



# CONTRACT SUMMARY: HOURLY WORKERS

NOVEMBER 2015

## HIGHLIGHTS

- +8,500 new and/or secured jobs
- \$9 billion product commitments
- Two 3% base wage increases
- Two 4% lump sum bonuses
- \$8,500 bonus at ratification
- \$1,500 profit-sharing pre-payment
- In-Progression employees get
- Traditional health care benefit
- 1,200 new apprenticeships
- Return to zone of hire opportunity
- \$1,500 yearly inflation protection
- \$250 yearly competitiveness bonus
- Profit-sharing cap remove
- Health care plan enhancements
- \$70,000 retirement incentive
- Double time on Sunday
- C-Crew premium improved
- Job security provisions now cover all In-Progression employees
- Additional holidays
- Moratorium on plant closings
- Family days maintained
- Wage increase & bonus for MWG's
- Yearly retiree bonuses
- Tuition assistance increased
- Legal Services
- Scholarships for dependents



The 2015 UAW-Ford National Negotiating Committee

## A Message to UAW Members at Ford

Brothers and Sisters:

We are extremely proud of the tentative agreement that your UAW-Ford National Negotiating Committee was able to win for our members. We came to these negotiations prepared to fight for the nearly 1,200 demands submitted by UAW members at Ford. We heard your voice and we delivered. This agreement provides significant economic gains for all members, while simultaneously addressing the challenges of job security and future growth.

As an organization, we recognize the importance of quality health care for our members and their families. Currently, our health care costs about \$8 per hour for each member, and that cost is projected to rise to more than \$13 per hour over the next four years. Your negotiating team fought hard to protect, improve and extend high-quality health care for all members. This is a tremendous victory for In-Progression members as they now share the same plan as Traditional workers.

One of the biggest challenges facing your negotiators was protecting our jobs. Ford recently announced plans to move some production to Mexico. We have learned from experience that without product and plant investments each of our jobs are at risk. This put a high priority on securing product and plant commitment that allows for job growth and income security throughout the life of the agreement.

From an economic standpoint, we were successfully able to negotiate a wage progression plan that eliminates the tiered pay system as we know it. Under this agreement, every full-time member will have a clear path to the Traditional rate of pay. In addition, Traditional workers who have gone many years without a raise will see their first general wage increase in almost a decade, followed by another wage increase in two years.

Finally, we're extremely proud of the job your committee did for UAW members in the face of hardline negotiators at the company. We know that no one has more invested in the success of the company than the workers who help create the profits. We reminded the company time and again that our members deserve to share in its success.

It was an honor to serve you at the bargaining table. This document summarizes the tentative agreement the UAW has reached with Ford. Please take the time to review it, then go to [www.uaw.org](http://www.uaw.org) to read the entire contract for yourself. After you do, we hope you'll agree with our recommendation that you vote "YES" in favor of ratification.

In Solidarity,

**Dennis Williams, President**  
International Union, UAW

**Jimmy Settles, Vice President**  
UAW Ford Department

# Significant Economic Improvement

## Traditional workers get wage increases and lump-sum bonuses - 13-16A, 396-397c

Traditional workers will receive their first general wage increases in 10 years. Upon ratification workers will receive a 3 percent increase, followed by a second 3 percent increase in September 2017.

Your committee fought to make sure that workers with personalized or red-circled wages rates will also receive the two, 3 percent wage increases.

In addition to the general wage increases, Traditional employees will receive two, 4 percent lump-sum bonuses; the first in September 2016 and the second in September 2018.

## Wage increases retroactive to Sept. 15, 2015 5c

Due to the extended period of time it took to complete this round of bargaining, your negotiators made sure that all wage increases designated as occurring on the effective date of this agreement will be paid retroactively for all hours worked on or after Sept. 15, 2015. These wages are to be paid as soon as practicable but no later than the pay ending Dec. 20, 2015.

### Duration and ratification

These proposed 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. **36-37a**

### UAW Ford Hourly Report

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

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

3% wage increases for Traditional employees upon ratification		
Base Rate		Amount of Increase
Less than	27.585	\$0.825
27.585	27.745	\$0.830
27.750	27.915	\$0.835
27.920	28.080	\$0.840
28.085	28.245	\$0.845
28.250	28.415	\$0.850
28.420	28.580	\$0.855
28.585	28.745	\$0.860
28.750	28.915	\$0.865
28.920	29.080	\$0.870
29.085	29.245	\$0.875
29.250	29.415	\$0.880
29.420	29.580	\$0.885
29.585	29.745	\$0.890
29.750	29.915	\$0.895
29.920	30.080	\$0.900
30.085	30.245	\$0.905
30.250	30.415	\$0.910
30.420	30.580	\$0.915
30.585	30.745	\$0.920
30.750	30.915	\$0.925
30.920	31.080	\$0.930
31.085	31.245	\$0.935
31.250	31.415	\$0.940
31.420	31.580	\$0.945
31.585	31.745	\$0.950
31.750	31.915	\$0.955
31.920	32.080	\$0.960
32.085	32.245	\$0.965
32.250	32.415	\$0.970
32.420	32.580	\$0.975
32.585	32.745	\$0.980
32.750	32.915	\$0.985
32.920	33.080	\$0.990
33.085	33.245	\$0.995
33.250	33.415	\$1.000
33.420	33.580	\$1.005
33.585	33.745	\$1.010
33.750	33.915	\$1.015
33.920	34.080	\$1.020
34.085	34.245	\$1.025
34.250	34.415	\$1.030
34.420	34.580	\$1.035
34.585	34.745	\$1.040
34.750	34.915	\$1.045
34.920	35.080	\$1.050
35.085	35.245	\$1.055
35.250	35.415	\$1.060
35.420	35.580	\$1.065
35.585	35.745	\$1.070
35.750	35.915	\$1.075
35.920	36.080	\$1.080
36.085	36.245	\$1.085
36.250	36.415	\$1.090
36.420	36.580	\$1.095
36.585	36.745	\$1.100
36.750	36.915	\$1.105
36.920	37.080	\$1.110
37.085	37.245	\$1.115
37.250	37.415	\$1.120
37.420	37.580	\$1.125
37.585	37.745	\$1.130
37.750	37.915	\$1.135
37.920	38.080	\$1.140
38.085	38.245	\$1.145
38.250	38.415	\$1.150
38.420	38.580	\$1.155
38.585	38.745	\$1.160

3% wage increases for Traditional employees effective September 17, 2017		
Base Rate		Amount of Increase
Less than	28.420	\$0.850
28.420	28.580	\$0.855
28.585	28.745	\$0.860
28.750	28.915	\$0.865
28.920	29.080	\$0.870
29.085	29.245	\$0.875
29.250	29.415	\$0.880
29.420	29.580	\$0.885
29.585	29.745	\$0.890
29.750	29.915	\$0.895
29.920	30.080	\$0.900
30.085	30.245	\$0.905
30.250	30.415	\$0.910
30.420	30.580	\$0.915
30.585	30.745	\$0.920
30.750	30.915	\$0.925
30.920	31.080	\$0.930
31.085	31.245	\$0.935
31.250	31.415	\$0.940
31.420	31.580	\$0.945
31.585	31.745	\$0.950
31.750	31.915	\$0.955
31.920	32.080	\$0.960
32.085	32.245	\$0.965
32.250	32.415	\$0.970
32.420	32.580	\$0.975
32.585	32.745	\$0.980
32.750	32.915	\$0.985
32.920	33.080	\$0.990
33.085	33.245	\$0.995
33.250	33.415	\$1.000
33.420	33.580	\$1.005
33.585	33.745	\$1.010
33.750	33.915	\$1.015
33.920	34.080	\$1.020
34.085	34.245	\$1.025
34.250	34.415	\$1.030
34.420	34.580	\$1.035
34.585	34.745	\$1.040
34.750	34.915	\$1.045
34.920	35.080	\$1.050
35.085	35.245	\$1.055
35.250	35.415	\$1.060
35.420	35.580	\$1.065
35.585	35.745	\$1.070
35.750	35.915	\$1.075
35.920	36.080	\$1.080
36.085	36.245	\$1.085
36.250	36.415	\$1.090
36.420	36.580	\$1.095
36.585	36.745	\$1.100
36.750	36.915	\$1.105
36.920	37.080	\$1.110
37.085	37.245	\$1.115
37.250	37.415	\$1.120
37.420	37.580	\$1.125
37.585	37.745	\$1.130
37.750	37.915	\$1.135
37.920	38.080	\$1.140
38.085	38.245	\$1.145
38.250	38.415	\$1.150
38.420	38.580	\$1.155
38.585	38.745	\$1.160
38.750	38.915	\$1.165
38.920	39.080	\$1.170
39.085	39.245	\$1.175
39.250	39.415	\$1.180
39.420	39.580	\$1.185

# Significant Economic Improvement

Traditional Employees Win Substantial Economic Gains		
Economic Gain	New Money	Effective Date
Base Wage Increase	3%	Retro Upon Ratification
Signing Bonus	\$8,500	Upon Ratification
2015 Profit-Sharing Pre-Payment	\$1,500	December 2015
Competitiveness Bonus	\$250	December 2015
Profit Sharing	TBD	March 2016
Inflation Protection	\$1,500	June 2016
Year 2 Lump Sum (4%)	\$2,400 / \$2,800*	September 2016
Competitiveness Bonus	\$250	December 2016
Profit Sharing	TBD	March 2017
Inflation Protection	\$1,500	June 2017
Base Wage Increase	3%	September 2017
Competitiveness Bonus	\$250	December 2017
Profit Sharing	TBD	March 2018
Inflation Protection	\$1,500	June 2018
Year 4 Lump Sum (4%)	\$2,480 / \$2,895*	September 2018
Competitiveness Bonus	\$250	December 2018
Profit Sharing	TBD	March 2019
Inflation Protection	\$1,500	June 2019
Production Wage Increases (\$28.12 wage)	\$10,633	
Skilled Wage Increases (\$32.80 wage)	\$12,403	
Total New Money: Typical Production	\$32,513*	
Skilled Trades	\$35,098*	
*Based on 2,080 straight-time hours. In last four years profit sharing was worth \$30,000 for a typical worker.		



*Left: The 2015 Ford National Negotiating Committee was chaired by Bernie Ricke, Local 600, center, and Scott Eskridge, Local 862, left. Anderson Robinson Jr., UAW Local 900, was the recording secretary, right.*

# Significant Economic Improvement

## In-Progression workers on a path to Traditional wages

Your bargaining committee was successful in winning a clear path to Traditional wages. The charts on this page and the following page outline a direct path to significant wage increases for current In-Progression workers those hired after ratification. All In-Progression workers who were hired prior to October 2011 will be transitioned to Traditional wages upon ratification.

<b>In-Progression Employees Win Substantial Economic Gains</b>		
<b>Economic Gain</b>	<b>New Money</b>	<b>Effective Date</b>
Signing Bonus	\$8,500	Upon Ratification
2015 Profit-Sharing Pre-Payment	\$1,500	December 2015
Competitiveness Bonus	\$250	December 2015
Profit Sharing	TBD	March 2016
Inflation Protection	\$1,500	June 2016
Competitiveness Bonus	\$250	December 2016
Profit Sharing	TBD	March 2017
Inflation Protection	\$1,500	June 2017
Competitiveness Bonus	\$250	December 2017
Profit Sharing	TBD	March 2018
Inflation Protection	\$1,500	June 2018
Competitiveness Bonus	\$250	December 2018
Profit Sharing	TBD	March 2019
Inflation Protection	\$1,500	June 2019
<b>TOTAL</b>	<b>\$17,000 In addition to wage progression</b>	<b>Four-Year Contract</b>

\*In last four years profit sharing was worth \$30,000 for a typical worker.

<b>In-Progression wage gains</b>			
<b>Current seniority</b>	<b>Current wage</b>	<b>Wage increases over 4 years*</b>	<b>New money from wage progression over 4 years</b>
Less than 1 year	\$15.78	\$6.72	\$31,470
1-2 years	\$16.66	\$7.34	\$36,109
2-3 years	\$17.53	\$8.47	\$41,870
3-4 years	\$18.41	\$9.59	\$48,589
4-5 years	\$19.28	\$10.42 or more	\$56,181
Traditional production wage varies by classification based on 2,080 straight-time hours			

**210a**

# Significant Economic Improvement

## New Path to Traditional Wages

New Progression		Start	1 yr	2 yrs	3 yrs	4 yrs	5 yrs	6 yrs	7 yrs	8 yrs
		\$17.00	\$18.00	\$19.50	\$21.00	\$22.50	\$24.00	\$26.00	\$28.00	Traditional wage
<b>Years of Service</b>	<b>Current Wage</b>	<b>Wage increases by years of service - First increase upon ratification, followed by increases on each seniority anniversary date</b>								
Less than 1 year	\$15.78	\$17.00	\$18.00	\$19.50	\$21.00	\$22.50	\$24.00	\$26.00	\$28.00	Traditional wage
1-2 years	\$16.66	→	\$18.00	\$19.50	\$21.00	\$22.50	\$24.00	\$26.00	\$28.00	Traditional wage
2-3 years	\$17.53	→		\$19.50	\$21.00	\$22.50	\$24.00	\$26.00	\$28.00	Traditional wage
3-4 years	\$18.41	→			\$21.00	\$22.50	\$24.00	\$26.00	\$28.00	Traditional wage
4-5 years	\$19.28	→				\$22.50	\$24.00	\$26.00	\$28.00	Traditional wage
Upon reaching traditional wage, In-Progression members will continue wage progression in accordance with the traditional wage chart on page 2										

### 210a

The new hire wage and wage progression rates for all, regular non-temporary production employees hired, rehired or reinstated in Assembly, Powertrain, Stamping and PS&L facilities after the effective date of this agreement is as follows:

	Rate at hire and ongoing
At hire	\$17.00
After 12 months	\$18.00
After 24 months	\$19.50
After 36 months	\$21.00
After 48 months	\$22.50
After 60 months	\$24.00
After 72 months	\$26.00
After 84 months	\$28.00

# Significant Economic Improvement

## Workers win ratification bonuses - 396-397c

Active, full-time employees, LTS Employees converted to In-Progression as a result of this agreement, seniority employees affected by a reduction in force actively working as temporary employees, employees on temporary lay-off, employees on Indefinite Lay-Off (ILO) excluding those employees coded VC, employees on leave pursuant to Family and Medical Leave (FMLA), on leave of absence beginning not earlier than 90 days prior to the date of this agreement will receive a lump-sum ratification bonus payable in the second pay period following official notification to the company of ratification.

Eligibility Date	Amount
All eligible seniority employees	\$8,500
All eligible laid-off employees	\$8,500
All temporary employees with 90 days of employment	\$2,000

## Inflation protection lump-sums - 18a

Negotiators were able to protect eligible members from inflation with a \$1,500 Inflation Bonus lump-sum payment in each year of the agreement. Eligible employees are defined as:

- Active with seniority.
- On temporary layoff status.
- On Family and Medical Leave Act leave.
- On leave of absence that began not earlier than 90 days prior to the eligibility days.

Eligibility and payments dates are as listed below:

Eligibility Date	Amount	Payable During Week Ending
May 15, 2016	\$1,500	June 12, 2016
May 15, 2017	\$1,500	June 11, 2017
May 15, 2018	\$1,500	June 10, 2018
May 15, 2019	\$1,500	June 9, 2019
<b>Total</b>	<b>\$6,000</b>	

## Competitiveness bonus - 54-55c

The company recognized the significant contributions by hourly workers to the success of the business by agreeing to continue the Competitiveness Bonus for eligible seniority workers. Eligibility and payments dates are as listed below:

Eligibility Date	Amount	Payable During Week Ending
Nov. 15, 2015	\$250	Dec. 13, 2015
Nov. 15, 2016	\$250	Dec. 11, 2016
Nov. 15, 2017	\$250	Dec. 10, 2017
Nov. 15, 2018	\$250	Dec. 9, 2018
<b>Total</b>	<b>\$1,000</b>	

## Premium for Sunday work improved - 19a / 119a

Work on a calendar Sunday will be compensated at double time, regardless of whether the employee attained 40 hours in the work week. This language does not apply to those on Alternative Work Schedules, whose regular day worked (RDW) is on Sunday.

## Pay for short-term - 22a military duty improved

Those who serve in our armed forces reserves or National Guard will now be paid the difference in their Ford pay from their military pay for up to 30 days of short-term military duty, an increase of 15 days.

## Pay shortages procedure set - 252c

The company agreed to address the procedure for correcting pay shortages in excess of four hours. Upon the employee's request, the shortage can be processed as either a separate payment or as part of the regular payroll process. The payment will be prepared with normal deductions and either processed via pay card or direct deposit.

# Product Commitment 18-21 unpub

*8,500 new or secured jobs as a result of  
\$9 billion in investment by the end of the agreement*

During these negotiations, your UAW bargaining team called on the company to commit to greater levels of investment in the United States and to secure UAW jobs. As a result, the committee secured \$9 billion in product commitments and other investments. It is expected that these investments will result in at least 8,500 new or secured jobs.

Assembly Operations	
Plant	New Product
<b>Chicago Assembly</b> \$900 million investment	<ul style="list-style-type: none"> <li>All-new Explorer</li> <li>All-new Police SUV Interceptor</li> <li>New product to be added</li> <li>Taurus will continue through its product lifecycle</li> </ul>
<b>Dearborn Truck</b> \$250 million investment	<ul style="list-style-type: none"> <li>F-150 Truck will continue</li> <li>New Raptor to be added</li> </ul>
<b>Flat Rock Assembly</b> \$400 million investment	<ul style="list-style-type: none"> <li>Mustang will continue</li> <li>All-new Lincoln Continental</li> <li>Fusion continues through its current product lifecycle (based on market demand)</li> <li>Plastic operations will balance out</li> </ul>
<b>Kansas City Assembly</b> \$200 million investment	<ul style="list-style-type: none"> <li>F-150 Truck will continue</li> <li>Transit will continue</li> </ul>
<b>Kentucky Truck</b> \$600 million investment	<ul style="list-style-type: none"> <li>All-new Super Duty</li> <li>Expedition/Navigator continues with major investment</li> <li>Instrument Panel, Cooling Module, Rear Door Subs to be insourced</li> </ul>
<b>Louisville Assembly</b> \$700 million investment	<ul style="list-style-type: none"> <li>All-new Escape</li> <li>Current model MKC will balance out to allow capacity for Escape</li> </ul>
<b>Michigan Assembly</b> \$700 million investment	<ul style="list-style-type: none"> <li>New product to be added in 2018</li> <li>Additional product planned no later than 2020</li> <li>The integrated stamping plant will continue to support plant production as previously announced, the Focus and C-Max will balance out.</li> </ul>
<b>Ohio Assembly</b> \$250 million investment	<ul style="list-style-type: none"> <li>Medium Truck continues</li> <li>E-Series Cutaway and Stripped Chassis continues</li> <li>New product to be added</li> </ul>

# Product Commitment

Engine Operations	
Plant	New Product
<b>Dearborn Engine</b> \$50 million investment	<ul style="list-style-type: none"> <li>• 2.0L I4 engine will continue, with upgrade</li> </ul>
<b>Cleveland Engine</b> \$150 million investment	<ul style="list-style-type: none"> <li>• 3.7L TiVCT engine will continue, with upgrade</li> <li>• 3.5L GTDI V6 engine will continue, with upgrade</li> <li>• 2.0L /2.3L GTDI engines will continue, with upgrades</li> </ul>
<b>Lima Engine</b> \$250 million investment	<ul style="list-style-type: none"> <li>• 3.5L TiVCT engine will continue, with upgrade</li> <li>• 2.7L engine will continue, with upgrade</li> <li>• 2 new V6 engine displacements</li> </ul>
<b>Romeo Engine</b> \$150 million investment	<ul style="list-style-type: none"> <li>• 5.2L engine will continue, with upgrade</li> <li>• 6.2L engine will continue, with upgrade and new displacement to support Super Duty</li> <li>• 5.0L Block and Con Rod continue</li> <li>• Add head machining module</li> </ul>
<b>Woodhaven Forging</b>	<ul style="list-style-type: none"> <li>• Current engine family forgings will continue</li> </ul>

Transmission and Driveline Operations	
Plant	New Product
<b>Livonia Transmission</b> \$1.8 billion investment	<ul style="list-style-type: none"> <li>• 6R80 transmission will continue</li> <li>• Add three new transmissions</li> <li>• Add gear machining</li> </ul>
<b>Sharonville Transmission</b> \$900 million investment	<ul style="list-style-type: none"> <li>• 6R140 transmission will continue</li> <li>• 6R/6F gear machining will continue</li> <li>• New transmission family</li> <li>• Gear machining for two new transmissions</li> </ul>
<b>Van Dyke Transmission</b> \$650 million investment	<ul style="list-style-type: none"> <li>• 6F/6FM transmissions will continue</li> <li>• HF 35 transmission will continue</li> <li>• Add three new transmissions</li> </ul>
<b>Rawsonville</b> \$50 million investment	<ul style="list-style-type: none"> <li>• FHEV batteries will continue</li> <li>• Coil on Plug, AIS, and Carbon Canisters will continue</li> <li>• 6F/HF35 Kitting will continue</li> <li>• Sequencing for DTP will continue</li> <li>• 6R140 Oil Pump will continue</li> <li>• National parties agree to initiate seating study at the local level</li> </ul>
<b>Sterling Axle</b> \$400 million investment	<ul style="list-style-type: none"> <li>• Legacy axles and RDU will continue</li> <li>• Investment in Expedition/Navigator axles</li> <li>• All-new Explorer axle</li> </ul>



# Product Commitment

Stamping Plants	
Plant	New Product
<b>Buffalo Stamping</b> \$30 million investment	<ul style="list-style-type: none"> <li>Stampings for Edge/MKX will continue</li> <li>Stampings for all-new Super Duty</li> <li>Stampings for Expedition/Navigator</li> </ul>
<b>Chicago Stamping</b> \$200 million investment	<ul style="list-style-type: none"> <li>Stampings for Explorer and Transit will continue</li> <li>Stampings for new Explorer and new product</li> </ul>
<b>Dearborn Stamping/ Dearborn Diversified Manufacturing</b> \$80 million investment	<ul style="list-style-type: none"> <li>New press line</li> <li>New hydroform press and two machining lines to be added</li> <li>Stampings/hydroforming and sub-assemblies for F-150 will continue</li> <li>Stampings/hydroforming for all new Super Duty</li> </ul>
<b>Woodhaven Hot Metal-Forming Plant</b> (Formerly Woodhaven Stamping) \$300 million investment	<ul style="list-style-type: none"> <li>Five new metal-forming lines and new laser cells</li> </ul>

## Plant Closing and Sale Moratorium

UAW negotiators won language that extends the moratorium for the duration of the 2015 national agreement.

## Sourcing

### Moratorium on Outsourcing

The UAW won language which strengthens the moratorium on outsourcing and extends the **33 unpub** moratorium for a minimum of the life of the 2015 national agreement. This language protects our members from company-mandated attempts to outsource existing work and strengthens the union's ability to ensure job security.

### Sourcing communication improved for local UAW leadership - **143a**

Your bargaining team recognized the need for stronger communication

between local union leadership and the company on sourcing issues. Under the new language, it will be mandatory for the company to meet with local chairpersons prior to any sourcing action. The company must also provide written verification and an ongoing status of the anticipated action in the regularly scheduled local sourcing meetings.

### Sourcing representatives get more access to supplier information - **156c**

Union negotiators also won the opportunity to obtain important supplier information and access to company studies to aid in business case development for our UAW-Ford facilities.

### Training, quality to be used for more favorable business cases - **138a**

To aid in winning future work for our UAW-Ford facilities, the union improved annual training opportunities for our local sourcing representatives. It also won the ability to use supplier quality issues to obtain more favorable business cases.

### Veterans Day observed on date of federal holiday

In order to permit our veterans to participate in Veterans Day events, your negotiating team was able to have the Veterans Day holiday switched to coincide with the date of the federal holiday. **23a**

# Health Care Protected, Benefits Improved

## *In-Progression employees to get same health care coverage as Traditional employees*

Your bargaining team was successful in achieving major health care gains for all members. The benefit design exceeds the national average of health care benefits provided by large employers. The ability to keep our benefits without the premium share keeps money in our members' pockets.

### **No deductibles, - 12f / 18f no co-insurance for In-Progression employees**

Under the proposed agreement, In-Progression employees will be moved into the Traditional employees' health care plan, including full dental and full vision coverage, once they reach their 90th day of employment. The three-year waiting period for full dental and the five-year waiting period for full vision coverage is eliminated for In-Progression employees.

In-Progression employees will no longer pay annual deductibles and co-insurance. In addition, the Traditional plan does not have the annual out-of-pocket costs of \$1,000 for single coverage and \$2,000 for family coverage.

**369c** An emergency room co-pay of \$100 and an urgent care co-pay of \$50 will apply as part of the Traditional coverage. (These co-pays were added to the Traditional level of benefits in 2011). The emergency room co-pay is waived if the patient is admitted to the hospital or observation care. In-Progression employees will also be able to enroll in any of the HMO plans currently available to Traditional members.

### **Same sex domestic partners**

FMLA and bereavement benefits continue through the legal transition period. **300-304c**

### **Other significant benefit improvements achieved by your bargaining committee include:**

- 7c** • Enhanced coverage for Autism
- Coverage for medically necessary non-experimental allergy testing and immunotherapy services
  - Coverage for Insulin pumps and Continuous Glucose Monitoring Systems (CGMS)
  - Coverage for injections in a provider's office where therapeutically appropriate
  - Coverage for observation care immediately following outpatient surgery or diagnostic testing
  - Routine services associated with approved clinical trials now covered
- 37c** • Increase in non-participating hospital coverage
- 45f** • Age restriction eliminated for speech therapy
- 6f** • Increase in hearing aid coverage from \$2,000 to \$2,200
- 368c** • Coverage for urgent care facility fees

### **Prescription drugs - 4-6f**

The generic drug co-pays will now be \$6 for retail and \$12 for mail order. All other co-pays remain the same. Your bargainers were successful in eliminating the 3 percent prescription drug co-pay escalation clause. Therefore, the prescription drug co-pays will not change during the life of the agreement. Prescription drug tools, selected by the pharmacy benefit manager, will replace the existing tools. **60 unpub**

### **Preventative services will not be impacted by ACA changes**

Your bargaining team was successful in negotiating an agreement that pre-

**53f**

ventive services required by the Affordable Care Act (ACA) will continue to be covered, even if the ACA is repealed or modified. Your bargaining team was also successful in securing a 90-day eligibility period for health care coverage, whether or not the ACA is in effect, eliminating the language referring to the seven-month waiting period.

### **Lasik surgery coverage added - 29-30f**

In a continuous effort to enhance negotiated health care benefits for our members, there will now be a \$295 contribution made for the cost of Lasik vision surgery.

### **Telemedicine - 358c**

The parties agree to study and implement a nationwide, voluntary telemedicine benefit with a maximum of \$10 co-pay during the term of this agreement.

### **Excise tax implications - 122c**

The parties discussed the excise tax to be imposed under the Affordable Care Act on high-cost employer sponsored health care plans starting in 2018. If a plan will trigger this tax, members who voluntarily remain in such a plan where there is an alternative plan available will be subject to a maximum annual deductible of up to \$400 for single coverage and up to \$800 for family coverage.

### **Family Days maintained 126-127c**

Seniority members will continue to receive two family days for the life of the 2015 agreement.

# Group Insurance Benefits Improved

Recognizing that life insurance is an important part of your family's financial security, your bargaining team was successful in negotiating improvements in these benefits.

## Dependent life - 29e

Coverage was extended to dependents up to age 26, unless the dependent is totally and permanently disabled.

## Basic life insurance - 42c

Your bargaining team was successful in negotiating post-retirement life insurance for skilled trades direct hires and existing new Traditional employees. Previously, these full-time employee groups did not receive this benefit.

## Optional life insurance - 35-37e

The union negotiated improvements for members who have chosen to participate in the optional life program. The maximum amount of coverage increased from \$500,000 to \$600,000. The beneficiary class was expanded to include siblings, if a member does not have a spouse or child(ren). Bargainers also won premium decreases for all levels of optional life coverage.

## Accelerated Benefits Option (ABO) - 11-13e

The Accelerated Benefits Option, which allows for terminally ill employees to access their life insurance prior to death, has been improved. For active employees who are terminally ill or have up to 12 months to live, ABO was increased from 50 percent to 80 percent of the basic life insurance. The maximum amount of the accelerated benefit is \$500,000 from basic life and optional life combined.

# Supplemental Unemployment Benefit (SUB) Fund Fully Replenished

## SUB weeks replenished

Your bargaining committee was successful in getting SUB weeks fully replenished. Upon ratification of this agreement, any employee who used SUB during the life of the 2011 agreement will have their SUB weeks fully replenished to the following amounts:

Traditional Employees	
1 but less than 10 years	26 weeks of SUB
10 but less than 20 years	39 weeks SUB/39 weeks TAP
20 or more years	52 weeks SUB/52 weeks TAP

In-Progression Employees	
1 but less than 3 years	13 weeks of SUB
3 or more years	26 weeks SUB

25g

The company has agreed to renew SUB cap maximum benefits liability during the term of the agreement.

## Retiree Bonus 197c

### Retiree, surviving spouse bonuses negotiated

The UAW has a proud tradition of remembering our retirees. We are pleased to convey that we've been able to bargain \$250 for each retiree in each year of the agreement or \$125 each year for surviving spouses. Payment will be by cash or cash equivalent (e.g., gift card). The first payment will be made on or around March 31, 2016. The following payments will be made December 2016, and subsequent payments in December 2017 and 2018.

In addition, retirees and surviving spouses will once again be able to utilize the newly negotiated Legal Services Plan.

# Profit Sharing 16h

## *Strong profit sharing formula maintained, cap removed, \$1,500 early payment*

This proposed tentative agreement delivers substantial wage increases for all. But wages are not the only form of compensation we bargain for. One of the best tools for delivering money to our members in recent times has been profit sharing. In 2011, your bargaining team developed and negotiated a new profit-sharing formula which is simple and transparent. The formula generates \$1 for each \$1 million in North American profit that Ford publicly reports and has been a big success, with UAW-Ford members earning in excess of \$30,000 since it was implemented. On average, these payouts have added more than \$3.60 per hour to our compensation each year. Because it is such an important source of income, your committee was determined to defend the profit-sharing plan. As a result of their efforts, the formula was preserved for the next four years.

The bargaining committee also **removed the cap** on the amount of company profits captured in our profit-sharing plan. In the 2011 agreement, we would not have been paid on any profits above \$12 billion. That is no longer the case. The cap is eliminated, allowing UAW-Ford members to truly share in all of the upside when times are extremely good.

<b>Profit-Sharing Example: \$7.5 billion N. American Profit</b>		
Formula	Payout	Per hour
<b>\$1 profit sharing</b> per <b>\$1 million profit</b>	 <b>\$7,500*</b> avg. per year	<b>=</b> <b>\$3.60</b> avg. per hour

**272-273c**

\*Individual payouts vary based on compensated hours

In recognition of the valuable role UAW-Ford members have played in the company's financial success during 2015, a profit-sharing pull-ahead payment of \$1,500 has been negotiated. This payout is for all eligible UAW-Ford members who have at least 400 compensated hours so far during calendar year 2015. The remaining portion of the 2015 payout will be made under the normal profit-sharing payout timeframe (approximately mid-March 2016).

### **Enterprise-wide offer of retirement/separation 119c**

**Your bargaining team secured special retirement and separation programs for select eligible skilled trades workers and all other hourly employees. The programs, the Special Retirement Incentive and the Special Termination of Employment Program, will provide gross lump-sum incentive payments of \$70,000. Timing of these programs will be determined by the parties.**

### **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.

# Job Security Program

## *Return to zone of hire and job security for In-Progression workers among big gains*

Your UAW bargaining team at Ford understood many of the hard sacrifices our members made during the downturn in the auto industry. Our objective in this set of negotiations was to not only add language that allows members to return to their zone of hire before Ford hires from the street, but to provide greater job security for all hourly workers. Additionally we focused on getting members greater rights to bid on jobs, provide improved job security options in the case of mandatory job offers and allow those skilled workers who declined job offers in the past an avenue to return to their trade.

### **Return to zone of hire for Ford, former ACH and former temporary workers - 346-348c**

Your negotiators won new language which allows Ford hourly workers, including former ACH and former temporary workers who elected an out-of-zone opportunity since March 13, 2009, the opportunity to return to their original zone of hire even if their current facility does not have a surplus situation. Following ratification, a one-time, 30-day sign-up window will be identified, during which eligible workers may voluntarily elect to be placed on a list to return to their zone of hire. The company will then be required to extend an offer to eligible workers before hiring from the street in facilities of that zone.

### **Return to Basic Unit-115-127a rights restored within Step 1**

Your bargaining team fought and won the right for Return to Basic Unit rights to be restored at the top of the Preferential Placement Hierarchy within Step 1 for production and skilled trade hourly workers.

### **Moving allowances increased, improved - 32-34a**

Your negotiating team was successful in winning the following improvements in moving allowances:

- The Basic Moving Allowance increases from \$4,800 to \$5,000.
- Workers who apply for the Enhanced Moving Allowance and who are subsequently forced to another facility in-zone prior to achieving the final payment of \$8,000, will still receive the final payment of \$8,000 after one year.

- A total of \$30,000 for the Modified Enhanced Moving Allowance will now be paid over two years instead of three years.

- Workers who took a Modified Enhanced Moving Allowance and choose to Return to Basic Unit will now receive \$5,000, which will be provided as an up-front lump sum.

### **In-Progression workers win moving allowance eligibility**

In-Progression hourly workers who transfer under the Preferential Placement Hierarchy of Appendix N and Return to Basic Unit rights of Appendix O, will now be eligible for Basic, Enhanced or Modified Enhanced Moving Allowances. **32-34a**

### **Improved job security options during mandatory job offers - 115-127a**

Hourly production workers faced with a mandatory job offer will now have an option to bump temporary workers in their same zone rather than being placed on Indefinite Layoff with no pay and no benefits. Hourly skilled trade workers faced with a mandatory job offer will now have an option to go to a production position while maintaining their skilled Date of Entry and their recall rights to their trade classification.

### **Rehire consideration for skilled trades working in production - 312c**

Hourly skilled trade workers who declined a mandatory job offer in the past and lost their Date of Entry and recall rights may be given consideration to be hired back into their trade at

their current location. Negotiators recognized that many of these trades workers were faced with tough decisions during the auto downturn and should receive an opportunity to return to their tools.

### **Job security won for 106-114a In-Progression workers**

Appendix M provides job placement and special programs to assist workers who face an indefinite layoff or who are otherwise defined as surplus. Your UAW bargaining team fought and won the right for In-Progression hourly workers to sign up for job postings specified within the Preferential Placement Hierarchy of Appendix N. Additionally, In-Progression workers will now establish Return to Basic Unit rights as defined within Appendix O.

### **Preferential placement hierarchy steps for out-of-zone job 115-127a opportunities improved**

Active seniority workers will now have the opportunity to bid on out-of-zone job opportunities in the same step as surplus workers at their location.

**Entry level hired prior to October 24, 2011, convert to New Traditional 26unpub**

Entry-level workers hired prior to the effective date of the 2011 UAW-Ford CBA will be converted to New Traditional status upon the effective date of the 2015 UAW-Ford CBA.

# Retirement/TESPHE Improvements

Your bargaining committee was successful in gaining a significant improvement in the company contribution to the TESPHE for our members who currently have a 4 percent contribution rate. With the new agreement, In-Progression employees whose company contribution is at 4 percent will now be increased to 6.4 percent. An example of this improvement, based on a 40-hour work week can be found on the table below.

Wage Rate Per Hour	Annual Contribution @ 4% based on 40 hours	Annual Contribution @ 6.4% based on 40 hours	Annual Increase in Company 401(k) Contribution	Increase in Company Contribution over Life of Agreement	Total 401(k) Contribution over life of the agreement including \$1 in lieu of Health Care Contribution
\$17.00	\$1,414.40	\$2,263.04	\$848.64	\$3,394.56	\$17,372.16
\$18.00	\$1,497.60	\$2,396.16	\$898.56	\$3,594.24	\$17,904.64
\$19.00	\$1,580.80	\$2,529.28	\$948.48	\$3,793.92	\$18,437.12
\$20.00	\$1,664.00	\$2,662.40	\$998.40	\$3,993.60	\$18,969.60
\$21.00	\$1,747.20	\$2,795.52	\$1,048.32	\$4,193.28	\$19,502.08
\$22.00	\$1,830.40	\$2,928.64	\$1,098.24	\$4,392.96	\$20,034.56
\$23.00	\$1,913.60	\$3,061.76	\$1,148.16	\$4,592.64	\$20,567.04
\$24.00	\$1,996.80	\$3,194.88	\$1,198.08	\$4,792.32	\$21,099.52
\$25.00	\$2,080.00	\$3,328.00	\$1,248.00	\$4,992.00	\$21,632.00
\$26.00	\$2,163.20	\$3,461.12	\$1,297.92	\$5,191.68	\$22,164.48
\$27.00	\$2,246.40	\$3,594.24	\$1,347.84	\$5,391.36	\$22,696.96
\$28.00	\$2,329.60	\$3,727.36	\$1,397.76	\$5,591.04	\$23,229.44
\$29.00	\$2,412.80	\$3,860.48	\$1,447.68	\$5,790.72	\$23,761.92
\$30.00	\$2,496.00	\$3,993.60	\$1,497.60	\$5,990.40	\$24,294.40
\$31.00	\$2,579.20	\$4,126.72	\$1,547.52	\$6,190.08	\$24,826.88
\$32.00	\$2,662.40	\$4,259.84	\$1,597.44	\$6,389.76	\$25,359.36
\$33.00	\$2,745.60	\$4,392.96	\$1,647.36	\$6,589.44	\$25,891.84
\$34.00	\$2,828.80	\$4,526.08	\$1,697.28	\$6,789.12	\$26,424.32
\$35.00	\$2,912.00	\$4,659.20	\$1,747.20	\$6,988.80	\$26,956.80

32i

## Defined-contribution plan improvement

### Lump-sums can be - 19i deposited into TESPHE

Hourly members will now have the option of depositing their lump-sum bonuses into TESPHE similar to the option that exists with profit-sharing lump sums.

### TESPHE and new hires 359c / 17i

New hires will now be able to immediately deposit elective contributions into their TESPHE account, effective Jan. 1, 2016. Also effective on Jan. 1, new hires will receive the \$1/hour supplemental contribution from date of hire instead of waiting 90 days. To increase understanding of the benefits and features of the plan, TESPHE education will be provided for new hires during orientation.

### Loan repayments now more flexible - 56-57i

The company demanded to drastically restrict TESPHE loan options. Your bargaining team instead won more flexibility for certain bona fide leaves. Those taking loans from their TESPHE account may be able to have their repayments suspended for up to one year for certain non-military leaves of absence. Interest will continue to accrue and the loan must be repaid within the original repayment period.

### Company TESPHE - 33-34i contributions for military leave increased

Currently, the company will contribute to TESPHE following a qualified military leave for up to five years, upon reinstatement. Bargainers won language that increases this to up to eight years.

### New investment options to be studied - 18c / 262c

The company agreed to jointly explore the feasibility of adding investment options in TESPHE, such as a brokerage window and an annuity option.

### Automatic enrollment and automatic escalation features added - 355-356c

Recognizing the importance of saving for retirement, the parties agreed to an automatic enrollment for TESPHE for employees who are not currently contributing. Auto enroll will apply one time only, and all employees will be able to easily opt-out if they choose not to participate. Affected employees will be given a minimum of 45 days' notice before the initial contribution is deducted. Employees who remain in auto enroll

Continued on page 15

# Retirement/TESPHE Improvements

Your UAW bargaining team won a number of improvements in our UAW-Ford Pension Plan and the UAW-AAI Pension Plan that improve our members' retirements.

## Defined-benefit plan improvements

### Rules eased for 100% survivor option - 97d

Rules were revised for those who wish to provide 100 percent of their pension benefit to their survivor. The requirement that the member had to live to the effective retirement date was eliminated for these workers.

### Social Security attorney fee reimbursement increased

Bargainers won an increase in the amount reimbursable for attorney fees for retirees when applying for Social Security Disability to \$6,000, up from \$5,300.

### Better communication and coordination 225c,229c,354c

Your negotiators successfully argued for better communication by the company regarding plan eligibility rules and deadlines. Bargainers also won an agreement to jointly discuss improvements to the N.E.S.C. call center and easier retiree access.

There is also a commitment from the company to better coordinate worker's compensation benefits and credited service.

### Flexibility on employment - 99c during disability retirement won

Negotiators won an agreement to amend the plan so that certain outside

employment while on disability retirement will not affect eligibility.

### Credited service for - 25d military leave increased

Those serving our country will now be credited with up to eight years of service while on qualified military leave, up from five years.

### Credited service eligibility for layoff, medical leave - 19d

Time worked in the prior calendar year will now also be counted toward the requirement that a member has to work at least 170 hours in a calendar year in order to receive credited service while on layoff or company-approved medical leave.

### AAI defined-benefit plan improved - 377c

A pop-up feature was added to the AutoAlliance International (AAI) Retirement Plan for current Ford employees with AAI service who retire after Jan. 1, 2016. Members who retire prior to age 62 and 1 month who have combined AAI and Ford service of at least 30 years or have combined age and service greater than or equal to 85 points will have their benefit re-determined at age 62 and 1 month without any early age reduction. This is a feature that exists in the UAW-Ford Pension Plan, but was not part of the AAI Plan.

### UAW Secures Pension Benefit Restoration and Protections - 164-165c

In 2006, Congress passed the Pension Protection Act (PPA), which imposed several regulatory burdens and requirements on defined benefit pension plans. Among the PPA's significant burdens, was a requirement that pension plans adopt language providing for the suspension of certain pension benefit payments or pension benefit accruals should the plan's funding level fall below certain thresholds. Hardly protecting workers' pensions, the PPA

further provides that employers are not required to restore lost benefit accruals or make pensioners whole for losing out on certain suspended pension benefits once a pension plan's funding returns to specified levels. The union fought against such funding-based limitations on pension plan benefits and payments when the PPA was debated in Congress, and has since pushed employers to take all measures necessary to protect our members' accrual of pension service and other contractual pension benefits.

In response to the threats to retirement security the PPA poses to

our pension benefits, the union secured groundbreaking protections for our members and their pension benefits. The new agreement provides that should the pension plan fall below certain funding levels requiring suspension of benefit accruals or payments of certain types of pensions – such as plant closing benefits – once the pension plan's funding level returns to legally required levels, the company will retroactively restore benefit accruals that were not permitted to accrue and will make retroactive payment of any plant closing benefits that were not permitted.

### Continued from page 14

will have 3 percent of their eligible wages deducted as an elective contribution to their TESPHE account.

The enrollment includes an automatic escalation of the rate by 1 percent each year, until the contribution rate reaches

6 percent. Employees can opt out of the program at any time.

### Post-employment ancillary benefits - 105c

Those employees with a defined contribution benefit will now be eligible for post-employment benefits

such as life insurance, vehicle discount plans, legal services and accrued vacation payout if they terminate employment with 30 years of seniority, or 10 years of seniority and are age 55 or older.

# Skilled Trades

## *Improved opportunities for apprentices, tool-and-die investment, outside contracting language, technology, training center*

Entering these negotiations, your bargaining committee set three main goals: (1) to secure traditional opportunities; (2) to enhance skill sets; and (3) to provide our members with greater apprenticeship opportunities. We secured skilled trades opportunities by requiring Ford Land, Material Planning & Logistics and Division Manufacturing Engineering to provide advance notification on upcoming projects to the local parties. We also secured significant investment for tool rooms across Ford facilities and at Dearborn Tool and Die. Turning our attention to enhancing skill sets, we made it clear to the company that we were not interested in any further consolidation of trades. Moving forward, we were able to secure the “Master of License” designation at a rate of \$1.50 above base rate. All trades that are required by federal, state or local ordinances will now have wages paid for testing and travel. Just as important was providing skilled trades opportunities to our membership. Realizing the difficulties around testing for apprentice wait lists, we were able to negotiate a new process where any interested member may be placed on the wait list by successfully completing the new “Industrial Readiness Program.” Last, we negotiated an improved forecasting methodology that could result in the company indenturing approximately 1,200 apprentices over the life of the agreement.

### **New apprentice eligibility process developed - 6b**

A newly negotiated apprentice eligibility process is designed to greatly improve the opportunities for our members to move into the skilled trades. All members interested in apprenticeship opportunities at their locations may gain entrance into an apprenticeship by completing the new “Industrial Readiness Certificate Program,” which requires the successful completion of accredited classes from local colleges. The National Joint Apprenticeship Committee commits to implementing the program within the first quarter of 2016 or as soon as practical. The current testing program will continue for a short period of time at certain identified locations until the new process is implemented.

### **New methodology results in adding approximately 1,200 apprentices - 166c**

An improved method for forecasting future apprentice and trade needs was secured by your negotiators. This improvement could result in adding approximately 1,200 apprentices by the end of the agreement.

### **Tuition, book fees now paid for apprentices, reskillers - 13b / 184c**

Apprentices and reskillers will now have their tuition and books invoiced

together with no more out-of-pocket costs associated with the rising cost of books and tuition.

### **No skilled trades - 317c classifications consolidation**

Your negotiators resisted the company’s attempt to further consolidate skilled trades classifications. Additionally, your negotiators did not allow for any further skilled classifications to be placed in the “do not repopulate” designation.

### **Tool boxes and tool sets provided for apprentices and reskillers - 35c / 184c / 11b**

Apprentices and reskillers will be able to requisition an appropriate trade-specific, American-made tool box and trade-specific standard tool set. Tool boxes and tool sets become the property of the apprentice/reskiller upon graduation/completion of the program.

### **Company to cover more skilled trades licensing fees and wages - 22c**

Skilled trades will now have wages paid for testing and travel time. Additionally, skilled trades license language improvements include covering costs for application fees, testing fees, renewal fees, code update fees for licenses required by federal, state or local ordinances in order to perform their specific jobs.

### **Outside contracting - 238c language strengthened**

Your skilled trades bargaining team took on the problem of support organizations such as Ford Land, Material Planning & Logistics and Division Manufacturing Engineering bypassing our trades members by not providing notification of upcoming projects. Under the new language won by the committee, Ford support organizations are now required to notify the plant of all upcoming project plans developed outside the plant. Our local UAW leadership will now have the opportunity to review the proposed work so the local union can determine if it can perform the work.

### **Master of License receives increase - 205c**

Skilled trades workers who hold a “Master of License” designation and have surrendered his/her license for the company facility will receive an additional \$1.50 per hour above the base rate of pay as per maintaining compliance for permits in all project work.

### **\$35 million investment for Tool and Die - 73c**

The committee negotiated a \$35 million investment in new process equipment/technology and building upgrades at Dearborn Tool and Die to further validate and support die construction.



# Skilled Trades

## **\$5 million investment for tool-room effectiveness across all facilities - 361c**

Recognizing the need for upgraded and modern equipment in tool rooms at company facilities for our skilled trades, the committee negotiated a \$5 million investment.

## **\$40 million investment for Technical Training Center - 390c**

During these negotiations, your bargaining team secured \$40 million in capital investments to upgrade and modernize the Technical Training Center (TTC). This investment is important to the ongoing viability of the UAW-Ford Apprentice Program.

## **Enhanced skilled trades training and maintenance work - 394c / 117c**

In an effort to satisfy the increasing technological demands placed upon skilled trades, your negotiating team secured a commitment that each location will develop a comprehensive training plan that 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, shall include items such as infra-red, vibration analysis, spindle repair and robot refurbishment.

## **Integrated Control Systems no longer a pilot program - 158c**

This classification is no longer a pilot and will be launched to all applicable

facilities. The UAW-Ford Technical Training Center has invested in both the equipment and associated training modules to conduct this training and the union and company agree is the appropriate location to host the training. Locations outside southeast Michigan may elect to utilize approved vendor training to certify these electricians.

## **Skilled work team leaders language enhanced - 202c**

The Maintenance Work Teams (MWT) language has been strengthened and now empowers the team leaders to work with the team members to coordinate/allocate work assignments, order parts, overtime scheduling, downtime planning, material logistics and schedule preventative maintenance.

# Quality

## *Our input strengthened to continue 'Best in Class' quality*

Hourly workers understand that our input is invaluable in order for the company to have a "Best in Class" quality program. Your negotiating team won language that continues to ensure that we will have a voice and the information we need to make sure quality is built into the products we manufacture.

## **Chartering process included in contract 149-150a**

For the first time, language that holds Ford accountable for the Appendix Q chartering process was included in our contract. The effect of the language is to ensure that elements required to support a "Best in Class" quality program such as mission statements, roles and responsibilities, and quality operations and procedures, are enforceable.

## **Visibility of UAW-built quality reaffirmed 156a**

We're proud of the products we build. Negotiators won language that reaffirms Ford's commitment to let the public know about UAW quality through events such as auto shows, sporting activities, community activities and charitable events.

## **Six Sigma certification advanced - In charter**

As a result of the current contract, many hourly workers underwent Six Sigma Blackbelt training to become problem

solvers and help drive quality. Your bargainers won language that ensures a process will be developed to ensure they and future hourly workers who take Blackbelt training will be certified. The local and national parties will monitor the certification process.

## **Access to more information won - 286c**

UAW quality representatives will now have greater access to company information, including launch and manufacturing production schedules, as well as product mix, if applicable, at their respective facilities.

## **Third-party suppliers must meet quality standards 284c**

The bargaining team won language ensuring the union's ability to monitor the quality and reliability of third-party suppliers. UAW quality representatives will now be notified when those suppliers perform work. The company will provide timely information concerning the purpose, scope and expected duration of the work and its impact on quality. This new language will help ensure that third-party supplier work is in compliance with our quality standards.

# Health and Safety

## Negotiators win improvements and new programs designed to protect us on the job

Your elected negotiators place the utmost priority on your safety and gained additional training, new programs, and improvements in existing programs to help keep you safe on the job. Your bargaining team continued to ensure that many of our health and safety programs and initiatives go beyond what state and federal guidelines call for, because we recognize that we need to be innovators and leaders when it comes to protecting our brothers and sisters.

Negotiators addressed a variety of complex health and safety concerns in this set of negotiations, including ergonomics, emergency response, severe weather, material handling and pedestrian safety, parking lot safety, and specific skilled trades issues, such as lifting and rigging, water cross-connection controls, and high-risk work.

The bargaining team also made sure that your voice in health and safety will continue to be recognized through our participation in joint health and safety initiatives at the local and national levels.

### Health and safety training emphasized with new and redesigned programs

Negotiators won a variety of new and redesigned training programs, including:

- A new web-based program on water cross-connection controls. **139-141c**
- The Guidelines, Responsibilities and Safe Practices (GRASP) program.
- Equipment Troubleshooting awareness program.
- The National Joint Committee on Health and Safety's (NJCHS) Ergonomics program.
- New training for alternate health and safety representatives.

Additionally, a training module for electrical bonding and grounding will be designed, and reinforcement

strategies and training will be developed for high-risk tasks in the skilled trades.

Other new programs include:

Safe Die Handling, Arc Flash Refresher for electrically qualified employees and a Lifting and Rigging Refresher course.

### Bargainers make key improvements to existing health and safety language

Bargainers won improvements in language designed to:

- 181a**• Address cold weather preparedness, including heating equipment maintenance, dock and door readiness, winter personal protective equipment (PPE) availability and portable heater availability.
- 184a**• Improve winter parking lot preparedness for snow and ice, including focus on leadership/workforce communication, resources/logistics and contingency plans.
- 133c**• The NJCHS will initiate a project designed to update our ergonomic assessment tools to align with new operating patterns.
  - Explore processes, systems and technologies to enhance issue resolution at PS&L locations.
  - Continue to develop improved work environments in assembly paint operations.
  - Conduct a facility senior leadership safety summit through the NJCHS to ensure proper focus is being given to work place safety.
  - Explore feasibilities of piloting material handling equipment for ergonomic improvements at PS&L facilities.

### Other gains in health and safety: **295c**

**Safe material flow:** New language was won to continue to reduce and or eliminate safety concerns around movement of material.

### **270c** Proactive ergonomic surveillance:

New language to address ergonomic concerns for operators will be used to help reduce ergonomic injuries, including new tools, training and upstream proactive and collaborative forums.

### **296c** Safety standards:

The NJCHS gained broader opportunities to help ensure proper design and implementation of safety standards for the protection of workers.

### **97c** Deployment of safety technologies:

New language won to ensure forums for discussions around safe implementations, deployment status and input opportunities on safety technologies.

### **283c** PS&L static rack inspection:

New language won to ensure identification and correction of static rack storage concerns through the preventive maintenance process.

### Guidelines on remote and isolated tasks to be set **183a**

Health and safety negotiators responded to the dangers of working alone by winning language that requires the NJCHS to develop guidelines to assist facilities on controlling remote and isolated tasks.

### Production experience for design engineers will improve ergonomics - **40u**

All engineers who design our jobs will be provided the opportunity to work the production line to gain real world experience on the equipment and processes that impact our members. This will help create processes better suited for ergonomically safe conditions.

### PS&L locations to get first-aid responders; ERTs enhanced **185a**

Negotiators won language that will enhance the Manufacturing Emergency Response Team program and recognize first aid responders at PS&L locations.

139-141c

# Health and Safety

## Ergonomist added to National Joint Committee

Greater emphasis will be placed on ergonomics with the addition of a full-time professional ergonomist to the National Joint Committee on Health and Safety. Having a professional ergonomist on the committee will improve coordination of the program designed to reduce ergonomic stressors.

## Emphasis placed on positive reinforcement and recognition of safety achievements - 138c

The National Joint Committee on Health and Safety recognizes the power of positive reinforcement and recognition in reducing workplace injury. The NJCHS will help craft guidelines that plants must follow to utilize positive reinforcement and recognition in safety achievements. Such acknowledgement highlights the value that

must be placed on workforce engagement in building a positive safety culture.

## Duties of PSL safety representatives to be reviewed 282c

The NJCHS will build on the already successful addition of safety representatives in our PSL division by engaging in a comprehensive review of their responsibilities and hours needed to perform those duties. Potential opportunities needing more time dedicated to injury reduction will be identified by the NJCHS and implemented.

## Ford to participate in joint research projects 162a

Protecting members on the job includes ensuring cutting-edge research continues to be utilized in identifying and establishing future health and safety strategies. Your bargaining team won

commitments to participate in joint auto company research projects. Potential areas for research include:

- Accident prevention to eliminate workplace fatalities.
- Industrial Hygiene sampling, exposure assessments and medical surveillance.
- Breast cancer prevention.

### Other health and safety language won includes:

- A newly added combustion safety core team with NJCHS recognition. **171a**
- Recognition of the additional demands of launch activities and new language to address rebalancing concerns. **172a**
- A forum to discuss concerns, improvements and trends with corporate medical. **181a**

# Diversity: Members to have greater role in program

Your UAW negotiating team at Ford continued our long tradition of ensuring that opportunities within the company are open to all workers and that we can do our jobs in an atmosphere free of intimidation and harassment. The name of the diversity program will be changed to the UAW-Ford Joint Diversity & Inclusion Program. UAW membership on Local Diversity &

Inclusion Committees will increase by two members to a total of five. The committee will now meet on a monthly basis and members will have a greater role in promoting diversity, inclusion and respect within the workplace. Members will be paid for attending meetings, developing and implementing work plans, and for other Diversity & Inclusion duties. Committee members

will be encouraged to attend diversity-related conferences. **385c**

Your negotiators also obtained a commitment from the company to discuss ways in which hourly workers can be supported and encouraged to participate in Employee Resource Groups and activities. **383c**

Gender identity/expression will now be protected under the contract. **35a**

# ESSP: More funds for fitness, gym voucher

## \$2 million won for fitness center 204a

A \$2 million (a \$1.35 million increase) was won to fund fitness centers over the length of the contract. These funds will be used to replace, repair and maintain equipment such as cardio and strength training. Up to \$200,000 will be used for group exercise equipment. New language allows facilities without a fitness center to submit a proposal to furnish one.

Gym vouchers will be increased by \$50 – to \$200 annually – for workers

at Parts, Supplies & Logistics locations without fitness centers. **205a**

## Focus of ESSP expanded

Your bargaining team recognized the need to expand the focus of the Employee Support Services Program (ESSP) to include education, prevention and wellness and won language that addresses mental health, violence prevention and physical health. **148c**

New language will include team leaders among those who receive Early Intervention Training. **352c**

Bargainers won a commitment for dedicated office equipment for ESSP representatives. This will ensure confidential information is not compromised by using shared equipment. **199a**

The company and the union will jointly evaluate the possibility of working with local child care providers to offer discounts and extended hours to our members, as well as explore other options for child care and elder care issues. **206a**

# AWS/Production Standards/OT

## Contractual language strengthened and improved

### Changes won in major - 204c model, new vehicle lines

Your negotiators know that our families need to know as far in advance as possible of the need to work overtime. Bargainers won language that requires the company to report to the union the forecasted volume and overtime needs six months after the start of a major launch or new vehicle line programs.

### Improved OT notification won for mandatory weekend shifts/crews - 248c

Language was obtained that requires the company to notify members seven days in advance of mandatory weekend shifts or crews.

### Saturday overtime 43a / 241a

In order to meet high customer demand for hot-selling pickup trucks and SUVs and to create more overtime opportunities for our members, negotiators bargained to allow up to nine Saturday production shifts for car and truck assembly plants per model year.

### Company must make effort to minimize pay errors - 36c

Your negotiators won language that requires the company to designate a company representative in each facility to minimize pay discrepancies for those who work Alternative Work Schedules until more advanced payroll and time-keeping systems can be implemented.

### Call-in pay rate set - 45c if called in without work

The company will pay members on AWS who are called in without work, or those who are not properly notified

that there will be no work, a minimum of 50 percent of their base schedule at their regular hourly rate.

### Transition from one shift 21c to another made smoother

Your negotiators understood the difficulties for members when they move from an afternoon/midnight shift/crew to a day shift/crew as a result of a schedule bump. At the discretion of both the union and the company, the member may work a different scheduled day in the current week to ease the transition from one shift/crew to another.

### AWS production workers 19c gain time off during holidays

In instances when a regularly scheduled work day for a crew falls on the weekend of the Christmas/New Year's holiday period, production will not be scheduled. That means AWS workers will enjoy the same unbroken holiday period that traditional scheduled workers enjoy

Further, holiday pay for the full week of holidays between Christmas and New Year's, and holiday pay during the July 4 vacation shutdown period, will be considered compensable toward AWS base schedule and will count toward all overtime calculations for the hours worked on the aforementioned Saturday and Sunday.

### Early discussion for rebalancing work - 407c

Negotiators won language that compels the company to hold early conversations with the union about rebalancing work and attempt to identify and address potential issues. These discus-

sions are expected to offer alternative rebalancing solutions and increase the likelihood of a successful rebalance. Protests over a job issue are expected to begin with the district committee and the process coach, who will document the issue and promptly work to resolve it.

### Additional training won for production standards representatives - 271c

The union won a commitment to training from the company for production standards representatives. A training needs survey will be conducted and training will be provided according to needs. The UAW production standards representatives will have access to electronic time studies to enhance their capabilities.

### Back-up time to be paid at premium for AWS - 38c

In the last set of negotiations, the committee was able to get back-up time for those who work traditional schedules. In this set of negotiations, the committee won the same benefit for those who work alternative work schedules. Premium pay will now be awarded to those who have two start times within a 23-hour period, regardless of the work schedule.

### Jury duty schedule adjusted for AWS - 20c

Negotiators addressed the difficulties faced by AWS workers who are called to jury duty on evening and afternoon shifts. Those serving jury duty are eligible for one paid jury day for the day immediately preceding the jury duty if it is a regular work day.

### C-Crew production wins additional Saturday-Sunday premium - 235a

In recognition of the extra burden on C-Crew employees that regularly work on weekends, an additional 15 percent Saturday and Sunday premium was added to the C-Crew premium. This adds three hours of straight-time pay for each week worked, or 150 hours per year.

C-Crew annual pay gains from enhanced weekend-day premium

Agreement year	New employee hired in 2015	In-Progression employee hired in 2012	Traditional production employee
Year 1	\$2,550	\$3,150	\$4,345
Year 2	\$2,700	\$3,375	\$4,345
Year 3	\$2,925	\$3,600	\$4,476
Year 4	\$3,150	\$3,900	\$4,476
<b>Total</b>	<b>\$11,325</b>	<b>\$14,025</b>	<b>\$17,642</b>

Additional overtime for C-Crew.

C-Crew will go from a 10-hour build schedule to a 10.5-hour build schedule. 241a

# EDTP

## *Dependent scholarship returns; tuition assistance increases*

A major objective of the Education, Development and Training Program (EDTP) is to prepare the company, its workers, and their dependents for the work environment of the 21st century. Your UAW negotiating team at Ford won significant improvements in EDTP as listed below:

### **Dependent scholarship restored through new program - 379c**

Negotiators recognized the high cost and importance of post-secondary education and were successful in restoring scholarship funds for the dependents of active workers. Under a new program, college-age students are awarded up to \$1,500 per year for courses taken at an accredited institution of higher learning.

### **Educational assistance increases \$1,000 a year**

Your negotiators recognized the increasing cost of education and won **an increase in tuition assistance (ETAP) of \$1,000 to \$6,000 a year**. The textbook reimbursement cap will **double to \$400 a year**. **193a**

Certificate/diploma programs at regionally accredited institutions will now be covered under ETAP. The limitations on certain fees such as lab and technology will be removed, while coverage for other fees, such as but not limited to, prior learning and graduation fees, has been expanded. Negotiators also won a commitment from the company to review other fees for possible coverage. **194a**

### **Personal Development Assistance (PDA) increases \$500 a year**

The PDA benefit **will increase by \$500 to \$2,700** annually for job-related courses, workshops and seminars. Online classes are now eligible and the

provider list has been expanded. For the first time, books are now covered under PDA up to **\$400 a year**. Covered fees have been expanded to include testing and licensing. **194a**

Workers may use **\$500** of their PDA allotment for educational enrichment courses at regionally accredited institutions. Courses at nationally or professionally accredited institutions may be approved upon review. **194a**  
**104c**

### **CPR/AED training OK'd**

Negotiators obtained a commitment from the company to fund voluntary cardiopulmonary resuscitation/automated external defibrillator training for personal interest through PDA.

**Admin Letter**

### **Retiree education gets \$250 boost - 290c**

The benefit for the Retiree Education Tuition Assistance Plan (RETAP) has been **increased to \$2,000, up from \$1,750 a year**.

### **Vocational retraining funds increased by \$1,000 - 195a**

Workers on Indefinite Layoff (ILO) will see a \$1,000 increase in National Vocational Retraining Assistance Plan (NVRAP) funding, depending on seniority at layoff:

- 1-3 years of seniority: \$7,400.
- 3-4 years of seniority: \$8,400.
- 4-plus years of seniority: \$9,400.

The maximum benefit to be used in any year rises to **\$6,000 from \$5,250**. Books are now covered up to **\$400 per year**. Fee coverage is also improved.

### **Survivor tuition assistance maximums raised and coverage expanded - 195a**

The Survivor Education Tuition Assistance Plan (SETAP) provides tuition assistance to surviving spouses and dependents of workers who die. The maximum benefit for a work-

related death **increases by \$10,000 to \$30,000**, with books and fees also covered up to the ETAP limit. For a non-work-related death, the maximum benefit rises to **\$12,000, up from \$5,000**, with books and fees also at the ETAP limit. Workers who die while on medical leave — either as a result of a work-related incident or not — are now included in SETAP. Prior coverage only included workers on active rolls.

### **In-Progression employees eligible for Inactive Worker Tuition Assistance Benefits 193a**

The contract had previously been silent on In-Progression employees being eligible for Inactive Worker Tuition Assistance Benefits for such programs as NVRAP. Negotiators were able to secure language to ensure that all seniority employees — whether working or laid off — will be eligible for the respective tuition plan funded under EDTP.

### **Union Awareness Classes to be part of training - 179c**

Negotiators were successful in gaining a commitment from the company for up to eight hours of training for the active workforce that focuses on the past, present and future state of the UAW, and the role organized labor has played, and will continue to play in the automotive industry.

### **Chaplaincy to be recognized - 287c**

The company agreed to recognize the UAW Chaplaincy Program and, when locally agreed upon, chaplains may be provided office space and be released with pay to perform chaplaincy work.

# Continuous Improvement

*Gains include more member input; wage increase for MWG members*

## Language won to ensure members' voice is heard **52a**

The bargaining team recognized the need to ensure the company takes input from our members to drive continuous improvement in a positive way. Having a voice not only improves our processes at work, but also our job security. To better encourage the progression of the teams and embolden our members to participate, the union and company agreed to develop a survey to capture employee feedback. The results will be used to improve our teams and quality of work life.

## Team standards and processes clarified **51a / 68a**

The negotiators believed it was important to include more clarity on team standards and processes. Bargainers won language that adds the contents of the Continuous Improvement Charter to the collective bargaining agreement. Sharing updates and changes to the charter with the local employee resource coordinators and local union leadership would continue.

## Additional step added for work group/team staffing issues - **55a**

Under new language won by the committee, issues with work group/team staffing and managerial support requirements that cannot be resolved at the local level can now be elevated to the national parties for resolution.

## Work group/team ratios can be reviewed - **64a**

The parties recognized that work group/team size can be different from facility to facility due to a number of factors, including manufacturing processes, geography, complexity and plant uniqueness. The overall average is 10 to 1. Concerns over work group/team ratios can now be elevated to the National Continuous Improvement Forum for resolution.

## Training leads to wage increase - **87a**

We won a stronger commitment to training for Manufacturing Work Group (MWG) members and identification of their roles. The company has committed that this training is not to replace skilled employees. Rather, production employees will gain enhanced awareness in several areas and be able to bring their areas to a higher level of efficiency. Training will be done as expeditiously as possible. At the conclusion of training, our MWG production members will receive **\$0.50 an hour over their base pay, plus a \$600 bonus.**

## Team leader selection process deviation permitted **65a / 74a**

The team leader selection process has been established for work group/teams. Still, some locals have historically used a different selection procedure. Considering this, the parties agreed to allow those facilities to request a deviation to adhere to local practices.

## Alternate team leaders may be selected - **65a**

It came to the attention of the negotiators that teams were being left without team leaders on occasion. Language was won to identify a process to recognize an alternate team leader when and where necessary.

## Team leader - **65a** meetings established

The company has committed to provide team leaders the opportunity to discuss issues, review solutions and share best practices to improve the business through the establishment of team leader meetings. Your bargainers also won the ability for team leaders to request team meetings to solve a variety of issues.

## Valencia language removed - **66a**

Negotiators fought to remove Valencia, Spain, as the model for our FPS process and convinced the company to move forward based off the success of our membership in North America.

## Escalation process - **67a** established for reductions

Reductions of team leaders have been an ongoing issue and your bargainers established a process to escalate these concerns if they cannot be resolved at the local level.

## ERC, FPS coordinator positions protected - **111c / 116c**

To act as a resource for work group/teams and as a support person for Continuous Improvement and FPS processes, your negotiators secured language to better protect these positions and identify best practices.

## New process for cost saves - **363c**

The parties agreed to a new Cost Save Idea Process to capture members' ideas. This process provides a standard method for joint local leadership to evaluate and review cost save ideas that could be used to offset the annual tasks.

## Seniority rights for **10-11a** military leave improved

Your negotiators won language that gives Ford hourly workers who are on military leave greater seniority protection than is provided by federal law. Seniority will be protected for eight years, up from the current five years, if the leave is consecutive. Seniority will also be protected should the military service be involuntarily extended beyond eight years.

# Temporary Employees 94-105a

The UAW National Ford Department successfully resisted company efforts to hire temporary employees without mutual agreement. We maintained language requiring that the utilization of temporary workers must be mutually agreed upon and subject to cancellation if misused.

The status and rights of temporary employees were clarified in these negotiations.

- Temporary Part-Time employees shall be used to cover specific types of unexcused absences of full-time employees.
- Short-Term Supplemental employees may be used during May through September as summer vacation replacements, and throughout the year, as needed and mutually agreed, for product launches.

## Temporary Employee Rights and Benefits

- All temporary workers who become In-Progression workers now will receive credit toward all eligibility for benefits for their time worked as a temporary worker.
- Short Term Supplemental workers who are employed for a continuous period of 12 months will become an

In-Progression employee, and now will receive a seniority date backdated to their date of hire.

- Temporary workers hired prior to the effective date of the 2015 UAW-Ford Collective Bargaining Agreement will receive a wage increase based upon their months of service. See the table below.
- Temporary workers who have worked for 90 days prior to the effective date of the 2015 UAW-Ford CBA will receive a \$2,000 signing bonus.
- Language was established to give temporary workers consideration in specific order of time worked as a temporary worker for full-time employment prior to Ford hiring from the street.
- Language was agreed upon that firmly establishes the order in which temporary workers shall be laid off from, and recalled to work as, a temporary worker.

### Temporary employee pay rate and progression

Years of service	Hired under 2007 or 2011 agreement	Hired under 2015 agreement
Less than 1	\$17.00	\$15.78
1 < 2	\$18.00	\$16.66
2 < 3	\$19.50	\$17.53
3 < 4	\$21.00	\$18.41
4 or more	\$22.50	\$19.28

## Dues Information 106-108c to local unions protected

The company will provide a more secure method in furnishing members' confidential information to local unions. Previously, information was made available on diskette or magnetic tape and hand delivered. Now, this information will be transmitted electronically in a secure format compatible with local union software.

## UAW-Ford Community Service Department to continue its work - 62c

Your national negotiators recognized that community outreach is a cornerstone of the UAW and were successful in securing language that enables the UAW-Ford Community Service Department to continue to support efforts that benefit our community, the less fortunate, our nation's veterans, and other charitable endeavors.

## Disciplinary time-off rules changed - 101-102c

Members subjected to disciplinary time off may use prescheduled overtime or holiday work of at least eight hours or more to cover their disciplinary time off. In no case may members be subjected to more time off than the National Attendance Program mandates.

## Monday after Easter holiday restored 23a

The Monday following Easter Sunday is again a paid holiday.

## Parts facilities improve process for promotions 306-308c

Negotiators won a more equitable process for filling the Maintenance General Plant Skilled classification at Ford parts facilities. Workers who passed the former assessment and are on the "tested list" are not required to be retested. Vacancies within parts facilities will be filled as follows:

- Candidates in seniority order on the tested list at a facility with an opening.
  - If no one remains on the tested list, the position will be filled by a local posting process within that facility. Candidates will be selected based on merit and ability through a pass-or-fail interview process. The selection will be made in seniority order from the candidates who passed the interview process.
- At the worker's request, the chairperson will be present during the interview.

# Endangered plants win new life

During negotiations, the company repeatedly expressed concerns over whether it could keep the Rawsonville, Sterling and Woodhaven Stamping facilities operating. These facilities make products that compete directly against lower-wage, non-union outside suppliers. The special status of Sterling and Rawsonville was established in 2007 negotiations (see the letter titled “Administration of Appendix V – Rawsonville and Sterling Axle Plants,” dated Nov. 3, 2007).

To ensure that current UAW members can continue to work at these facilities, and that these facilities continue operating and actively seeking new work, it was necessary to agree to a new competitive rate structure.

Through this agreement we were able to insource new hot-stamped safety-related products into the Woodhaven Stamping Plant. These new products will be assigned to a new department in the plant. This insourcing and the related investment are contingent on the new hot-stamping department mirroring the Rawsonville/ Sterling Axle pay progression. This progression would apply only to the

new hot-stamping operation and not to the entire Woodhaven facility.

As part of protecting jobs in these plants your bargaining committee reached the following agreement with the Ford Motor Company:

- The company will make significant investment to launch a new department in Woodhaven Stamping facility that uses a new technology – boron nitride hot stamping – to make safety related stamped parts.
- Current Traditional employees will continue to receive the full Legacy pay, benefits, and profit sharing. Additionally, current legacy employees at these facilities will be eligible for all future voluntary Appendix N job opportunities.
- Current In-Progression employees will have the opportunity to bid into jobs at other Ford facilities.
- Current In-Progression employees at Rawsonville, Sterling Axle and newly hired employees at the Woodhaven Hot Metal Forming facility shall be paid according to the tables below.
- Upon ratification their pay shall be as shown below:

Seniority on Effective Date	Pay Rate
Less than 1 Year	\$16.25
1 < 2 Years	\$17.16
2 < 3 Years	\$18.06
3 < 4 Years	\$18.96
4 or more years	\$19.86

211-212a

• Employees who progress to the maximum rate of \$19.86 will receive an annual 3 percent increase on the anniversary date of the agreement in 2016, 2017 and 2018 and a 3.7 percent increase on Aug. 26, 2019.

Seniority on Effective Date	Pay Rate
Less than 1 Year	\$16.25
1 < 2 Years	\$17.16
2 < 3 Years	\$18.06
3 < 4 Years	\$18.96
4 or more years	\$19.86

211-212a

• Employees hired to work at these three locations after the effective date of the new agreement shall be paid at the following rates:

## Legal Services Plan Benefits are Back

186-189c

Your bargaining committee succeeded in negotiating a new Taft-Hartley plan jointly administered by union and company plan trustees. The benefit will start immediately upon regulatory approvals.

Eligible participants include all UAW active members, retirees and surviving spouses.

The company’s annual funding obligation will be \$4.06 million. Benefits covered under the new plan include a variety of legal services handled as “office benefits” (meaning no court appearances) such as preparing wills and handling residential real estate matters including deed filings, credit reporting, uncontested legal matters and document preparation. In addition, the plan covers assistance with filing for Social Security Disability benefits. The Social Security Disability program has been expanded to include UAW-represented retirees.

## Advanced Manufacturing name change reflects new responsibilities - 137a

The Advanced Manufacturing Department was renamed the Advanced Manufacturing/Product Intelligence Department to reflect the parties’ additional charge to provide up-to-date, detailed analysis of the global automotive industry. The department will add an industry analyst and will use its access to the company’s product planning groups to provide timely information of future cycle plan changes that impact our members and the facilities where they work. Advanced Manufacturing/Product Intelligence will not just provide advance notice of disruptive change but will proactively seek out opportunities to add new products to the company’s U.S. facilities.



# Attendance **216-223c**

## *New 9-step program to be implemented Jan. 4, 2016*

### **Measurement period reduced from rolling 18 months to 12 months**

The measurement period for employees who have accumulated less than four absences will now be reduced to a rolling 12 months. For those who are in Disciplinary Progression (more than four absences), the 18-month measurement period is locked. However, when that employee works nine months without a chargeable absence and then accrues a chargeable absence, the previous penalty will be repeated.

### **After-the-Fact Excused Absence Allowance days**

No more than two Excused Absence Allowance days may be taken after-the-fact on the first or last regular work day of an employee's base work schedule within a calendar year. Employees may elect to use their After-the-Fact EAA on any other scheduled work day.

### **Call-in time**

Employees must now call in unplanned absences at least 60 minutes prior to the start of the shift to avoid discipline.

### **Four or fewer absences revert to zero**

Employees with four or fewer absences will revert to zero absences effective Jan. 4, 2016. (See table below.)

### **Five or more absences reduced by one**

Effective Jan. 4, 2016, employees with five or more chargeable absences will have chargeable absences reduced by one. (See table below.)

Absence Progression Table	
Employee Absence	Action
1st Absence	No Discipline
2nd Absence	No Discipline
3rd Absence	No Discipline
4th Absence	No Discipline
5th Absence	R&W + 1 Day
6th Absence	R&W + 1 Week
7th Absence	R&W + 2 Weeks
8th Absence	R&W + 1 Month
9th Absence	Termination

Employees who have five or more absences remain in the Disciplinary Progression (locked 18 months). Those employees working nine months without a chargeable absence will repeat the previous penalty.

## Other Improvements

### **CDS I.D. password change and reset - 59c**

A single point lesson will now be available at a plant Labor Relations office and/or kiosk with instructions to update passwords.

### **Improved notification of UAW-Ford member discounts 103c**

There are thousands of employee discounts available to our members. A joint communication strategy will be developed to inform members about current employee retail discounts.

### **Holiday pay improved for shift patterns**

#### **229a, 233a, 239a**

Seven-Day Operations/Seven on-Seven off/Four on-Four off/Three Twelve-Hour Shifts are all eligible for holiday double time, if worked. Additionally, straight-time hours of holiday pay up to the employee's base hour schedule for the Regular Work Day (RWD) may be paid, if eligible.

Current holiday hour conversion language will apply if the employee so chooses.

### **Introduction of new time-keeping system - 360c**

Negotiators stressed the importance of accuracy in all hourly pay matters and the need to have an effective time-keeping system to ensure employees are properly paid for all time worked. Both parties expressed the need to minimize pay adjustments and streamline existing time-keeping procedures. A new time-keeping system will be implemented to decrease shortages and address other concerns regarding accurate and timely pay:

- Pay will now be recorded in one-minute increments.
- Kiosks will be set up in the facilities to provide employees with more options, such as the ability to electronically review how much they have been paid for each day, request vacation and/or excused absence allowance days, and address other pay-related matters.

### **Improved communication for severe weather procedures - 309c**

Employee communication regarding severe weather procedures will be developed and disseminated annually to each plant. This proactive approach will help to reduce after-the-fact disagreements.

### **Lunch periods - 201c**

Members in Powertrain & Stamping facilities can now enjoy the same contractual rights as assembly plant members: The company can no longer mandate members to return to work during lunch without their consent.

### **Direct deposit - 98c**

Members not enrolled in direct deposit will have their net pay loaded onto a money network card. Members will still be provided the opportunity to enroll in direct deposit through standard procedures.

# 64 holidays over four years; Easter Monday restored

Your bargaining committee worked hard to maintain and restore key holidays with an understanding of the importance of time spent with family and friends to celebrate holidays. As a result, members will now receive the Monday after Easter Sunday as a holiday. Members will also now observe Veterans Day on the actual day of national observance starting in 2016. When Veterans Day falls on a Saturday, the holiday will be observed the Friday before. When it falls on a Sunday, it will be observed the following Monday.

## 23-26a

2015-2016		2016-2017	
Nov. 16, 2015	Veterans Day	Nov. 8, 2016	Federal Election Day
Nov. 26, 2015	Thanksgiving	Nov. 11, 2016	Veterans Day
Nov. 27, 2015	Day after Thanksgiving	Nov. 24, 2016	Thanksgiving
Dec. 24, 2015	} <b>Christmas Holiday Period</b>	Nov. 25, 2016	Day after Thanksgiving
Dec. 25, 2015		Dec. 26, 2016	} <b>Christmas Holiday Period</b>
Dec. 28, 2015		Dec. 27, 2016	
Dec. 29, 2015		Dec. 28, 2016	
Dec. 30, 2015		Dec. 29, 2016	
Dec. 31, 2015	Dec. 30, 2016		
Jan. 1, 2016		Jan. 2, 2017	
Jan. 18, 2016	Martin Luther King Jr. Day	Jan. 16, 2017	Martin Luther King Jr. Day
Mar. 25, 2016	Good Friday	April 14, 2017	Good Friday
Mar. 28, 2016	Day after Easter	April 17, 2017	Day after Easter
May 30, 2016	Memorial Day	May 29, 2017	Memorial Day
July 4, 2016	Independence Day	July 4, 2017	Independence Day
Sept. 5, 2016	Labor Day	Sept. 4, 2017	Labor Day
2017-2018		2018-2019	
Nov. 10, 2017	Veterans Day (Observed)	Nov. 6, 2018	Federal Election Day
Nov. 23, 2017	Thanksgiving	Nov. 12, 2018	Veterans Day (Observed)
Nov. 24, 2017	Day after Thanksgiving	Nov. 22, 2018	Thanksgiving
Dec. 25, 2017	} <b>Christmas Holiday Period</b>	Nov. 23, 2018	Day after Thanksgiving
Dec. 26, 2017		Dec. 24, 2018	} <b>Christmas Holiday Period</b>
Dec. 27, 2017		Dec. 25, 2018	
Dec. 28, 2017		Dec. 26, 2018	
Dec. 29, 2017		Dec. 27, 2018	
Jan. 1, 2018	Dec. 28, 2018		
Jan. 15, 2018	Martin Luther King Jr. Day	Dec. 31, 2018	
Mar. 30, 2018	Good Friday	Jan. 1, 2019	
April 2, 2018	Day after Easter	Jan. 21, 2019	Martin Luther King Jr. Day
May 28, 2018	Memorial Day	April 19, 2019	Good Friday
July 4, 2018	Independence Day	April 22, 2019	Day after Easter
Sept. 3, 2018	Labor Day	May 27, 2019	Memorial Day
		July 4, 2019	Independence Day
		Sept. 2, 2019	Labor Day

# Notes

## 2015 UAW-Ford National Negotiating Team



*Bernath*



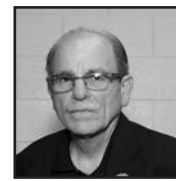
*Browning*



*Williams*



*Settles*



*Drudi*



*Ganatra*



*Nolen*



*Tiseo*



*Godfrey III*



*F. Keatts*



*Kelly*



*Mitchell*



*Ausen*



*Berry*



*Coughlin*



*Di Iacovo*



*Eaddy*



*Poet*



*Tolbert*



*Zimmerla*



*B. Keatts*



*Ricke*



*Eskridge*



*Robinson Jr.*



*Richard*



*Rowe*



*Weems*



*Wright*



*Tyler*



*Beydoun*



*Gomez*



*Payne*



*Mason*



*Caygill*



*Torres*

This is the UAW Ford National Negotiating Committee whose determined efforts, along with those of the UAW National Ford Department, and other UAW staff, produced this tentative agreement. **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 administrative assistant to Williams; **Niraj Ganatra** is general counsel for the UAW; **Darryl Nolen**, **Bob Tiseo** and **Don Carlos Godfrey III** are administrative assistants to Settles; **Frank Keatts** is the executive administrative assistant to Secretary-Treasurer Gary Casteel; **Jennifer Kelly** is director of the UAW Research Department; **Susanne Mitchell** is director of the UAW Social Security Department; **Tracey Ausen**, **Dave Berry**, **Sean Coughlin**, **Rocky Di Iacovo**, **Bill Eaddy**, **Greg Poet**, **Kevin Tolbert**, **Deneen Whitaker** and **Steve Zimmerla** are assistant directors of the UAW National Ford Department; **Brandon Keatts** is a coordinator in the UAW National Ford Department; **Bernie Ricke**, UAW Local 600, Dearborn, Michigan, Subcouncil 1 (Rouge), is co-chairman of the UAW Ford National Negotiating Committee; **Scott Eskridge**, UAW Local 862, Louisville, Kentucky, Subcouncil 2 (Assembly) is co-chairman of the committee; **Anderson Robinson Jr.**, UAW Local 900, Wayne, Michigan, is recording secretary of the committee; **Tony Richard**, UAW Local 600, Dearborn, Michigan, Subcouncil 1 (Rouge); **Tim Rowe**, UAW Local 2000, Avon, Ohio, Subcouncil 2 (Assembly); **Fred Weems**, UAW Local 551, Chicago, Illinois, Subcouncil 2 (Assembly); **Jeff Wright**, UAW Local 249, Claycomo, Missouri, Subcouncil 2 (Assembly); **Greg Tyler**, UAW Local 600, Dearborn, Michigan, Subcouncil 3 (Skilled Trades); **Mike Beydoun**, UAW Local 900, Wayne, Michigan, Subcouncil 3 (Skilled Trades); **T.J. Gomez**, UAW Local 387, Woodhaven, Michigan, Subcouncil 4 (Engine and Stamping); **Mark Payne**, UAW Local 1250, Cleveland, Ohio, Subcouncil 4 (Engine and Stamping); **Dave Mason**, UAW Local 863, Sharonville, Ohio, Subcouncil 5 (General Manufacturing); **Jim Caygill**, UAW Local 400, Romeo, Michigan, Subcouncil 5 (General Manufacturing); **Romeo Torres**, UAW Local 509, Ontario, California, Subcouncil 7 (Parts).