

## **CONTRACT SUMMARY: SALARIED WORKERS**

### **NOVEMBER 2015**

# **Salaried workers see big gains**

*Significant improvements in several areas, including \$8,500 bonus, position-in-range, on-the-job training*

### **Parity with hourly achieved with bonus**

Your UAW salaried negotiating team at Ford demanded and won parity with hourly workers by winning the same **\$8,500 up-front lump-sum bonus** to be paid upon ratification for all full-time salaried bargaining unit members.

### **Easter Monday restored; holidays now part of contract**

Negotiators were successful in making sure that UAW salaried workers have the same holiday schedule as hourly. Easter Monday was restored and – for the first time – the holiday schedule is a formal part of the contract.

### **Vacation Pay cash-out to remain**

Members who retire will continue to have their unused vacation converted to pay.

### **Position-in-range expanded to all members**

New language expands position-in-range for all salaried bargaining unit members, which will make it easier to equalize pay for those not under the performance management process.

### **Starting salary information available to unit chairs**

Negotiators addressed the issue of not receiving certain information from the company on starting salaries for new hires by winning language from the company that requires it to reveal that information.



*The 2015 UAW Ford National Salaried Negotiating Committee: Front row, from left: Pam Wilson, Local 863; Pam Czopek, chairperson, Local 600. Back row: Thomas Lane, UAW Local 1970; Robin Burnett, UAW Local 1970; and Jeff Leinenger, UAW Local 400.*

### **Salaried benefits representative retained**

One of the company's demands was to eliminate the full-time benefits representative for the salaried bargaining unit. Negotiators were successful in retaining this position so our members can more easily get their benefit issues resolved on a timely basis.

### **Union leave pay code to be established**

The company will now develop a union pay code for members to use when attending pre-approved union business. The use of this union code will count toward their 40-hour work week.

### **Corrective lenses benefit improved**

Members will be able to receive new prescription corrective lenses paid for by the company if deemed medically necessary before the current two-year limit under the prescription safety glass program.

### **On-the-job training parameters to be set**

The committee won language that requires the company to set parameters for on-the-job training, review and provide extensions as needed for all new employees.

# Salaried Nurses

*Improvements for nurses include increased safety; promotion opportunities*

## **'Panic buttons' to be installed**

Your salaried negotiating team recognized the need to better protect nurses while on the job and won language that will require the company to install "panic buttons" at all medical facilities.

## **New pay grade means promotions available**

Bargainers won a new pay grade (Salary Grade 07) for senior nurses with a corresponding increase in pay. A Salary Grade 06 position was obtained with a corresponding increase in pay in which the Salary Grade 05's may apply.

## **Uniform allowance to go up**

Negotiators won language that increases the annual uniform allowance from \$600 to \$900 for full-time nurses and from \$300 to \$450 for supplemental nurses.

## **Conference attendance increased**

The bargaining team won language that increases attendance at the American Association of Occupational Health Nurses Conference. Four additional nurses from medical facilities with nine or more nurses will be permitted to attend the conference. Chairpersons will be approved to attend the annual UAW Health and Safety Conference. In buildings with 12 or more nurses, an additional nurse may be permitted to attend.

## **Wage to increase for supplemental nurses**

Your negotiating team fought for and won an increase in the hiring wage for supplemental nurses.

## **More supplemental nurses eligible for training**

The threshold for supplemental nurses to be eligible to attend company-paid training was lowered from 32 hours per month to 16 hours per month.

## **Medical confidentiality clarified**

Bargainers improved medical confidentiality and privacy for members who take intermittent Family Medical Leave by clarifying notification procedures.

## **Advanced notification of AWS, building closures improved**

Stronger notification of potential AWS shifts and building closures was won under language that required the UAW National Ford Department be notified of such moves.

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## **Six additional hires in computer aided design (CAD)**

Your salaried negotiating team recognized the need to ensure global design work was performed by our members by winning a commitment from the company to hire six additional designers in body CAD. There is

# Salaried CAD

the possibility of more hires as the cycle plan dictates.

## **New salary grade to be formed**

Promotional opportunities should arise after bargainers won a new salary grade (Salary Grade 8) within the CAD unit. Salary Grade 7 members with college degrees are expected to be given

the opportunity to advance to the new grade in the near future.

## **Vacation preference strengthened during July 4th**

There will be an opportunity for the CAD unit to indicate a preference for working during the July 4th holiday period, if the facilities are open and not undergoing maintenance.

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# Salaried/Michigan Proving Grounds

## **Big gains at Michigan Proving Grounds include promotions, new positions**

Your salaried negotiating team won promotions for six Salary Grade 04 members and 12 Salary Grade 05 members who will staff autonomous technician positions that are currently held by contractors. Seven supplemental employees will be

converted to full-time durability driver positions. Your bargaining team also provided opportunities for supplemental employees to move to full-time positions by maintaining an appropriate ratio within the unit.

## **Performance reviews avoided**

The bargaining team defeated company efforts for performance

reviews for the entire Local 400 MPG unit. Performance reviews will be only held within the newly created Salary Grade 05 level.

## **Classifications retained**

The company wanted to reduce a specific number of classifications through attrition and outsource that work. Your negotiators were steadfast in assisting that all current classifications remain.

# Salaried Lab

## Gains at Central Lab to include immediate hires for new positions

Your salaried negotiating team won language that will immediately add three new bargaining unit members through a flexible staffing pilot program. The program establishes a pool of engineers that the company can select from when a staffing need arises, to help balance the workload and reduce the need for overtime. Those in the pool receive first consideration when a

permanent hiring need arises, which is expected to speed up the hiring process. The pool cannot exceed 20 percent of the workforce and Local 1970 Unit 2 retains the right to discontinue the program after two years.

## Two interns to be hired in 2016

Negotiators won two intern positions for 2016, with the possibility of more in succeeding years of the contract. The intern engineering positions are used as

summer help during heavy vacation periods.

## Ford College Graduate Program to add two positions

Bargainers won a commitment from the company to hire two additional engineers into the Ford College Graduate Program (FCGP). FCGP engineers rotate through a number of engineering positions during the two-year program, including Central Lab.

### UAW Ford Salaried Report

This report describes highlights of the agreement negotiated by the UAW 2015 National Salaried Negotiating Committee at Ford.

This is a summary of the tentative agreement. In all cases, the actual contract language will apply.

### Duration and Ratification

These changes in the proposed agreement will not take effect until the tentative agreement is ratified by a majority of our respective membership, and only then on the appropriate dates specified.

The new agreement, if ratified, will run for four years and will expire Sept. 14, 2019.

### Dues: A Constitutional Matter

Dues are determined by UAW Constitutional action and are not a subject of negotiations. Dues are based on the principle that they reflect each worker's cash income, normally 2.5 hours of straight time pay per month. Lump-sum cash payments are subject to dues because they also represent cash income, and are accessed at the rate of 1.44%, which is equivalent to 2.5 hours of straight time pay per month.



*Pam Czopek, chairperson of the 2015 UAW Ford National Salaried Committee, and Jeff Leininger, chairperson of the Michigan Proving Grounds unit of Local 400, review proposed contract language.*

# UAW 2015 National Salaried Negotiating Committee at Ford



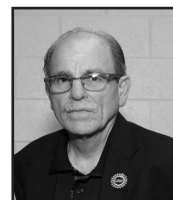
*Browning*



*Williams*



*Settles*



*Drudi*



*Bernath*



*Nolen*



*Tiseo*



*Godfrey III*



*Coughlin*



*Ransom*



*Dunn*



*Kelly*



*Mitchell*



*Ganatra*

This is the UAW-Ford National Salaried Negotiating Committee whose determined efforts, along with those of the UAW National Ford Department, and other UAW professional and technical staff, produced a new, tentative agreement for UAW salaried members at Ford. **Dennis Williams** is the president of International Union, UAW; **Jimmy Settles** is vice president and director of the UAW National Ford Department; **Chuck Browning** is the executive administrative assistant to Williams; **Greg Drudi** is the executive administrative assistant to Settles; **Garry Bernath** is an administrative assistant to Williams; **Darryl Nolen**, **Bob Tiseo** and **Don Carlos Godfrey III** are administrative assistants to Settles; **Sean Coughlin** is an assistant director of the UAW National Ford Department; **Reggie Ransom** and **Gregg Dunn** are coordinators in the UAW National Ford Department; **Jennifer Kelly** is director of the UAW Research Department. **Susanne Mitchell** is director of the UAW Social Security Department. **Niraj Ganatra** is general counsel for the UAW. **Pam Czopek**, UAW Local 600, Dearborn, Michigan, is chairperson of the UAW Ford National Salaried Negotiating Committee and represents Subcouncil 8; **Robin Burnett**, UAW Local 1970, Dearborn, Michigan, Subcouncil 8; **Thomas Lane**, UAW Local 1970, Dearborn, Michigan, Subcouncil 8; **Jeff Leinenger**, UAW Local 400, Romeo, Michigan, Subcouncil 8; **Pam Wilson**, UAW Local 863, Sharonville, Ohio, Subcouncil 8.



*Czopek*



*Burnett*



*Lane*



*Leinenger*



*Wilson*