadership** on a quarterly basis, any upcoming projects that could affect the location.

In order to address the concerns of the Union, the importance of the requirement of holding "advance discussions" before work is contracted out will be communicated to the appropriate parties at each location. In the event a Local Union experiences continued problems in this regard, the matter may be referred to the National Ford Department of the International Union, which may then raise it with the appropriate Division Labor Relations Manager.

3. In response to the information provided to the Union by the Company during the Outside Contracting Review Meeting, the Union will then furnish the Company with a written response commenting on the Company's plans in order to provide an opportunity for Management to give appropriate consideration to the response in light of all attendant circumstances.

Full Utilization

During our discussions regarding outside contracting, the utilization of Ford skilled trades employees has been a matter of mutual concern. The definition of full utilization is addressed in the Letter of Understanding entitled Outside Contracting Reviews dated September 15, 1993. The parties agreed that the appropriate forum in which to address this issue is at the local level, in conjunction with the outside contracting review process. It was indicated that the definition of full utilization will vary from location to location, dependent on the circumstances of each contract, including the number of outside skilled trades personnel involved, the number of hours allocated to the project, and the extent to which outside contractors are contemplated for utilization on weekend work.

In these negotiations, the parties agreed additional consideration may bear on the definition of full utilization such as:

1. Whether the contractor will perform work on overtime during the workweek, and/or on a weekend.
2. Whether plant skilled trades forces are on layoff.
3. Necessity for specialized equipment and/or contractor work skill sets or competencies that the Company may not possess.
4. The percentage of affected trades to be assigned work along with the contemplated contractor.
5. The requisite number of plant skilled trades employees available and/or willing to work overtime during the workweek and/or weekend which may be required to complete the project under review, consistent with cost and training parameters. The parties agree the definition of "full utilization" may not necessarily be limited to working five

OUTSIDE CONTRACTING

(5) days per week, eight (8) hours per day but, also is not necessarily seven (7) days per week, twelve (12) hours per day but may extend to daily, weekend, and other overtime periods, when outside contractors are on the plant premises and performing work customarily and historically performed by UAW bargaining unit personnel.

Any alleged abuses of the aforementioned may be referred to the UAW, National Ford Department and the appropriate Division Labor Relations Manager.

Although no one of these considerations is necessarily controlling, each may be instrumental in assisting the parties to determine whether the skilled trades workforce is fully utilized, as that concept relates to the decision to use an outside contractor.

Warranty and Service Contracts

The Letter of Understanding entitled Contracting of Work dated October 14, 1984, acknowledged the Union's concern that purchased maintenance service on leased equipment and extended warranty arrangements or service contracts impact the job security of seniority skilled trades employees. The provisions of that letter do not apply to arrangements that extend beyond those customarily provided or the obtaining of service contracts. Rather, the letter provides that warranty arrangements that extend beyond those customarily provided or the obtaining of service contracts normally and historically performed by UAW-represented skilled trades employees are to be considered in the same manner as contracts for the performance of maintenance work in accordance with Article IV, Section 8, of the Master Agreement.

In these negotiations, the parties discussed at length the problems associated with the use of warranty and service contracts. The Company assured the Union that it has no plans to depart from its general operating practice of placing primary reliance on its own skilled trades workforce to perform the day-to-day maintenance work historically and routinely performed in the plants, once the warranted equipment is released for production.

In order to remain competitive on a global basis, the Company must be able to utilize warranty arrangements and/or service

contracts ordinarily provided by the vendor. Proposals for extended service or warranty contracts beyond those customarily provided by the vendor will be reviewed with the Union in the same manner as contracts for the performance of maintenance work in accordance with the provisions of Article IV, Section 8, of the Master Agreement.

To further address the Union's concerns, it is agreed that any time a supplier visits a facility to perform warranty or service agreement work, as provided In the purchase agreement between the parties, the Union will be notified and an employee on that shift with the appropriate skilled trades classification will be assigned with the supplier. Additionally, in the event other employees from the same supplier are performing different warranty or service agreement work in other areas of the plant, an employee with an appropriate skilled trades classification will be assigned with the supplier.

Where the Company or Union consider particular warranty arrangement or service contracts to be of concern, the parties agree to discuss such matters through the local outside contracting review procedure with the goal of improving the employment opportunities of potentially affected employees without compromising operational flexibility and related cost efficiencies.

Checklist

In an effort to ensure all relevant considerations have been reviewed by the Company and Union prior to letting a contract for the performance of skilled maintenance and construction work, the parties have prepared a Checklist (Exhibit) to guide the local review of potential outside contracting matters. It is expected that locations which do not now have an effective advance notification process in place will use the Checklist in advance discussions with local unions. For locations that do have an effective notification procedure, the Checklist should be incorporated in the procedure. Each party should sign the Checklist, acknowledging such a review has occurred. The Checklist should be utilized as a planning tool to ensure that those relevant factors related to outside contracting are considered fully prior to a decision to let a contract involving skilled maintenance and construction work to an outside contractor.

OUTSIDE CONTRACTING

The parties agree to include appropriate language on the Checklist to indicate failure to comply with the provisions of the Collective Bargaining Agreement with respect to outside contracting could result in a grievance protesting the contemplated outside contract, including a possible strikeable issue grievance.

Very truly yours,

Kevin Legel,
Director
U.S. Labor Affairs

Concur: **Rory L. Gamble**

Attachment

EXHIBIT

OUTSIDE CONTRACTING CHECKLIST

(Factors To Be Considered Prior To Letting an Outside Contract for Skilled Maintenance and Construction Work)

During the 1996 negotiations, the Company and the Union discussed the provisions of Article IV, Section 8 of the Collective Bargaining Agreement and associated Letters of Understanding concerning the topics of Outside Contracting, Full Utilization, and Warranty and Service Contracts.

The following Outside Contracting Checklist has been developed and agreed to by the parties for use at U.S. plant locations as a planning tool to ensure that relevant factors related to Outside Contracting are fully considered prior to a contract being let to an outside contractor. The parties urge the adoption of this Checklist in all locations.

Advance Notification and Clearance Procedure	
Please place a “✓” in the “Fully Considered” column after each factor is considered.	Fully Considered
(1) Provide the Union with advance notification in the form of a written labor clearance prior to letting such a contract (except where time and circumstances prevent it).	
a. Describe the projects general nature and scope	
b. Indicate the estimated trades and manpower that are required.	
c. Provide the approximate dates within which the work is expected to be performed.	
d. State why the services of an outside contractor are being contemplated.	

OUTSIDE CONTRACTING

Advance Notification and Clearance Procedure	
Please place a “✓” in the “Fully Considered” column after each factor is considered.	Fully Considered
(2) Satisfy the conditions and limitations as set forth in the Letter of Understanding dated January 20, 1949 (Bugas Letter).	
a. Are peculiar skills involved?	
b. Is specialized equipment not available to Ford required?	
c. Are there other reasons, such as economies of scale, which can be realized because specialized contractors can better perform the work in question?	
d. Does the volume of construction work preclude the possibility of its completion within the time limits set forth by the Company?	
(3) Afford the Union an opportunity to comment on the Company’s plans.	
(4) Consider the Union’s comments in light of all attendant circumstances and give appropriate weight to those comments.	
(5) Plant Engineering Department to evaluate the ability of local plant forces to handle the given project.	
(6) If Plant Engineering decides it is unable to perform the work in question, advise the local Union and if the Union so requests, a meeting will be arranged by the Plant Human Resources Manager for the purpose of further advance discussion with the Union as to why plant forces cannot perform the work.	

Advance Notification and Clearance Procedure	
Please place a “✓” in the “Fully Considered” column after each factor is considered.	Fully Considered
a. Provide the Union with a memorandum concerning the results of the meeting.	
b. If part of the project is to be performed by Ford forces, identify that portion in the memorandum.	

Full Utilization	
Please place a “✓” in the “Fully Considered” column after each factor is considered.	Fully Considered
(7) Indicate if the contemplated contractor will be performing the work on straight time vs. overtime.	
(8) Determine whether the contemplated work will be accomplished during the workweek or on the weekend.	
(9) Identify any plant skilled trades forces on layoff.	
(10) State if there are any specialized work skill competencies that the contemplated contractor personnel possess that Company forces do not.	
(11) Indicate the number of outside contractor personnel involved in the project.	
(12) Determine number of skilled trades employees available/willing to work O/T required to complete project, consistent with cost and training parameters.	

OUTSIDE CONTRACTING

Full Utilization	
Please place a “✓” in the “Fully Considered” column after each factor is considered.	Fully Considered
(13) Determine whether affected trades will be working weekend overtime.	
(14) Estimate the percentage of affected trades to be assigned work alongside the contemplated contractor.	
(15) Assess whether a Skilled Trades Project Coordinator may be appropriate to oversee the contemplated project.	

Warranty and Service Contracts	
Please place a “✓” in the “Fully Considered” column after each factor is considered.	Fully Considered
(16) State whether a warranty has been provided in association with the purchase of equipment and indicate if the length of the warranty offered by the vendor is of standard duration as customarily provided to all customers.	
(17) If extended warranty arrangements from the vendor are contemplated, notify the Union of the rationale for the extended warranty, if such arrangements cover work normally and historically performed by represented skilled trades employees.	
(18) If a service contract is contemplated, consider the service contract proposal in the same manner as contracts for the performance of skilled maintenance work normally and historically performed by represented skilled trades employees.	

OUTSIDE CONTRACTING

Failure to comply with the provisions of the Collective Bargaining Agreement with respect to outside contracting could result in a grievance protesting the contemplated outside contract, including a possible strikeable issue grievance.

The local union may bring this matter to the attention of the appropriate Operations Labor Relations Office and the UAW National Ford Department.

Acknowledged:

Company Representative

Date:

Union Representative

Date:

OUTSIDE CONTRACTING

September 15, 2003

Mr. Gerald D. Bantom
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Bantom:

Subject: Outside Contracting

During 2003 negotiations, the parties discussed the present outside contracting procedures. The parties recognized there are sufficient procedures identified in the Letter of Understanding dated October 9, 1999 entitled Outside Contracting, as well as the importance of adhering to said procedures. Therefore, immediately following negotiations, the Company will issue a letter to all Company locations reinforcing the provisions of the Outside Contracting letter.

Very truly yours,

Rick E. Poynter, Director
U.S. Union Affairs
Labor Affairs

September 15, 1993

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

Dear Mr. Lofton:

Subject: Outside Contracting Reviews

During 1993 bargaining the parties discussed at length those problems associated with the outside contracting notification procedure and the Union's concerns about the full utilization of Ford skilled trades employees. In order to ensure that outside contracting, as well as other key issues, receives the attention of both our senior plant and division Management teams, the Company has recommended a process to enhance communication with both Local Unions and the National Ford Department. That process is the subject of a separate letter between the parties.

The parties agreed to establish regular reviews at the local level of contemplated outside contracting projects. The Skilled Trades Representative, or other designated representative, will participate in these reviews. Also, if the local parties deem it appropriate, the local Bargaining Chairperson can request a subcommittee composed of individuals from the appropriate trades representing the majority of the project work to attend the discussions concerning the contemplated outside contract.

These reviews give the Local Union the opportunity to express its concerns and ideas prior to the contract being let, and to comment on the potential of retaining all or part of the work in-house, that it has the ability to perform on a competitive basis, consistent with the principles set forth in Article IV, Section 8, and the Bugas letter.

These discussions will cover the elements required by the parties' understandings concerning outside contracting (including Article IV, Section 8 and letters from the 1949 Bugas/Reuther letter forward), including the utilization of Ford skilled trades employees. In addressing the issue of full utilization, the parties have discussed

OUTSIDE CONTRACTING REVIEWS

the fact that the definition of full utilization will vary from location to location depending on the circumstances of each contract including the number of outside skilled trades personnel involved, the number of hours allocated to the project and the extent to which outside contractors are being considered for use on weekend work.

Very truly yours,

JAMES D. SHANNON, Director
Union Affairs Office
Employee Relations Staff

Concur: Ernest Lofton

RIGHT TO STRIKE OVER OUTSIDE CONTRACTING

October 4, 1979

Mr. Ken Bannon, Vice President
Director-National Ford Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Bannon:

Subject: Right to Strike Over Outside Contracting

In the current negotiations, the parties discussed the provisions of Article VII, Sections 16(a), (b) (7) and 23, of the Collective Bargaining Agreement as they apply to the right to strike over issues concerning violations of the Company's express commitments set forth in the provisions of Article IV, Section 8, of the Agreement (except those commitments concerning advance notice and/or discussion relating to maintenance and construction work and new die machining, fabrication, repair, tryout and related checking fixture work). As a result of these discussions, the parties agreed that grievances covering such issues shall be handled in the following manner:

1. Such a grievance may be filed in the Second Stage of the arbitrable Grievance Procedure and if not resolved may then be appealed in the normal manner through the Fourth Stage of that procedure; provided, however, that if the Director of the National Ford Department decides otherwise and within 30 days of the date of notice of appeal to the Umpire of such grievance notifies the Labor Relations Staff of the Company, in writing, of his decision not to proceed to the Umpire, the grievance shall be referred to the Second Stage of the Special Procedure set forth in the provisions of Article VII, Section 23, of the Agreement and thereafter processed in accordance with those provisions.
2. In the Special Procedure, the disposition the Union may properly seek is to reverse the Company's decision with respect to the work protested in the grievance and require that it be assigned to the proper Company employees. In the

RIGHT TO STRIKE OVER OUTSIDE CONTRACTING

alternative, the Union may seek to secure an appropriate award of back pay for properly aggrieved employees. The Union may not properly seek to modify the Company's express commitments in Article IV, Section 8, of the Agreement in any way.

3. If such grievance is processed through the Fourth Stage of the arbitrable Grievance Procedure and is decided by the Umpire, his decision must be based upon the criteria which are set forth in Article IV, Section 8, of the Agreement, and if he sustains the grievance, his award shall be limited to backpay for the properly aggrieved employees who are laid off or would be laid off as a direct result of the Company's decision to contract out the disputed work.

Very truly yours,

SIDNEY F. MCKENNA
Vice President
Labor Relations

Concur: Ken Bannon

**SELECTION AND TRAINING – MAINTENANCE GENERAL PLANT
SKILLED CLASSIFICATION, PARTS SUPPLY AND LOGISTICS**

October 30, 2019

Mr. Rory L. Gamble
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. **Gamble**:

Subject: Selection and Training – Maintenance General Plant
Skilled Classification, Parts Supply and Logistics

During 2019 negotiations the parties discussed the selection and training requirements of the Maintenance General Plant Skilled classification. The parties recognized the importance of the current program in identifying qualified candidates from within and training Maintenance General Plant Skilled employees to perform the “core skills” as may be required.

The parties reviewed a replacement strategy and agreed to regularly discuss anticipated vacancies so that a potential replacement can be identified. The parties will jointly prioritize facilities with the greatest need beginning the first quarter of 2020. The parties also discussed the assessment and selection process established in 1999 and **confirmed** the following understanding:

- Employees who passed the former assessment and are on the “tested list” are not required to be reassessed. The parties **confirmed** the eligible candidates **on** the “tested list” .
- As openings occur in the Maintenance General Plant Skilled Classification for a building, they will be filled as follows:
 - Candidates on the approved “tested list” in seniority order from the building with the opening.
 - If the “tested list” is exhausted, the position will be filled by a local posting process from candidates within the building. Candidates will be selected based upon merit and ability determined by a pass

**SELECTION AND TRAINING – MAINTENANCE GENERAL PLANT
SKILLED CLASSIFICATION, PARTS SUPPLY AND LOGISTICS**

or fail interview process. At the employee's request the Chairperson will be present during the interview. Selection will be by seniority among the candidates who passed the interview process.

- After selection and training, should a candidate be unable to perform the core skills, he/she may be disqualified.
- Openings may be permanent or temporary.

Temporary openings may occur when the incumbent is absent for one (1) week (**Monday – Friday**), or greater, including **Memorial Day, Independence Day and Labor Day but excluding all other holidays**.

This program will not have any effect on the existing classification structure in the parts distribution system, nor will it have any effect on existing placement or hiring procedures.

Very truly yours,

Kevin Legel,
Director
U.S. Labor Affairs

Concur: **Rory L. Gamble**

INSPECTOR – TOOLING AND LAYOUT SENIORITY

October 14, 1984

Mr. Stephen P. Yokich
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Yokich:

Subject: Inspector – Tooling and Layout Seniority

This will confirm that effective with the effective date of the new Collective Bargaining Agreement, notwithstanding the provisions of paragraph 2 of the Agreement – Inspector – Tooling and Layout, dated July 21, 1975, employees who fulfill the requirements of the Inspector – Tooling and Layout – New classification shall, upon reclassification to Inspector – Tooling and Layout, be given date-of- entry seniority in such classification equivalent to eight years prior to the date of such reclassification, but in no case earlier than the initial date of reclassification or hire as an Inspector – Tooling and Layout – New.

This new method of determining Inspector – Tooling and Layout seniority shall not serve to create a seniority disadvantage with respect to other employees currently on that classification who completed the requirements of the Agreement-Inspector – Tooling and Layout and established date-of-entry seniority on the basis of paragraph 2 of that Agreement providing for date-of-entry seniority four years prior to their reclassification. In cases where the new method of determining seniority would disadvantage such incumbents, the local parties will establish mutually agreeable date- of-entry seniority dates for those to be reclassified Inspector – Tooling and Layout that avoid such disadvantage.

It further is agreed that the Company shall assume no liability for back pay claims or any other matters as the result of the provisions for a new method of determining seniority and for local adjustments to avoid disadvantaging incumbents as set forth in this letter, and the only redress that may be sought shall be seniority corrections

INSPECTOR – TOOLING AND LAYOUT SENIORITY

in the records of such individuals who may be called to the attention of the Company by the Union.

Very truly yours,

JOHN M. SLOSAR, Director
Union Affairs Office
Labor Relations Staff

Concur: Stephen P. Yokich

**PRODUCTION SENIORITY LEVELING DATE FOR SKILLED TRADES
EMPLOYEES WITHOUT PRIOR PRODUCTION SERVICE**

October 4, 2011

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

Dear Mr. Settles:

Subject: Production Seniority Leveling Date for Skilled Trades
Employees Without Prior Production Service

The Union and the Company have discussed the issue of determining appropriate production (non-skilled) seniority status for skilled trades employees who, without prior production service, are placed into production jobs. This letter confirms the parties' agreement that a skilled trades employee without prior production service who is placed into a production (non-skilled) job subsequent to November 19, 2007 in accordance with Collective Bargaining Agreement provisions and related understandings shall establish a Production Seniority Leveling Date as follows:

- The employee's Production Seniority Leveling Date will be either the Effective Date of the 2007 UAW-Ford Collective Bargaining Agreement (November 19, 2007) or the employee's Ford Service Date, whichever is later.
- Where two or more employees have the same Production Seniority Leveling Date, the employees' Ford Service Dates will be used as a tiebreaker, with earlier Ford Service Dates deemed as indicative of greater seniority.
- Where two or more employees have the same Production Seniority Leveling Date and the same Ford Service Date, the last four digits of the employees' Social Security Numbers will be used as a tiebreaker, with higher last four SSN digits deemed as indicative of greater seniority (e.g., 9999 shall have greater seniority than 0000).

**PRODUCTION SENIORITY LEVELING DATE FOR SKILLED TRADES
EMPLOYEES WITHOUT PRIOR PRODUCTION SERVICE**

Please indicate your concurrence with this procedure by signing this letter.

Very truly yours,

BILL DIRKSEN
Executive Director
U.S. Labor Affairs

Concur: Jimmy Settles

SKILLED/NONSKILLED SENIORITY

October 14, 1984

Mr. Stephen P. Yokich
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Yokich:

Subject: Skilled/Nonskilled Seniority

During the recent negotiations, the parties discussed the seniority status of an employee with basic skilled seniority at his original plant, but without nonskilled seniority, who is placed in or transferred to another plant on a nonskilled classification. The Company informed the Union that beginning with the Effective Date such employee would be deemed to have basic skilled seniority at the original plant and basic nonskilled seniority at the new plant each of which would be considered his basic seniority for purposes of applying Article VIII, Section 1(b) of the Agreement. The plant seniority date of such employee in the new plant will be his Transfer Leveling Seniority Date pursuant to the provisions of Article VIII, Section 1(c) of the Agreement.

Very truly yours,

JOHN M. SLOSAR, Director
Union Affairs Office
Labor Relations Staff

SKILLED/NONSKILLED SENIORITY CLARIFICATION

October 4, 2011

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

Dear Mr. Settles:

Subject: Skilled/Nonskilled Seniority Clarification

The parties discussed the application of Skilled Trades Surplus – Redeployment to Production as defined in Section 9 of Appendix N of the UAW-Ford Collective Bargaining Agreement (Memorandum of Understanding – Preferential Placement Arrangements), and agree that notwithstanding the October 14, 1984 Letter of Understanding titled Skilled\Nonskilled Seniority and provisions of Article VIII, Section 1(c) that any skilled tradesperson who has not previously held a production classification within the Company who is placed on a production classification in accordance with the application of the Skilled Trades Surplus – Redeployment to Production as defined in Section 9 of Appendix N will establish a new plant seniority date equivalent to in accordance with the letter of understanding titled “Production Seniority Leveling Date for Skilled Trades Employees Without Prior Production Service dated October 4, 2011”. This understanding applies to any skilled tradesperson who has not previously held a production classification within the Company who is placed on a production classification either within the same unit, or at a unit other than where he/she worked as a skilled tradesperson.

At his/her first indefinite layoff in a reduction in force he/she may elect to return to his/her prior skilled classification within their unit if he/she had been placed in a production classification within his/her same unit; or if he/she had been placed in a production classification in a different unit he/she may elect in accordance with Article VIII, 1(b) to return to his/her prior skilled classification at his/her prior unit or remain as a laid off production employee at his/her new unit. Employees who return to their prior skilled

SKILLED/NONSKILLED SENIORITY CLARIFICATION

classification under either of the above will, upon reclassification to the skilled classification, assume the plant seniority date they held prior to transferring to the production classification.

Very truly yours,

BILL DIRKSEN,
Executive Director
U.S. Labor Affairs

Concur: Jimmy Settles

SKILLED TRADE REHIRE CONSIDERATION – NEW DATE OF ENTRY

November 5, 2015

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

Dear Mr. Settles:

Subject: Skilled Trade Rehire Consideration – New Date of Entry

During these negotiations, the parties discussed in detail skilled trade employees who previously forfeited their Date of Entry and recall rights to their skilled classification by either declining a mandatory job offer and electing to transfer to a production (non-skilled) classification, or by accepting a Skilled Redeployment to Production (SRTP) special incentive. The Company agrees to consider these former skilled trade employees under Step 7 of the Preferential Placement Hierarchy, for potential rehire into their previous skilled trade classification at their current location. If selected, these employees will receive a new Date of Entry.

Very truly yours,

Stacey Allerton,
Director
U.S. Labor Affairs

Concur: Jimmy Settles

SKILLED TRADES AND CLOSED PLANT BASIC UNIT CLARIFICATION

November 5, 2015

Mr. Jimmy Settles
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 18211

Dear Mr. Settles:

Subject: Skilled Trades and Closed Plant Basic Unit Clarification

This letter is to clarify the provisions of Appendix “O” in the 2011 Collective Bargaining Agreement with respect to skilled trades and Closed Plant Basic Unit.

The contractual language in 2011 states “Active employees, who have voluntarily transferred to a permanent job opportunity within the same zone, terminate their seniority to all other facilities.” For this provision “Active Employees” for skilled employees means actively working within their trade on a permanent assignment.

Therefore:

- A skilled employee on ILO or working in production that voluntarily accepts an assignment at another plant within the same zone to return to their trade will retain their basic unit.
- The Basic Unit of a skilled employee working in production, who voluntarily accepts another production assignment at a different plant within the same zone, will be changed to the new plant.
- The Basic Unit of a skilled* or non-skilled employee from a closed or idled facility who transferred or

* Except in cases where the seniority status of the skilled employee with basic skilled seniority at his original plant, but without non-skilled seniority, who is placed in or transferred to another plant on a non-skilled classification. Such employee would be deemed to have basic skilled seniority at the original plant and basic non-skilled seniority at the new plant each of which would be considered his basic seniority for Appendix O purposes.

SKILLED TRADES AND CLOSED PLANT BASIC UNIT CLARIFICATION

transfers to any permanent assignment at another facility within the same zone will be changed to the new plant.

Very truly yours,

Stacey Allerton,
Director
U.S. Labor Affairs

Concur: Jimmy Settles

TRANSFER LEVELING SENIORITY TIEBREAKER

September 17, 1987

Mr. Stephen P. Yokich
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Yokich:

Subject: Transfer Leveling Seniority Tiebreaker

During the course of these negotiations, the parties discussed Article VIII, Section 1(c) of the Agreement as it applies to skilled trades employees who are preferentially placed in another plant on a skilled classification that is different than the skilled classification from which they are laid off.

It was agreed that, notwithstanding the provisions of Article VIII, Section 1(c), in such instances where the employee's new skilled classification either consists of duties closely similar to his prior skilled classification, or is an apprenticeable classification with classroom and shop training closely similar to his prior apprenticeable skilled classification, the employee's original unit Appendix F date-of-entry seniority will be used for seniority tiebreaking purposes.

Very truly yours,

ARTHUR W. HANLON, Director
Union Affairs Office
Labor Relations Staff

Concur: Stephen P. Yokich

APPRENTICE ELIGIBILITY LISTS

October 30, 2019

Mr. **Rory L. Gamble**
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. **Gamble**:

Subject: Apprentice Eligibility Lists

During 2019 negotiations, the parties discussed **improvements to** the current procedure used to identify candidates for the Apprentice Program Eligibility Lists at our locations.

After lengthy discussions, the parties agreed **to** the following:

- The national joint parties **have identified** community colleges **and an online provider** to establish the **standardized** Industrial Readiness Certificate Program. **In the event the community college is unable to meet minimum class sizes, the online provider will be the remaining option available.**
- All employees interested in earning a position on the facility's Apprentice Eligibility List must successfully complete the Industrial Readiness Certificate Program. Employee Tuition Assistance Program (ETAP) benefits will apply.
- Employees that successfully complete the Industrial Readiness Certificate Program will be added to their facility's Apprentice Eligibility List as follows:
 1. The employee completes the program requirements, obtains the **official** transcript from the college and submits **the transcript** to the Local Joint Apprenticeship Representative.
 2. Upon submitting the Transcript, the employee must complete and sign the "Skilled Trades Preference Selection" form (choosing three trade preferences available at that facility).

APPRENTICE ELIGIBILITY LISTS

3. After approval from the Local Joint Apprenticeship Committee (LJAC), the above documents will be submitted to the National Joint Apprenticeship Committee (NJAC) for review and approval. Once approved, the employee will be added to the current location's Apprentice Eligibility List consistent with the process detailed below.

Eligibility List Process

The following will apply for candidates meeting **the eligibility list criteria**:

- Annual windows will open January 1st and close at the end of business December 31st. Once an employee submits the required documentation as defined above, and receives NJAC approval, the candidate will become eligible for placement on their facility's apprentice wait list, in company seniority order, for the specific window year in which certification was completed.
- When certification is completed at the end of a window year, submission of the required documents for eligibility on a yearly list must be no later than January 31st of the following year.
- The order of surveying for apprentice opportunities will start with the **earliest** established **annual** list, then **proceed to the next earliest annual list, and so on. This process will continue until the current open apprentice requisitions are filled.**
- **In the event a location does not have sufficient candidates on its eligibility list to fill open apprentice requisitions, the local parties must contact the National Joint Apprenticeship Committee for resolution.**

Placement on Apprentice Eligibility Lists Following Transfer

Transfer situations in which the NJAC has approved an employee's request to transfer from the apprenticeship eligibility list of one seniority unit to another unit's list must be in accordance with the

APPRENTICE ELIGIBILITY LISTS

Collective Bargaining Agreement between Ford Motor Company and the Union including Memorandum of Understanding and/or Article 15(g) and (h) of the Apprenticeship Standards.

Employees that are transferring their basic unit in-zone, taking a **basic relocation** allowance or following the Modified Enhanced Relocation process, have the option of transferring their apprentice eligibility list placement to the new unit. Once the employee makes a request to transfer apprentice eligibility list location, and the request is approved by the National Joint Apprentice Committee, the employee's name will be added to the new unit's apprentice eligibility list in seniority order in the current open window period under the terms of this letter.

Employees that transfer units following provisions of the Enhanced Relocation process will have their apprentice eligibility list placement transferred to the new unit's apprentice eligibility list in seniority order in the current open window period under the terms of this letter.

Also covered by the above practices are:

- Employees who were apprentices at their previous facility and who were subject to a reduction-in-force in their previous apprentice classifications.
- Employees who are apprentices at their present facility and who elect to "return home" under provisions of Appendix O, Memorandum of Understanding, Return to Basic Unit.

The JAC will determine the trade or trades for which the employee is eligible at the employee's present facility, examining such factors as forecasted trade requirements and availability of JAC-approved apprenticeship in those trades at that facility. If the previous trade in which the apprentice was indentured is not available at the present facility, the apprentice may be given three other trade preferences.

The parties also agreed that nothing in the above is intended to deviate from the Apprenticeship Standards nor modify other

APPRENTICE ELIGIBILITY LISTS

administrative practices relating either to existing retesting procedures or trade preference practices of the Joint Apprenticeship Committee.

Very truly yours,

Kevin Legel,
Director
U.S. Labor Affairs

Concur: **Rory L. Gamble**

**APPRENTICESHIP ELIGIBILITY LIST PROCESS
FOR TEMPORARY EMPLOYEES**

October 30, 2019

**Rory L. Gamble
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214**

Dear Mr. Gamble:

**Subject: Apprenticeship Eligibility List Process for
Temporary Employees**

During 2019 negotiations, the parties had multiple conversations regarding the possibility of allowing temporary employees entry onto a location's Apprentice Eligibility List. After lengthy discussions, the parties agreed on the following procedure for interested temporary employees, to be effective 90 days following the effective date of the 2019 Agreement:

- Any temporary employee, on the active employment rolls for 90 days or more since their most recent hire or rehire date, interested in earning a position on the current facility's Apprentice Eligibility List may apply to enroll in the Industrial Readiness Certificate Program (IRCP). Employee Tuition Assistance Program (Personal Development Assistance) benefits for active temporary employees will apply for this purpose effective after the 90th day following their most recent hire or rehire date.**
- Temporary employees that successfully complete the Industrial Readiness Certificate Program will be added to their current facility's Apprentice Eligibility List as follows:**
 - 1. Temporary employees successfully completing the Industrial Readiness Certificate Program must obtain the official transcript(s) from the college(s) and submit the document to the Local Joint Apprenticeship Representative.**

**APPRENTICESHIP ELIGIBILITY LIST PROCESS
FOR TEMPORARY EMPLOYEES**

- 2. Upon submitting the IRCP Transcript, the employee must complete and sign the “Skilled Trades Preference Selection” form (choosing three trade preferences available at that facility).**
 - 3. After approval from the Local Joint Apprenticeship Committee (LJAC), the above documents will be submitted to the National Joint Apprenticeship Committee (NJAC) for review and approval. Once approved by the NJAC, the temporary employee will be added to the current location’s Apprentice Eligibility List in accordance with the “Eligibility List Process” within the Letter of Understanding titled “Apprentice Eligibility List.”**
- A temporary employee may be assigned to multiple plants, as such, the temporary employee will follow the “Apprentice Eligibility Lists” Letter of Understanding sections titled Eligibility List Process and Placement on Apprentice Eligibility Lists Following Transfer. Temporary employees are not eligible for any of the relocation allowances mentioned in these sections.**
 - Temporary employees who were laid off for a period of time exceeding the amount of time on the active rolls since their most recent hire or rehire (“time for time”), will be removed from their facility’s Apprentice Eligibility List. Upon rehire, and after 90 days following their most recent rehire date, they may resubmit the original college IRCP transcript(s) and “Skilled Trades Preference Selection” form again at their “rehired” location, and follow the process in the “Eligibility List Process” section in the “Apprentice Eligibility Lists” Letter of Understanding to be placed back on the “rehired” facility’s Apprentice Eligibility List.**
 - Once a temporary employee is indentured as an apprentice they shall be regarded as a probationary**

**APPRENTICESHIP ELIGIBILITY LIST PROCESS
FOR TEMPORARY EMPLOYEES**

apprentice and shall establish apprentice seniority after the first three (3) months of continuous employment with the company as an apprentice per the Apprenticeship Standards Article 15. They will also be regarded as a probationary employee in accordance with Volume I, Article VIII, Section 4.

- **Apprentice wages are identified within the Apprenticeship Standards, Article 9.**

It is recognized the arrangements covered by this letter have potentially complex administrative implications. Concerns regarding the administration of this letter will be referred to the National Joint Apprenticeship Committee for resolution.

Very truly yours,

**Kevin Legel,
Director
U.S. Labor Affairs**

Concur: Rory L. Gamble

**APPRENTICE GRADUATE SKILLED TRADES
SENIORITY – BROWNSTOWN**

September 15, 2003

Mr. Gerald D. Bantom
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Bantom:

Subject: Apprentice Graduate Skilled Trades Seniority –
Brownstown

During these negotiations, the parties discussed Apprentice Program administrative issues within the Ford Rouge Center. Specifically, the parties recognized the administrative complexity resulting from the multiple facilities and organizations within the Ford Rouge Center, including facilities physically located outside the Center but which participate in the Center's apprentice training activities. Apprentice seniority was highlighted as a particularly complex issue.

Based on these discussions, the parties agreed that issues related to apprentices who graduate from the Apprentice Program within the Ford Rouge Center but originated from another unit, will be directed to the National Joint Apprenticeship Committee for resolution.

Very truly yours,

RICK E. POYNTER, Director
U.S. Union Affairs
Labor Affairs

Concur: Gerald D. Bantom

**APPRENTICE PREFERENTIAL PLACEMENT AND RETURN
TO BASIC UNIT PROVISIONS**

October 4, 2011

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

Dear Mr. Settles:

Subject: Apprentice Preferential Placement and Return To Basic
Unit Provisions

The parties recognize that apprentices may be affected by indefinite layoff during the course of the Agreement. As such, the parties discussed at length the mutual interest of establishing processes to provide Preferential Placement and Return Home opportunities to apprentices.

Accordingly, this will confirm the parties' understanding that, effective with the new Collective Bargaining Agreement, apprentices will be administered under the following provisions:

- Preferential Placement opportunities in accordance with placement guidelines established by the Ford-UAW National Joint Apprenticeship Committee (NJAC). These guidelines will cover unique situations created when apprentices are laid off with little or no likelihood of recall. Apprentices will not be governed by the placement guidelines specified in Appendices M and N of the Agreement. Placement of laid-off apprentices will be administered by the Ford-UAW NJAC.
- Return To Basic Unit opportunities will be in accordance with provisions established and administered by the Ford-UAW NJAC and not the guidelines specified in Appendix O of the Agreement.

Complaints regarding the administration of the Apprentice Placement Program will be directed to the NJAC.

Very truly yours,

BILL DIRKSEN,
Executive Director
U.S. Labor Affairs

Concur: Jimmy Settles

September 16, 1996

Mr. Ernest Lofton
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, MI 48214

Dear Mr. Lofton:

Subject: Apprentice Program

During these negotiations, the Union expressed concern regarding funding for and administration of the Apprentice Program.

The Company continues to recognize the Apprentice Program as an important source of the journeymen/women necessary to maintain an adequate and qualified skilled work force. In this regard, the Company intends to continue to maintain an active and viable apprentice program, consistent with local employment needs, provided that facilities and opportunities for appropriate training are sufficient to support the program. To promote individual facilities' continued support for the program, the Company will publish and distribute, to all facilities, an administrative letter reaffirming the present, new apprentice budget provision levels.

The National Joint Apprenticeship Committee (NJAC) and the Union and Company Apprentice Program Coordinators have a central role in coordinating apprentice program activities and ensuring an active and viable program, consistent with local business conditions. To provide support for that central coordinating role, the Union and Company Apprentice Program Coordinators will meet jointly with an Administrative Assistant of the UAW National Ford Department and the Director of the Company's U.S. Union Affairs Office on a quarterly basis to review program status and recommend appropriate actions as necessary. These meetings will include, but will not be limited to, a review of (a) program objectives, structure, and organizational

APPRENTICE PROGRAM

needs, (b) program financing, and (c) skilled trades attrition and projections of apprentice requirements.

Very truly yours,

PHILLIP A. DUBENSKY, Director
U. S. Union Affairs Office
Labor Affairs

Concur: Ernest Lofton

APPRENTICE PROGRAM CLASSIFICATIONS

November 5, 2015

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

Dear Mr. Settles:

Subject: Apprentice Program Classifications

This letter confirms the parties' understanding that effective with the new Collective Bargaining Agreement, the following trades are removed from the Appendices, Apprenticeship Standards:

- Automotive Mechanic
- Refrigeration and Air Conditioning
- Power House Mechanic
- Stationary Steam Engineering
- Industrial Instrumentation Industrial Pyrometry

Furthermore, the parties acknowledge the provisions of the UAW-Ford Collective Bargaining Agreement pertaining to Outsourcing, as appropriate, shall continue to have application with respect to the work performed by the bulleted classifications identified above. It is not the Company's intention to outsource the work of these classifications as a result of this letter of understanding.

In the event that individuals are needed in the above trades, internal qualified applicants from the location with the need will be selected first. If no qualified candidate is identified internally the position may be filled with a direct hire or some other mutually agreed upon action. If the above needs are filled by an external hire, an apprentice will be placed in an Apprentlicable classification at the hiring location on a one-for-one basis for each external hire.

APPRENTICE PROGRAM CLASSIFICATIONS

The status of journeypersons in these trades is unaffected by this letter of understanding. In the event of a surplus, the employees in these classifications may be considered for opportunities to reskill to other apprenticable classifications if a need arises.

Very truly yours,

Stacey Allerton,
Director
U.S. Labor Affairs

Concur: Jimmy Settles

October 9, 1999

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

Dear Mr. Gettelfinger:

Subject: Apprentice Program Name

This letter is to confirm that, effective upon ratification of the Agreement, the Apprentice Program will be renamed the *UAW-Ford Apprentice Program*.

This letter also confirms the parties' mutual understanding and agreement that, continuing present practice, the UAW-Ford Apprentice Program is to be separate and independent from the UAW-Ford Joint Programs administered by the National Programs Center.

Very truly yours,

DENNIS J. CIRBES, Director
U.S. Union Affairs Office
Labor Affairs

Concur: Ron Gettelfinger

APPRENTICE PROGRAM QUALITY AND ADMINISTRATION

October 7, 1990

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

Dear Mr. Lofton:

Subject: Apprentice Program Quality and Administration

During these negotiations, the UAW brought to the Company's attention administrative issues which the Union believed should be addressed in order to improve further the operation of the Program and the quality of its graduates. These issues were: apprentices working alone, review of a major reduction-in-force of apprentices, availability of uniform related training, rotational apprentice assignments and plant subcommittee - management representatives.

Apprentices Working Alone

The Union raised the question of apprentices being assigned to work alone. The parties agreed that good judgment and a rule of reason should be used when making these assignments.

As a result of these discussions it was concluded that, consistent with existing training methods and facilities in the plant, apprentices should not be assigned to perform work without a journeyman being present unless the apprentice has been trained to do the job, has been instructed in the proper safety procedures, and is considered competent to perform the assignment. Experienced journeymen will generally be available to assist the apprentice in many normal floor assignments until that level of competence has been reached. Problems in this regard are a matter for review by the Joint Apprenticeship Committee.

Unresolved issues concerning apprentices working alone may be referred by the Committee to the UAW National Ford Department and Employee Relations Staff.

Review of a Major Reduction-In-Force of Apprentices

The parties also discussed the meaning and intent of Article 11(h) providing authority to the Joint Apprenticeship Committee to

APPRENTICE PROGRAM QUALITY AND ADMINISTRATION

review and approve in advance any facility plan to lay off all apprentices in a particular trade. In addition, the parties agreed that the Joint Apprenticeship Committee shall review in advance those facility reduction-in-force plans affecting a significant number of apprentices in a magnitude which could threaten the operation and continuity of the facility's apprentice program. Joint Apprenticeship Committee concerns about such planned reductions should be brought to the attention of the Employee Relations Manager of the facility and the Local Union Chairperson.

Availability of Uniform Related Training

The Union discussed the inability of some provider schools to deliver advanced training courses in a convenient, timely, and uniform manner and noted that some courses are not always available because apprentice enrollments are less than the minimum class size required by the provider schools.

The parties shall request the Joint Apprenticeship Committee to consider one or more of the following approaches to assist in minimizing the lack of uniformity in related instruction:

- Coordinate planned attendance and scheduling of related training courses in multi-plant areas to enlarge the number of apprentices attending at the local provider school.
- Consult with education providers to possibly alter certain required instruction courses on a pilot basis using more generic course content and permitting a larger number of apprentices or other employees to enroll.
- Take the necessary actions to provide such courses, where appropriate and feasible, in-plant or at a selected multi-plant site.
- Replace providers where necessary and feasible.
- Investigate with providers their ability and willingness to deliver course content via high technology education methods, while assuring mastery of material.
- Work with other companies to supply sufficient students to meet class size minimums.

APPRENTICE PROGRAM QUALITY AND ADMINISTRATION

To meet special circumstances, the Joint Apprenticeship Committee may approve the offering of related training courses during normal working hours subject to the concurrence of local management and union at those facilities. Courses conducted during normal working hours are not eligible for a training incentive.

Rotational Apprentice Assignments

The Union complained that apprentices at some plants, particularly plants operated under an area management organizational structure, encounter difficulties in obtaining appropriate rotational movements in a timely manner.

As a result, the Company has committed to review these complaints with operating management and request that corrective measures be taken as appropriate. The Company's policy in this matter is to provide meaningful rotational shop assignments in a timely manner so that the apprentice's development can result in a best-in-class journeyman to support the success and viability of the operations served.

Plant Subcommittee - Management Representatives

The Union also expressed concern that in some instances the management members of the Plant Subcommittee of the Joint Apprenticeship Committee do not possess sufficient skilled trades knowledge or experience to adequately discuss apprentice training concerns.

The Company advised the Union that at those facilities where the management member does not have skilled trades experience, Plant Employee Relations Managers will be advised of the desirability of providing such a resource. Problems in this regard may be brought to the attention of the Plant Employee Relations Manager by the local Union for review and correction, as necessary.

Very truly yours,

ERNEST J. SAVOIE, Director
Employee Development Office
Employee Relations Staff

Concur: Ernest Lofton

APPRENTICE PROGRAM REQUIREMENTS

September 15, 2003

Mr. Gerald D. Bantom
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Bantom:

Subject: Apprentice Program Requirements

In these negotiations, the parties discussed the requirements of the Apprentice Program and the need to continually review and modify Program policies to ensure its "best in class" status. Specifically, the parties recognized the need to maintain uniformity and stability within the Program with regard to apprentices' Related Training Instruction class scheduling, training rotations, graduation projections, and task completions, as well as licensing requirements for specific trades.

To assist in the fulfillment of these needs, the parties agreed that the National Joint Apprenticeship Committee (NJAC) should increase the number of shop training hours required of apprentices, from the present minimum of 7,424 to a minimum of 8,000 hours. It is envisioned that the NJAC will coordinate the necessary administrative modifications to effect this increased requirement by year-end 2003. Thus, apprentices indentured on or after January 1, 2004 shall be required to successfully complete 8,000 hours of shop training in addition to their required hours of Related Training Instruction as a prerequisite for graduation from the Apprentice Program.

Very truly yours,

RICK E. POYNTER, Director
U.S. Union Affairs
Labor Affairs

Concur: Gerald D. Bantom

APPRENTICE PROGRAM REVIEW MEETINGS

September 15, 2003

Mr. Gerald D. Bantom
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, MI 48214

Dear Mr. Bantom:

Subject: Apprentice Program Review Meetings

During these negotiations, the parties discussed and agreed on the need for national-level meetings to review the status of the Apprentice Program and to provide a central focus to coordination and administration of the program.

It was agreed that the Union and Company Apprentice Program Coordinators, an Administrative Assistant of the UAW National Ford Department, and the Director of the Company's U. S. Union Affairs Office would meet jointly, on an annual basis, to provide direction and support to the National Joint Apprenticeship Committee and to assure the Apprentice Program continues as an active and viable source of skilled trades journeymen/women.

The parties agreed that meeting topics may include, but need not be limited to:

- Review of program accomplishments, structure, organizational needs and objectives;
- Review of program financing (e.g., expenditures of training funds);
- Projections of apprentice accession requirements based on skilled trades attrition, operational and business requirements, future skilled trades workforce requirements and business conditions.

Very truly yours,

RICK E. POYNTER, Director
U.S. Union Affairs
Labor Affairs

Concur: Gerald D. Bantom

APPRENTICE PROGRAM REVISIONS

November 3, 2007

Mr. Bob King
Vice President and Director
UAW-Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. King:

Subject: Apprentice Program Revisions

During the 2007 negotiations, the parties discussed UAW-Ford Apprentice Program revisions that will be required due to the consolidation of skilled trades job classifications. It was acknowledged that the merging of apprenticeships, as required to support such trade consolidations, will necessitate an extensive review of the elements in existing apprentice training programs and an identification of the particular skills and knowledge required for the new trade classifications.

Based on these discussions, it was mutually agreed that the National Joint Apprenticeship Committee will revise the apprentice training programs for the individual trade groups. These revisions will include, but will not be limited to:

- Job task analyses, and review/revision of Related Training Instruction curricula, based on skills and knowledge required to operate and maintain process equipment, maintenance and construction;
- Improved and expanded training concepts such as FTPM, FPS, MOS and QOS related to the skilled trades;
- Core skills training curricula;
- Enhanced apprentice training programs and curricula; and
- Apprentice progress assessment processes and procedures.

It was recognized that diligent review and revision of these apprentice training elements, with the support and guidance from the National Skilled Trades Governance Committee, will help

APPRENTICE PROGRAM REVISIONS

ensure that the UAW-Ford Apprenticeship Program continues to maintain its long-standing “best in class” status.

Based on the above reviews and revisions, the National Joint Apprenticeship Committee will update all apprenticeship training materials, requirements, and procedures, and will distribute them to local joint apprenticeship committee representatives. In addition, the Committee will report, semi-annually, its progress and the individual facility’s status to the National Skilled Trades Governance Committee.

This initiative will begin as soon as practicable following the effective date of this Agreement.

Very truly yours,

BILL DIRKSEN,
Executive Director
U.S. Labor Affairs

Concur: Bob King

October 30, 2019

**Mr. Rory L. Gamble
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214**

Dear Mr. Gamble:

Subject: Apprentice Tool Boxes and Tool Sets

During these negotiations, the parties discussed various issues regarding the identification, procurement and distribution of Apprentice tool boxes and tool sets. As a result of these discussions, it is agreed that within 180 days of the ratification of this agreement, the National Joint Apprenticeship Committee will partner with Operations, Finance and Purchasing to review existing trade-specific apprentice tool boxes and tool sets and identify a standard, classification specific, tool box and base tool set for each apprenticeable classification.

Further, the parties agreed that these standard apprentice tool boxes and base tool sets will be purchased and distributed to apprentices within the first two weeks following the completion of Core Skills Training at the Technical Training Center (subject to return if they leave the Program prior to graduation). Additionally, it is agreed that apprentice tool boxes and tool sets will become the property of the apprentice upon graduation from the apprenticeship program.

It is also understood that these standard apprentice tool sets may not contain certain application/plant specific tools required by the skilled trades based upon local operations. As such, it will continue to be each location's responsibility to supplement the apprentice base tool sets with such tools.

Very truly yours,

**Kevin Legel,
Director
U.S. Labor Affairs**

Concur: Rory L. Gamble

Note: This letter replaces the following letter:

- **Apprentice Tool Box and Tool Set, November 5, 2015**

APPRENTICE UTILIZATION AND JOURNEYMAN STATUS

October 14, 1984

Mr. Stephen P. Yokich
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Yokich:

Subject: Apprentice Utilization and Journeyman Status

During the current negotiations, the Union expressed concern about the number of apprentices in training and the qualifications of journeymen hired to fill certain apprenticeable trade requirements.

While depressed business conditions in recent years have resulted in substantial reductions in the number of apprentices on course, the Company continues to recognize the apprenticeship program as an important source of journeymen, among other measures to maintain an adequate and qualified skilled work force. In this regard, the Company intends to continue to maintain an active and viable apprenticeship program, consistent with local employment needs, and provided that facilities and opportunities for appropriate training are sufficient to support the program.

The apprenticeship program, however, cannot be the only source utilized to meet the Company's journeyman requirements in the apprenticeable trades. Some locations have insufficient requirements or facilities to support the program; situations frequently arise where training projections cannot fully anticipate fluctuations or shifts in needs; and other unforeseen or unusual conditions can occur. Therefore, the Company must retain the necessary flexibility to fill its needs through an appropriate balance of apprentice training (with realistic apprentices to journeymen ratios), the hiring of journeymen and the transfer or promotion of plant employees consistent with the parties' local agreements.

With respect to hiring on the apprenticeable trades, it is the Company's policy that, as practical, applicants before being hired as journeymen generally must satisfy one of the following criteria:

APPRENTICE UTILIZATION AND JOURNEYMAN STATUS

- Completion of a bona fide apprenticeship program with standards equivalent to the Ford-UAW Apprenticeship Standards, or
- Eight (8) years of experience in the trade, or
- Experience and training equivalent to that required in a bona fide apprenticeship program as set forth above.

In applying this policy, it is understood that the Company must maintain appropriate flexibility to be able to meet its skilled work force requirements in those unusual situations where applicants who fully meet the criteria are unavailable.

Local agreements having a journeymen definition, of course, remain in effect and apply to skilled trades classifications at particular units as locally negotiated; however, it is understood such local agreements shall not provide for journeyman experience requirements of more than eight years.

Very truly yours,

ERNEST J. SAVOIE, Director
Labor Relations Planning and
Employment Office
Labor Relations Staff

APPRENTICES AFFECTED BY A REDUCTION IN FORCE

November 3, 2007

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

Dear Mr. King:

Subject: Apprentices Affected by a Reduction in Force

During these 2007 negotiations the parties discussed many aspects of the Apprenticeship Program, including the policy and procedures utilized to populate the apprentice eligibility wait lists, bringing new apprentices into the program and the process that is followed when there is a reduction in force that affects active apprentices.

Based on these discussions, the parties agreed that, effective on the Effective Date of the new Collective Bargaining Agreement, all future reductions in force that affect active apprentices in the same occupational grouping, to be reduced on the same date, will utilize the following procedures to determine which apprentice will be reduced:

- Apprentices will exercise their apprentice seniority in their occupational group. For example, the apprentice with the earliest on course date shall be laid off last and the last laid off shall be the first to be reinstated.
- When apprentices have the same on course date, the seniority tiebreaker will be their accumulated UAW hourly seniority, and the first apprentice to be laid off will be the apprentice with the lowest accumulated seniority.
- When there is a tie in both the on course dates and UAW hourly accumulated seniority, the seniority tiebreaker will be the last four digits of each tied apprentice's Social Security Number, in highest to lowest order (i.e., 9999 is highest; 0001 lowest) and the apprentice with the lowest number shall be laid off first.

APPRENTICES AFFECTED BY A REDUCTION IN FORCE

Very truly yours,

BILL DIRKSEN,
Executive Director
U.S. Labor Affairs

Concur: Bob King

APPRENTICES AFFECTED BY DISCONTINUED OPERATIONS

September 15, 2003

Mr. Gerald D. Bantom
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Bantom:

Subject: Apprentices Affected by Discontinued Operations

During 2003 negotiations, the parties discussed a number of issues related to apprentices who may be affected by discontinued operations.

The parties acknowledge that when an apprentice is affected by situations such as discontinued operations, there may be a need to change or waive certain agreements or practices. It is further understood that in such cases, special understandings and considerations could supersede current contract language with regard to apprentice preferential placement and seniority.

Issues arising from these matters should be directed to the UAW National Ford Department and the Company's U.S. Union Affairs Office for resolution.

Very truly yours,

RICK E. POYNTER, Director
U.S. Union Affairs
Labor Affairs

Concur: Gerald D. Bantom

CLARIFICATION OF APPRENTICE REHIRE PROVISION

October 14, 1984

Mr. Stephen P. Yokich
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Yokich:

Subject: Clarification of Apprentice Rehire Provision

This will confirm the parties' understanding that, effective with the new Collective Bargaining Agreement, laid-off apprentices losing their apprentice seniority pursuant to Section 15(f) of the Apprenticeship Standards, but who retain Company seniority, will be offered the opportunity to be rehired to their apprenticeship prior to returning probationary apprentices or indenturing new apprentices on the same trades. It further is understood that apprentices who lost their apprentice seniority subsequent to March 1, 1982, also will be eligible for such opportunity so long as they retain Company seniority.

Very truly yours,

ERNEST J. SAVOIE, Director
Labor Relations Planning and
Employment Office
Labor Relations Staff

Concur: Stephen P. Yokich

October 30, 2019

Mr. Rory L. Gamble
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. **Gamble**:

Subject: Job Security – Apprentice Forecasting and Development

During these negotiations, the Union and the Company acknowledged that skilled trades personnel provide vital maintenance and construction support to operations, and that there is a direct relationship between the effectiveness of skilled trades personnel and the success and viability of the operations they serve. Establishing new levels of competence within the apprenticable trades through training and assessment of apprentices will permit the Union and the Company to pursue the critical objective of continuous improvement in quality, flexibility and operational effectiveness and, in turn, enhance job security.

Program Size

Consistent with these discussions and in response to present skilled trades demographics, potential future retirements, and attrition, the Company commits to retaining a viable apprentice program. It is recognized, however, that business conditions, increasing competitive pressures and the future business outlook will continue to impact the number of apprentices required to be placed on course. Nevertheless, the Company recognizes the Apprentice Program as an important source of qualified journeypersons and the fact that the program has historically been the source of the majority of journeypersons within the Company. Both parties recognize that an active, viable Apprentice Program must align with the business requirements in terms of both content and size and that it is the Company's intention to continue to utilize the Apprentice Program as a major source of future journeypersons.

Given these considerations, the parties agree to continue an apprentice needs forecasting methodology that will include an

JOB SECURITY – APPRENTICE FORECASTING AND DEVELOPMENT

annual review to align apprentice needs with business requirements.

In an attempt to ensure that an appropriate number of apprentices are placed on course when and where required, the national parties, business conditions permitting, will:

- Use the first pay period ending in January of each year during the term of this agreement to calculate a 50% threshold number.

This threshold number will be calculated annually **for all** plant locations with UAW-Ford apprenticeship classifications **to identify** the number of skilled trades on the active roll within apprenticeship classifications at that plant on the calculation date who will be 65 years of age or older at any point within four consecutive calendar years following the calculation date. Any skilled trades person included in a prior year's calculation is excluded from all subsequent year calculations. A number of apprentices equal to 50% of this calculation will then be placed on course at that plant.

Apprentices will be placed on course as soon as practicable as determined by the National Joint Apprenticeship Committee.

- Use the first pay period ending in July of each year during the term of this agreement to calculate a 5% threshold number.

This threshold number will address ongoing staffing needs resulting from normal attrition by maintaining a minimum threshold number of apprentices at all plant locations with UAW-Ford apprenticeship classifications, equal to the ratio of at least 5% apprentices to skilled trades on the active roll within apprenticeship classifications at that plant on the calculation date.

Apprentices scheduled to be added as a result of the annual 50% ratio calculation described above will be included with the apprentices on the active roll when calculating the annual 5% threshold.

Apprentices will be placed on course as soon as

JOB SECURITY – APPRENTICE FORECASTING AND DEVELOPMENT

practicable as determined by the National Joint Apprenticeship Committee.

- Review the need for incremental apprentices on a plant by-plant basis based upon future program needs, business plans and/or other considerations

These calculations could result in adding approximately **600** apprentices during the term of this agreement, business conditions permitting.

Following these negotiations, and annually in each remaining year of the Agreement, a letter will be signed by the NJAC, Division Finance, and an appropriate Operating Executive, and issued to each Ford facility with an Apprentice Program, detailing the number of apprentices to be indentured. The mix of apprentice classifications will be determined by local parties based upon **current and future business needs. Further, the plant apprentice mix will be submitted to the NJAC by the date requested when the annual apprentice allocation is communicated. In the event the NJAC does not receive the plant's desired mix by said date, the NJAC will determine the plant mix based upon a classification specific attrition forecast.** Concerns regarding mix will be referred to Labor Affairs and the National Ford Department for resolution.

Apprentices will be added in accordance with the annual method detailed above provided that qualified candidates can be found who meet all the selection criteria. The national parties will resolve any discrepancies with the annual forecasting method. An effort will be made to manage the flow of accessions to facilitate the orderly scheduling of core skills training for new apprentices. It is understood that while the existing work force will be a major source of future apprentices, this will not limit the NJAC from making adjustments based on mutually agreed upon business conditions.

It is also understood that in cases where graduating apprentices would create a surplus in the local skilled workforce, these graduating apprentices will be recognized as journeypersons and

JOB SECURITY – APPRENTICE FORECASTING AND DEVELOPMENT

will have the option of either being placed on indefinite layoff or be placed to work in a production classification. These journeymen will be subject to placement in accordance with all the provisions of the Job Security Program as identified in Appendices M, N and O of the **2019** UAW-Ford CBA. Furthermore, where there is an immediate need for journeymen skills at a particular location, and/or where skilled trades employees impacted by workforce reduction actions are available, it may be necessary to add journeymen in place of apprentices agreed upon in this letter. In this regard, provisions of Appendix N, Memorandum of Understanding on Preferential Placement Arrangements and Appendix M, Memorandum of Understanding, Job Security Program will be considered as required.

The National Joint Apprenticeship Committee will monitor the indenturement of apprentices and will review this information with the Labor Affairs Office and the National Ford Department on a regular basis.

Enhanced Apprenticeship Training

The following enhancements to apprenticeship training will be undertaken:

- Continue to explore means to deliver more uniform related instruction to all locations having an apprentice program, based on analysis of needs, available materials and technology including various forms of distance learning.
- Continue to improve and modify the core skills training for new apprentices (e.g., FTPM concepts or new skill sets required) and in-course progress assessment for participants mid-way through the program. The core skills training may be conducted at the UAW-Ford Technical Training Center or at a vendor's facility selected by the National Joint Apprenticeship Committee (NJAC). Generally, apprentices selected for the in-course assessment should have worked a minimum of 3,000 but not more than 5,000 shop hours. Appropriate remedial action plans, based on assessment outcomes, will be

JOB SECURITY – APPRENTICE FORECASTING AND DEVELOPMENT

developed for the individual apprentices included in this assessment. The results of such assessments shall be considered but shall not be the sole determinant of continuance on course.

- Continue the highly successful Troubleshooting Strategies course, previously developed for the Electrical and Machine Repair Apprenticeship, and assess and implement, as appropriate to other apprenticeships such as Tool and Die, and Plumber-Pipefitter. Apprentices should complete this course between 2,000 and 3,000 hours.
- Continue as a standard element of the Apprentice Program the basic training to introduce apprentices in the metal trades to the principles used in computer-controlled equipment and devices associated with job performance involving operating coordinate measuring machines (CMM), related computer- aided design (CAD) equipment, and computer operating systems. This training would include classroom as well as “hands-on” lab exercises.

This introduction to CMM provides apprentices with a basic understanding of the work involved and assists them in determining whether they should pursue a career leading to Inspector - Tooling and Layout. Apprentices pursuing such a career would be offered an opportunity to enroll in supplemental training in CMM and related subjects being offered to employees classified as Inspector - Tooling and Layout.

- Continue, as appropriate, to benchmark exemplary apprentice programs to further continuous improvement in all aspects of the Apprentice Program.
- Identify (a) the various types of welding applications that require certification, (b) local, state, and/or federal certification examination requirements, and (c) the welding equipment necessary to conduct such examinations.
- Continue a welder certification process for identified

JOB SECURITY – APPRENTICE FORECASTING AND DEVELOPMENT

applications after review by the National Joint Apprenticeship Committee with the National Ford Department and the Labor Affairs Office.

- Review and revise apprentice curricula, as necessary, to ensure that apprentices receive training and instruction in reducing repair time and methodology for increasing time between machine failures, in accordance with FTPM principles.
- Review and, as necessary, revise apprentice curricula to ensure that training reflects current and anticipated technology

Task Analysis and Performance Assessment

The Union and the Company acknowledged that the present Apprentice Program can be improved by standardization of training delivery and periodic assessment of apprentice performance to ensure skill development. The parties agreed to jointly continue the task- and-performance-based apprentice program. Consistent with this objective, the following steps will be undertaken:

- Continue to conduct task analyses of the apprenticable trades (a minimum of two per year) to ensure that shop area learning and performance objectives can be expanded to all locations having an apprentice program.
- Continue development of periodic performance assessment guidelines which can be implemented at the apprentice's workplace to measure performance on basic trade tasks.
- Continue development of a graduation requirement and assessment to verify delivery of appropriate shop training and related instruction, and to ensure the successful job performance of apprentice program graduates.

Expenses

All non-wage related expenses incurred as a result of the above described Enhanced Apprenticeship Training, and Basic Training

JOB SECURITY – APPRENTICE FORECASTING AND DEVELOPMENT

for Apprentices on Principles of Coordinate Measuring, including the expenses for design, delivery, necessary equipment, supplies, facilities, faculty, administration, ongoing evaluation, and non-local student travel, where necessary, and for wages of the trainees shall be charged to the National Education, Development and Training Program fund.

The Joint Apprenticeship Committee shall oversee the initiatives described above and shall periodically review the results, including evaluations by mutually selected outside parties, with the Joint Governing Body and appropriate representatives of the National Ford Department and the Labor Affairs Office.

Very truly yours,

Kevin Legel,
Director
U.S. Labor Affairs

Concur: **Rory L. Gamble**

NEW DIE CONSTRUCTION - APPRENTICES

September 17, 1987

Mr. Stephen P. Yokich
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Yokich:

Subject: New Die Construction - Apprentices

This is to advise the term "seniority journeymen in tool and die classifications (Appendix F)" in the first paragraph of the New Die Construction letter dated October 4, 1979 of the Collective Bargaining Agreement shall be interpreted, for purposes of that letter only, to include employees on the Apprentice Program who have successfully completed 3,000 hours of shop training.

Very truly yours,

ARTHUR W. HANLON, Director
Union Affairs Office
Employee Relations Staff

OUTSIDE CONTRACTING - APPRENTICES

September 17, 1987

Mr. Stephen P. Yokich
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Yokich:

Subject: Outside Contracting - Apprentices

This is to advise the term "seniority employees in the skilled trades (Appendix F)" in the third paragraph of Article IV, Section 8 of the Collective Bargaining Agreement shall be interpreted, for purposes of that section only, to include employees on the Apprentice Program who have successfully completed 3,000 hours of shop training.

Very truly yours,

ARTHUR W. HANLON, Director
Union Affairs Office
Employee Relations Staff

REPLACEMENT OF APPRENTICES LEAVING THE PROGRAM

September 15, 2003

Mr. Gerald D. Bantom
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Bantom:

Subject: Replacement of Apprentices Leaving the Program

During these negotiations, the parties discussed the issue of Apprentice Program vacancies resulting from individuals leaving the Program prior to successful completion and graduation. The parties agreed that when an apprentice leaves the Program prior to completion of training, contingent upon business conditions and the facility's apprentice requirements, the apprentice vacancy will be filled, as soon as practicable, by a replacement candidate from the facility's current Apprentice Eligibility List. Any issues arising from this are to be directed to the National Joint Apprenticeship Committee for resolution.

Very truly yours,

RICK E. POYNTER, Director
U.S. Union Affairs
Labor Affairs

Concur: Gerald D. Bantom

**REQUIRED RECORDKEEPING FOR APPRENTICESHIP RELATED
TRAINING INSTRUCTION CLASSES**

November 3, 2007

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

Dear Mr. King:

Subject: Required Recordkeeping for Apprenticeship Related
Training Instruction Classes

During the 2007 negotiations, the parties discussed the policy and practices for apprentices receiving classroom credit hours and incentive payments for attending the required training classes as prescribed in Articles 9 and 10 of the Apprenticeship Standards (Exhibit I of the Skilled Trades Supplemental Agreement).

Of particular importance, it was noted that to maintain the Apprenticeship Agreement's compliance with the Registration Agency – the Office of Apprenticeship, U.S. Department of Labor – apprentices must acquire a minimum of 576 hours of related training instruction. Furthermore, it is required that there be a process to accurately track and record for each apprentice the actual time spent attending such courses.

Based on these discussions, the parties agreed that the National Joint Apprenticeship Committee will modify the existing Related Training Instruction (RTI) attendance policy to re-confirm the importance and the necessity of apprentices attending all required training courses. The NJAC will publish and distribute this modified RTI attendance policy to local JAC Subcommittees.

In addition, to maintain compliance with the Registration Agency, local JAC Subcommittee representatives will track and record apprentices' attendance at required courses. Upon apprentices' successful completion of required courses, local JAC Subcommittee representatives will issue credited hours and incentive payments,

**REQUIRED RECORDKEEPING FOR APPRENTICESHIP RELATED
TRAINING INSTRUCTION CLASSES**

based on apprentices' actual class attendance. The NJAC will provide guidance to local JAC Subcommittees on these matters.

Very truly yours,

BILL DIRKSEN,
Executive Director
U.S. Labor Affairs

Concur: Bob King

**TRAINING FOR PLANT SUBCOMMITTEES OF
THE NATIONAL JOINT APPRENTICESHIP COMMITTEE**

September 16, 1996

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

Dear Mr. Lofton:

Subject: Training for Plant Subcommittees of the National Joint
Apprenticeship Committee

During these negotiations, the parties discussed the important role which members of local Plant Subcommittees of the National Joint Apprenticeship Committee play in assuring a high quality Apprentice Program at each location. It was mutually recognized that the manner in which the local subcommittee carries out its apprentice program responsibilities has a direct impact on the quality of apprentice training.

Recognizing their significance, it was mutually agreed that newly-appointed local subcommittee members should receive training on their position duties and responsibilities, and that this training should occur as soon as practicable but generally within six months following their appointment. The focus of this training should include, but is not necessarily limited to, the duties outlined in Article 12 of the Apprenticeship Standards (Exhibit I of the Skilled Trades Supplemental Agreement). It also was agreed that training for local subcommittee members should be provided under the direction of the National Joint Apprenticeship Committee, as is the present practice.

To improve continually the effectiveness and efficiency of this training, it was agreed that the National Joint Apprenticeship Committee will undertake efforts to review the present training process to identify additional training needs and determine the method(s) by which the training can best be delivered. In addition,

**TRAINING FOR PLANT SUBCOMMITTEES OF
THE NATIONAL JOINT APPRENTICESHIP COMMITTEE**

this review will examine training appropriate for experienced local subcommittee members, i.e., refresher training or updates on important new developments within the Apprentice Program. Following the completion of its review and development of appropriate proposals and recommendations, the National Joint Apprenticeship Committee will present its findings to the UAW National Ford Department and the Company's Labor Affairs Office.

Very truly yours,

PHILLIP A. DUBENSKY, Director
U. S. Union Affairs Office
Labor Affairs

Concur: Ernest Lofton

WAGES PAID FOR TRAVEL TO/FROM APPRENTICE TRAINING

September 15, 2003

Mr. Gerald D. Bantom
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Bantom:

Subject: Wages Paid for Travel To/From Apprentice Training

During these negotiations, the parties reviewed and discussed the National Joint Apprenticeship Committee's policy regarding wage payment to apprentices for their travel time to attend training activities.

Following the conclusion of these negotiations, representatives from the National Joint Apprenticeship Committee will work in conjunction with the Company's U.S. Union Affairs Office to modify that policy. The modified policy will be consistent with the Company's guidelines regarding compensation for travel time for employees on temporary assignment to another location, as described in the Company's September 16, 1996 administrative letter on that subject.

Very truly yours,

RICK E. POYNTER, Director
U.S. Union Affairs
Labor Affairs

Concur: Gerald D. Bantom

GUIDELINES FOR TEMPORARY-CHANGEOVER POOL AGREEMENTS

November 29, 1973

Division Industrial Relations Managers
Plant Industrial Relations Managers
Persons Designated by the Above

Subject: Guidelines for Temporary-Changeover Pool
Agreements

Pursuant to Appendix H, Part B, Paragraph 3(c), the following guidelines shall be applied in the negotiation of Temporary-Changeover Pool agreements:

1. A skilled trades supplementation pool is to be established consisting of employees selected from non-Appendix F (Skilled Trades) classifications within the particular plant to help meet skilled manpower needs on weekend overtime resulting from skilled tradesmen declining overtime opportunities under the provisions of Appendix H of the Agreement.
2. Procedures are to be developed locally for receiving applications from employees who wish to be included in the supplementation pool. All applications will be reviewed by the Company and selection shall be based upon the qualifications of the applicants.
3. Employees who apply and are accepted shall be designated as "Temporary-Changeover Pool" employees and will thereby be available for skilled trades weekend overtime assignments as required.
4. Time worked as a Temporary-Changeover Pool employee shall not be credited toward attaining journeyman status, provided, however, that employees on the eligibility list awaiting entrance into an apprenticeship, if they apply and are accepted as Temporary-Changeover Pool employees, will receive appropriate credit for shop experience gained thereby when placed on course as determined by the Joint Apprenticeship Committee.
5. Temporary-Changeover Pool employees shall receive the minimum rate of the lowest rated Appendix F (Skilled Trades) classification being utilized in the plant for all hours

GUIDELINES FOR TEMPORARY-CHANGEOVER POOL AGREEMENTS

- actually worked on skilled trades assignments within the various Appendix F (Skilled Trades) classifications.
6. No Temporary-Changeover Pool employees will be eligible to work weekend overtime on skilled trades work assignments unless such overtime work has first been offered to journeymen and apprentices on the particular trade in accordance with the applicable local overtime agreement.
 7. There would be no new or added overtime equalization or rotation obligations with respect to these supplemental overtime assignments. Nothing in these new arrangements would alter existing overtime equalization or rotation agreements.
 8. Complaints by Temporary-Changeover Pool employees about the operation of the new procedures could be taken up with management, but are not subject to the grievance procedures provided in Article VII of the Collective Bargaining Agreement.

A copy of this communication has been provided to the National Ford Department.

MALCOLM L. DENISE

October 30, 2019

**Mr. Rory L. Gamble
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214**

Dear Mr. Gamble:

Subject: Additive Manufacturing - Plant Investment

During these negotiations the company and union continued their ongoing conversation regarding the rapid advancement of manufacturing technologies and how to best integrate these technologies in our manufacturing plants to enable improved efficiency and even higher-quality vehicles for our customers.

Pursuant to this shared vision, the company has agreed to provide its Advanced Manufacturing Engineering organization with \$1 million, over the term of the current agreement, for the purpose of identifying and purchasing 3D printers for the Rawsonville Components Plant as well as other plants identified by Advanced Manufacturing Engineering.

Kevin Legel,

**Director
U.S. Labor Affairs**

Concur: Rory L. Gamble

APPENDIX F (SKILLED TRADES) LICENSES

November 5, 2015

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

Dear Mr. Settles:

Subject: Appendix F (Skilled Trades) Licenses

During these negotiations, the Company and the Union discussed the cost burden on certain employees in Appendix F (Skilled Trades) classifications of renewing governmentally required licenses. In addition, the parties discussed how the Company's UAW-represented journeymen and apprentices could obtain the appropriate certifications and/or licenses required by state and local governments for work customarily performed at Ford facilities.

The Company agreed to continue the present practice of reimbursing such employees for the payment of application fees, testing fees, renewal fees, and code update fees for licenses required by federal, state or local ordinances in order to perform their specific jobs. Wages will be covered for travel time and testing time. Further, it is understood that, except in cases of graduating apprentices, the Company will not reimburse the cost of initial licenses required as a condition of employment or to qualify for a promotional opportunity. In the case of graduating apprentices, the Company will reimburse the cost of licenses required for the initial journeymen/women classification into which they are placed.

Additionally, during the term of this Agreement, in those situations wherein a new federal, state or local ordinance is introduced which requires certain employees in Appendix F (Skilled Trades) classifications to become certified or recertified to continue performing work which those employees have normally and historically performed, the parties will meet to discuss and resolve issues associated with the procurement and renewal of such licenses.

APPENDIX F (SKILLED TRADES) LICENSES

More specifically, regarding the appropriate licensing required of the Company's UAW-represented journeypersons and apprentices to perform work in their trade within the Company, the parties agreed to pursue the following:

- Endeavor to gain opportunities for the Company's UAW-represented journeypersons to become eligible for state and/or local licenses.
- Discuss changes to the Apprentice Program to ensure that apprentice graduates meet appropriate state and/or local licensing criteria.
- Work together to petition state legislatures and local governments as appropriate to seek waivers or changes in laws and/or regulations that would help to realize these objectives.

Very truly yours,

Stacey Allerton,
Director
U.S. Labor Affairs

Concur: Jimmy Settles

APPRENTICE PROGRAM TRAINING FOR JOURNEY PERSONS AND SALARIED PERSONNEL

October 30, 2019

Mr. Rory L. Gamble
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. **Gamble**:

Subject: **Apprentice Program** Training for Journey persons
and Salaried Personnel

During these negotiations, the parties discussed possible enhancements to the UAW-Ford Apprentice Program, including the potential need for a training program to develop and enhance the **understanding of journeypersons and salaried employees relative to Apprenticeship Program requirements**. This training would focus on the **explanation of the supporting organization's roles and responsibilities required to enable a highly effective apprentice program. Topics of the training could include apprentice task completion, related technical instruction, enhanced training, assessments, shop evaluations and 90 day/500 hour audits.**

The parties agreed to authorize the NJAC to **collect plant feedback**, and determine the application of such training for interested **locations**. The NJAC will report its recommendations to the program coordinators for the development of a training module that could be made available to locations with an Apprentice Program at the request of local management and the local JAC representatives.

Very truly yours,

Kevin Legel
Director
U.S. Labor Affairs

Concur: **Rory L. Gamble**

**APPRENTICE PROGRAM TRAINING FOR
JOURNEY PERSONS AND SALARIED PERSONNEL**

October 4, 2011

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

Dear Mr. Settles:

Subject: Automation and Welder Fixture Repair Mechanical
Team Participation

During the 2011 negotiations, the Company and the Union discussed the involvement of employees in both the Automation Equipment Maker and Maintenance and Welder Fixture Repair classifications within the Stamping Business Unit on Mechanical Teams.

The parties agreed that due to business requirements in the Stamping Business Unit, these employees will be included in the appropriate Mechanical Work Teams consistent with the provisions in the 2011 Letter of Understanding titled Skilled Trades Competitiveness.

These classifications will continue to be designated as "Will Not Repopulate".

Very truly yours,

BILL DIRKSEN,
Executive Director
U.S. Labor Affairs

Concur: Jimmy Settles

AUTOMATION AND WELDER FIXTURE REPAIR PLACEMENT PROCESS

November 3, 2007

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

Dear Mr. King:

Subject: Automation and Welder Fixture Repair Placement
Process

During these negotiations, the Company and Union discussed the placement of employees in both the Automation Equipment Maker & Maintenance, and Welding Machine and Welder Fixture Repair related classifications as a result of the consolidation of Appendix F classifications. The parties agreed to not re-populate both classifications. The parties also agreed to distribute their work to the electrical trade, as well as the appropriate mechanical trade, as identified by the local parties. Additionally, the parties agree that neither of these classifications will be repopulated at any point in the future.

Further, the Company and Union agreed upon the following voluntary process for employees holding either of these classifications -

1. Employees holding previous apprenticeable skilled trades seniority have the option of returning to their base trade and retaining their original skilled trades Date of Entry or maintain their current classification (either Automation Equipment Maker & Maintenance or Welding Machine and Welder Fixture Repair).
2. Direct skilled trades hires with a journeyman card will be allowed to go to their base apprenticeable skilled trade with a new Date Of Entry provided they qualify for a UAW journeyman card consistent with the requirements in the UAW-Ford Collective Bargaining Agreement or maintain their current classification (either Automation Equipment Maker & Maintenance or Welding Machine and Welder Fixture Repair).

AUTOMATION AND WELDER FIXTURE REPAIR PLACEMENT PROCESS

3. Employees previously promoted from production can elect to either return to a production classification (at the production rate) with Company Seniority or maintain their current classification (either Automation Equipment Maker & Maintenance or Welding Machine and Welder Fixture Repair).

Further, the parties agree that in the event issues arise that the local parties are unable to resolve, the issue may be appealed by either party to the National Joint Skilled Trades Governance Team through the National Ford Department Servicing Representative or Division Labor Relations.

Lastly, overtime equalization agreements should be the subject of local discussions.

Very truly yours,

BILL DIRKSEN,
Executive Director
U.S. Labor Affairs

Concur: Bob King

**CLARIFICATION OF BREAKDOWN, EXHIBIT II
SKILLED TRADES SUPPLEMENT AGREEMENT**

October 28, 1964

Mr. Ken Bannon, Director
National Ford Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Bannon:

Subject: Clarification of Breakdown, Exhibit II Skilled Trades
Supplement Agreement

During our meeting of October 26, 1964, you commented on the misunderstanding which exists among some Union representatives and skilled tradesmen concerning the meaning or intent of the first paragraph of the Section entitled 'Emergencies' in Exhibit II of the Skilled Trades Supplemental Agreement. We feel that this misunderstanding is best resolved by means of this letter of clarification.

This is to advise you that the Company interprets the word "breakdowns" as it is used in the paragraph cited above to mean emergency or unforeseen breakdowns, not all breakdowns. Your attention is also directed to the language later in the same paragraph providing that in such cases "trade lines are not to be disregarded where the time within which the repairs are to be made and the availability of the appropriate tradesmen permit their observance."

We trust that this letter of clarification will resolve such misunderstandings as may exist.

Very truly yours,

MALCOLM L. DENISE
Vice President
Labor Relations

**CLARIFICATION OF PLACEMENT OPPORTUNITIES FOR SKILLED
TRADES RELATED TO OPEN POSITIONS**

November 3, 2007

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

Dear Mr. King:

Subject: Clarification of Placement Opportunities for Skilled
Trades Related to Open Positions

The purpose of this letter is to clarify the preferential placement opportunities related to open positions for eligible skilled tradespersons. Initially, this clarification was contained in a letter to the field from Paul Quick and Greg Aquinto dated November 30, 2005 and provided the following:

“Skilled trades employees will be able to pursue open skilled trades positions by base trade. Specifically, skilled trades employees will be able to pursue jobs that are not identical to their classification title and classification code, as long as they have the same current base trade as the open position. Once employees are selected for open positions their classification title and classification code will change, but they will keep their original date of entry if the date is after October 29, 1984. If their date of entry is prior, they will assume the Transfer Leveling Seniority Date of October 29, 1984 (see letter of understanding subject: Date-of-Entry-Skilled Trades Employee Transferred to or Placed in Another Plant on Skilled Classification dated October 7, 1990).

For example, if you are a Machine Repair with classification code 2571340 (Machine Repair – Woodhaven) with date of entry January 15, 1980 and there is an opening for a Machine Repair with classification code 2571370 (Machine Repair), you are now allowed to pursue this open position. If selected for the position your new classification title would be Machine Repair with classification code 2571370 and your new date of entry would be the Transfer Leveling Seniority Date of October 29, 1984.”

**CLARIFICATION OF PLACEMENT OPPORTUNITIES FOR
SKILLED TRADES RELATED TO OPEN POSITIONS**

Further, the parties agree that in the event issues arise that the local parties are unable to resolve, claims are not subject to the Grievance Procedure (Article VII of the Collective Bargaining Agreement) but instead may be resolved through the Appeal Procedure to the National Job Security, Operational Effectiveness and Sourcing Committee.

BILL DIRKSEN,
Executive Director
U.S. Labor Affairs

Concur: Bob King

COMPETITIVE SKILLED TRADES WORK PRACTICES

September 15, 2003

Mr. Gerald D. Bantom
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Bantom:

Subject: Competitive Skilled Trades Work Practices

During these negotiations, the parties discussed in considerable detail the important role of the skilled trades in the Company's competitive position with respect to safety, quality, productivity, morale and cost. The manner in which the skilled trades are utilized substantially affects the day-to-day success of our manufacturing, assembly and maintenance activities.

In our highly competitive, global industry, it is essential to improve our product quality and operational efficiency, if the Company is to provide the long-term job security that all our employees value. For the Company to improve its competitive position, the parties must facilitate a more efficient use of the skilled trades.

The parties have long recognized the Company's assignment policy for skilled tradespersons in conformity with the principles set forth by the Ford-UAW Umpires in Opinions in A-223, A-278, and B-14 and other umpire memoranda. However, it is also recognized that several of our plants' skilled trades work practices are not at competitive levels.

This letter serves to revitalize the agreements from past negotiations pertaining to skilled trades work practices, and further defines expectations of the local parties and requires the following actions:

- Within 90 days of the Effective Date of this Agreement, a letter, co-signed by the appropriate operating executive, U.S. Union Affairs and National Ford Department, will be issued requiring local Management and local Unions to review existing work rules and practices. The intent of the review will be to reinforce the existing language in

COMPETITIVE SKILLED TRADES WORK PRACTICES

the Skilled Trades Supplemental Agreement, Exhibit II, on incidental work and overlapping capabilities.

It is imperative that skilled trades employees utilize the skills that are germane to their trade.

- The results of the review will be submitted, by March 1, 2004, to the Company's U.S. Union Affairs Office and to the UAW National Ford Department for review and approval. Work practice revisions must be consistent with the principle that our workforce works safely within and up to its capabilities, while becoming more flexible, efficient and participative in all business operations.

Both the Union and Company recognize that they have a key role in the effort to modify skilled trade work assignments. As such, the local parties will facilitate support for these actions through a comprehensive communication plan.

It is recognized these actions are essential to improve our competitiveness. Therefore, the National parties agree to co-lead the implementation of this initiative, and will provide ongoing support to the local parties during the implementation of this process. It is further understood that these efforts will be ongoing, with a focus on maximizing effectiveness and improving overall efficiency.

Very truly yours,

RICK E. POYNTER, Director
U.S. Union Affairs
Labor Affairs

Concur: Gerald D. Bantom

**DATE-OF-ENTRY - SKILLED TRADES EMPLOYEE TRANSFERRED TO
OR PLACED IN ANOTHER PLANT ON SKILLED CLASSIFICATION**

October 7, 1990

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

Dear Mr. Lofton:

Subject: Date-of-Entry - Skilled Trades Employee Transferred to
or Placed in Another Plant on Skilled Classification

During these negotiations, the parties discussed seniority problems concerning the date of entry seniority of skilled trades employees which have arisen as a result of the application of the provisions of Article VIII, Section 1(c) of the Agreement. The parties agreed to clarify the date of entry seniority of a skilled trades employee who is placed in or transferred to another unit other than the employee's basic unit as follows:

- Skilled Trades employees with dates of entry of October 29, 1984 or before in a skilled classification, who are employed in the same skilled classification, will establish a date of entry of October 29, 1984 in that classification.
- Skilled Trades employees with dates of entry subsequent to October 29, 1984 in a skilled classification who are employed in the same skilled classification, will establish that subsequent date as their date of entry in that classification.
- Skilled Trades employees who are employed in a different skilled classification than their basic skilled classification, will establish the Transfer Leveling Seniority Date, determined in accordance with the provisions of Article VIII, Section 1(c), as the date of entry in the basic skilled classification and will establish a new date of entry in the new classification.

Very truly yours,

W. JAMES FISH, Director
Forward Plans and
Employment Programs Office
Employee Relations Staff

Concur: Ernest Lofton

**DATE-OF-ENTRY - SKILLED TRADES EMPLOYEE TRANSFERRED TO
OR PLACED IN ANOTHER PLANT ON SKILLED CLASSIFICATION**

October 30, 2019

Mr. Rory L. Gamble
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. **Gamble**:

Subject: Dearborn Tool & Die Plant

During the **2019** negotiations, the parties discussed the ongoing competitiveness of the Dearborn Tool and Die Plant. The Company remains committed to enhancing the viability and competitiveness of the Dearborn Tool and Die Plant.

As a result of these discussions and the overall commitment to the plant, the Company agrees to make capital investments totaling **\$10** million dollars to upgrade and/or purchase new equipment/technology during the term of this agreement.

Very truly yours,

Kevin Legel,
Director
U.S. Labor Affairs

Concur: **Rory L. Gamble**

November 5, 2015

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

Dear Mr. Settles:

Subject: Enhanced Skilled Trades Training

During these negotiations, the parties had extensive discussions regarding training for skilled trades employees. It was mutually recognized that while a number of Company locations independently have undertaken (and should be encouraged to continue) significant efforts in this area, it also would be advantageous to centrally develop and deliver certain types of skilled trades training to journeypersons throughout the Company. It also was mutually recognized that Journeypersons active participation in such training would maintain, increase, and broaden their technical skills to enable improvements in Safety, Quality and Throughput, thus resulting in greater job security for the skilled trades workforce as well as continuing viability for the Company.

Given these considerations, the parties agree to the identification, development and implementation of ongoing skilled trades training. Further, the parties agree that such skilled trades training should be primarily “on-the-job”, based on need and that a “one size fits all” approach is neither effective nor acceptable.

The parties acknowledge a dedicated central facility would be the optimal setting for certain training delivery. The UAW-Ford Technical Training Center is one site that would be considered for this purpose. Other training venues such as local community colleges or other mutually agreed upon facilities should be considered. While Company funds will continue to be committed to support the training, it may be appropriate, in some instances, to seek funds available through the UAW-Ford Joint Programs. Additionally, the parties may seek to utilize the resources established for apprentice training and development (i.e., course materials, course instructors, and instructional systems design and

ENHANCED SKILLED TRADES TRAINING

administrative personnel) in the interest of implementing the program efficiently.

Using these guiding principles, each location will develop a comprehensive annual training plan for the training referenced above. This plan will include the type of training, number of employees impacted, as well as projected costs. Once complete, the plan will be reviewed with the location's leadership for approval and identification of funding sources, including the UAW-Ford Local Training Funds and manufacturing plant budgets.

Both the Company and the Union commit to fully supporting the required actions identified by each location in order to facilitate the development of our skilled trades workforce.

Very truly yours,

Stacey Allerton,
Director
U.S. Labor Affairs

Concur: Jimmy Settles

EQUIPMENT REFURBISHMENT

November 3, 2007

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

Dear Mr. King:

Subject: Equipment Refurbishment

During these negotiations, the union expressed concerns regarding the lack of communication surrounding local equipment refurbishment projects. The company advised the Union that local management was not always aware of equipment refurbishment actions. In prior instances where local management has been advised by the Divisional Manufacturing Engineering Office of such refurbishment actions, and where the local resources were able to satisfy operational needs including cost, quality, timing, as well as the required technical competency, the Company elected to perform this work, in plant, using UAW-Ford skilled trades.

As a result of these discussions, the Company advised the union that as local facilities are made aware of potential equipment refurbishment actions, the Company, will meet with the Local Union to discuss the feasibility of performing this work. If the parties agree that the work can be performed within current staffing levels, cost, quality, timing parameters, the work will be performed by UAW- Ford skilled trades.

Very truly yours,

BILL DIRKSEN,
Executive Director
U.S. Labor Affairs

Concur: Bob King

**EXPANSION OF SKILLED TRADES PROJECT
COORDINATOR CLASSIFICATION**

November 3, 2007

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

Dear Mr. King:

Subject: Expansion of Skilled Trades Project Coordinator
Classification

During these 2007 Negotiations, the parties discussed the utilization of skilled trades employees on project work and the effectiveness of the classification of Skilled Trades Project Coordinator. It was agreed that the classification has been utilized in an effective manner and in accordance with the understandings outlined in the September 15, 1993 Letter of Understanding entitled Skilled Trades Project Coordinator Classification.

Based on the above, the parties agree that the classification of Skilled Trades Project Coordinator will be available to all U.S. plants under the conditions detailed below:

- The plant must provide to the National parties a written description of the project including: the scope and anticipated duration of the project; the number of employees, by classification, to be assigned to the project work group; and the role to be performed by the Skilled Trades Project Coordinator. To facilitate the collection of the required information listed above, the Company will establish a template on which the plants will submit such information. The National parties will ensure this process is administered in a timely and expeditious manner.
- Local requests for use of the classification must contain plans for any training required for the Skilled Trades Project Coordinator.
- The rate for the Skilled Trades Project Coordinator who

**EXPANSION OF SKILLED TRADES PROJECT
COORDINATOR CLASSIFICATION**

leads such work groups would be "\$1.00 above" for the duration of a specific project meeting the guidelines of this letter. The attached exhibit will be incorporated as part of the duties required for purposes of establishing and applying this classification and rate premium.

- The local parties should jointly determine the selection criteria for the Skilled Trades Project Coordinator to assure that the most qualified employee(s) are selected.
- An employee placed on the Skilled Trades Project Coordinator classification will retain that classification only for the duration of the project to which the employee is assigned while the employee performs the key responsibilities and a majority of the duties detailed in the attached exhibit.

Very truly yours,

BILL DIRKSEN,
Executive Director
U.S. Labor Affairs

Concur: Bob King

**SKILLED TRADE PROJECT COORDINATOR
JOB DUTIES**

Key Responsibilities

- Accountable for operational and administrative aspects of the project work group, including progress toward group goals, shift start-up, overtime, record keeping, team training progress, safety and housekeeping. (Not responsible for employee discipline nor for authorizing hours of pay.)
- Function as a liaison between group members and other internal and external support functions.
- Provide information and advice to Management and outside contracting subcommittees, as appropriate.
- Plan, organize, and facilitate project work group meetings to resolve problems, competitiveness, and other issues in the spirit of continuous improvement.
- Coordinate the activities and assignments of all employees assigned to the project work group including different skilled trades classifications and nonskilled employees based on the specific requirements of the project.

Representative Tasks

1. Plan, schedule, and facilitate project work group meetings.
2. Coordinate maintenance and project activities between production, engineering and scheduling activities.
3. Solve problems using authority delegated, including discussions with the appropriate plant personnel or outside project representatives.
4. Plan and coordinate project work group activities and assignments as necessary.

**EXPANSION OF SKILLED TRADES
PROJECT COORDINATOR CLASSIFICATION**

5. Plan and provide or arrange for appropriate training (OJT or classroom).
6. Promote safety, quality, and housekeeping.
7. Promote and ensure constant improvement in the group toward the common goal of improving product quality, plant competitiveness and total cost structure.
8. Obtain materials and supplies for the group.
9. Be knowledgeable of all operations within the project work group, provide coverage for group members who are away from the work area (i.e., absent, emergency, first aid, etc.), and perform other tasks to facilitate meeting project goals.
10. Maintain team records, such as overtime scheduling/equalization, training, etc.
11. Participate in Management meetings and communicate the needs of the team.
12. Responsible for the morale and performance of the team.
13. Encourage group to meet responsibilities.
14. Other tasks as determined by the specific project requirements.

INTEGRATED CONTROL SYSTEMS

November 5, 2015

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

Dear Mr. Settles:

Subject: Integrated Control Systems

During the 2015 negotiations, the parties discussed the rapidly changing industrial technology in our plants and the increasing use of advanced automation and robotics which require complex integrated control systems. Presently, portions of the maintenance and troubleshooting of these advanced integrated control systems are performed by contracted engineering firms. To further develop and leverage our skilled trades resources, the parties agree to a training and certification program for selected electricians to effectively and efficiently perform this work.

As a result, the UAW-Ford Technical Training Center (TTC) has invested in both the equipment and associated training modules to conduct this training and, as such, is the appropriate location for said training to occur. Locations outside Southeast Michigan may elect to utilize approved vendor training to certify these electricians.

Very truly yours,

Stacey Allerton,
Director
U.S. Labor Affairs

Concur: Jimmy Settles

November 5, 2015

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

Dear Mr. Settles:

Subject: Journeyperson Reskilling

During 2015 negotiations, the parties discussed the process used for reskilling surplus apprenticeable skilled trades. As previously agreed, where surplus apprenticeable journeypersons exist in a particular skilled trade and placement in their trade is not possible, the parties will continue to support reskilling, where feasible and practical, to qualify them in another skilled trade. The National Joint Skilled Trades Governance Team will oversee the selection and reskilling process. Additionally, effective with the date of this agreement, Apprentice Program benefits will apply to Reskillers following the provisions of said benefits within the Apprentice Program. Benefits include:

- Related Training Instruction (RTI) provisions
- Authorized travel expenses to/from the UAW-Ford Technical Training Center
- Appropriate trade specific tool box and tool set (minus tools already provided for prior classification).

When the preferential placement hierarchy has been exhausted, the NJAC shall have the authority, where the Company and Union agree, to direct reskilling.

Very truly yours,

Stacey Allerton,
Director
U.S. Labor Affairs

LOCAL SKILLED TRADES WORK ASSIGNMENT GUIDES

Concur: Jimmy Settles

October 7, 1990

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

Dear Mr. Lofton:

Subject: Local Skilled Trades Work Assignment Guides

This letter will serve to consolidate and confirm the understandings contained in letters of understandings agreed to by the parties in previous negotiations with regard to the development of local skilled trades work assignment guides pursuant to the provisions of Paragraph 7 of the Skilled Trades Supplemental Agreement.

During previous negotiations, the Union has insisted that disputes over skilled trades work assignments frequently result from lack of knowledge concerning local work assignment practices on the part of newly hired or transferred journeymen or supervisors. The Union urged that many such disputes could be prevented or quickly resolved if local work assignment practices were defined and agreed upon by the parties.

As you are aware, the Company holds a deep conviction regarding the necessity to retain current work assignment flexibility in order to assure the most efficient utilization of skilled manpower. On numerous occasions the Company has expressed its concern that local negotiations in this area would likely result in featherbedding, or result in increased claims for back pay or attempts to limit the Company's flexibility particularly with respect to incidental and overlapping work assignments.

Based upon unequivocal assurances from the Union that these are not the objectives of the Union nor would attempts to achieve these harmful results be sanctioned, the Company agreed to amend the Skilled Trades Supplemental Agreement to permit local parties to develop skilled work assignment guides for the apprenticeable trades pursuant to Paragraph 7 of the Skilled Trades Supplemental Agreement.

LOCAL SKILLED TRADES WORK ASSIGNMENT GUIDES

The parties also have discussed the feasibility of applying the procedures of Paragraph 7, Development of Local Skilled Trades Work Assignment Guides, of the Skilled Trades Supplemental Agreement to nonapprenticeable skilled trades (Appendix F) classifications. This will confirm the parties' agreement to extend the provisions of the aforementioned Paragraph 7 to nonapprenticeable skilled trades classifications in Appendix F excluding various machining classifications related to the tool and die trade, various inspection classifications and certain other classifications which are not commonly recognized as skilled trades.

With respect to the Rouge Area, because of its multi-unit complexity and the proliferation of Appendix F classifications, it was recognized that further study of the subject would be required. Accordingly, appropriate Company and Union representatives will study the feasibility of developing such guides for nonapprenticeable skilled classifications excepting those for which guides are inappropriate as described above.

Very truly yours,

THOMAS M. BROWN, Director
Union Affairs Office
Employee Relations Staff

Concur: Ernest Lofton

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- Note: This letter replaces the following letters:
- Skilled Trades Work Assignments, December 7, 1970
 - Nonapprenticeable Work Guides, October 4, 1979

MAINTENANCE WORK TEAMS

November 5, 2015

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

Dear Mr. Settles:

Subject: Maintenance Work Teams

In order to enable the continuous improvement of our Skilled Trades operational effectiveness, the parties have agreed to continue implementation of Maintenance Work Teams (MWT's) at all Company manufacturing facilities, under the following guidelines:

- Maintenance Work Teams may include team members assigned to the Electrician, Machine Repair, Toolmaker and Template Maker, Plumber-Pipefitter, and Millwright classifications. Written requests for team deviations must be submitted to the National Joint Skilled Trades Governance Team for approval. Together, these teams will operate on the principle that they will be able to perform any work assignments which they are capable of performing effectively and safely. As such, Electricians will not perform mechanical tasks and mechanical classifications will not perform electrical tasks.
- The Company will fund and provide appropriate required training and cross training to ensure all team members can safely and consistently contribute to the efficient operations of the team.
- Team Leaders will work with management to coordinate/allocate work assignments, including but not limited to: scheduling training, scheduling preventive maintenance, ordering parts, and coordinating overtime schedules for Maintenance Work Teams. They will be selected for this position through a jointly established process. Upon local agreement, the joint parties may submit a request to deviate from the selection process to the National Continuous Improvement Forum for review and approval.

MAINTENANCE WORK TEAMS

- Maintenance Work Teams will support production operations and continue to perform building maintenance, and will be given first opportunity to do project work if supported by a viable business case.
- When Maintenance Work Teams are launched at a location, team members will receive the negotiated wage rate (non-personalized) of the highest paid base classification on the team, excluding Leaders and Coordinators.
- At a location where Maintenance Work Teams exist and the Company considers an indefinite layoff (ILO) of mechanical trades, the parties will meet locally to attempt to minimize the number of layoffs. Unresolved local issues may be referred to the National Parties for discussion. It is not intended that current or future manpower actions would inhibit the implementation and utilization of Maintenance Work Teams.
- Skilled trades efficiencies achieved as a direct result of the implementation of Maintenance Work Teams will not result in the direct and immediate layoff of mechanical trades.

The National Joint Skilled Trades Governance Team will continue to have oversight of the Maintenance Work Teams process. They will conduct regular reviews with the Vice President and Director, National Ford Department, and the Vice Presidents of Manufacturing and Labor Affairs.

Very truly yours,

Stacey Allerton,
Director
U.S. Labor Affairs

Concur: Jimmy Settles

MASTER OF LICENSE

October 30, 2019

Mr. Rory L. Gamble
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. **Gamble**:

Subject: Master of License

This will confirm that effective with the date of the new Collective Bargaining Agreement, the Company will recognize a “Master of License” designation for skilled employees holding a Master’s license who surrender his/her license to the Company, at the request of the Company, in compliance with statutory requirements to oversee project coordination activities for that location. A person holding this designation will receive an additional **\$2.00** above his/her base rate of pay. **Further, the local parties may choose to post this position on an annual basis.**

Requests for this increase for the Master of License must be submitted to and approved by Labor Affairs Wage Administration.

Very truly yours,

Kevin Legel,
Director
U.S. Labor Affairs

Concur: **Rory L. Gamble**

October 30, 2019

Mr. **Rory L. Gamble**
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. **Gamble**:

Subject: New Technology

In these negotiations, the parties discussed broadly-based concerns regarding new technology. Accordingly, this letter replaces the prior letter and serves to clarify and reaffirm the understandings reached regarding new technology.

Throughout the years, the parties have recognized that a continuing improvement in the standard of living of employees depends upon technological progress, better tools, methods, processes and equipment and a cooperative attitude on the part of all parties in such progress. Continued technological progress is also essential to the Company's growth and to its ability to compete effectively. Technological progress can contribute to the Company's well-being and thereby to the economic well-being of employees.

Recognition

The Company understands the Union's legitimate concern that advances in technology may alter, modify or otherwise change the job content and responsibilities of bargaining unit employees at plant locations. In this regard, the parties have agreed to continue the National Committee on Technological Progress, comprised of an appropriate number of Union and Company representatives. Following conclusion of these negotiations, the parties will meet to establish meeting guidelines, including meeting agendas and revised committee composition to include a skilled trades representative from the National Ford Department. The Committee will meet periodically to discuss new technology at the corporate level and its possible impact upon the scope of the bargaining unit. It was agreed that such periodic meetings could be held at the Company's Advanced Manufacturing **Center**. A review of advanced manufacturing technologies under development at the

NEW TECHNOLOGY

facility will be provided to the Committee. These reviews would enable the parties to become more knowledgeable of new and/or emerging technologies which may have future application to the manufacturing environment. The Committee may also discuss other matters concerning new or advanced technology that may be referred by local unions or by local managements as well as any claims of erosion of the bargaining unit, occasioned by the introduction of new technology.

The parties recognize that advances in technology may alter, modify or otherwise change the job responsibilities of included employees, skilled and nonskilled, at plant locations and that a change in the means, method or process of performing a work function, including the **advancement** of computers or other new or advanced technology (**Computer Numeric Controls [CNC], additive manufacturing/3-D printing, programmable logic controllers, and Manufacturing 4.0 – vision systems, vibration analysis, drones, robotics, etc.**), will not serve to shift the work function normally and historically performed by included employees to excluded employees. This is to assure you it is not the Company's policy to assign to excluded employees work normally assigned to included employees at a particular plant location. The Company fully respects the integrity of the contract unit and has no intention of altering its composition by assigning to excluded employees work that has been performed traditionally and exclusively by included employees. The parties will continue to abide by Umpire decisions, or letters of understanding, or other criteria that have been recognized by the parties in the past pertaining to such work assignments. Furthermore, it is understood computers will not be used to establish production standards or initiate or support disciplinary action.

Notice and Discussion

The Company agrees to continue to provide advanced written notification to Local Unions at locations planning the introduction of new or advanced technology so as to permit meaningful discussion of its impact, if any, upon skilled or nonskilled employees. Examples of situations where notification should be given are:

- (A) The first introduction of a technology as compared to previously existing plant technology.
- (B) Introduction of a new, more advanced generation of existing technology having a significantly different impact on the bargaining unit.
- (C) Introduction of a new application of existing technology which has a significantly different impact on the bargaining unit.

It is understood that the provisions of this letter do not preclude the local parties from discussing new work that has never been performed by the bargaining unit.

The parties at each Company location will determine the persons to be responsible and involved in the discussions. Included among the information to be provided for discussion is a description of the technology involved, the equipment being introduced, its intended use, the anticipated installation date(s), and a description of the extent, if any, to which such technological changes may affect the work performed by included employees at the plant involved. To insure technical competence and continuous improvement are linked to long-term viability, the parties will develop and implement job practice changes to obtain full utilization of the new technology to increase operational efficiency and competitiveness.

Training

The Union once again voiced concern about the possibility that new, technologically impacted contract unit work will not be awarded to included employees because they are insufficiently trained to perform it. In view of the parties' interest in affording maximum opportunity for employees to progress with advancing technology, as part of the advanced discussion, the parties shall seek to identify and make available, in advance as practicable, appropriate specialized training programs so that employees will be capable of performing new or changed work normally performed by included personnel.

The Technical Training Center, in partnership with Advanced Manufacturing and Engineering, will continue to provide the

NEW TECHNOLOGY

parties with the opportunity to improve the technical capabilities of Ford employees ensuring that the UAW-Ford work force is fully competent to function in the restructured, high-performing workplaces. The parties at plant, division, and national levels may identify training needs that would enhance employees' capabilities to work with new technology, and where appropriate, may request **employee development solutions from the Technical Training Center and Advanced Manufacturing and Engineering team. Further, where appropriate, the parties may request funding from the UAW-Ford National Education Development and Training Program under the guidelines established by the joint governing body.**

Emphasis will continue to be placed on evaluating the effect of technological developments on apprenticeship curricula. The parties recognize the desirability that apprentices be trained for the work performed by journeymen/women in the basic skilled trades classification where new or advancing technology has had an impact on the work content of certain skilled trades classifications. The Company will continue **to provide world class training on Computer Numeric Controls (CNC), Maintenance Operating System, additive manufacturing/3-D printing, programmable logic controllers, and Manufacturing 4.0 – vision systems, vibration analysis, drones, and robotics, where applicable.**

The parties agree the National Joint Apprenticeship Committee shall examine recommendations of the National Committee on Technological Progress as well as those made by Local Unions for the purpose of updating and revising shop training as appropriate. Revised training, and appropriate training in “programming”, will be applicable to apprentices on recognized bargaining unit work if such work is normally and regularly performed by journeymen/women (or work for which journeymen/women are being trained by the Company to perform) in the basic skilled trades classification in the plant where the training schedule is being used.

The foregoing does not limit or in any way reduce the responsibility of the National Joint Apprenticeship Committee to make changes in the training course content of apprenticeship curricula, as

necessary and appropriate, subject to and in accordance with provisions of the Apprenticeship Standards.

Dispute Resolution

The following paragraphs set forth a means of resolving disputes concerning particular problems occasioned by advancing technology.

Where the initial introduction of new or advanced technology at a plant location occasions a question of whether:

- 1) Certain new work should be assigned to included employees,
- 2) Affects the job responsibilities of included employees or
- 3) Otherwise impacts the scope of the bargaining unit.

Local management and the Unit Committee will attempt to resolve the matter without resorting to the Grievance Procedure. The Company will cooperate in the Unit Committee's investigation and evaluation of impact issues raised due to the introduction of new or advanced technology. Comments by the Unit Committee will be carefully evaluated by the local Management in accordance with the Company's policy relative to the assignment of work which comes within the scope and content of that normally assigned to included employees at the plant location. If the issue remains unresolved, it may be introduced into the Second Stage of the Grievance Procedure as provided in Article VII, Sections 1-8 of the Agreement.

At each plant location the plant Human Resources Manager and a committeeperson appointed by the Union from its regular allocation will be responsible for administering the Program locally.

Very truly yours,

Kevin Legel
Director
U.S. Labor Affairs

Concur: **Rory L. Gamble**

PRODUCTION-RELATED COMPUTER EQUIPMENT

October 9, 1999

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

Subject: Production-Related Computer Equipment

During these negotiations, the parties had numerous discussions regarding skilled trades concerns with work by vendors supporting production-related computer equipment at Ford locations with UAW- represented employees.

The parties determined the local parties will resolve any issues related to this matter by local agreement.

Very truly yours,

DENNIS J. CIRBES, Director
U.S. Union Affairs Office
Labor Affairs

Concur: Ron Gettelfinger

**PRODUCTION EMPLOYEE TRANSFERS TO AVAILABLE SKILLED
TRADE OPENINGS IN ANOTHER UNIT - ELIGIBILITY**

October 30, 2019

**Mr. Rory L. Gamble
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214**

Dear Mr. Gamble:

**Subject: Production Employee Transfers to Available Skilled
Trade Openings in Another Unit - Eligibility**

During negotiations, the parties discussed available Skilled Trade opportunities in the UAW-Ford system. These hiring opportunities may require a specialized skillset, and consistent with Ford hiring practices, applicants must satisfy one of the following general criteria:

- Completion of a bona fide apprenticeship program with standards equivalent to the Ford-UAW Apprenticeship Standards, or**
- Eight (8) years of experience in the trade, or**
- Experience and training equivalent to that required in a bona fide apprenticeship program as set forth above.**

The parties acknowledged active UAW-Ford production employees might meet the criteria outlined above of Skilled Trade experience, knowledge and skills that may extend beyond their current roles at Ford Motor Company.

The parties agree that active, qualified UAW-Ford production employees may apply for and be considered for available Skilled Trade openings in another Unit than the Unit in which they are currently working as a production employee. In the event an active production employee is selected for a Skilled Trade opening in another Unit than the Unit in which they are currently working as a production employee, the production employee may transfer to the Skilled Trade classification at the hiring facility without any change to his/her Company seniority or applicable rights under the UAW-Ford Collective Bargaining

**PRODUCTION EMPLOYEE TRANSFERS TO AVAILABLE SKILLED
TRADE OPENINGS IN ANOTHER UNIT - ELIGIBILITY**

**Agreement and will receive a new Skilled Trade Date of Entry
upon transfer.**

Very truly yours,

**Kevin Legel,
Director
U.S. Labor Affairs**

Concur: Rory L. Gamble

October 30, 2019

Mr. **Rory L. Gamble**
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. **Gamble**:

Subject: Rouge Construction Services – Department 8061

During the course of the **2019** negotiations, the Company and Union discussed the viability of Department 8061 of the Rouge Maintenance and Construction Unit. The parties agree Department 8061 **should continue to remain** a viable source of manpower for certain projects and construction work within the Rouge complex. **In the event Department 8061 has availability, the Company will consider Department 8061 for competitive bids at plants in SE Michigan as well as areas of work 8061 has historically performed (e.g., WHQ, Pilot Plant, TTC, etc.).**

Further, the Union expressed its concerns that it is inefficient and costly to have employees in the skilled trades classifications that are not being utilized while contracting out work that can be performed competitively by UAW-Ford skilled trades employees.

Ford Land and Rouge site management forecast a significant amount of manufacturing project and construction work over the term of the 2019 Agreement. Ford Land management will assign Department 8061 to complete projects and construction work within the Rouge complex. This agreement does not limit the Company's ability to utilize outside contractors as needed, per the Outside Contracting language.

Additionally, the local parties will form a joint governance team including the management hierarchy of 8061, the Chief Manufacturing Officer or VP of North America Manufacturing, the Ford Land Director and the local UAW leadership to discuss matters related to Dept. 8061.

It is further agreed upon ratification of this Agreement a process will be developed to allow Rouge Construction Services to submit

ROUGE CONSTRUCTION SERVICES – DEPARTMENT 8061

bids on appropriate construction projects in Southeastern Michigan plants **when manpower is available**. In addition, the parties **have agreed** to allow skilled trades employees **on Indefinite Layoff** to be loaned to another location to supplement the manpower, if needed, to perform this type of project/construction work. These employees would be on loan and would return to their home location upon completion of the project. It is also understood the employees assigned to this type of work would operate under a team concept in order to complete the work in a safe, competitive, and timely manner.

The parties agree this type of work will follow the outside contracting procedure as described in the UAW-Ford Collective Bargaining Agreement to determine the feasibility of keeping work in house as opposed to utilizing an outside contractor. It is further agreed that local practices cannot supersede this agreement. Further, it is agreed this Letter of Understanding does not extend the Rouge Outside Contracting and Clearance Procedure to other, non-Rouge, Southeastern Michigan locations. **The parties agree the work outside the Rouge complex is not subject to Article IV, Section 8 or Article VII, Section 23.**

Very truly yours,

Kevin Legel,
Director
U.S. Labor Affairs

Concur: **Rory L. Gamble**

SKILLED CLASSIFICATION CONSOLIDATION PLACEMENT PROCESS

November 3, 2007

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

Dear Mr. King:

Subject: Skilled Classification Consolidation Placement Process

During these negotiations, the Company and Union discussed the placement of employees in classifications that will not be re-populated as a result of the consolidation of some Appendix F classifications.

Further, the Company and Union agreed upon the following voluntary process for employees holding these classifications -

1. Employees holding previous apprenticeable skilled trades seniority have the option of returning to their base trade and retaining their original skilled trades Date of Entry or maintain their current classification.
2. Direct skilled trades hires with a journeyman card will be allowed to go to their base apprenticeable skilled trade with a new Date Of Entry provided they qualify for a UAW journeyman card consistent with the requirements in the UAW-Ford Collective Bargaining Agreement or maintain their current classification.
3. Employees previously promoted from production can elect to either return to a production classification (at the production rate) with Company Seniority or maintain their current classification.

The parties agree that in the event issues arise that the local parties are unable to resolve, the issue may be appealed by either party to the National Joint Skilled Trades Governance Team through the National Ford Department Servicing Representative or Division Labor Relations.

Lastly, overtime equalization agreements should be the subject of local discussions.

SKILLED CLASSIFICATION CONSOLIDATION PLACEMENT PROCESS

Very truly yours,

BILL DIRKSEN,
Executive Director
U.S. Labor Affairs

Concur: Bob King

SKILLED TRADES ATTRITION AND STAFFING LEVELS

October 4, 2011

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

Dear Mr. Settles:

Subject: Skilled Trades Attrition and Staffing Levels

During the 2011 negotiations, the parties discussed the need to achieve best-in-class skilled trades staffing levels while also maintaining UAW Ford skilled trades for production support, and cost competitive maintenance and project work at the Company's

U.S. manufacturing facilities, consistent with recognized industry standards and delivery of plant total cost objectives. The parties agree that multiple actions aimed at reducing the excess skilled trade's population through normal attrition and special programs will continue until appropriate staffing levels are attained.

The parties also discussed the number of surplus skilled trades working in production and on indefinite layoff. The parties will identify these surplus skilled trades as of the effective date of the agreement. During the term of the agreement, the parties agree to explore opportunities to redeploy these trades consistent with preferential placement and available work.

The National Joint Skilled Trades Governance Team will meet to develop alternatives, which may include special programs to enable placement of excess skilled trades employees, reskilling, future capacity actions, alternative work schedules, cost efficient support of the Maintenance Operating System, or other alternatives to achieve a mutually desired outcome.

Local parties will explore practical, cost efficient, opportunities to support production that may include but are not limited to: tool repair, robot refurbishment, motor rebuilding, rack repair, and electrical/electronic crib work.

SKILLED TRADES ATTRITION AND STAFFING LEVELS

Local agreements and work practices will not inhibit the intent or implementation of this agreement. It will be the responsibility of the National Skilled Trades Governance Team to develop and execute a strategy for the implementation of this letter.

Very truly yours,

BILL DIRKSEN,
Executive Director
U.S. Labor Affairs

Concur: Jimmy Settles

November 5, 2015

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

Dear Mr. Settles:

Subject: Skilled Trades Book

During these negotiations, the parties discussed the printing and duplication of language pertaining to skilled trades. Upon review, the parties agreed to utilize the Skilled Trades Agreements and Letters of Understanding supplement as the primary source of language relating to skilled trades including Apprenticeship. The Skilled Trades Agreements and Letters of Understanding supplement between the UAW and the Ford Motor Company is not intended to supersede language contained in other volumes of the Collective Bargaining Agreement.

The contractual language in the Skilled Trades Agreements and Letters of Understanding supplement will include the provisions of the Collective Bargaining Agreement and Letters of Understanding between the Ford Motor Company and the UAW and other sources applicable to the skilled trades. However, the consolidation of this language does not impact the intent of the original language.

The purpose is to place under one cover information affecting skilled trades. Information that is common to all hourly employees, such as Retirement, SUB, Group Life and Disability Insurance, Hospital-Surgical-Medical-Prescription Drug-Dental- Vision and other portions of the Master Collective Bargaining Agreement will not be reproduced in their entirety in the Skilled Trades Agreements and Letters of Understanding supplement. This general information applicable to all hourly employees will be reproduced in other book forms.

SKILLED TRADES BOOK

Very truly yours,

Stacey Allerton,
Director
U.S. Labor Affairs

Concur: Jimmy Settles

October 30, 2019

Mr. Rory L. Gamble
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. **Gamble**:

Subject: Skilled Trades Classification Consolidation

During these negotiations, the parties agreed to substantially reduce the number of skilled trades classifications in order to establish a classification structure closer to automotive industry competitive levels. Implementation of the skilled trades classification consolidation encompasses the following principles:

- Existing classifications that the parties will utilize from this point forward.
- Existing classifications that will not be repopulated as skilled employees leave these classifications. Classifications will be eliminated as vacated.
- Vacated classifications will be eliminated immediately. (In the event a classification has been eliminated and an incumbent employee returns to the active employment rolls (e.g., return from medical, etc.) the local parties will review the circumstances with the National Joint Skilled Trades Governance Team, who will make a final determination.)
- New classifications to accommodate the consolidation of non- apprenticeship classifications (e.g., Carpenter – All Around) and alignment of other classifications with the apprenticeship program.
- Employees within consolidated classifications, as reflected in the Attachment, will retain their current skilled trade Date-of- Entry seniority as their Date-of- Entry seniority in the consolidated classification.

SKILLED TRADES CLASSIFICATION CONSOLIDATION

- Apprentice, Leader, Project Coordinator, and Maintenance Workgroup Team Leader designations will continue to be applied as appropriate.
- Work performed by incumbent employees in the machining classifications consolidated into the Machinist classification will transition as follows: employees in the Machinist classification may be assigned to any machinist operation within this consolidated classification based on verified ability. Further, as attrition occurs the equipment used will become a “tool of the trade” and the work will be absorbed by the Tool and Die Maker and/or the Tool and Template Maker classifications.
- The work performed by employees in the Cutter Grinder classification will transition to the Tool and Die Maker and/or Toolmaker and Template Maker classifications or the parties will continue with current local practices.
- The work performed by employees in the Water Waste & Sewage Plant, Waste Disposal Equipment & Minor Maintenance, and Water Waste & Sewage Plant Operator & Maintenance classifications will transition to the Stationary Steam Engineer classification or the parties will continue with current local practices.
- The work performed by employees in the Diesel Engine & Heavy Equipment Mechanic classification will transition to Industrial Lift Truck classification.
- At the Rouge, the work performed by employees in the Communication System Installation & Maintenance classification will transition to the Electrical classification. Further, the work performed by employees in the Pipe Coverer classification will transition to the Plumber-Pipefitter classification as the Pipe Covers attrit. Lastly, employees in the Powerhouse and Substation Operator #1 (and Leader) classification will be consolidated into the Electrician classification.

SKILLED TRADES CLASSIFICATION CONSOLIDATION

- The parties agree that consolidation of Heavy Equipment Operator to Carpenter classification only applies to the Rouge Site and Livonia Transmission Plant.
- In the attachment, the Refrigeration and Air Conditioning Machine Operator classification has been struck from the classification consolidation list and moved into the eliminated list per the 2011 letter titled “Appendix F Classification Updates” (Dirksen to Settles-October 4, 2011).

Skilled trades efficiencies achieved as a direct result of classification consolidation will not result in an indefinite layoff or job security actions. Further, the parties agree that under no circumstance will a new skilled trade classification, including any variation or combination of an existing classification (e.g., Power Electrician, Tool & Die Welder, etc.), be established without the expressed written consent of the National Joint Skilled Trades Governance Team, Labor Affairs, and the UAW, National Ford Department.

The skilled trades classification consolidations will foster efficiencies, provide greater flexibility, and enhance overall operational effectiveness. Specific consolidation actions are detailed in the following Attachment with the classifications to be utilized from this point forward bolded at the top of each list. All classifications listed below each bolded heading will be consolidated into that specific bolded classification.

Very truly yours,

Kevin Legel,
Director
U.S. Labor Affairs

Concur: **Rory L. Gamble**
attachment

SKILLED TRADES CLASSIFICATION CONSOLIDATION

ATTACHMENT

Electrician
Electrician
Electrician - Project Coordinator
Electrician - Vulcan
Electrician - Wayne ISA - Electrical Umb. - STPC
Electrician - Woodhaven
Electrician Appr
Electrician Co
Electrician Leader
Electrician
Team Leader
Electrician Ut
Electrician-Elect Umbrella-Team Leader
Electrician-Electrical Umbrella
Electrician-Wayne ISA - Electrical Umb.
Electrician-Woodhaven Team Leader
Power Electrician
Power Electrician - Project Coordinator
Power Electrician Ldr
Team Member Electrical
Team Member Electrical Apprentice
Wayne ISA Electrical Umbrella Team Leader
Power Maintenance Electrician Ldr
Electrician & Pyrometer Repair
Electrician & Pyrometer Repair Proj.Coord.
Electrician & Pyrometer Repair Leader
Industrial Instrumentation
Industrial Pyrometry
Pyrometer & Instru Instal & Repair Appren
Pyrometer & Instrument Installation & Repair
Pyrometer & Instrument Installation & Repair Leader

SKILLED TRADES CLASSIFICATION CONSOLIDATION

Tool and Die Maker
Team Member Tool & Die
Team Member Tool & Die Apprentice
Tool & Diemaker
Tool & Diemaker Appr
Tool & Die Maker Leader
Tool & Diemaker Team Coordinator
Tool & Diemaker Leader-Wayne ISA - T&D Umbrella
Tool & Diemaker-Wayne ISA – Tool & Die Umbrella
Tool & Diemaker-Wayne ISA – Tool & Die Umbrella - STPC
Die cast Diemaking
Diemaker Die cast
Diemaker Die cast Leader
Diemaker Die cast Apprentice
Die Making
Diemaker
Diemaker - Project Coordinator
Diemaker Appr
Diemaker Ldr
Diemaker Repair
Diemaker/Diesinker Vulcan/Woodhaven Forging Only
Die Sinker
Diesinker
Die Sinker Apprentice
Die Sinker Leader
Die Tryout
Die Tryout
Die Tryout Apprentice
Die Tryout Leader
Gauge Maker-All Around
Scale Repair
Scale Repair Leader
Die Repair Locksmith
Locksmith Leader

SKILLED TRADES CLASSIFICATION CONSOLIDATION

Toolmaker & Template Maker
Toolmaker & Template Maker
Toolmaker & Template Maker - Project Coordinator
Toolmaker & Template Maker Appr
Toolmaker & Template Maker Co
Toolmaker & Template Maker Ldr
Toolmaker (R & E Staff) Apprentice
Toolmaker (Research & Engineering Staff)
Toolmaker (Research & Engineering Staff)Leader
Toolmaker Team Leader
Toolmaker-Mechanical Umbrella
Toolmaker-Mechanical Umbrella-Team Leader

Machine Repair
Hydraulic & Machine Repair (Lima)
Machine Repair
Machine Repair - Project Coordinator
Machine Repair - Woodhaven
Machine Repair Appr
Machine Repair Ldr
Machine Repair Leader
Machine Repair Woodhaven-Team Leader
Machine Repair-Wayne ISA - Mech Umb
Machine Repair-Wayne ISA - Mech Umb - Project Coordinator
Machine Repair Specialist
Machine Repair Specialist Leader
Team Member Mechanical
Team Member Mechanical Apprentice
Wayne ISA Machine Repair Mech Umbrella Team Leader

SKILLED TRADES CLASSIFICATION CONSOLIDATION

Millwright
Maintenance Gen. Plt. Skilled Millwright-Leader
Maintenance-General Skilled-Millwright
Millwright
Millwright - Project Coordinator
Millwright - Wayne ISA - Mech Umb. - STPC
Millwright Appr
Millwright Co
Millwright Ldr
Millwright Team Leader
Millwright Utility
Millwright-Mechanical Umbrella
Millwright-Mechanical Umbrella Team Leader
Millwright-Wayne ISA - Mech Umb
Wayne ISA Millwright Mech Umbrella Team Leader
Rigger
Rigger - Project Coordinator
Rigger Ldr

Sheet Metal Worker
Sheet Metal Worker
Sheet Metal Worker - Project Coordinator
Sheet Metal Worker Appr
Sheet Metal Worker Co
Sheet Metal Worker Ldr
Tinsmith
Tinsmith Team Leader

SKILLED TRADES CLASSIFICATION CONSOLIDATION

Plumber-Pipefitter
Pipefitter-Mechanical Umbrella
Pipefitter-Mechanical Umbrella - Project Coordinator
Pipefitter-Mechanical Umbrella Team Leader
Pipefitter-Wayne ISA - Mech Umb
Pipefitter-Wayne ISA - Mech Umb - Project Coordinator
Plumber Pipefitter
Plumber Pipefitter - Project Coordinator
Plumber Pipefitter Appr
Plumber Pipefitter Co
Plumber Pipefitter Ldr
Plumber Pipefitter Team Leader
Plumber-Pipefitter/Welder (Twin Cities Only)
Wayne ISA Pipefitter Mech Umbrella Team Leader
Industrial Hydraulics
Hydraulic Repair
Hydraulic Repair Appr
Hydraulic Repair Project Coordinator
Hydraulic Repair Leader

SKILLED TRADES CLASSIFICATION CONSOLIDATION

Welder General
Welder General
Wayne ISA Welder Mech Umbrella Team Leader
Welder
Welder General
Welder General - Project Coordinator
Welder General Appr
Welder General Ldr
Welder General-Mech Umbrella-Team Leader
Welder General-Mechanical Umbrella
Welder-Wayne ISA - Mech Umb
Hardener-Tool & Die
Hardener-Tool & Die-Leader
Die And Maintenance Welder
Welder Team Leader
Welder Tool Die & Maintenance
Welder Tool Die & Maintenance Appr
Welder-Tool & Die
Welder-Tool & Die Co
Tool & Die Welder/Hardener
Welder-Tool & Die Ldr

Mechanic Auto
Mech Auto-App
Mechanic Auto
Mechanic Leader

Industrial Truck Mechanic
Ind Trk & Tow Rep-Wayne ISA - Mech Umb
Industrial Lift Truck & Tow Tractor Repair
Industrial Lift Truck & Tow Tractor Repair Appr
Industrial Lift Truck & Tow Tractor Repair Ldr
Maintenance General Skilled Indus Lift Trk Repair Ldr
Maint General Plant Skilled Industrial Truck Repair
Wayne ISA Ind. Lift Truck Mech Umbrella Team Ldr

SKILLED TRADES CLASSIFICATION CONSOLIDATION

Refrigeration and Air Conditioning Maintenance & Installation
Refrigeration Maintenance & Installation Refrigeration Maintenance & Installation - STPC Refrigeration Maintenance & Installation Appr Refrigeration Maintenance & Installation Ldr
Power House Mechanic
Power Maintenance #1 Machinist-All Around Powerhouse Machinist-All Around Powerhouse Appr Machinist-All Around Powerhouse Ldr
Stationary Steam Engineer
Power Service Heat Steam Air & Water Power Service Heat Steam Air & Water Appr Power Service Heat Steam Air & Water Ldr Power House Engineer Power House Engineer Appr Power House Engineer Ldr Power House Operator Power House Operator Ldr Powerhouse & Substation Operator #1(consolidate with Electrician at Rouge) Powerhouse & Substation Operator #1 Ldr (consolidate with Electrician at Rouge) Powerhouse Operator Apprentice Engineer-Shift or Relief Engineer-Relief First Class Operator-Powerhouse #1 Power Service Operator Boiler Fire Hand

SKILLED TRADES CLASSIFICATION CONSOLIDATION

Metal Model Maker (to be used only at VOGO Pilot Plant)
Metal Model Maker Metal Model Maker Appr Metal Model Maker Leader
Pyrometer – Cleveland (to be used only at the Cleveland Site)
Inspector-Tooling & Layout (Non-Apprenticeable)
Inspector-Tooling & Layout Leader Inspector-Tooling & Layout Project Coordinator Inspector-Tools Dies Fixtures & Gauges Inspector-Tools Dies Fixtures & Gauges Leader Team Member Layout
Experimental Parts & Body Painter (Non-Apprenticeable) (to be used only at VOGO Pilot Plant)
Experimental Parts & Body Painter Project Coordinator
Maintenance-General Plant-Skilled (Non-Apprenticeable) (to be used only in FCSD, VOGO Pilot Plant, and MPG)
Maintenance-General Plant-Skl Project Coordinator
Machining Specialist (Non-Apprenticeable) (to be used only at Dearborn Tool & Die Plant and R&E Center)
Machining Specialist - R&E Center Machining Specialist Leader - R&E Center Machining Specialist-Leader All Around Heavy Machine

SKILLED TRADES CLASSIFICATION CONSOLIDATION

Machinist (Non-Apprenticeable)
Boring Machine-All Around
Jig Borer-All Around
Jig Borer-All Around (Research & Enginrg. Staff)
Lathe-General
Processor-Experimental Machine Shop
Grinder - All Around
Grinder - External & Internal
Grinder - Surface
Tool Machine Operator
Tool Machine Operator Ldr

Carpenter - All Around (Non-Apprenticeable)
Bricklayer
Bricklayer Ldr
Carpenter
Carpenter - Project Coordinator
Carpenter Ldr
Carpenter Painter
Carpenter Painter Leader
Cement Finisher
Cement Finisher Ldr
Furniture Finisher
Furniture Finisher Ldr
Painter
Painter Ldr
Painter Co
Painter-Brush & Spray
Painter-Sign
Paint Sign Leader
Plasterer
Plasterer Leader
Roofer
Roofer Ldr
*Heavy Equipment Operator
Concrete Buster

* (Rouge Site & Livonia Transmission only)

SKILLED TRADES CLASSIFICATION CONSOLIDATION**Will Not Re-Populate**

Construct & Test Prototype Matl. Handling Devices
Crane Operator - NW Boom Type
Inspector Gauge 1
Inspector Gauge 1 - Project Coordinator
Inspector Gauge 1 Leader
Sewing Machine Attachment Folder Dev Maker Repair
Sewing Machine Repair
Automation Equipment Maker & Maintenance
Automation Equipment Maker & Maintenance Ldr
Service Garage Repair
Wayne ISA Welding Mach & Welding Fix. Rpr Team Ldr
Weld Mach Weld Fix & Rep-Wayne ISA - Mecumb
Weld Mach Weld Fix & Rep-Wayne ISA - Mecumb - STPC
Welding Machine & Welding Fixture Repair
Welding Machine & Welding Fixture Repair Ldr
Conveyor Structural Sketcher
Water Waste & Sewage Plant
Water Waste & Sewage Plant Leader
Diesel Mechanic & General Repair
Diesel Mechanic & General Repair Leader
Core Maker & Molder - Jobbing & Experimental
Mold Developer
Pipe Coverer
Pipe Coverer Ldr
Gear Trouble
Repair-Power Tools
Repair-Power Tools Ldr
Communication System Instal & Maintenance
Communication Sys. Inst.& Maint.-Project Coordinator
Communication System Instal & Maint Ldr
Cutter Grinder
Cutter Grinder Leader
Cutter Grinder-New
Waste Disposal Equipment & Minor Maintenance
Waste Disposal Equipment & Minor Maintenance Co
Waste Disposal Equipment & Minor Maintenance Ldr
Water Waste & Sewage Plant Operator & Maintenance

**SKILLED TRADES CLASSIFICATION CONSOLIDATION
IMPLEMENTATION GUIDELINES**

November 3, 2007

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

Dear Mr. King:

Subject: Skilled Trades Classification Consolidation
Implementation Guidelines

In a letter of understanding titled “Skilled Trades Classification Consolidation”, the parties agreed to implement certain Skilled Trades classification consolidations whereby employees on certain existing classifications will be reclassified to the consolidated classification. These are guidelines that will be followed in implementing the intent of the letter of understanding:

- Employees on all affected classifications will be reclassified to the consolidated classification. Apprentice, Changeover, Leader, Team Leader/Coordinator, and Skilled Trades Project Coordinator designations with the proper wage rate adjustment will continue to be applied as appropriate to employees on the consolidated classifications.
- Employees on affected classifications that have a negotiated wage rate below the negotiated wage rate of the consolidated classification will have their wage rate increased to the negotiated wage rate of the consolidated classification.
- Employees on affected classifications that have a negotiated wage rate above the negotiated wage rate of the consolidated classification will have their wage rate personalized at the higher rate until they leave the classification.

**SKILLED TRADES CLASSIFICATION CONSOLIDATION
IMPLEMENTATION GUIDELINES**

- The negotiated base wage rates of the classifications of Millwright, Plumber-Pipefitter, and Sheet Metal Worker will be increased by 10¢ on the Effective Date of the Agreement.

Very truly yours,

BILL DIRKSEN,
Executive Director
U.S. Labor Affairs

Concur: Bob King

SKILLED TRADES CLASSIFICATIONS

October 7, 1990

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

Dear Mr. Lofton:

Subject: Skilled Trades Classifications

During these National Negotiations, the parties discussed at length the necessity for the Company to become competitive in all aspects of the business. Among the issues discussed were the existing skilled trades classification structure, work rules, and past practices.

With regard to the skilled trades classification structure, the Union expressed concern over basic skilled trades classifications being consolidated. In this regard, the Company observed that it will not dictate consolidation of specific skilled trades classifications to its plants. Competitive advantages of a review of skilled trades classifications at any Company facility must be weighed and determined by the local parties in view of all attendant circumstances at that location.

With regard to work rules and past practices, the Company stated that many plants feel hampered in their efforts to enhance competitiveness in today's environment by historically restrictive practices which originated at a time when competition was less threatening. Given recent improvements in the area of job security, the need for such stringent work rules and delineation of job responsibilities has been reduced.

Therefore, the National parties concur that local Management and local Unions should review existing work rules and practices, especially in the area of Lines of Demarcation, to insure that only those necessary to protect the safety of employees, the integrity of the basic trades, and the efficiency of operation in today's competitive environment are carried forward. Incidental, overlapping, and other minor access type work should be discussed and handled locally consistent with sound business judgment.

SKILLED TRADES CLASSIFICATIONS

If either of the local parties feel that abuses of the spirit and intent of this document exist, the matter may be referred, in writing, to the Division Labor Relations Staff and the International, UAW.

Very truly yours,

JACK HALL, Executive Director
Labor Relations and
Employee Development
Employee Relations Staff

Concur: Ernest Lofton

SKILLED TRADES DIVERSITY

September 15, 2003

Mr. Gerald D. Bantom
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Bantom:

Subject: Skilled Trades Diversity

During these negotiations, the parties discussed many aspects of the Apprentice Program, including diversity issues. It is recognized that the Apprentice Diversity Initiative developed and undertaken by the National Joint Apprenticeship Committee (NJAC) following the 1999 negotiations has aided in increasing representation of minorities and women among employees applying and qualifying for placement on the Apprenticeship program. The parties agree that the Apprentice Diversity Initiative should be continued, and to maximize effectiveness, it should become institutionalized at the local level. As such, the administration of the Initiative should become a core responsibility of facility's local JAC, with support, upon request, of other local entities that have related missions and purposes. The NJAC will assist in effecting this transition on a timely basis.

The parties recognize the desirability of considering additional methods and strategies which could better prepare individuals who may want to enter the skilled trades as a profession. Further, it was agreed that outreach efforts must be proactive to inform, educate, and encourage potential minority and women candidates to consider skilled trades work as a career option.

The National Joint Apprenticeship Committee has agreed to continue to recommend new approaches to attract, prepare, and obtain a more diverse pool of qualified candidates for future skilled trades opportunities.

Very truly yours,

RICK E. POYNTER, Director
U.S. Union Affairs
Labor Affairs

Concur: Gerald D. Bantom

October 7, 1990

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

Dear Mr. Lofton:

Subject: Skilled Trades Employees' Tools

This letter will serve to consolidate and confirm the understandings contained in letters of understandings agreed to by the parties in previous negotiations with regard to skilled trades employees' tools.

- *Conversion to Metric System*

The parties have discussed the subject of conversion to the metric system and its effect on certain employee-owned tools. The Company indicated its intention to make available during the transition period metric tools and calibrated measuring instruments to skilled trades employees when required in the performance of their work. Such tools will be available in a manner determined by local management and charged out to skilled trades employees when they have need for them.

This policy does not preclude the use of conversion tables or any other alternate means of changing to the metric system in place of utilizing such tools or calibrated measuring instruments, nor does it alter the present requirement that skilled trades employees provide their own tools necessary to perform their duties, except as provided in the preceding paragraph.

- *Replacement of Broken or Damaged Tools*

The parties also have discussed replacing personal tools of skilled trades employees broken or damaged on Company premises. The Union was advised that the Company will accept and review claims for broken or damaged tools that are no longer usable. Where it is determined that personal

SKILLED TRADES EMPLOYEES' TOOLS

tools were broken or damaged on Company premises due to conditions beyond the employee's control such tools will be repaired or replaced, provided there is no evidence of employee negligence, abuse or improper usage. It is understood that this arrangement will be over and above any locally established practices with respect to replacing personal tools of skilled trades employees broken or damaged on Company premises.

Very truly yours,

W. JAMES FISH, Director
Forward Plans and
Employment Programs Office
Employee Relations Staff

Concur: Ernest Lofton

Note: This letter replaces the following letters:

- Conversion to Metric System, October 4, 1979
- Replacement of Broken or Damaged Tools, October 4, 1979

November 3, 2007

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

Dear Mr. King:

Subject: Skilled Trades Governance

During these negotiations, the Company and the Union each recognized the importance of implementing and executing agreements enabling overall operational effectiveness including skilled trades. Additionally, both parties recognized the need to continuously discuss the present, desired, and transition states of the skilled trades organization while considering all of the critical organizational elements including processes, culture, structure and people in order to enable our collective efforts to establish a world class manufacturing and skilled trades business model. Accordingly, the parties agree to work together on continuously improving the manner in which our skilled trades are utilized.

A key part of these discussions focused on the important role of the skilled trades in the Company's quality, safety, productivity, and cost improvement goals. Both parties agree that the manner in which the skilled trades are utilized substantially affects the day-to-day success of our manufacturing and assembly operations. As an outcome, both parties agree that in all manufacturing areas or departments we must have a culture where every employee has ownership and accountability for the most efficient, productive, world class competitive operations. This includes the highest possible uptime for all equipment, the highest possible quality, the safest environment, and the least possible scrap and downtime. For the Company to improve its future viability and competitive position in the global marketplace we must jointly establish a process to facilitate a more efficient use of the skilled trades at the plant floor level including an adaptable and flexible structure.

In the spirit of these discussions, both parties agree changes of this magnitude throughout our manufacturing and assembly operations

SKILLED TRADES GOVERNANCE

require management and union leadership, support, and commitment at all levels of our respective organizations. As a result, it is further agreed that no later than 90 days from the Effective Date of this Agreement, the parties will establish a National Joint Skilled Trades Governance Team consisting of representatives of the UAW National Ford Department, Corporate Labor Affairs, Directors of Manufacturing, as well as other resources as appropriate and agreed upon. National Joint Skilled Trades Governance Team (NSTGT) meetings will occur on a regular basis based on need and are subject to agreement by both parties. The responsibilities of this Team include, but are not limited to, the following:

- Ensure implementation of all national agreements related to skilled trades (i.e., consolidation of skilled trades classifications, competitive work practices, journey person training, apprenticeship program revisions, etc.).
- Ensure consistency of implementation of all national agreements from location to location.
- Provide local parties with clear direction consistent with the jointly developed desired state for skilled trades.
- Gain sponsorship required from Company and Union leadership at both the corporate and local levels, as well as others required to enable successful change.
- Define the technical and operational elements needed to support the jointly developed desired state for skilled trades.
- Jointly benchmark our competitors to ensure implementation of a skilled trades model that will generate the highest level of performance and the utilization of best practices.
- Jointly visit local facilities on a regular basis to monitor implementation of various agreements and hold the local parties accountable for accomplishing the changes within the agreed upon time limit.
- Drive standardization of skilled trades work practices throughout the Company.

SKILLED TRADES GOVERNANCE

- Ensure that skilled trades are highly involved and participative in the manufacturing process through assignment of dedicated skilled trades persons to specific departments or areas.
- Use a set of ongoing metrics to determine the effectiveness of the implementation.

To assist the National Skilled Trade Governance Team in accomplishing these responsibilities the parties have agreed to allocate two full-time representatives.

Additionally, the parties recognize that we may encounter a surplus of skilled trades employees at some point throughout the term of this agreement. In the event this occurs, it will be the responsibility of the National Joint Skilled Trades Governance Team to develop and execute a strategy to effectively address the surplus employees. To assist in implementing the surplus employees strategies, the parties have agreed to allocate one full-time representative. This representative may be also assigned additional responsibilities.

The National parties also agree that each location, that does not currently have a team and/or process to address skilled trades related issues, will establish a joint implementation team no later than 90 days from the Effective Date of this Agreement. The local implementation team will consist of representatives of the local UAW Leadership, the Plant Manager, Manufacturing Engineering Managers, Human Resources Manager, as well as other resources as appropriate and agreed upon. The responsibilities of this team include, but are not limited to, the following:

- Implement national and local agreements related to skilled trades (i.e., consolidation of skilled trades classifications, competitive work practices, journey person training, apprenticeship program revisions, etc.).
- Ensure implementation of agreements is consistent with the master Collective Bargaining Agreement.
- Review progress of implementation on a regular basis and provide regular status updates to the National Joint Skilled Trades Governance Team.

SKILLED TRADES GOVERNANCE

- Provide the local joint sponsorship required to successfully drive change.

It is our belief that the establishment of the Skilled Trades Governance Team will provide the focus the union and the Company need to collectively identify and implement multiple changes which will allow us to implement and continuously improve a globally competitive manufacturing and skilled trades business model which will help maximize the company's competitive priorities in the areas of quality, productivity, and cost. Lastly, local agreements and work practices will not inhibit the intent or implementation of this agreement.

Very truly yours,

BILL DIRKSEN,
Executive Director
U.S. Labor Affairs

Concur: Bob King

October 4, 2011

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

Dear Mr. Settles:

Subject: Skilled Trades Licensing

During the 2011 negotiations, the parties had extensive discussions regarding skilled trades licensing and training. Both parties recognized the requirement for certain skilled trades personnel to be licensed according to local municipality and/or state requirements.

Following the ratification of this Agreement, the National Joint Skilled Trades Governance Team (NJSTGT) will meet as necessary to resolve issues regarding the licensing requirements of skilled trades employees. The NJSTGT will identify training alternatives, operational issues, funding alternatives, and total program costs consistent with the criteria of local municipality and/or state licensing requirements.

The NJSTGT will provide an annual report to Labor Affairs and the National Ford Department.

Very truly yours,

BILL DIRKSEN,

Executive Director
U.S. Labor Affairs

Concur: Jimmy Settles

SKILLED TRADES MAINTENANCE WORK

November 5, 2015

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

Dear Mr. Settles:

Subject: Skilled Trades Maintenance Work

During the 2015 negotiations, the parties discussed the importance of supporting continuous improvement with the UAW-Ford skilled trades workforce for production and cost competitive maintenance support at the Company's U.S. manufacturing facilities. The parties recognize there are numerous opportunities to leverage the skills and abilities of the skilled trades workforce in full support of the maintenance operating system and continuous improvements objectives.

This letter confirms the parties commitment to actively pursue practical and cost efficient opportunities to support production that may include but are not limited to: vibration analysis, infra-red analysis, spindle repair, and robot refurbishment.

Very truly yours,

Stacey Allerton,
Director
U.S. Labor Affairs

Concur: Jimmy Settles

October 30, 2019

**Mr. Rory L. Gamble
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214**

Dear Mr. Gamble:

Subject: Skilled Trades Required Training Outside of Plant

During these negotiations, the parties agreed that notwithstanding the provisions of Article IX, Section 6 of the Agreement, if skilled trades employees attend Company required training outside of their plant to upgrade their skills in their classification on a shift other than they would normally work, such employees will be paid the shift premium normally paid for their regularly assigned shift for the first week of training. If the training is for multiple weeks, on a continuous basis, no shift premium will apply after the first week of training per provisions of Article IX, Section 6 of the Agreement.

Very truly yours,

**Kevin Legel,
Director
U.S. Labor Affairs**

Concur: Rory L. Gamble

SKILLED TRADES SUPPLEMENTATION WAGES RATES

October 31, 1973

Mr. Ken Bannon, Vice President
Director - Ford Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Bannon:

Subject: Skilled Trades Supplementation Wages Rates

With respect to employees described in subsection (a) of our letter dated October 26, 1973, concerning supplementation of the skilled work force during overtime periods, it was agreed that such employees would be considered analogous to Changeover employees for pay purposes and therefore be compensated in accordance with the local Changeover Agreements in locations having such Agreements or the minimum rate of the applicable Journeyman classification in locations not having such Agreements for all hours worked during weekend supplementation periods.

Very truly yours,

SIDNEY F. MCKENNA, Director
Labor Affairs Office
Labor Relations Staff

October 30, 2019

**Mr. Rory L. Gamble
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214**

Dear Mr. Gamble:

Subject: Skilled Trades Tool Allowance

This letter will confirm the Company's commitment to pay eligible Skilled Trades journeypersons a tool allowance during the 2019 National Agreement period. Eligible Skilled Trades journeypersons will receive two (2) \$1,000.00 lump sum payments over the course of the contract period. The first payment will be made on December 6, 2019, and the second payment will be made on December 3, 2021.

Eligible Skilled Trades journeypersons are defined as those who are active on roll with the Company as of the eligibility dates, November 25, 2019, and November 22, 2021. Those journeypersons who are not active as of an eligibility date due to an approved leave of absence or layoff will be deemed eligible for payment upon their return to active status during the term of this Agreement. It will be the responsibility of the journey person to request payment of any eligible tool allowance with their local Labor Relations office upon their return to active status.

Very truly yours,

**Kevin Legel,
Director
U.S. Labor Affairs**

Concur: Rory L. Gamble

SKILLED TRADES TRAINING RESOURCE

October 4, 2011

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

Dear Mr. Settles:

Subject: Skilled Trades Training Resource

During these negotiations the parties discussed several sources of funding for ongoing and potential future training requirements for the skilled trades workforce. The parties committed to continue to jointly seek opportunities to secure federal, state, and local government assistance for training where appropriate and when available. To assist this effort, the Company agrees to provide a training resource person to support and pursue funding. Specifically, this resource person will work with the National Joint Skilled Trades Governance Team and will fulfill roles and responsibilities that include, but are not limited to the following:

- Work with Governmental Affairs on funding initiatives,
- Work on team related training,
- Coordinate the Skilled trades licensing process, and
- Perform other duties as assigned.

This resource position will be selected by the Vice President and Director UAW, National Ford Department. This position is not part of the negotiated representation structure in Article VI and related letters of understanding.

BILL DIRKSEN,
Executive Director
U.S. Labor Affairs

Concur: Jimmy Settles

SKILLED TRADES WAGE RATES FOR BUSINESS CASES

November 3, 2007

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

Dear Mr. King:

Subject: Skilled Trades Wage Rates for Business Cases

During 2007 negotiations, the Company and Union recognized the critical importance of working together on continuously improving the manner in which our skilled trades are efficiently utilized.

These discussions focused on ensuring that the Company at all locations uses a consistent set of skilled trades wage rates in order to accurately complete internal business cases when assessing whether potential work may be safely and economically performed competitively in house. Additionally, the company recognizes that in certain situations, other costs, such as engineering fees, if withheld from the project, will be excluded from the business case.

In the spirit of these discussions, the parties agreed to the following process:

- To support any required business case analysis, the following skilled trades wage rates are to be used:
 - Straight-time wage rates will consist of base wages, COLA, cash fringes, and standard monthly group fringes
 - Overtime wage rates will consist of base wages, COLA, cash fringes, and the appropriate overtime premium (time and a half or double-time)
- Annually, plant-specific average skilled trade wage rates consistent with the methodology above will be developed by Manufacturing Finance.

SKILLED TRADES WAGE RATES FOR BUSINESS CASES

- By the end of January each year, Manufacturing Staff will distribute the skilled trades wage rates to each plant/manufacturing facility Controller.
- Concurrently, the plant Controller will provide the skilled trades wage rates to the local Union Chairperson.

Additionally, the Company agreed that the Manufacturing Engineering Manager at each location will communicate the project status of current and future projects with the local Union Chairperson on a regular basis.

Finally, to ensure a common understanding of this process, a single- point communication describing this process will be provided to each Controller.

Very truly yours,

BILL DIRKSEN,
Executive Director
U.S. Labor Affairs

Concur: Bob King

TECHNICAL SKILLS TRAINING FOR INSPECTOR -
TOOLING AND LAYOUT

October 30, 2019

Mr. **Rory L. Gamble**
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. **Gamble**:

Subject: Technical Skills Training for Inspector - Tooling and
Layout

During 2007 negotiations, the parties discussed the effects of changing technology on the regular work assignments of employees classified as Inspector - Tooling and Layout.

As a result of these discussions, the parties agreed on the following points: (1) within the Inspector - Tooling and Layout classification, there is a need for additional skills to use numerically controlled dimensional quality equipment and other metrology hardware, **which could include scanning technology requiring placing a part in a fixture, data acquisition, and data interpretation**; (2) apprentices in the Tool & Die Maker trade should receive an introduction to the basics of technical training provided to Inspector - Tooling and Layout journeypersons; (3) the core skills of the Tool & Die Maker and Toolmaker & Template Maker trade provide the fundamentals for Inspector - Tooling and Layout; and(4) journey persons or apprentices who seek to qualify for Inspector - Tooling and Layout must come from the consolidated Tool & Die Maker classification or the Toolmaker & Template Maker classification.

Consistent with this effort to enhance the skills of Inspector - Tooling and Layout, as of the Effective Date of this Agreement, the parties agree to fill future openings for the Inspector - Tooling and Layout classification with journey persons and apprentice graduates from the consolidated Tool & Die Maker classification

**TECHNICAL SKILLS TRAINING FOR INSPECTOR -
TOOLING AND LAYOUT**

or Toolmaker & Template Maker classification based on availability.

Very truly yours,

Kevin Legel,
Director
U.S. Labor Affairs

Concur: **Rory L. Gamble**

TOOL ROOM EFFECTIVENESS

November 5, 2015

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

Dear Mr. Settles:

Subject: Tool Room Effectiveness

During the 2015 negotiations, the parties discussed the effectiveness of tool room machining in Company facilities and its importance in decreasing down time and associated costs.

As a result of these discussions, the Company agrees to invest \$5 million dollars in equipment to upgrade and modernize tool room machinery. The National Joint Skilled Trades Governance Committee will review the current status of plant tool rooms and make recommendations on investment opportunities.

Very truly yours,

Stacey Allerton,
Director
U.S. Labor Affairs

Concur: Jimmy Settles

October 30, 2019

Rory L. Gamble

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

Dear Mr. **Gamble**:

Subject: UAW-Ford Technical Training Center (TTC)

During the **2019** negotiations, the parties discussed the Technical Training Center (TTC) and its importance to the improvement and ongoing viability of the UAW-Ford Apprentice Program.

As a result of these discussions, the Company agrees to make \$5 million dollars in capital investments to the TTC Facility **for continued improvements.**

Very truly yours,

Kevin Legel,
Director
U.S. Labor Affairs

Concur: **Rory L. Gamble**

November 3, 2007

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

Dear Mr. King:

Subject: Warranty Work

During the 2007 negotiations, the parties discussed the decisive factors involved when Ford skilled trades may perform warranty work. In the event the vendor may require staffing to perform warranty work, the vendor may use Ford skilled trades. Based on these discussions, the Company will consider all the following criteria:

- Warranty work as noted above which is performed by Ford skilled trades is at the discretion of the affected vendor in order to keep remaining warranty intact.
- The Company and vendor must agree on all terms, conditions, hours, and total cost in advance.
- The individual skilled tradesperson's ability to perform the specific warranty work required.
- Any agreement must also follow existing Ford financial and accounting policies and principles.
- The need to be cost competitive with external bid's cost and timing.

The use of this process is the exception, not the rule, and as such, should in no way constitute precedent.

This letter of understanding is in addition to, and shall not supersede, existing Agreement provisions and related letters of understanding pertaining to warranty work.

Very truly yours,

BILL DIRKSEN,
Executive Director
U.S. Labor Affairs

Concur: Bob King

SKILLED TRADES UMPIRE DECISIONS

SKILLED TRADES UMPIRE DECISIONS

Below are some umpire decisions affecting skilled tradesmen. This list is not all inclusive. Please refer to Exhibit II Skilled Trades Work Assignments on pages 44-45.

SKILLED TRADES ASSIGNMENTS DECIDED BY UMPIRE SHULMAN

A

- 170 Assignment of skidding and crating of machinery for transportation assignment to Hand Sawyers, Nailers and Braces rather than Carpenters protested
- 223 Assignment of painting jobs to Glaziers protested by Glaziers
- 278 Assignment of work to Pipefitter protested as belonging to Riggers and assignment to Welders protested as belonging to Fitters

SKILLED TRADES ASSIGNMENTS DECIDED BY UMPIRE PLATT

B

- 14 Assignment of work to the skilled trades at the Rouge Plant and request for a general formulation of principles for the parties' future guidance in skilled trades assignments
- 20 Practice of certain work assignments to Diemaker in Dearborn Stamping Plant protested by Toolmakers

HHP

- 126 Toolmaker protest fixture work on bucks by Diemakers
- 133 Cleaners protest clean up work by Toolmakers
- 134 Tool and Die Welding work by Maintenance Welder
- 151 Pyrometer Hook Up work allegedly done by Electricians
- 153 Toolmaker protest work by Machine Repairman
- 154 Diemaker work allegedly done by Production employees
- 155 Diemakers protest work by Metal Finishers

SKILLED TRADES UMPIRE DECISIONS

- 158 Machine Repair protest work by Millwrights
- 178 Millwrights refusal of proper assignment
- 270 Die Sinker's work
- 331 Power Serviceman protests work by a Pipefitter
- 332 Tinsmith work performed by Millwright
- 333 Pipefitter refusal to operate portable gas pump
- 334 Protest by Portable Pump operator to work by Diesel Mechanic
- 335 Refusal by General Welder to do Burner's work
- 336 Refusal by General Welder to do production welding
- 403 Baker Crane as Tradesman's Tool
- 415 Rolling Mill Stock Crane Operation by S.P. Operator
- 438 Car operator & Trappers work
- 461 Power Electricians vs. Building Electricians
- 463 Assignment of Maintenance Welding
- 476 Toolmakers protest work by Tool Machine operator
- 479 Baker Hoist & Woodside Loader operation
- 483 Mill Schedule and Follow-Up Utility work in R.M.
- 503 General Welder protests work by Apprentice
- 519 Die Maker protest work by Plastic Model Makers
- 524 Millwrights protest moving machine fixtures by Production employees
- 548 Substantially full time crane employees
- 562 Millwright protest work by Furnace men
- 574 Riggers protest work by Power Construction Electricians
- 577 Diesel and Heavy Equipment Mechanics claim to repair of Clark Fork
- 583 Painting machines and equipment protested by Painters

SKILLED TRADES UMPIRE DECISIONS

- 607 Millwrights protest work by Electricians
- 607 Automation Dep., Millwrights protest work by Automation Dep., Welder
- 607 Millwright protests work by Electrician
- 607 Machine Repairman protests work by Automation Dep. Millwright
- 608 Die Tryout protest of work by Diemaker
- 621 Die Setting by Press & Upsetter Operator
- 648 Millwrights protest making angle iron handers by Pipefitters
- 649 Construction pipe covers protest work by Power House Pipe coverers
- 650 Blacksmith protest Millwright's heating and forming reinforcing rods
- 656 Rehabilitation work at H.P. by Rouge Construction Section
- 672 Millwrights vs. Mill Maintenance Men on R.M. Work
- 678 Millwrights vs. Machine Repair in overhaul of Grinder
- 683 Riggers vs. Die Hooker
- 695 Millwright vs. Gas Analyst
- 711 Tool Machine operator vs. Patternmaker
- 716 Electricians vs. Millwrights hooking and bolting fixtures
- 717 Power Electricians vs. Building Electricians
- 723 Die Makers protest carrying panels for OK check
- 729 Cleaning of D panels by Electricians
- 742 Millwright vs. Tinsmith erecting channel iron framework
- 761 Millwright vs. Machine Repair - rigging work
- 782 Painters vs. Diemaker appr. - painting
- 796 Diesel & Heavy Equipt. Mechs. protest Repair & Maintenance work on Clark R-700 Lifttruck

SKILLED TRADES UMPIRE DECISIONS

- 800 Pipefitter vs. Millwright
- 801 Millwright vs. Production employees
- 802 Pipefitter vs. Production employees
- 818 Painters vs. Power Service - painting in Power House
- 823 Oiler vs. Millwright
- 824 Millwright vs. Porter-Movers - moving furniture
- 831 Crane operation by Electricians
- 837 Toolmakers vs. Set-Up men-changeover work on automation machines
- 840 Toolmaker vs. Salaried Engineer
- 850 Shop vs. Maintenance electricians
- 856 Steam Fitters vs. Millwrights performing insulation work
- 857 Cupola Repairmen vs. Bricklayers
- 861 Furnace operators vs. Electricians-lighting up furnace after repairs
- 902 Millwright vs. Tinsmith - duct work with boiler plate
- 903 Tinsmith vs. Millwright - making & installing guards and attaching sheet metal panels to iron framework
- 907 Millwright vs. Machine Repair - installing transfer chain into machine

SKILLED TRADES ASSIGNMENTS DECIDED BY UMPIRE HEALY JJH

JJH

- 29 Diemaker and Tryout assigned to do cleaning work
- 33 Millwrights vs. WMWFR - relocation of welding guns
- 34 Millwrights vs. WMWFR - building three bridges from which welding machines are suspended
- 35 Pipefitter vs. Electrician - performing work on a high frequency welding unit

SKILLED TRADES UMPIRE DECISIONS

- 36 Boilermaker vs. Stationary Steam app.
- 37 Millwrights vs. Trackmen
- 61 Cutter Grinders vs. Job Setters
- 63 Cutter Grinders vs. Job Setters
- 83 Tool and Die Machine Repair Leaders Agreement
- 84 Toolmaker vs. Machine Setter
- 96 Five cases - Machine Repair vs. WMWFR - Millwrights vs. WMWFR
- 97 Alleged violation of Journeyman - Apprenticeship Ratio agreement
- 117 Machine Repair vs. Boltmakers Operators
- 118 Millwright vs. Machine Repair
- 133 Millwright vs. Electricians
- 157 Diesel and Heavy Equipment Mechanics vs. Ind. Lift Truck & Tow Tractor Repair
- 164 Power Electricians 6716 - 5 day schedule vs. Power Elec. 6711 on a 7 day schedule
- 204 M.R. vs. Automation Equip. Maker of installing & maintaining a shuttle transport
- 219 Die Tryout vs. WMWFR - performing work on Cimco Index machine
- 236 Welders vs. Pipefitters
- 265 Apprenticeship Standards - Article 6
- 277 Pipefitter vs. Job-Setters working on a vacuum valve
- 284 Hydraulic vs. Mill Maintenance - repairing hydraulic cylinder
- 290 Auto Mechanics •Article 1 Section 1
- 295 All-Around Heavy vs. Tool Machine Operator
- 302 Millwrights vs. Power Service opers. - working on a 90 ton York refrigeration unit

SKILLED TRADES UMPIRE DECISIONS

- 305 Hydraulic vs. Hulett and Coal Tower Repairmen
- 306 Riggers vs. Power Electricians
- 307 Millwrights vs. Pipefitter - removing and replacing heaters
- 308 Millwright and Welder vs. Toolmaker, Tool and Die ap. and a Tool and Die Welder - performing work on a carousel conveyer
- 357 Toolmaker vs. Layout Inspector - checking a Fender Weld Fixture
- 367 Die Sinkers vs. Bench Finish classification
- 370 Die Sinker vs. Die Sink Bench Finisher
- 377 Quality Control Inspectors vs. Mgt. - performing hourly work
- 404 Gage Maker vs. Layout Inspector - making a Plastic Sight Gage
- 407 Millwright vs. Mgt. - Performing hourly work
- 415 Garage mechanics vs. Pipefitter - changing propane bottles on propane fired vehicles
- 422 Toolmaker vs. Pipefitter - replacing burner baffles
- 433 Power Service operators 7 day vs. 5 day
- 434 Pipefitter & Welder vs. 5 day vs. 7 day
- 439 Pipefitter vs. Power House Engineers - dismantling and lowering two heat exchangers
- 448 Pipefitter vs. Oil Repairmen - performing oil line repair
- 453 Machinist all around Powerhouse vs. Power House Engineer - changing a belt on the heater and exhaust fan
- 458 Pipefitters vs. Machine Repair - performing certain work on major presses
- 462 Experimental Template Maker and Checker vs. Wood Die and Model Makers
- 494 Die Sinkers vs. Die Makers - Performing work on EDM

**SKILLED TRADES ASSIGNMENTS
DECIDED BY UMPIRE HANLON**

PDH

- 9 Millwright vs. Die Cast Diemaker - adjustment of arms on Die Cast Rim Rack machine
- 14 Tool & Die Makers and Machine Repair vs. Millwrights - changing certain parts on Staker Machine
- 19 Diemakers vs. W.F.R. - construction work on “C” frame fixtures
- 21 Electricians protest Contracting out to Philco Ford, repair work on Coordinatograph machine
- 22 Toolmaker vs. Pumpman - certain work on a compressor
- 23 Tinsmith vs. Millwright - removal of sheet metal guard plates
- 24 Toolmakers vs. Millwright - certain fabrication work
- 29 Automation Millwright vs. Welder Machine and Welder Fixture Repair-construction and installation of a loader
- 30 Millwright, Plumber, Pipefitters and Welders vs. W.F.R. modification of some table top welding fixtures
- 31 Carpenter vs. Crater and Bracer - installation of flooring
- 43 Painters vs. Hilo Repair - cleaning Hilos in preparation for painting
- 93 Millwrights vs. Machine Repair - transporting major press parts
- 94 Millwrights vs. Machine Repair - moving two press surge tanks
- 95 Millwrights vs. Machine Repair - removing steel support beams
- 96 Millwrights vs. Machine Repair - transporting of crank shafts
- 98 Lift Truck and Tow Tractor Repair vs. Industrial Lift Truck Operator – transporting disabled Griptows

SKILLED TRADES UMPIRE DECISIONS

- 109 Welder Machine and Welder Fixture Repair vs. Diemakers - building outriggers for “C” frame welders
- 111 Millwrights vs. Machine Repair - use of overhead crane to move press parts
- 126 Hydraulic Repair vs. Welding Machine and Welding Fixture Repair - disconnecting and removing a hydraulic cylinder
- 146 Millwrights vs. Hilo Drivers and Line Feeders - assembly of racks
- 198 Refrigeration and Air Conditioning Machine Operators vs. Oilers - certain oiling and greasing work
- 201 Maintenance Millwright vs. Automation Millwright - construction of catwalk attached to automation equipment
- 213 Plumber-Pipefitter vs. production employees - removal and replacement of small air operated pumps
- 265 Millwrights vs. excluded Fire Security Personnel-hanging fire extinguishers
- 281 Tool and Diemakers and Welding Machine and Welding Fixture Repair vs. Inspector Tooling & Layout - checking the location of locator pins on new fixtures
- 299 Plumber-Pipefitter vs. Security Guards •checks on equipment during the Christmas downtime period
- 306 Painters vs. Laborers - application of modified epoxy
- 317 Power Electricians vs. Building Electricians - locating and installing 100 Amp bus plug
- 344 Millwrights and Welder Generals vs. Welder Repair - certain frame construction work
- 371 Millwrights vs. Machine Repair - installation and assembly of certain new machinery
- 393 Welder Repair vs. Diemakers - maintenance, repair and revisions to in-line production checking devices

SKILLED TRADES UMPIRE DECISIONS

- 396 Electrician vs. Industrial Light Truck Repair •removing, recharging, and cleaning batteries
- 397 Pipefitter vs. E-Coat Operator - removing, cleaning, and reinstalling certain filters

SKILLED TRADES ASSIGNMENTS DECIDED BY UMPIRE GOETZ

RG

- 9 Welder Fixture Repair vs. Tool and Diemakers - certain maintenance work on holding fixtures for a robotic welding operation
- 27 Skilled Trades Journeymen - use of industrial lift trucks by skilled tradesmen at Walton Hills
- 38 Millwrights vs. Set-up - certain work on movement of a Destacker Unit
- 67 Millwrights vs. Machine Repair - certain maintenance and repair work on vacuum assembly suction cups
- 78 Machine Repair vs. Die Tryout - reworking of transfer arms on Transfer Press Lines
- 83 Toolmaker vs. Jobsetter - readjustment and alignment of V-blocks on horizontal Drilling Machines

SKILLED TRADES ASSIGNMENTS DECIDED BY UMPIRE HALES

EH

- 23 Millwright vs. Hydraulic Repair - repacking glands on hydraulic vehicle hoist
- 34 Millwrights vs. Plumbers - Pipefitters - installing pipe on a metal chip conveying system

October 30, 2019

Mr. **Rory L. Gamble**
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. **Gamble**:

Subject: Appendix F Classification Updates

During the **2019** negotiations, the Company and the Union agreed to **amend the 2011 agreement** to reduce the number of skilled trades classifications in order to further align the classification structure to automotive industry competitive levels. This letter confirms the parties' understanding that, effective with the new Collective Bargaining Agreement, the following modifications will be made to Appendix F, Classifications:

- (a) The following classifications will be designated as "Will Not Repopulate". This skilled work performed by employees in these classifications will transition to the appropriate apprenticeable trade as employees leave the classification.
 - (i) Sheet Metal Worker
 - (ii) Maintenance-General Plant-Skilled (excluding Parts, Supply and Logistic **and Michigan Proving Grounds**)
- (b) The following unpopulated classification will be eliminated on the effective date of the agreement.
 - (i) Refrigeration and Air Conditioning Machine Operator

The classifications identified as "Will Not Repopulate" will be subject to the November 3, 2007 Letter of Understanding entitled Skilled Classification Consolidation Placement Process.

Very truly yours,

Kevin Legel,
Director
U.S. Labor Affairs

Concur: **Rory L. Gamble**

APPENDIX F

CLASSIFICATIONS

Below are listed Appendix F Classifications (excluding leaders, coordinators, and apprentices) utilized at some Ford locations with UAW represented hourly employees.

The parties agree that under no circumstance will a new skilled trade classification, including any variation or combination of an existing classification (i.e., Power Electrician, Tool & Die Welder, etc.), be established without expressed written consent of the National Joint Skilled Trades Governance Team, Labor Affairs, and the UAW National Ford Department.

CLASSIFICATIONS

Automation Equipment Maker & Maintenance*
Carpenter - All Around
Communication System Installation & Maintenance*
Cutter Grinder*
Cutter Grinder - New*
Diesel Mechanic & General Repair*
Electrician
Experimental Parts & Body Painter (to be used only at VOGO Pilot Plant)
Industrial Truck Mechanic
Inspector - Tooling & Layout
Inspector Gauge #1*
Machine Repair
Machining Specialist (to be used only at Dearborn Tool & Die Plant and R&E Center)
Machinist*
Maintenance General Plant Skilled (to be used only in **FCSD and MPG**)
Mechanic Auto
Metal Model Maker (to be used only at VOGO Pilot Plant)
Millwright
Pipe Coverer*
Plumber Pipefitter
Power House Mechanic

APPENDIX F CLASSIFICATION UPDATES

Pyrometer – Cleveland (to be used only at the Cleveland Site)
Refrigeration Maintenance & Installation
Repair Power Tools*
Service Garage Repair*
Sheet Metal Worker*
Stationary Steam Engineer
Tool and Diemaker
Toolmaker & Template Maker
Waste Disposal Equipment & Minor Maintenance*
Welder General
Welding Machine & Welding Fixture Repair*
Welding Mach. & Welding Fixture Rep. - Wayne ISA
Mechanical Umbrella*

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

In the event a classification has been stricken and an employee needs to return to this classification (i.e., return from medical, etc.) local parties will review the circumstances with the National Joint Skilled Trades Governance Team, who will make a final determination.

**National Ford Department Staff
2019 Negotiations**

**Rory L. Gamble
Vice President and Director
UAW Ford and Chaplaincy Departments**

Steve Zimmerla	Leigh Kegerreis
Darryl Goodwin	Michael Kerr
Jimmie Williams	Jerry Lawson
Tracy Ausen	John McCollum
Matt Barnett	Robb Miller
Monica Bass	Reggie Mills
David Berry	Gregory Poet
Carlo Bishop	Reggie Ransom
Shawn Campbell	Eric Reiss
Jerry Carson	Lorenzo Robinson
Alfonzo Cash	Mike Robison
Gerard Coiffard	Daniel Scott
Sean Coughlin	Les Shaw
Chris Crump	Michael Shoemaker
Ronda Danielson	Casandra Shortridge
Rocky Dilacovo	Garry Sommerville
Gregg Dunn	Jeff Terry
Jodey Dunn	Robert Tiseo
Bill Eaddy	Kevin Tolbert
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