



# UAW FORD

## CONTRACT SUMMARY: SALARIED WORKERS

NOVEMBER 2019



### HIGHLIGHTS

- Parity with hourly workers in winning a \$9,000 lump-sum bonus.
- Performance Management expanded to all remaining units that are not already participating.
- “Blue light” protection now an option with VDT eyewear.
- Lump-sum vacation payout upon retirement for members with original Ford hire date prior to Jan. 1, 2004, and the opportunity to enhance vacation eligibility for those with relevant work experience hired after Jan. 1, 2004.
- Improved language for Chairpersons’ input into potential training opportunities.
- Local UAW Salaried Unit Chairperson will now be part of local health and safety committee.
- Nurses’ gains: AED Certification added to BCLS/CPR training; sufficient training will be offered; Unit Chairperson will have input into medical unit staffing studies; ESSP opportunities made available; increased promotion of Biometric Screening opportunities; enhanced supplemental nurse availability and increased pay for supplemental nurses.
- Engineering Design (Body CAD) gains: Increased job security through combined resources plan and modified classifications to allow for in-series promotions to Product Engineering Designer Salary Grade 8.
- Michigan Proving Grounds gains: Improved classifications system for AVO Specialists, AVO Test Specialists; instant pay raises and promotional opportunities; increased insourcing opportunities; no contract employees in AVO; mandatory monthly meetings and gains for supplementals at MPG.
- Central Laboratory gain: Preferred potential replacement of retirees and addition of Ford College graduates and summer interns to the flexible staffing model used for replacing retirees.



*The 2019 UAW Ford Salaried National Negotiating Committee.*

## Message to UAW Members at Ford

Dear Brothers and Sisters:

Your bargaining committee appreciates the solidarity of our membership as we worked to achieve key gains through the collective bargaining process.

From the outset, your brothers and sisters, Local leaders, and bargaining team members identified key areas of concern to focus on throughout this process: a clear pathway for temporary workers to permanent status, shortening the in-progression period, maintaining our current benefits and cost, and increasing our share of profits.

This process is never easy, but you can be very proud of your bargaining committee for putting in a lot of long hours and days away from their families. From the both of us, we are grateful for the opportunity to fight for you with this committee, and all the staff from the Ford department coming in as strangers and leaving as family.

In solidarity,

**Gary Jones**  
President  
International Union, UAW

**Rory L. Gamble**  
Vice President and Director  
UAW Ford Department

### ‘Changed Pages Book’ on [uaw.org](http://uaw.org)

The “Changed Pages Book,” which contains the recently negotiated proposed changes to the contract that the UAW and Ford Motor Co. tentatively agreed to, can be found at [uaw.org/uaw-auto-bargaining/fordcontract/](http://uaw.org/uaw-auto-bargaining/fordcontract/)

# Salaried Workers See Big Gains

## Parity with Hourly Achieved with Bonus

Your UAW salaried negotiating team at Ford demanded and won parity with hourly Ford workers by winning the same **\$9,000 up-front, lump-sum bonus** to be paid upon ratification for all full-time, salaried bargaining unit members.

## Performance Management

During these negotiations, the parties discussed the importance of aligned objectives, ongoing feedback and recognition. The parties extensively discussed the benefits the Performance Management process can provide to both the employees and the business. Performance Management gives all bargaining unit workers an opportunity to increase their pay based on performance.

In addition, there was extensive discussion around low performers and release from the Company. The Union and the Company agreed that Performance Management is intended to build strong performers and engage employees to help the Company achieve success from the workforce. In order to achieve this type of workforce, there may be instances when the Company may release lower performers after coaching and feedback does not achieve improved performance at a sufficient level. Therefore, the Union won language that requires the Company to backfill the position.

## Video Display Terminal Prescription Coverage

VDT eyewear offered through the Prescription Safety Glass Program will include the option of “blue light” protection. During these negotiations, the Union expressed concerns regarding the use of Video Display Terminals (VDT). Therefore, VDT eyewear, including blue light protection, will be made available by the Company.

## Vacation Payout at Retirement/Enhanced Vacation

During these negotiations, the parties discussed the feasibility and mutual benefit of modifying vacation accrual and payout. This agreement secured lump-sum payouts at retirement for members with original Ford hire date prior to January 1, 2004, and the opportunity to enhance vacation eligibility for members with relevant work experience hired after January 1, 2004.

## Education and Training Improvement

Bargainers won improved language to include Chairpersons’ input into potential training opportunities. Should a worker feel additional training may be beneficial, they should raise awareness to their supervisor. If the Chairperson recognizes potential training opportunities, the Chairperson may inform the appropriate local management. Specifically at MPG, the identified topic should be discussed during the monthly meetings concerning open issues and MPG competitiveness.

## Health and Safety

During these negotiations, the parties discussed the subject of safe and healthy working conditions. The local UAW Salaried Unit Chairperson will be part of the local health and safety committee. The parties agreed the national appointed UAW Health and Safety Representative and Company Safety Professional for the respective location will also be included as a part of the local health and safety committee.

The members of the committees will be provided the opportunity to complete OSHA 30 General Industry training. All health and safety concerns should follow the Issue Resolution Process.

## Nurses

### AED Certification Added to BCLS/CPR Training

During these negotiations, the Union insists that all nurses be certified in the use of Automated External Defibrillator (AED), Basic Cardiac Life Support (BCLS), and Cardio Pulmonary Resuscitation (CPR) concerning the Emergency Procedure Training. The Company requires that all nurses be certified in BCLS/CPR/AED.

### Relevant Training

Sufficient training will be offered based on prior experience and demands of specific location. In the case of new hire full-time or supplemental nurses, the extent of training will be determined by the candidate’s qualifications and experience upon hire; the demands of the location to which they will be assigned; and their performance during orientation.

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

### Medical Unit Staffing

An appropriately staffed medical department is critical to the health, safety and well being of all members. To achieve this, your negotiating team had detailed discussions with the Company concerning the staffing of UAW-represented medical units. The Company agreed to include the Unit Chairperson’s input when reviewing the appropriateness of medical unit staffing levels.

### ESSP Opportunities

During these negotiations, the parties discussed the Union’s desire

for increased utilization of represented nurses in the role of salaried Employee Support Services Program (ESSP) representatives. Therefore, as opportunities arise, the Company agrees that whenever practicable, it will first select a salaried ESSP representative from among the full-time represented nurse volunteers within a bargaining unit facility in which the Company has determined that a salaried ESSP position will be eliminated.

The Company agrees to select the ESSP representative from the full-time nurse population. In areas where the ESSP is not a full-time nurse, the Company agrees to remove and replace the current ESSP where practicable.

### **Biometric Screening**

During these negotiations, the parties discussed the importance of the promotion of the Biometric Screening Program led by the Occupational Wellness and Senior Occupational Nurses within bargaining unit facilities. The Company has offered opportunities for reasonable funding. In partnership with the joint Employee Support Services Program (ESSP), innovative and effective communication strategies will be developed to engage both hourly and salaried employees in the awareness and availability of this program to support the overall health of employees. Avenues for reasonable levels of promotional funding may be made available through various resources.

### **Enhanced Supplemental Nurse Availability**

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

absent. If a supplemental nurse is not available when required and continues to fail to meet the necessary requirements of the Company to meet business needs, that nurse will be released.

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

If thereafter, the worker does not accept sufficient work assignments to align with business requirements as requested, a second registered letter shall be sent to the worker's address on record notifying them of the termination of their supplemental nurse assignment. Once the Company, in its sole discretion, determines that it will backfill a supplemental exited in the manner set forth above, it shall do so as expeditiously as possible.

### **Supplemental Nurses Pay Increase**

Upon the effective date of this agreement, all current and future supplemental nurses will receive a pay increase. Prior to this new agreement, supplemental nurse reviews were done biannually. This new agreement enhances the opportunity for the supplemental nurse to receive a pay increase every year, instead of every other year.

The Company agrees to increase the hiring rate from \$32.99 per hour to \$34.80 per hour for the term of this agreement for all active supplemental nurses. The implementation of this

action shall be the first pay period following the effective date of this agreement. In addition, it is the intent of the Company to continue reviewing the active supplemental nurse pay rate on an annual basis to ascertain if an increase is warranted. When the Company has determined that such an increase is warranted, it will become effective on May 1 of the year in which the review is conducted.

## **Engineering Design (Body CAD)**

### **Workforce Flexibility**

This agreement will allow the Union and the Company to flex its "combined" resources to allow for maximum efficiencies. If a reduction in workforce is necessary, the reducing of agency personnel will take priority. This agreement creates job security through additional commodity work opportunities and the utilization of the complete CAD agency pool in case of a reduction in workforce.

### **Classifications**

Negotiators won classifications modifications to allow for in-series promotions to Product Engineering Designer 8.

## **Michigan Proving Grounds**

### **Classifications**

All tasks associated with the classifications of Performance Test Driver, Mechanic Test Driver A, Durability Test Driver, Senior Durability Test Driver and Driver Instructor will be reclassified and included in



the tasks of “AVO Specialist.”

All tasks associated with the classification of Flexible Driver Instructor will be reclassified and included in the tasks of “AVO Test Specialist.”

Modifications will be made to classifications to allow for in-series promotions to Autonomous Vehicle Operations (AVO). Should AVO technical abilities advance then the Company will consider a SG6 classification.

### **Instant Pay Raises and Promotional Opportunities**

Effective the first pay period following the effective date of this agreement, all SG3 and SG65 classifications workers will be immediately promoted to a SG4 in the AVO Specialist classification. In addition, the Company agreed to post opportunities for SG5 AVO Test Specialist, open to all candidates who can demonstrate required merit and ability. There is no limit to the number of full-time bargaining unit members that can be promoted to a SG5 in the AVO Test Specialist classification.

### **Increased Insourcing Opportunities**

To evolve the business, with a continued emphasis on safety as the top priority, the Union won language to initiate mixed traffic to allow AVO vehicles to transit from AVO events back to the garage and to expand mixed traffic in the AVO events to allow AVO and driver-operated vehicles to run concurrently in the AVO events. The MPG leadership (Local UAW Chairperson and Plant Manager), with input from the UAW, will implement a safety plan before the mixed traffic work begins. This agreement allowed for the Union to retain present work and attract future work in the facility.

As progress is made on increased flexibility, increased technical capability and cost containment efforts, the Company and Union will assess feasibility of acquiring work into the unit presently conducted by outside parties, if competitive. The local parties may request assistance from the National Ford Department. Operations Human Resources and People Matters.

### **No Contract Employees in AVO**

The Union won language that all remaining contract employees in AVO be removed and replaced with full-time bargaining unit workers. This is a huge victory for the UAW. The elimination of contract employees enhances the growth potential of UAW workers in AVO.

### **Mandatory Monthly Meetings**

At a minimum, monthly meetings will be held between the chairperson and MPG management to discuss the supplemental workforce, workload requirements, timing needs, new technology, strategy of testing migration, safety and quality. The National Ford Department, Operations Human Resources and People Matters will meet quarterly at MPG to discuss the status of operations, relationships and other topics pertaining to MPG.

### **Gains for Supplementals at MPG**

Shift preference for seniority workers will not be exercised on the supplemental positions. This means that the shift assignments (preferences) for the supplemental positions will not be influenced by the full-time employees.

No longer will supplemental bargaining unit workers be sent home as a result of improper staffing. Supplemental workers will be assigned

to all shifts as deemed necessary to ensure full utilization and avoid unexpected decreases in scheduled hours.

### **Mandatory Hire in AVO**

In recognition of the development within AVO at MPG, the Company commits to hire two (2) full-time workers. Based on their qualifications and experience, they may be hired as a SG5. In doing so, they will be trained as Drivers within the first ninety (90) days.

## **Central Laboratory**

### **Preferred Potential Replacement**

The Company agreed to use a flexible staffing model as a resource to replace those who retire from the unit. Ford College Graduates and summer interns may be included in the numbers for the flexible staffing model as a resource.

The negotiators won language that requires the National Ford Department and the Company to address any concerns with this section of the Agreement and make a final decision.



### **Duration and Ratification**

The terms of this proposed agreement will not take effect until the tentative agreement is ratified by a majority of UAW members at Ford, and only then on the appropriate dates specified. The new agreement, if ratified, will run for four years and will expire Sept. 14, 2023.

### **Dues: A Constitutional Matter**

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

### **UAW Ford Salaried Report**

This report is based on the tentative agreement negotiated by the UAW 2019 National Negotiating Committee. This is a summary of the tentative agreement. In all cases actual contract language will apply.

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## **Notes**

# 66 Holidays Over Four Years

## Holiday Added

Your bargaining team won an additional paid holiday on Monday, July 3, 2023. All existing holidays are maintained. When a holiday falls on a Saturday it will be observed on the preceding Friday. When it falls on a Sunday it will be observed the following Monday.

### 2019-2020

Nov. 11, 2019	Veterans Day
Nov. 28, 2019	Thanksgiving
Nov. 29, 2019	Day after Thanksgiving
Dec. 23, 2019	} <b>Christmas Holiday Period</b>
Dec. 24, 2019	
Dec. 25, 2019	
Dec. 26, 2019	
Dec. 27, 2019	
Dec. 30, 2019	
Dec. 31, 2019	
Jan. 1, 2020	
Jan. 20, 2020	Martin Luther King Jr. Day
April 10, 2020	Good Friday
April 13, 2020	Day after Easter
May 25, 2020	Memorial Day
July 3, 2020	Independence Day
Sept. 7, 2020	Labor Day

### 2020-2021

Nov. 3, 2020	Federal Election Day
Nov. 11, 2020	Veterans Day
Nov. 26, 2020	Thanksgiving
Nov. 27, 2020	Day after Thanksgiving
Dec. 24, 2020	} <b>Christmas Holiday Period</b>
Dec. 25, 2020	
Dec. 28, 2020	
Dec. 29, 2020	
Dec. 30, 2020	
Dec. 31, 2020	
Jan. 1, 2021	
Jan. 18, 2021	Martin Luther King Jr. Day
April 2, 2021	Good Friday
April 5, 2021	Day after Easter
May 31, 2021	Memorial Day
July 5, 2021	Independence Day
Sept. 6, 2021	Labor Day

### 2021-2022

Nov. 11, 2021	Veterans Day
Nov. 25, 2021	Thanksgiving
Nov. 26, 2021	Day after Thanksgiving
Dec. 24, 2021	} <b>Christmas Holiday Period</b>
Dec. 27, 2021	
Dec. 28, 2021	
Dec. 29, 2021	
Dec. 30, 2021	
Dec. 31, 2021	
Jan. 17, 2022	
Jan. 17, 2022	Martin Luther King Jr. Day
April 15, 2022	Good Friday
April 18, 2022	Day after Easter
May 30, 2022	Memorial Day
July 4, 2022	Independence Day
Sept. 5, 2022	Labor Day

### 2022-2023

Nov. 8, 2022	Federal Election Day
Nov. 11, 2022	Veterans Day
Nov. 24, 2022	Thanksgiving
Nov. 25, 2022	Day after Thanksgiving
Dec. 26, 2022	} <b>Christmas Holiday Period</b>
Dec. 27, 2022	
Dec. 28, 2022	
Dec. 29, 2022	
Dec. 30, 2022	
Jan. 2, 2023	
Jan. 16, 2023	
Jan. 16, 2023	Martin Luther King Jr. Day
April 7, 2023	Good Friday
April 10, 2023	Day after Easter
May 29, 2023	Memorial Day
July 3, 2023	Independence Day
July 4, 2023	Independence Day
Sept. 4, 2023	Labor Day

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# THE NEGOTIATIONS PROCESS

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**UAW National Ford Council:** Elected local leadership at UAW-represented Ford facilities represent members' interests on the National Council.

**UAW National Ford Sub-Councils:** National Ford Council broken down into departments or divisions (i.e. Skilled Trades, Assembly, PS&L).

**UAW National Negotiators:** Local UAW leadership elected within each Sub-Council whose role is to negotiate the national contract.

**Negotiations Sub-Committee:** Made up of UAW National Negotiators and the UAW National Ford Department. Sub-Committees are broken down by subject matter.

**UAW National Resolutions Committee:** Local UAW leadership elected within each Sub-Council whose role is to oversee and organize resolutions received from the membership.

**UAW National Ford Department:** International UAW Staff assigned to Ford.

WHO'S  
WHO

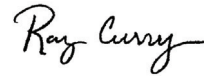
## T I M E L I N E

- |          |   |
|----------|---|
| 10.03.18 | UAW National Resolutions Committee and National Negotiators are elected in Detroit.   |
| 10.08.18 | Letter sent to local UAW leadership from UAW National Ford Department requesting membership resolutions.  |
| 3.11.19  | UAW Special Bargaining Convention is held in Detroit.   |
| 3.14.19  | UAW National Ford Sub-Councils meet in Detroit to approve membership resolutions from their facilities.   |
| 4.24.19  | UAW National Resolutions Committee meets in Detroit and organizes the approved resolutions into the 2019 Collective Bargaining Proposal's Book. |
| 5.29.19  | UAW National Ford Council meets in Cincinnati and votes to approve resolutions. Resolutions then become demands for negotiations.               |
| 6.10.19  | Membership demands are compiled with UAW National Ford program demands and assigned to the appropriate sub-committee.                           |
| 7.15.19  | Handshake Ceremony, Ford WHQ – the official kick-off of the 2019 National Negotiations.   |
| 7.16.19  | Negotiations begin in sub-committees. Each piece of language negotiated is reviewed and approved by all UAW National Negotiators.               |
| 8.21.19  | Strike authorization voting begins at UAW locals.   |
| 10.30.19 | Tentative agreement is reached.   |
| 11.01.19 | UAW National Ford Council meets in Detroit, reviews language and votes to send tentative agreement to the membership for the ratification vote. |
| 11.04.19 | Informational meetings begin at UAW locals, followed by voting by the membership for ratification of the agreement.                             |

# UAW International Executive Board



**Gary Jones**  
President



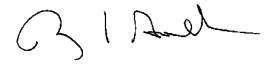
**Ray Curry**  
Secretary-Treasurer



**Terry Dittes**  
Vice President, GM Department



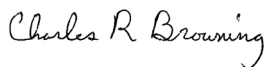
**Cindy Estrada**  
Vice President, FCA Department



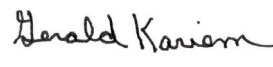
**Rory L. Gamble**  
Vice President, Ford Department



**Frank Stuglin**  
Director, Region 1



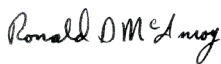
**Chuck Browning**  
Director, Region 1A



**Gerald Kariem**  
Director, Region 1D



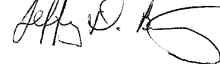
**Rich Rankin**  
Director, Region 2B



**Ron McInroy**  
Director, Region 4



**Mitchell Smith**  
Director, Region 8



**Jeff Binz**  
Director, Region 9



**Beverley Brakeman**  
Director, Region 9A

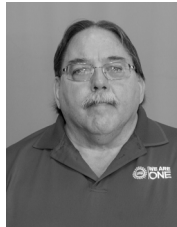
## UAW Ford National Salaried Bargaining Team



**Tim Kinney**  
Salaried Chairperson  
Local 1970



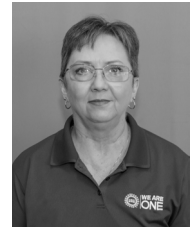
**Jason Germonprez**  
Local 400



**Tom Lane**  
Local 1970



**Valerie Rogers**  
Local 1250



**Pam Wilson**  
Local 863

## UAW National Ford Department Staff

### Rory L. Gamble, Vice President and Director

#### Steve Zimmerla

Top Administrative Assistant

#### Darryl Goodwin

Administrative Assistant

#### Jimmie Williams

Administrative Assistant

#### Tracy Ausen

Assistant Director  
Diversity & Inclusion

#### Dave Berry

Assistant Director  
Veterans Initiatives

#### Sean Coughlin

Assistant Director  
Health & Safety

#### Chris Crump

Assistant Director  
Skilled Trades Governance

#### Jodey Dunn

Assistant Director  
Servicing

#### Rocky Di Iacovo

Assistant Director  
NJAC

#### Bill Eaddy

Assistant Director  
ESSP/Chaplaincy

#### Bill Ellis

Assistant Director  
Quality

#### Brandon Keatts

Assistant Director  
Job Security Program

#### Reggie Ransom

Assistant Director  
Arbitration

#### Mike Robison

Assistant Director  
Conv. & Conf. Planning

#### Les Shaw

Assistant Director  
Adv. Manufacturing/Sourcing

#### Cassandra Shortridge

Assistant Director  
NPC Initiatives

#### Bob Tiseo

Assistant Director  
Continuous Improvement

#### Tony Vultaggio

Assistant Director  
Benefits

#### Deneen Whitaker

Assistant Director  
EDTP

#### Scott Eskridge

Coordinator  
Servicing

#### Leigh Kegerreis

Coordinator  
Conv. & Conf. Planning

#### Matt Barnett

Servicing Representative

#### Jerry Lawson

Servicing Representative

#### Greg Poet

Servicing Representative

#### Dan Scott

Servicing Representative

#### Vaughan Tolliver

Servicing Representative

#### Fred Weems

Servicing Representative

A special thanks to the UAW National Ford Department clerical staff for all their hard work:  
Beverly Woodard, Jessie Brown, Sharon Myrick-Trammell and Judy Chapel