

2015 UAW-Ford Salaried Master Agreement

Signed 11-4-2015

TABLE OF CONTENTS

	<u>Page</u>
COLLECTIVE BARGAINING AGREEMENT-----	
Article I Recognition-----	
Article II Definitions-----	
Article III Union Shop-----	
Article IV Dues and Assessments-----	
Article V Company Responsibility-----	
Article VI Strikes and Lockouts-----	
Article VII Representation-----	
Article VIII Grievance Procedure-----	
Article IX Seniority-----	
Article X Compensation-----	
Article XI Miscellaneous-----	
Article XII Duration and Termination-----	
Appendix A Assignment and Authorization Check-Off Of Membership Dues-----	
Appendix B Salary Schedule and Benefits-----	
Appendix C Holiday Schedule-----	

Letters of Understanding

- Benefits Representative-----
- Chairperson's Hours on Company Time-----
- Company Organizational Structure-----
- Confidentiality of Medical Records-----
- Education and Training-----
- Employee Indemnification-----
- Employees Returning from Medical Leave-----

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Signed 11-4-2015

TABLE OF CONTENTS (con't.)

Letters of Understanding (con't.)

Page

- Exempt/Non-Exempt Status-----	
- Ford College Graduate Program Seniority-----	
- Ford General Retirement Plan-----	
- Ford Motor Company Annual Incentive Compensation Plan----	
- Grievance Procedures--Compliance with Time Limits-----	
- Health & Safety-----	
- Impartial Medical Opinion-----	
- Improved Communications-----	
- In-Series Promotions-----	
- Job Security and Operational Effectiveness-----	
- Loans of Employees-----	
- New Classifications-----	
- New Technology-----	
- Notification of Policy Changes-----	
- On-Site Classes-----	
- On-Site Classes Reimbursement-----	
- Pension Credits and Merit Increases While on Union Leave-	
- Performance Reviews-----	
- Position Review-----	
- Purchased Vacation-----	
- Reinstitution of Grievances-----	
- Release at Company Option or Mutually Satisfactory Conditions-----	
- Released Employees with Medical Restrictions-----	
- Relevant Training-----	

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TABLE OF CONTENTS (con't.)

Letters of Understanding (con't.)

Page

- Salary Adjustments-----
- Sale of Operations-----
- Savings & Stock Investment Program-----
- Security Procedures-----
- Senior Advisory Boards - Functional Review-----
- Sick, Personal Business and Bereavement Days-----
- Sourcing-----
- Starting Salaries-----
- Supplemental Employees-----
- UAW-Ford Conferences-----
- Upfront Lump Sum Payment Training Bonus-----
- Vehicle Programs-----
- Video Display Terminals-----

Body CAD Letters of Understanding

- Research & Engineering Center Vacation Shutdown-----

Central Lab Letters of Understanding

- Central Lab-----

Medical Units Letters of Understanding

- Company Payment of AAOHN Conference Attendance-----
- Company Payment of Dues & Certifications-----
- Emergency Procedure Training for Nurses-----
- Medical Procedures for Medical Staff-----
- Medical Unit Staffing-----
- Multi-Plant Nurse Pilot-----

- Nurse Development and Growth Opportunities-----

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Signed 11-4-2015

TABLE OF CONTENTS (con't.)

Medical Units Letters of Understanding (con't.)

Page

- Nurse Hiring and Education-----	
- Nurse Staffing on Alternate Work Schedules (AWS)-----	
- Nurses - Plant Closure-----	
- Nursing Continuing Education Units-----	
- Nursing Issues-----	
- Supplemental Nurse Pools-----	
- Treatment of Nurses in Plant Changeovers-----	
- Uniform and Shoe Allowance-----	
- Union Representation - Local 600 Nursing Units-----	
- Use of On-Site Agency Nurses-----	

Michigan Proving Grounds Letters of Understanding

- Lead Performance Test Technician-----	
- MPG Competitiveness-----	
- Union Representation - Michigan Proving Ground-----	

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COLLECTIVE BARGAINING AGREEMENT

As of this 3rd xx day of ~~October~~ November, 2011-15 at Dearborn Michigan, the FORD MOTOR COMPANY, a Delaware corporation, hereinafter referred to as the Company, and the INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, UAW, an unincorporated voluntary association, hereinafter referred to as the Union, hereby agree as follows:

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AGREEMENTS

Between

FORD MOTOR COMPANY

And

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

On this xxth day of xxxx, 2015 at Dearborn, Michigan, Ford Motor Company, a Delaware corporation, hereinafter designated as the "Company," and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW, hereinafter designated as the "Union," hereby agree as follows:

ARTICLE I

RECOGNITION

Section 1.

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

- Case Number 7-RC-17277, including all full-time and regular part-time Performance Test Drivers, Durability Test Drivers and Driver Mechanics at the Michigan Proving Ground (the "MPG unit").
- Case Number 7-RC-11915, including all aircraft maintenance employees of the Air Transportation Office (the "ATO unit").
- Case Number 7-RC-15119, including all full-time and regular part-time Registered Nurse, Licensed Practical Nurse and Medical X-Ray Technologist employees in the Central Medical Services of the Rouge Complex (the "Central Medical unit").
- Case Number 9-RC-14370, including full-time and part-time Occupational Health Nurses in the Medical facilities of the Sharonville Transmission Plant (the "Sharonville unit").
- Case Number 17-RC-8734, including full-time and Occupational Health Nurses in the Medical facilities of the Kansas City Assembly Plant (the "Kansas City unit").
- Case Number 7-RC-9746 (February 27, 1970) and Case Number 7-RD-932 (April 28, 1971) (Body Engineering).
- Case Number 7-RC-16812 (December 16, 1982) (Laboratory Workers).
- Case Number 7-RC-21290, including all full time and regular part-time Supply Clerks at the Air Transportation Office.
- Case Number 7-RC-21027 (December 16, 1997), including full-time and regular part-time Occupational Health Nurses, Senior Nurses and Nurse Practitioners in the Medical facilities of the Rawsonville Plant.
- Case Number 7-RC-21030 (December 16, 1997), including full-time and regular part-time Occupational Health Nurses, Senior Nurses and Nurse Practitioners in the Medical facilities of the Romeo Engine Plant.

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- Case Number 7-RC-21032 (December 16, 1997), including full-time and regular part-time Occupational Health Nurses, Senior Nurses and Nurse Practitioners in the Medical facilities of the Sterling Axle Plant.
- Case Number 7-RC-21034 (December 16, 1997), including full-time and regular part-time Occupational Health Nurses, Senior Nurses and Nurse Practitioners in the Medical facilities of the Van Dyke Plant.
- Case Number 7-RC-21037 (December 16, 1997), including full-time and regular part-time Occupational Health Nurses, Senior Nurses and Nurse Practitioners in the Medical facilities of the Livonia Transmission Plant.
- Case Number 7-RC-21038 (December 16, 1997), including full-time and regular part-time Occupational Health Nurses, Senior Nurses and Nurse Practitioners in the Medical facilities of the Michigan Proving Grounds.
- Case Number 7-RC-21039 (December 16, 1997), including full-time and regular part-time Occupational Health Nurses, Senior Nurses and Nurse Practitioners in the Medical facilities of the New Model Program Development Center.
- Case Number 7-RC-21040 (December 16, 1997), including full-time and regular part-time Occupational Health Nurses, Senior Nurses and Nurse Practitioners in the Medical facilities of the Michigan Truck Plant Assembly Plant.
- Case Number 7-RC-21043 (December 16, 1997), including full-time and regular part-time Occupational Health Nurses, Senior Nurses and Nurse Practitioners in the National PDC.
- Case Number 7-RC-21052 (December 16, 1997), including full-time and regular part-time Occupational Health Nurses, Senior Nurses and Nurse Practitioners in the Medical facilities of the Research and Engineering Center.
- Case Number 7-RC-21053 (December 16, 1997), including full-time and regular part-time Occupational Health Nurses, Senior Nurses and Nurse Practitioners in the Medical facilities of the Woodhaven Stamping Plant.
- Case Number 8-RC-15542 (December 16, 1997), including full-time and regular part-time Occupational Health Nurses, Senior Nurses and Nurse Practitioners in the Medical facilities of the Brook Park Plant.
- Case Number 8-RC-15571 (December 16, 1997), including full-time and regular part-time Occupational Health Nurses and Nurse Practitioners in the Medical facilities of the Ohio Assembly Plant.
- Case Number 9-RC-16858 (December 16, 1997), including full-time and regular part-time Occupational Health Nurses in the Medical facilities of the Louisville Assembly Plant.
- Case Number 9-RC-16951 (December 16, 1997), including full-time and regular part-time Occupational Health Nurses and Senior Nurses in the Medical facilities of the Kentucky Truck Plant.
- Case Number 18-RC-16641, including full-time and regular part-time Occupational Health Nurses and Senior Nurses in the Medical facilities of the Twin Cities Assembly Plant
- Case Number 8-RC-16481, including full-time and regular part-time Occupational Health Nurses and Senior Nurses in the Medical facilities of the Walton Hills Stamping Plant
- Case Number 7-RC-22523, including full-time and regular part-time Occupational Health Nurses, including Senior Nurses and Nurse Practitioners, in the Medical facilities of Wayne Stamping and Assembly Plant.

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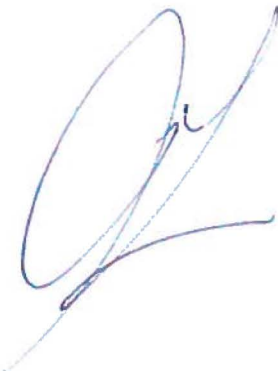
Section 2.

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

Section 3. Application of Agreement to New Units

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

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ARTICLE V

COMPANY RESPONSIBILITY

Section 1. General

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

Section 2. Discipline and Discharge

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

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

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

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

Section 3. Release at Company Option

Employees may be released at the option of the Company or under mutually satisfactory conditions for the reasons and with the benefits provided by Company policy for other salaried employees in similar employment status. Complaints that a reason for a release as provided by Company policy was not present may be taken up through the Grievance Procedure.

Section 4. Promotional and Non-promotional Job Opportunities

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

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

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

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Section 5. Rules and Regulations

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

Section 6. Retention of Rights

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

Section 7. Merit Increases

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

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ARTICLE VII

REPRESENTATION

Section 1. Unit Structure

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

(a) **Unit Committee**

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

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

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

Section 2. Privilege of Leaving Work

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

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

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

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

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

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

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ARTICLE XI

MISCELLANEOUS

Section 1. Union Bulletin Board

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

Notices shall be restricted to the following types:

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

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

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

Section 2. Health and Safety

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

The Company will provide protective devices, including panic buttons for occupational health nurses working in medical offices, gloves, face shields, glasses, or other special kinds of wearing apparel such as rain suits, winter parkas with matching leggings, and boots, which it requires employees to wear as a safety measure to protect the employees from injury, sickness and inclement weather.

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

Section 3. Overtime

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

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

Section 4. Equal Application of Agreement

In continuance of the policy established and maintained since the inception of their collective bargaining relationship, the Company and the Union agree that

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the provisions of this Agreement shall apply to all employees covered by the Agreement without discrimination, and in carrying out their respective obligations under this Agreement neither will discriminate against any employee on account of race, color, national origin, age, sex, religion, sexual orientation or against any employee with a disability.

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

Section 5. Partial Invalidity of Agreement

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

Section 6. Local and Supplementary Agreements

All new local, supplementary or other agreements which were reached during the negotiations immediately preceding the date of this Agreement shall continue in effect subject to the terms thereof for the duration of this Agreement.

Section 7. Vacation Scheduling

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

Section 8. Copies of Agreement and Benefits Information

The Company will provide a copy of the Agreement and access to Benefits information to all UAW represented employees. New employees hired into the bargaining unit will be given a copy of the Agreement and information on how to access Benefits information on their date of hire. The Company will provide an electronic copy of the 2011-15 Salaried UAW Agreement to the National Ford Department.

Section 9. Organization Charts

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

Section 10. New Employee Orientation

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

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

Section 11. Employee Information Lists

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

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Section 12. Non-Discrimination

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

Section 13. Prevention of Sexual Harassment

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

Equal Employment Opportunity Commission Guidelines provide the following:

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

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

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

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

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

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

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Signed 9-24-2015

ARTICLE XII

DURATION AND TERMINATION

Section 1. Expiration Date

This Agreement shall continue in full force and effect up to and including September 14, 201~~59~~.

Section 2. Notice to Modify or Terminate; Automatic Renewal

This Agreement shall continue in effect for successive yearly periods after September 14, 201~~59~~ unless notice is given in writing by either the Union or the Company to the other party at least sixty (60) days prior to September 14, 201~~59~~ or any anniversary date thereafter, of its desire to modify, amend, or terminate this Agreement. If such notice is given, this Agreement shall be open to modification, amendment, or termination, as such notice may indicate, on September 14, 201~~59~~ or the subsequent anniversary date, as the case may be.

Section 3. Waiver of Bargaining During Contract Term

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

This Agreement shall become effective immediately after receipt by the Company from the Union of written notice of ratification and of approval by the International Union on or before ~~October 1, 2007~~ ~~xx~~ ~~xx~~, 201~~5~~. Upon such notice of ratification being received within the specified time, the provisions of Appendix "B" shall be effective as of the effective date of benefit changes for other salaried employees on comparable salaries.

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Signed 9-24-2015

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

FORD MOTOR COMPANY

Marty Mulloy	William Heckman
Richard W. Gross	David Kalinowski
DeAnne Griffore	Steve Kulp
Julie Lavender	Michelle Pasquali
Jim Chernenko	Keith Tafelski
Kim Griffith	Tina White
Ryan Hazel	

Bill Dirksen	Kathleen Hurt
Julie Lavender	Emma Messing
Valerie Watts	Kathy Minnich
Susan Moseley	Anthony Rendi
Steven Clark	Allison Spinks
Tim Cooney	Debra Stocki
Ryan Hazel	Carlos Valdez
William Heckman	Joseph Ray Williams

UNITED AUTOWORKERS UNION

International Union

Unit Chairpersons

Bob King	Robin Burnett, Local 1970 Unit I
Jimmy Settles	Chris Borsellino, Local 1970 Unit II
Frank DiGiorgio	Jeff Leinenger, Local 400 MPG
Frank Keatts	Pam Wilson, Local 863 Sharonville Medical Unit
Darryl Nolen	
Ruben Flores	
Sharon Curson	

Dennis Williams	Pam Czopek, Local 600 Ford Medical Services
Jimmy Settles	
Greg Drudi	Robin Burnett, Local 1970, Unit I
Frank Keatts	Tom Lane, Local 1970, Unit II
Bob Tiseo	Jeff Leinenger, Local 400 MPG
Darryl Nolen	Pam Wilson, Local 863 Sharonville
Don Godfrey	Medical Unit
Reggie Ransom	
Gregg Dunn	
Brad Wilson	

Signed 11-4-2015

APPENDIX "B"

1. Salary Schedule*

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

<u>Classification Title</u>	<u>SG</u>	<u>Minimum</u>	<u>Maximum</u>
<u>Local 1970 Unit 1</u>			
A. BODY DESIGN			
- Primary Designer	08	5,810 6,305	9,720 10,555
- Primary Designer Trainer	08	5,810 6,305	9,720 10,555
- TBD	08	6,305	10,555
- Product Engineering Designer A ^{a/}	67	5,090 5,550	8,630 9,400
- Product Engineering Designer B	06	4,480 4,835	7,510 8,105
- Product Engineering Designer C	05	3,900 4,180	6,560 7,030
- Engineering Designer Analyst Specialist	08	5,810 6,305	9,720 10,555
- Engineering Designer Analyst A ^{a/}	67	5,090 5,550	8,630 9,400
- Engineering Designer Analyst B	06	4,480 4,835	7,510 8,105
- Engineering Designer Analyst C	05	3,900 4,180	6,560 7,030
- Product Design Checker Senior	08	5,810 6,305	9,720 10,555
- Product Design Checker A ^{a/}	67	5,090 5,550	8,630 9,400
- Product Design Checker B	06	4,480 4,835	7,510 8,105

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- Product Engineering Detailer A	05	3,900	4,180	6,560	7,030
- Product Engineering Detailer B	04	3,255	3,645	5,485	6,135
- Product Engineering Detailer C	03	2,740	3,065	4,860	5,275
- Student Trainee College Intern ^{b/}					
- Student Trainee College Co-Op ^{b/}					
- Student Trainee Product Development Eng FCG ^{b/}					

B. ILLUSTRATION

- Technical Illustrator Senior	07	5,090	5,550	8,510	9,280
- Structures Illustrator	06	4,480	4,835	7,510	8,105
- Technical Illustrator B	05	3,900	4,180	6,560	7,030
- Illustrator A	04	3,255	3,645	5,485	6,135
- Illustrator B	03	2,740	3,065	4,860	5,275

Local 1970 Unit 2

- Senior Engineer	69	5,810	6,305	10,205	11,085
- Laboratory Development Analyst	08	5,810	6,305	9,720	10,555
- Laboratory Spec. A	07	5,090	5,550	8,510	9,280
- Laboratory Engineer A	06	4,480	4,835	7,510	8,105
- Laboratory Engineer B	05	3,900	4,180	6,560	7,030
- Laboratory Engineer C	04	3,255	3,645	5,485	6,135
- Office Clerk A	03	2,740		4,860	

- Student Trainee College Intern ^{b/}					
- Student Trainee College Co-Op ^{b/}					
- Student Trainee Product Development Eng FCG ^{b/}					

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MPG Unit

- Performance Test Driver	04	3,255 <u>3,645</u>	5,485 <u>6,135</u>
- Mechanic Test Driver A	04	3,255 <u>3,645</u>	5,485 <u>6,135</u>
- Durability Test Driver	03	2,740 <u>3,065</u>	4,860 <u>5,275</u>
- Senior Durability Test Driver	65	2,965 <u>3,195</u>	5,185 <u>5,575</u>
- Lead Performance Test Technician	06	4,480 <u>4,835</u>	7,510 <u>8,105</u>
- Driver Instructor	04	3,255 <u>3,645</u>	5,485 <u>6,135</u>
- Product Test Technician A	05	3,900 <u>4,180</u>	6,560 <u>7,030</u>
- Flexible Driver Instructor	05	3,900 <u>4,180</u>	6,560 <u>7,030</u>
- AVO Specialist ^{c/}	04	3,645 <u>6,135</u>	
- AVO Test Specialist ^{c/}	05	4,180 <u>7,030</u>	
- Performance Test Technician ^{c/}	05	4,180 <u>7,030</u>	

Medical Units

- Senior Salaried Occ Health Nurse ^{c/} Senior	06 <u>07</u>	4,480 <u>5,550</u>	7,510 <u>9,280</u>
- Salaried Occupational Wellness Nurse ^{c/}	06	4,835 <u>8,105</u>	
- Occupational Health Nurse	05	3,900 <u>4,180</u>	6,560 <u>7,030</u>
- Medical X-ray Technologist	05	3,900 <u>4,180</u>	6,560 <u>7,030</u>
- Nurse Practitioner	07	5,090 <u>5,550</u>	8,510 <u>9,280</u>

a/ Special administrative salary maximum of ~~8,630~~ 9,400 applicable only to the Product Engineering Designer A, Engineering Designer Analyst A and Product Design Checker A classifications.

b/ Refer to Summer College Intern and Cooperative Student Salary Guidelines

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c/ Effective date of newly created positions and associated promotional increases will be determined by operations management, HR and the unit.

* Company salary ranges are effective June 1, 2011 April 1, 2015.

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Signed 11-4-2015

- (b) It is specifically understood and agreed that said policies and plans may be revoked, terminated, suspended, modified or changed at the sole discretion of the Company and that said policies and plans are not a part of or subject to any provision of this Agreement; provided, however, that for the term of this Agreement and for employees covered by this Agreement, the following policies will continue without change and remain as in effect on the dates noted:

Holidays (October 24, 2011)

Vacations (September 29, 2003)

and provided further that, if the federal government enacts legislation or takes regulatory action that would force the Company to change such programs or policies, the Company shall have the right to modify the programs or policies to conform with and/or offset any cost increase resulting from such legislation or regulatory action.

- (c) It is further agreed that such policies and plans shall apply only to employees covered by this Agreement who are eligible under the terms and conditions of such policies and plans as from time to time determined by the Company.
- (d) If an employee feels that said policies or plans are not applied properly to them, the question may be taken up with the designated representative of local management. If the matter is not resolved satisfactorily, it may then be referred to the Union. Thereafter, the matter may be discussed by representatives of the Union with representatives of Personnel Relations. No question arising under this Appendix shall be subject to the Grievance Procedure provided for in this Agreement.

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APPENDIX "C"

1st Year

November 16, 2015 Veterans' Day (Observed)
November 26, 2015 Thanksgiving
November 27, 2015 Day after Thanksgiving
December 24, 2015 Christmas Holiday Period
December 25, 2015 Christmas Holiday Period
December 28, 2015 Christmas Holiday Period
December 29, 2015 Christmas Holiday Period
December 30, 2015 Christmas Holiday Period
December 31, 2015 Christmas Holiday Period
January 1, 2016 Christmas Holiday Period
January 18, 2016 Martin Luther King, Jr. Day
March 25, 2016 Good Friday
March 28, 2016 Day after Easter
May 30, 2016 Memorial Day
July 4, 2016 Independence Day
September 5, 2016 Labor Day

2nd Year

November 8, 2016 Federal Election Day
November 11, 2016 Veterans' Day
November 24, 2016 Thanksgiving
November 25, 2016 Day after Thanksgiving
December 26, 2016 Christmas Holiday Period
December 27, 2016 Christmas Holiday Period
December 28, 2016 Christmas Holiday Period
December 29, 2016 Christmas Holiday Period
December 30, 2016 Christmas Holiday Period
January 2, 2017 Christmas Holiday Period
January 16, 2017 Martin Luther King, Jr. Day
April 14, 2017 Good Friday
April 17, 2017 Day after Easter
May 29, 2017 Memorial Day
July 4, 2017 Independence Day
September 4, 2017 Labor Day

3rd Year

November 10, 2017 Veterans' Day (Observed)
November 23, 2017 Thanksgiving
November 24, 2017 Day after Thanksgiving
December 25, 2017 Christmas Holiday Period
December 26, 2017 Christmas Holiday Period
December 27, 2017 Christmas Holiday Period
December 28, 2017 Christmas Holiday Period
December 29, 2017 Christmas Holiday Period
January 1, 2018 New Year's Day
January 15, 2018 Martin Luther King, Jr. Day
March 30, 2018 Good Friday
April 2, 2018 Day after Easter

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May 28, 2018 Memorial Day
July 4, 2018 Independence Day
September 3, 2018 Labor Day

4th Year

November 6, 2018 Federal Election Day
November 12, 2018 Veterans' Day (Observed)
November 22, 2018 Thanksgiving
November 23, 2018 Day after Thanksgiving
December 24, 2018 Christmas Holiday Period
December 25, 2018 Christmas Holiday Period
December 26, 2018 Christmas Holiday Period
December 27, 2018 Christmas Holiday Period
December 28, 2018 Christmas Holiday Period
December 31, 2018 Christmas Holiday Period
January 1, 2019 New Year's Day
January 21, 2019 Martin Luther King, Jr. Day
April 19, 2019 Good Friday
April 22, 2019 Day after Easter
May 27, 2019 Memorial Day
July 4, 2019 Independence Day
September 2, 2019 Labor Day

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Signed 4-11-2015

Benefits Representative

October 3, 2011
Xxx, xx, xxxxx

~~Ms. Sharon Curson~~ Mr. Reggie Ransom
International Representative Arbitration and Umpire Coordinator
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear ~~Ms. Curson~~ Mr. Ransom:

Subject: Benefits Representative

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

The Benefits Representative will be responsible for:

- Keeping current with all Company policies and procedures that impact the salaried bargaining units and cascading that information to all UAW salaried elected officials.
- Forwarding information received by them from Labor Affairs to all UAW salaried elected officials.
- Becoming HIPPA certified/trained within 30 days of appointment.
- Following the Corporate Security guidelines related to confidentiality and data integrity.
- Being the primary contact for all UAW salaried represented employees for benefits. The Benefits Representative will communicate their contact number and business hours to the elected UAW salaried representatives as well as all UAW salaried represented employees.
- Compilation and submission of any and all benefits related information for UAW represented salaried employees requested by the UAW as a data request. Such information will include but is not limited to identification of insurance benefit plans, carrier information, demographic information, cost of coverage and other appropriate information.

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

The parties recognize the need for the individual on this position to perform all the duties and responsibilities for the benefit of the salaried members

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Signed 9-11-2015

of the UAW. Issues concerning the performance of the appointee will be discussed between National Ford Department and Labor Affairs and appropriate solutions developed to address the issues.

Very truly yours,

~~Richard W. Gross~~
Julie Lavender, Director
Personnel Relations
and Employee Policies

Concur:

Sharon Curson
Reggie Ransom

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Signed 9-8-2015

Education and Training

September 15, 1999

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

Dear Mr. Reilly Ransom:

Subject: Education and Training

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

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

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

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

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

Very truly yours,

Julie Lavender, Director
Personnel Relations & Employee
Policies
Thomas M. Ryan, Manager
U.S. Union Affairs

Concur:

Joe Reilly
Reggie Ransom

Signed 9-11-2015

Notification of Policy Changes

September 15, 2003

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

Dear Mr. ~~Renning~~ Ransom:

Subject: Notification of Policy Changes

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

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

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

Very truly yours,

Julie Lavender, Director
Personnel Relations & Employee Policies
~~Tim P. Hartmann, Director~~
~~Union Relations~~

Concur: _____

~~Tom Renning~~
Reggie Ransom

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Signed 9-15-2015

Salary Adjustments

October 9, 1993

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

Dear Mr. Howe Ransom:

Subject: Salary Adjustments

During the 1993 UAW-salaried these negotiations, the Company and Union examined and discussed the matter of salary relationships adjustments among members of the bargaining units. As a result of these discussions, the Company reaffirms its endorsement of Appendix B as an effective and appropriate vehicle for addressing compensation matters for represented salaried employees. Furthermore, the Company intends to continue utilizing Appendix B, and any funds made available through Appendix B, for salaried adjustments during the life of this Agreement.

To this extent, the management of the affected bargaining units will discuss planned salary adjustments on an annual basis with appropriate Local Union representatives and provide electronic copies of the plan. Additionally, it was agreed that such discussions will include timing, position in range for units not using the performance management process and distribution of authorized merit funds. Represented employees will use either performance management, which includes position in range, or position in range alone.

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

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

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

Very truly yours,

Ben G. Farabee, Manager
ACG Union Relations
Employee Relations Staff
Julie Lavender, Director
Personnel Relations & Employee
Policies

Concur:

Reggie Ransom

Demand # S1031

Version 4

14-September-2015

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Signed 9-22-2015

Sale of Operations

October 3, 2011

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

Dear Ms. Curson Mr. Ransom:

Subject: Sale of Operations

During these negotiations, the Union requested the Company to agree that any sale of an operation on an ongoing basis would require the buyer to assume the 201~~15~~ Collective Bargaining Agreement. We agree to do so in the case of any such sale during the term of the Collective Bargaining Agreement.

Very truly yours,

Julie Lavender, Director
Personnel Relations &
Employee Policies
Richard W. Gross, Director
Personnel Relations
and Employee Policies

Concur:

Sharon Curson
Reggie Ransom

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Signed 9-24-2015

Savings & Stock Investment Program

October 3, 2011

Ms. Sharon Curson
International Representative
Mr. Reggie Ransom
Arbitration and Umpire Coordinator
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, MI 48214

Dear Ms. Curson Mr. Ransom:

Subject: Savings & Stock Investment Plan

With respect to the salaried employee bargaining units for which you are recognized by Ford Motor Company to be the collective bargaining representative, you hereby agree that until XX/XX/2011 January 1, 2020, or such later date as the parties hereafter may agree upon (regardless of any notice of modification or termination with respect to collective bargaining agreements applicable thereto):

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

Very truly yours,

Julie Lavender, Director
Personnel Relations & Employee
Policies
Richard W. Gross, Director
Personnel Relations
and Employee Policies

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Signed 9-24-2015

Concur:

Sharon Curson
Reggie Ransom

Supersedes letter dated September 15, 1996

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24-September-2015



Signed 9-8-2015

Senior Advisory Boards - Functional Review

September 15, 1999

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

Dear Mr. Reilly Ransom:

Subject: Senior Advisory Boards - Functional Review

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

Discussion topics may include:

- the competitive position of the organization
- sharing of information
- encouraging and energizing the local parties to work together to achieve stated objectives and to implement continuous improvement initiatives
- discuss the importance of job preservation and job creation.
- use of agency as supervision.

Very truly yours,

Thomas M. Ryan, Manager
U.S. Union Affairs
Julie Lavender, Director
Personnel Relations & Employee
Policies

Concur:

Joe Reilly
Reggie Ransom

Demand # S1032

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Signed 9-11-2015

UAW-Ford Conferences

October 3, 2011

XX/XX/XXXX

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

Dear Mr. Nolen Mr. Ransom:

Subject: UAW-Ford Conferences

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

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

It is further understood that the Company will pay the wages for one representative each, jointly selected by management and the local union, from those nursing units of more than 12 nurses, Local 1970 Unit 1, Local 1970 Unit 2, and Michigan Proving Ground to attend the UAW-FORD Joint Programs Conferences. If a representative is jointly selected by management and the local union, the representative from Michigan Proving Ground and the representative from Central Laboratories will attend the Quality conference sessions and the representative from the Nursing Unit(s) will attend the Health and Safety conference sessions, as applicable. Attendance at additional UAW-Ford conferences will be subject to discussion and agreement between U.S. Labor Affairs Staff and the National Ford Department.

Very truly yours,

Richard W. Gross, Julie Lavender, Director
Personnel Relations
and Employee Policies

Concur:

Darryl Nolen
Reggie Ransom

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Training Bonus Upfront Lump Sum Payment

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

Dear Mr. ~~Nolen~~ Ransom:

Subject: Training Bonus Upfront Lump Sum Payment

The parties had numerous discussions about a an upfront lump sum payment ~~training bonus~~ for represented active regular salaried employees. The parties agreed that as soon as practical following the ratification of the Salaried Bargaining Agreement, the represented active regular salaried employees would receive a training bonus an upfront lump sum payment of ~~\$2,000~~ \$8,500.

The parties agreed that this one time lump sum ~~bonus~~ payment is not intended as compensation for hours of employment and shall not be included in the regular rate as defined by the Fair Labor Standards Act, in accordance with the exceptions contained in the Act. The parties likewise agree that this payment shall have no roll-up effect on the regular salaried rate defined in this Agreement or otherwise affect calculations of any other pay.

Very truly yours,

~~Richard W. Gross~~
Julie Lavender, Director
Personnel Relations
and Employee Policies

Concur:

Darryl Nolen
Reggie Ransom

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Signed 9-8-2015

Video Display Terminals

October 3, 2011

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

Dear Ms. Curson Mr. Ransom:

Subject: Video Display Terminals

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

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

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

Very truly yours,

Julie Lavender, Director
Personnel Relations & Employee
Policies
Richard W. Gross, Director
Personnel Relations
and Employee Policies

Concur:

Sharon Curson
Reggie Ransom

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Signed 9-17-2015

Research & Engineering Center Vacation Shutdown

XX/XX/XXXX

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

Dear Ms. Cursen Mr. Ransom:

Subject: Research & Engineering Center Vacation Shutdown

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

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

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

Very truly yours,

Julie Lavender, Director
Personnel Relations & Employee
Policies

Richard W. Gress, Director
Personnel Relations
and Employee Policies

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Sharon Curren
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Central Laboratory

XX/XX/XXXX

Ms. Sharon Curson
Mr. Reggie Ransom
Arbitration and Umpire Coordinator
International Representative
UAW, National Ford Department
8000 East Jefferson Ave.
Detroit, MI 48214

Dear Ms. Curson Mr. Ransom:

Subject: Central Laboratory

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

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

The Company is reviewing and will continue to review assignment of work to the Central Lab. Accordingly the Company will:

- a. Immediately hire two (2) Laboratory Engineers upon ratification;
- b. Hire three (3) Laboratory Engineers in the 1st Quarter of 2012; and
- c. Hire two (2) supplemental/co-op employees in 2nd Quarter of 2012. If performance of the employees is acceptable they will become full time hires after 6 months; if not they will be replaced.
- a. Hire three (3) Laboratory Engineers within 12 months of ratification to provide adequate time to effectively screen candidates. These employees will be hired under the flexible staffing model and assessed for potential conversion to base as appropriate after 6 months. The parties agree to a mutual understanding that a six month extension may be granted to the hiring commitment date due to unusual circumstances.
- b. Provide rotational assignments for two (2) FCGs in the Laboratory in 2016. Upon FCG program completion consider assignment of these employees into the represented Unit based on the business needs.

Demand # S1063

Version 4

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c. Provide two (2) Intern assignments in the Laboratory in 2016 and seek to have interns for subsequent summer assignments.

The UAW and the Company will meet regularly to discuss concerns and evaluate success of the flexible staffing model. In the 3rd-4th quarter of 2017, Central Lab Management, HR and local UAW leadership will discuss status.

If the local parties do not agree on model continuation, the matter will be elevated to the National Ford Department and Personnel Relations to address concerns and make a final determination.

Additionally, the Company is committed to work with the Union under the terms of the Letter of Understanding - Sourcing to review work which may be presently performed outside of the unit for potential in-sourcing. Final decisions will be based on cost, quality, timing and efficiencies within the Unit, including necessary changes to local operating practices and agreements.

Very Truly Yours,

Julie Lavender, Director
Personnel Relations & Employee
Policies

Richard W. Gross, Director
Personnel Relations
and Employee Policies

Concur:

Sharon Cursen
Reggie Ransom

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Demand # S1063

Version 4

12-September-2015

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Signed 9-13-2015

Company Payment of AAOHN Conference Attendance

XX/XX/XXXX

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

Dear Ms. Curson Mr. Ransom:

Subject: Company Payment of AAOHN Conference Attendance

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

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

In those locations with 5-87 full-time represented nurses, local management will allow at least two nurses to attend the AAOHN conference if they have not attended in the previous four year period at Company expense. In locations with more than 8 full-time represented nurses, at least three full-time represented nurses will be allowed to attend the AAOHN conference if they have not attended in the previous four year period at Company expense. In locations with 9 or greater full-time represented nurses, at least four full-time represented nurses will be allowed to attend the AAOHN conference if they have not attended in the previous four year period at Company expense.

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

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

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

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

Signed 9-13-2015

Very truly yours,

Julie Lavender, Director
Personnel Relations & Employee
Policies
Richard W. Gross, Director
Personnel Relations
and Employee Policies

Concur:

Sharon Curson
Reggie Ransom

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Demand # S1064

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Signed 9-11-2015

Company Payment of Dues & Certifications

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

Dear Mr. Ransom ~~Renning~~:

Subject: Company Payment of Dues & Certifications

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

It is Company practice to encourage membership and active participation in the state and local components of American Association of Occupational Health Nurses. The Company agrees to pay for national, state and local component AAOHN membership dues for full-time nurses and to supplemental represented nurses who work 8700 hours or more in the preceding calendar year. The Company also agrees to pay the annual dues for medical X-Ray Technologists to belong to the American Registry of Radiologic Technologists and the American Society of Radiologic Technologists.

Additionally, it is Company practice to encourage Occupational Health Nurses to obtain Certified Occupational Health Nurse (COHN) certification. On a one-time basis, the Company agrees to pay all fees and travel expenses related to sitting for the COHN exam for all full-time nurses and to supplemental represented nurses who work 8700 hours or more in the preceding calendar year. In addition, the Company will pay the re-certification fee for all full-time nurses and to supplemental represented nurses who work 8700 hours or more in the preceding calendar year.

Very truly yours,

~~Tim P. Hartmann, Director~~
~~Union Relations~~
Julie Lavender, Director
Personnel Relations & Employee
Policies

9/11/15
pw

Concur:

~~Tom Renning~~
Reggie Ransom

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Signed 9-8-2015

Emergency Procedure Training for Nurses

October 3, 2011

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

Dear Mr. Nolen Ransom:

Subject: Emergency Procedure Training for Nurses

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

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

The Company reaffirms that cardiopulmonary resuscitation professional (BCLS/CPR) certification is required for all nurses. The Company will pay fees for this training for all full-time nurses and for supplemental nurses who average ~~32~~ 16 hours or more per month for the prior six months. The training may be obtained in Company sponsored training or via certified outside vendors. The training will be scheduled on Company time. Local management must approve the timing and method of training prior to registration.

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

Very truly yours,

Julie Lavender, Director
Personnel Relations & Employee
Policies
Richard W. Gross, Director
Personnel Relations
and Employee Policies

Concur:

Darryl Nolen

Demand # S1066

Version 1

3-September-2015

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Signed 9-8-2015

Medical Procedures for Medical Staff

XX/XX/XXXX

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

Dear Mr. Reilly Ransom:

Subject: Medical Procedures for Medical Staff

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

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

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

Very truly yours,

Julie Lavender, Director
Personnel Relations & Employee
Policies
Thomas M. Ryan, Manager
U.S. Union Affairs

Concur:

Joe Reilly
Reggie Ransom

Demand # S1067

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3-September-2015

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Signed 9-8-2015

Medical Unit Staffing

XX/XX/XXXX

Mr. Reggie Ransom
~~Ms. Sharon Curson~~
International Representative
Arbitration and Umpire Coordinator
~~National Ford Department~~
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear ~~Ms. Curson~~ Mr. Ransom:

Subject: Medical Unit Staffing

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

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

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

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

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

Questions concerning this process may be addressed to National Ford Department, Clinical Operations and Personnel Relations.

Demand # S1068

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Signed 9-8-2015

Very truly yours,

Julie Lavender, Director
Personnel Relations &
Employee Policies

~~Richard W. Gross, Director~~
~~Personnel Relations~~
~~and Employee Policies~~

Concur:

Sharon Curson
Reggie Ransom

Exhibit A

Nurse/Employee Ratio:

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

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

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

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Signed 9-14-2015

Nurse Development and Growth Opportunities

XX/XX/XXXX

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

Dear Mr. Ransom:

Subject: Nurse Development and Growth Opportunities

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

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

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

- Salaried Occupational Wellness Nurse - SG 6
- Senior Salaried Occupational Health Nurse - SG7

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

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

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

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

Very truly yours,

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Signed 9-14-2015

Julie Lavender, Director
Personnel Relations
and Employee Policies

Concur:
Reggie Ransom

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Version 3

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Signed 9-11-2015

Nurse Hiring and Education

XX/XX/XXXX

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

Dear Mr. Ransom:

Subject: Nurse Hiring and Education

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

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


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

Very Truly Yours,

Julie Lavender, Director
Personnel Relations
and Employee Policies

Concur: Reggie Ransom

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Signed 9-11-2015

Nurse Staffing on Alternate Work Schedules (AWS)

XX/XX/XXXX

~~Ms. Sharon Curson~~
Mr. Reggie Ransom
~~International Representative~~
Arbitration and Umpire Coordinator
~~National Ford Department~~
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear ~~Ms. Curson~~ Mr. Ransom:

Subject: Nurse Staffing on Alternate Work Schedules (AWS)

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

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

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

Very truly yours,

Julie Lavender, Director
Personnel Relations &
Employee Policies
Richard W. Gross, Director
Personnel Relations
and Employee Policies

Concur:

~~Sharon Curson~~
Reggie Ransom

Signed 4-8-2015

Nurses - Plant Closure

XX/XX/XXXX

~~Ms. Sharon Curson~~
~~Mr. Reggie Ransom~~
~~International Representative~~
~~Arbitration and Umpire Coordinator~~
~~National Ford Department~~
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, MI 48214

Dear ~~Ms. Curson~~ ~~Mr. Ransom~~:

Subject: Nurses - Plant Closure

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

Very truly yours,

Julie Lavender, Director
Personnel Relations & Employee
Policies
Richard W. Gross, Director
Personnel Relations
and Employee Policies

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Demand # S1071

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Signed 9-8-2015

Uniform and Shoe Allowance

September 15, 2003

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

Dear Mr. Renning Ransom:

Subject: Uniform and Shoe Allowance

During these negotiations, the parties discussed issues relating to uniform allowances for represented health care employees. This is to advise you that consistent with Company policy, effective January 1, 2006, the annual uniform and shoe allowance for full-time nurses and x-ray technologists will be \$6900.00.

Supplemental nurses who work 500 hours or more in the preceding calendar year will have a uniform and shoe allowance of \$3450.00.

Very truly yours,

Julie Lavender, Director
Personnel Relations & Employee
Policies
Tim P. Hartmann, Director
Union Relations

Concur:

Tom Renning
Reggie Ransom

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full-time positions.

- Additional full-time Autonomous (AVO) positions will be added to MPG, at the salary grade 04 and 05 levels, to support the growth of autonomous vehicle operations. AVO positions will be incremental to the current operation, with candidates sourced through the existing UAW represented workforce (full-time and supplemental) and other candidate sources, if needed. Candidates will be evaluated and hired based on merit and ability, through a standard Ford interview process.
- Respective to the Autonomous Vehicle Operation classifications, it is the Company's intent, based on business need, to provide lateral or promotional opportunities proportional to the total number of AVO vehicles in operation at MPG. An example, during these discussions, reflects 6 salary grade 04 AVO Specialists and 12 salary grade 05 AVO Test Specialists. As business conditions change, so will the need for AVO positions, which may change the requirement for total AVO Specialists and Test Specialists.
- In recognition of the Unions desire to populate the MPG track office with represented employees, the Company and UAW will continue to discuss issues related to track office leadership, addressing all issues as they arise.
- In recognition of the growth associated with AVO at MPG, the Company commits to the following hiring sequence:
 - One (1) full-time hire in the Fourth Quarter 2015
 - Two (2) full-time hires in the First Quarter 2016
 - Two (2) full-times hire in the Third Quarter 2016
 - Two (2) full-time hires contingent on attritions from represented driver unit
- The Company will also establish a group to review the feasibility of the unit to bid on brokering work presently contracted by the vehicle owners to external drivers. The group will be comprised of MPG Management, Finance, Legal, Human Resources, and the Unit Chairperson. The group will review the feasibility of the work including cost, liability, timing, resources, etc. Upon request, the group may request assistance from National Ford Department, Operations Human Resources and Personnel Relations.

Very truly yours,

Julie Lavender, Director
Personnel Relations & Employee
Policies
Richard W. Gross, Director
Personnel Relations
and Employee Policies

Concur:

Sharon Carson
Reggie Ransom

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UNPUBLISHED LETTERS

2015 UAW-Ford Salaried Master Agreement

TABLE OF CONTENTS - UNPUBLISHED LETTERS

**COLLECTIVE BARGAINING AGREEMENT
Salaried Bargaining Units**

Unpublished Letters

- UP FMLA Classification
- UP Payroll Deductions - Union Dues and VCAP
- UP Union Business Codes
- UP Voluntary Political Contributions

Body CAD Unpublished Letters

- UP Body CAD Development Opportunities
- UP Body CAD Hiring
- UP Body CAD Sourcing
- UP Local 1970 Unit 1 and the Performance Management Process

Central Lab Unpublished Letters

- UP Letter re Sr Engineer Position in Central Lab

Medical Units Unpublished Letters

- UP Nurse Hiring Process
- UP Nursing Units and the Performance Management Process
- UP Supplemental Nurse Pay

Michigan Proving Grounds Unpublished Letters

- UP MPG and the Performance Management Process
- UP MGP Supplemental to Full Time Ratio

Signed 11-4-2015



CONFIDENTIAL MEMORANDUM

World Headquarters
One American Road
Dearborn, MI 48126-2701 USA

XX/XX/XXXX

To: Sharon Curson

RE: Equity Fund

Following discussions between the Company and the Union, the Company agrees to establish a one time equity fund of \$65,000 for the Salaried Represented Units. This fund will be pro-rated based on % of population between the units and will be effective on January 1, 2012.

The local Chairpersons and HR Managers will work together to appropriately disburse these funds. Final sheets will be forwarded to Julie Lavender in Personnel Relations for final review and submission to payroll no later than November 1, 2011.

Richard W. Gross, Director
Personnel Relations
and Employee Policies

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Demand # S1084

Version 4

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Signed 9-16-2015

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Union Business Codes

XX/XX/XXXX

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

Dear Mr. Ransom:

Subject: Union Business Codes

During the course of these negotiations, the parties held detailed discussions regarding unpaid Union Business absence codes not counting towards the forty (40.0) hour compensated hour overtime threshold.


To address this concern, the Company agrees the absence code for unpaid Union Business will be counted towards reaching the forty (40.0) hour compensable overtime threshold. The Company will develop a process for submitting a payment request in those instances where a premium payment is generated in a pay period including an unpaid absence for Union Business.

Very truly yours,

Julie Lavender, Director
Personnel Relations
and Employee Policies

Concur:

Reggie Ransom


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Signed 9-17-2015

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Body CAD Development Opportunities

XX/XX/XXXX

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

Dear Mr. Ransom:

Subject: Body CAD Development Opportunities

The Company and Union had detailed discussions concerning the technical advances in engineering design work and the need to attract and retain talent.

Newly hired designers will have 4-year technical degrees to support these technical advances. Both the Company and the Union recognize the need for identifying career opportunities for these degreed designers in order to continue to attract and retain new talent.

The Company and Union agree to continue these discussions until a satisfactory career plan is identified and implement a new SG 08 position during the term of the agreement.

Very Truly Yours,

Julie Lavender, Director
Personnel Relations
and Employee Policies

Concur:

Reggie Ransom

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Demand # S1062

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Signed 9-18-2015

UNPUBLISHED

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

September XX, 2015

Dear Mr. Ransom:

Subject: Body CAD Hiring

During these negotiations, the parties discussed the global nature of our business and the status of work that has been performed by full service suppliers since approximately 1992. Both parties agree that continued and enhanced competitiveness are keys to the Company's success.

The Company has demonstrated its commitment to a viable Body CAD organization and continues to be committed to its success. Under present operating conditions, the Company will commit to grow the Unit by six (6) designers:

- two (2) designers will be hired by mid-year 2016
- four (4) additional designers will be hired by mid-year 2018

Furthermore, in accordance with Article V, Section 1, when the Company determines it is appropriate to assign work, it will consider Unit 1 Body designers to design commodities that are aligned with business requirements, global sourcing and resource strategy and add headcount in addition to that identified above.

Very truly yours,

Julie S. Lavender, Director
Personnel Relations and
Employee Policies

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Signed 9-14-2015

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Nursing Units and the Performance Management Process

XX/XX/XXXX

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

Dear Mr. Ransom:

Subject: Nursing Units and the Performance Management Process

The Company and Union had detailed discussions concerning the use of the performance management process in the Nursing Units. As an initial step towards use of this Company process, Performance Management will be utilized within the newly graded positions, general salary roll 06 general salary Salaried Occupational Wellness Nurse and grade 07 Senior Salaried Occupational Health Nurse. These positions represent salaried employees with the skills and capabilities to be chosen for these important positions.

The performance management process is meant to provide employees the opportunity to improve their performance through input on their objectives, ongoing feedback process and in the event of strong performance and the opportunity for an associated increase in base pay and incentive compensation.

In the case of declining performance, the Company will provide coaching, counseling and training as outlined in a Performance Enhancement Plan in order to improve performance. The Union will be notified of any employee whose performance is trending toward or at a lower level and the steps to be taken to improve the performance. It is not the intent of the Company to use the performance management process in an arbitrary manner to release employees without giving them sufficient time to improve their performance. The Company will update the Performance Enhancement Plan to include a line for Union acknowledgement.

Additionally, the Company will provide the Unit Chairperson, upon request, information regarding employee performance reviews to ensure fair treatment.

Very Truly Yours,

Julie Lavender, Director
Personnel Relations
and Employee Policies

Concur:

Reggie Ransom

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Signed 4-11-2015



CONFIDENTIAL MEMORANDUM

World Headquarters
One American Road
Dearborn, MI 48126-2701 USA

XX/XX/XXXX

To: Sharon Curson Reggie Ransom
Arbitration and Umpire Coordinator

RE: Supplemental Nurse Pay

During the 201⁴⁵ negotiations, the Union and Company discussed the competitive hiring wage rate for supplemental nurses. The Company reserves the right to determine wages and salary ranges in accordance with Appendix B; however, we agree to increase the hiring rate for supplemental nurses from the current rate of ~~\$28.84~~ \$31.27 per hour to ~~\$29.50~~ \$32.99 per hour and to increase the base wage of all active supplemental nurses to a minimum of ~~\$29.50~~ \$32.99 per hour. The planned effective date for implementation of this action is XXXXXX XX, XXXX and such action shall be implemented by Personnel Relations, not the local parties.

In addition, it is the intent of the company to review the supplemental nurse pay rate on a biannual basis (i.e., 2009, 2011, 2013, etc.) to ascertain if an increase is warranted. The effective date of the increase is proposed to be November 1 of the year granted. The primary determination of the increase amount will be based on the following:

- the combined increase of any merit increase distribution percentage awarded to the full-time nurses during the immediate two year period prior to the effective date of the increase for the supplemental nurses (...); and

Julie Lavender, Director
Personnel Relations & Employee Policies
Richard W. Gross, Director
Personnel Relations
and Employee Policies

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Signed 9-12-2015

UNPUBLISHED

XX/XX/XXXX

Mr. Reggie Ransom
Arbitration and Umpire Coordinator
UAW National Ford Department

Dear Mr. Ransom:

Subject: MPG AVO Position and the Performance Management Process Pilot

The Company and Union had detailed discussions concerning the use of the performance management process in Local 400, Michigan Proving Grounds. To support the growth of AVO, and as an initial step towards this Company standard, Performance Management will be utilized within the newly implemented AVO position, general salary grade 05 AVO Test Specialist. This position represents salaried employees with the skills and capabilities to be chosen for fully-dedicated AVO assignments which will drive execution of this important program at MPG.

The performance management process is meant to provide employees the opportunity to improve their performance through input on their objectives, an ongoing feedback process and in the event of strong performance, the opportunity for an associated increase in base pay and incentive compensation.

In the case of declining performance, the Company will provide coaching, counseling and training as outlined in a performance enhancement plan in order to improve performance. The Union will be notified of any employee whose performance is trending toward or at a lower level and the steps to be taken to improve the performance. It is not the intent of the Company to use the performance management process in an arbitrary manner to release employees without giving them sufficient time to improve their performance. The Company will update the Performance Enhancement Plan to include a line for Union acknowledgement.

The Company will provide the Unit Chairperson, upon request, information regarding employee performance reviews to ensure fair treatment.

The application of this process at MPG will be reviewed by MPG management, Unit Chairperson, HR, National Ford Department and Personnel Relations four years from the date of this letter.

Very Truly Yours,

Julie Lavender, Director
Personnel Relations
and Employee Policies

Concur:

Reggie Ransom

Company Interest # 1

Version 2

11-September-2015

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MPG Supplemental to Full Time Ratio

XX/XX/XXXX

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

Dear Mr. Ransom:

Subject: MPG Supplemental to Full Time Ratio

The Company and Union discussed the utilization of supplemental personnel within the unit. The parties recognize the need to work toward a supplemental workforce of up to 20% when compared to full time UAW unless both parties locally agree to an appropriate ratio based on workload, in order to provide job security for the full-time employees and serve as a potential pool for future hires into Ford Motor Company.

Any questions concerning this agreement can be elevated to the UAW National Ford Department and Personnel Relations.

Julie Lavender, Director
Personnel Relations & Employee
Policies

Concur:

Reggie Ransom

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JBL

RSK

VW

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KRM

ADR

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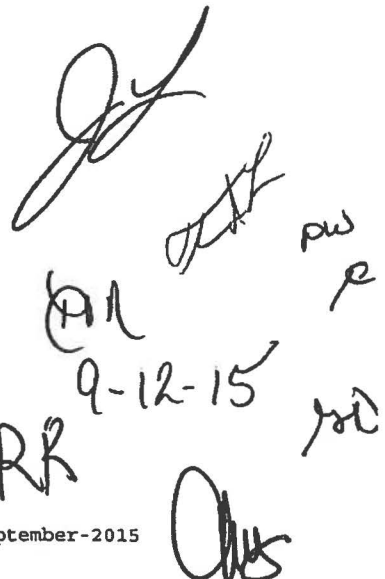
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Version 2

11-September-2015

A collection of handwritten signatures and initials. At the top is a large signature. Below it are initials 'JBL', 'RSK', 'VW', 'DES', 'AS', 'MR', 'KRM', 'ADR', 'SAC', 'JAW', and 'EWI'. To the right of these are initials 'RR', '9-12-15', and 'JBL'. At the bottom right is a large signature.