Highlights

Inside

OCT 2023

UAW FORD
SALARIED AGREEMENT

Highlights

OCT 2023
A Message to UAW Members at Ford

Dear UAW Ford family,

We can all agree that this has been a historic round of negotiations. When we say we have made history, we don’t just mean our national negotiators and leadership team. We mean we, the UAW. We mean the Stand Up Strikers of Local 900 Michigan Assembly who took our first step. Our family at Local 551 Chicago Assembly who brought the noise. And our brothers and sisters at Kentucky Truck Plant Local 862, who landed the biggest blow. Everything we did at the bargaining table, every extra dollar we got the company to give up, was because of you, the members.

Our salaried members have faced some of the harshest conditions from Ford. For decades, you all have faced outsourcing, job cuts, and wages that don’t keep up. There may not be as many of you as the hourly workers, but the UAW fights for every single one of our members, from nurses at Kentucky Truck Plant to drivers at Michigan Proving Grounds.

In this agreement we won back jobs that had been outsourced, and increased the salaried unit by 36%, while winning job security language to build on that success. We got much-needed raises, and won double time for working on holidays and RDO Sundays.

And just as importantly, we did it together. This wasn’t a backroom deal hammered out by the president or vice president. From the International Executive Board and the President’s Office to the UAW Ford Department, to our national negotiators, our National Ford Council, our local leadership, and our rank-and-file members, everyone played a role in securing this victory.

We went into this round of bargaining with the goal of addressing decades of concessions and givebacks. We know that the Stand Up Strike will go down in history. For months we have insisted that “Record Profits Mean Record Contracts,” and after standing together, we made good on that demand. While we may not have won everything we wanted, we won more than most people thought was possible. This contract will not only change lives now, but it lays the foundation for even bigger gains in the future. That is why we both whole-heartedly endorse this tentative agreement.

In solidarity,

Shawn Fain, President
International Union, UAW

Chuck Browning, Vice President
UAW Ford Department

Scan the QR Code for the Contract FAQ
Historic $10,000 ratification bonus
Supplemental ratification bonus based on hours worked.
Increased compensation for MPG and the Nursing Units.
Double Time, holiday pay and RDO Sundays
Job security language for all UAW represented salaried employees.
Improved education and training opportunities
36% overall increase in Full Time salaried bargaining unit membership jobs.
  • 65% increase to MPG
  • 59% increase to Central Lab
  • 30% increase to Engineering Design
  • 30% increase to the Nurses Unit
Veterans merit bonus secured during deployment.
Chaplaincy Program
Improved Health and Safety Commitment
83 paid holidays including Juneteenth
All
The Company will have a single point of contact on dues related issues for UAW salaried. Unresolved issues go to Labor Affairs.

Signing Bonus
Your UAW salaried bargainers secured a $10,000 signing bonus for all full-time UAW salaried as soon as practical, following the ratification of the Salaried Bargaining Agreement. This is the largest bonus ever obtained by a UAW salaried bargaining team.

Double Time on Holidays and Regular Days Off (RDO) Sundays
The UAW Salaried Bargaining Committee negotiated double time to be paid for work on Company holidays, RDO and Sundays after reaching the weekly 40 hour overtime threshold.

Economic Issues
Back Up Premium: When a member from Michigan Proving Ground (MPG) or a nurse is called back to work at the request of the Company and performs work within the twenty-four (24) hour period, they will receive time and one-half pay and back up premium.

Health and Safety Letter
The salaried UAW team negotiated a new health and safety letter which includes operational learning, which fosters principles that promote building of a learning organization and enforcing and complying with Health and Safety programs, procedures, and safe work best practices.

Cameras
Cameras have been added to the New Technology letter as equipment that will not be used for production standards or for the purpose of monitoring members to initiate disciplinary action.

Lump Sum Payment for Supplemental Members
Supplemental members who work a certain amount of hours in the previous 12 months are eligible for a percentage of the upfront lump sum payment.
- Supplemental members who worked 900 hours or more in the 12 months prior to the Effective Date of the agreement, will receive 50% of the signing bonus.
- Supplemental members who worked 500 hours to 899 hours in the 12 months prior to the Effective Date of the agreement, will receive 25% of the signing bonus.
- Supplemental members who worked 99 hours or less in the 12 months prior to the Effective Date of the agreement will not receive a signing bonus.

Competitive Pay for Salaried UAW Workers
During the course of these negotiations, the salaried bargaining team identified multiple instances of wage inequities, wage compression and leap-frog issues. In an effort to correct these issues, the team vigorously negotiated pay corrections, seniority-based wage increases and established baseline salaries for UAW Ford Medical Services. Employees at MPG will receive an incremental pay increase based on years of service. The Team also negotiated competitive pay for nurses that more closely aligns with AAOHN and industry standards.

Hearing Aid Program
The Union bargained for the inclusion of hearing aids for this contract. The Company will make the recommendation that UAW Salaried members will receive up to $2,200 every three (3) years to be used for hearing aids. If approved, these monies will count towards the medical deductible. Next opportunity for approval is June 2024 for a 1/1/2025 implementation date.

Military Leave
UAW Salaried employees on military leave will accrue the annual Performance Bonus. This is the first time this has been negotiated for UAW Salaried employees and the Company is planning on opening this up to all Salaried employees.

Chaplaincy
The Company recognizes the value and benefits of the chaplaincy program to:
- Inform and explain to local leadership the concept of chaplaincy program.
- Identify the services chaplains provide.
- Raise reasonable support requests on such topics as access and counseling space.
- Utilize chaplains to enhance and support the local ESSP program.
Recognizing that there are numerous nurse staffing issues throughout the Ford system, the bargaining team negotiated the Nurse Staffing Model as a means of providing consistent medical support throughout the system to Ford employees.

The main items of the model are:

- 15 full-time nurse hires throughout the system.
- Flexible staffing model amongst plants that are close in proximity to one another.

The Versatility Nurses would flex between plants ensuring optimal coverage.

- Kansas City Assembly Plant (KCAP) and Sharonville Transmission Plant (STP) will be staffed appropriately to account for the absence of mutual support options.
- In plants with more than 7,000 employees, Senior Nurses will not be factored into the allocation. This would include Kentucky Truck Plant (KTP) and Kansas City Assembly Plant (KCAP).
- Michigan Proving Ground (MPG) will have a full-time nurse.
- The model should help reduce or eliminate outsourcing of nursing work to 3rd parties.

### Nurse Staffing Model

#### ROMEO ENGINE PLANT

If the Company, at any time during the life of the agreement, reopens Romeo Engine Plant, it will be staffed by UAW Salaried nurses. Nurses displaced by the closure of Romeo Engine Plant will be given the first right of return.

### Supplemental Performance Evaluations for Nurses

The bargaining team agreed to supplemental performance evaluations to give supplementals an opportunity to be hired full-time prior to hiring off the street.

### Nurse Wage Increase

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>0 &gt; 3 years</td>
<td>5.00%</td>
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<tr>
<td>3 &gt; 5 years</td>
<td>6.00%</td>
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<tr>
<td>5 &gt; 10 years</td>
<td>10.00%</td>
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<tr>
<td>10+ years</td>
<td>10.00%</td>
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### Medical Unit Staffing Letter Updated

The Medical Unit Staffing letter has been updated with a “required to operate” (RTO) number based on plant population.

### Advanced Cardiac Life Support (ACLS) and Trauma Nursing Core Course (TNCC) Certifications

These certifications are now covered by the agreement at Company cost.

### Recertification in Spirometry and Audiometry

This allows all Senior Nurses and those nurses with training responsibilities to obtain certifications or recertifications in spirometry and audiometric examinations at Company cost.

### Shift Premiums for Represented UAW Nurses for Overtime Opportunities

Nurses working overtime opportunities at the request of management, which are outside of, but contiguous with their regularly scheduled shifts, will continue to retain the shift premium of their regularly scheduled shifts.
AVO Crew Leader

Your negotiators bargained for AVO Crew Leader to be at a Salary Grade 6 Level which includes four promotions based on current crew pattern.

Job Security for MPG Members

The bargaining team negotiated that if there is a reduction in force at Michigan Proving Ground, UAW Salaried represented members have the opportunity to apply for hourly employment and will be given priority to be hired as full-time hourly members at the applicant’s location of interest if there is a hiring need. Those hired will retain their Salaried Ford Service Date or their Salaried Vacation Eligibility Date for the sole purpose of establishing their vacation eligibility under the hourly agreement.

AVO Procedure Trainer Position Created

MPG AVO Procedure Trainer position at salaried grade five has been created to support MPG Autonomous Vehicle Operations. They will be responsible for training new MPG members or retraining current members on new, or revised, Corporate Engineering Test Plans (CETPs). Also, AVO Procedure Trainers will be responsible for frequent auditing to ensure autonomous vehicle CETP compliance.

MPG Shift Start and Quit Times

During these negotiations, the Company agrees that in the event it determines changes to the operating pattern, it shall provide 2 weeks advance notice to the bargaining unit Chairperson prior to shift start and quit time change.

Two Commitments for Michigan Proving Ground (MPG)

The first is the UAW Ford Quality team and Company counterparts will come to MPG and work with the UAW Salaried Chairperson and company counterparts to create a process in identifying and tracking quality issues that arise from Michigan Proving Ground.

The second is the UAW Ford Health & Safety team and company counterparts will come to MPG and review potential safety issues and work on a communication plan so that all those involved with safety at MPG are notified and updated on the progress.

Instrumentation Lab at Michigan Proving Ground

The Union ensured the Company fulfill an obligation that was left open from the 2019 Agreement. A “To Be Determined” (TBD) Grade 6 classification was bargained as the Michigan Proving Ground (MPG) gained the Instrumentation Lab to include three (3) members.

Performance Management at Michigan Proving Ground

As a part of the 2023 agreement, the Union agreed to Performance Management for all Bargaining Unit employees at a Salary Grade 4 to Salary Grade 6 at Michigan Proving Ground (MPG). It was determined that performance management improves the overall economic compensation of the bargaining unit.

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<thead>
<tr>
<th>MPG Wage Increase</th>
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<tbody>
<tr>
<td>0 &gt; 3 years of service</td>
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<td>3 &gt; 5 years of service</td>
<td>6.00%</td>
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<td>5 &gt; 10 years of service</td>
<td>7.00%</td>
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<td>10 &gt; 20 years of service</td>
<td>8.00%</td>
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<tr>
<td>20 + years of service</td>
<td>9.00%</td>
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MPG Work Availability Letter

The Union and Company agreed that to promote the ongoing viability of the Michigan Proving Grounds, Local 400 Bargaining unit, the parties will communicate quarterly as a means of insourcing work.

Performance Test Technicians

Your bargaining team negotiated for Squeak & Rattle and Water Ingestion testing which is currently done by purchased services at the Michigan Proving Ground (MPG). The Company commits to an addition of one (1) full-time employee to the bargaining unit as a Performance Test Technician no later than first quarter of 2024. The Salaried Grade for the Performance Test Technician Classification will increase from Salary Grade 5 to Salary Grade 6 upon ratification of the 2023 agreement.

Michigan Proving Ground Viability

The UAW Salaried bargainers fought to claw back work at Michigan Proving Ground (MPG) that was outsourced to non-union companies over the past 20 years. The negotiators bargained the following work to be brought into MPG:

- Dynamometer Technician – SG5 (8 Incremental Heads)
- Durability Systems Engineering Support – SG6 (2 Incremental Heads)
- Climate Control Technician – SG5 (7 Incremental Heads)
- Vehicle Line Coordinator Support – SG5 (4 Incremental Heads)

*Above jobs will be brought into the bargaining unit no later than end of the 2nd Quarter 2024
Bargaining Unit Members Returning
Your Salaried Bargaining Team secured the opportunity to return up to seven (7) former Local 1970 Unit 1, bargaining unit members who were transferred to the EMM group within the Product Development Design Studio in a November 2021 Reduction in Force. The Union and Company agreed that if any of the former Local 1970 Unit 1 bargaining unit members agreed to return would be returned immediately to the bargaining unit with their Pre-Reduction In Force bargaining unit seniority date restored. This means those who return will receive the signing bonus upon ratification.

Engineering Design Unit
Your bargaining team negotiated a total of 25 new hires or transfers into the engineering design/engineer classification over the life of the agreement. Ten (10) Product Design Engineers will be hired in the first two years of the agreement while the remaining fifteen (15) will be added over the remaining years of the agreement. A new Product Design Engineer classification will be created for these positions. In addition, the bargaining team negotiated a 2:1 attrition agreement in that the Company agrees to backfill one (1) full-time head for every two (2) bargaining unit members who leave through attrition during this agreement.

Central Laboratory Performance Management Opt-Out
During the course of these negotiations, the UAW Salaried bargainers realized there were Central Laboratory employees who wanted to participate in the Performance Management program while other employees preferred not to participate. The bargainers negotiated an opt-out option of the Performance Management program for those who do not want to participate. Employees will have 60 days from the ratification of the agreement to opt-out of the program. If employees want to participate in the Performance Management program, they will automatically be opted in effective January 1, 2024.

Central Lab Viability
During the course of these negotiations the UAW Salaried bargaining team brought attention to the importance of the work Central Lab employees perform and its positive impact on the Company. To that end, your UAW Salaried bargaining team negotiated to have 13 new hires over the life of the agreement. The bargainers also negotiated a 2:1 replacement ratio as a means of job security for the membership over the life of the agreement.

DURATION & 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 nine months and will expire May 1, 2028.

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
This report is based on the tentative agreement negotiated by the UAW 2023 National Negotiating Committee. This is a summary of the tentative agreement. In all cases actual contract language will apply.
Holiday Added
Your bargaining team won Juneteenth as an additional paid holiday. A total of eighty-three (83) holidays will be provided to UAW Ford during the proposed agreement. 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.

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<th>2023-2024</th>
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<tr>
<td>Nov. 10, 2023 Veterans Day Observed</td>
<td>Nov. 5, 2024 Federal Election Day</td>
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<tr>
<td>Nov. 23, 2023 Thanksgiving</td>
<td>Nov. 11, 2024 Veterans Day</td>
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<td>Nov. 24, 2023 Day after Thanksgiving</td>
<td>Nov. 28, 2024 Thanksgiving</td>
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<tr>
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<td>Dec. 23, 2024 Day after Thanksgiving</td>
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<td>Jan. 1, 2024 Martin Luther King Jr. Day</td>
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<tr>
<td>Jan. 15, 2024 Good Friday</td>
<td>Jan. 1, 2025 Martin Luther King Jr. Day</td>
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<tr>
<td>Mar. 29, 2024 Day after Easter</td>
<td>Jan. 20, 2025 Good Friday</td>
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<tr>
<td>April 1, 2024 Memorial Day</td>
<td>April 18, 2025 Day after Easter</td>
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<td>May 27, 2024 Juneteenth Day</td>
<td>May 26, 2025 Memorial Day</td>
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<tr>
<td>June 19, 2024 Independence Day</td>
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<td>July 4, 2024 Labor Day</td>
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<td>July 3, 2026</td>
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<td>Jan. 17, 2028 Martin Luther King Jr. Day</td>
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<td>April 14, 2028 Good Friday</td>
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THE NEGOTIATIONS PROCESS

WHO’S WHO

**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 with 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.

TIMELINE

- **9.21.22:** Letter sent to local UAW leadership from UAW National Ford Department requesting membership resolutions.
- **10.11.22:** UAW National Ford Sub-Councils meet in Detroit to approve membership resolutions from their facilities.
- **3.13.23:** UAW Special Bargaining Convention is held in Detroit.
- **3.27.23:** UAW National Resolutions Committee meets in Detroit and organizes the approved resolutions into the 2023 Collective Bargaining Proposals Book.
- **4.17.23:** UAW National Negotiating Committee meets in Detroit for negotiations preparation and National Ford Department reports.
- **4.24.23:** UAW National Resolutions Committee and National Negotiators are elected in Cincinnati.
- **6.12.23:** UAW National Ford Council meets in Las Vegas, NV and votes to approve resolutions. Resolutions then become demands for negotiations.
- **7.11.23:** Opening Ceremony, Ford WHO – the official kick-off of the 2023 National Negotiations.
- **7.14.23:** Negotiations begin in sub-committees. Each piece of language negotiated is reviewed and approved by all UAW National Negotiators.
- **7.17.23:** Strike authorization voting begins at UAW locals and ended on Thursday 8.24.2023
- **8.21.23:** 2019 UAW Ford CBA expires.
- **9.15.23:**
FORD DEPARTMENT STAFF
Chuck Browning, Vice President and Director

Brandon Keatts
Top Administrative Assistant

Scott Eskridge
Administrative Assistant
Darryl Goodwin
Administrative Assistant
Tom Weber
Administrative Assistant

Monica Bass
Assistant Director
Bill Eaddy
Assistant Director
Robb Miller
Assistant Director
David Berry
Assistant Director
Bill Ellis
Assistant Director
Jeffrey Terry
Assistant Director
Alfonzo Cash
Assistant Director
Jeff Faber
Assistant Director
Bob Tiseo
Assistant Director
Rocky Di Iacovo
Assistant Director
Brian Goff
Assistant Director
Tony Vultaggio
Assistant Director
Jodey Dunn
Assistant Director
Ed Honsinger
Assistant Director
Deneen Whitaker
Assistant Director

UAW FORD NEGOTIATING COMMITTEE

Sub-Council  Local
8  Jason Germonprez  400
8  Angela Sears  600
8  Chrissy Hernandez  863
8  Tim Kinney  1970
8  Carrie Stollings  1970
Dwayne Walker (Secretary)  900

COORDINATORS

Carlo Bishop
Reggie Mills
Fred Weems
Jerry Carson
Lorenzo Robinson
Shawn Campbell
Les Shaw
Gregg Dunn
Garry Sommerville

STAFF

Matt Barnett
Kenneth Gafa
Jerry Lawson
Vaughan Tolliver
Pat Bock
Jermaine Harris
John McCollum
Mike Whited
Gerard Coiffard
Michael Kerr
Christopher Pfaff
Mike Woolman
Ronda Danielson
Tommy Kottalis
Greg Poet
Jeff Zanetti
Michael Donovan
Paul Lafave
Eric Reiss
LaNeice Evans
Randy Lashbrook
Larry Stewart

ADMINISTRATIVE STAFF

Emma Chandler
Pam Licari
Kaitlyn Perry
Sharon Trammell
Joyce Wisniewski

PRESIDENT’S OFFICE STAFF

Carlos Bermudez
Associate General Council
Renee Turner-Bailey
Director
Stuart Shoup
Associate General Council
Raenell Glenn
Assistant Director
Jeff Dokho
Administrative Assistant
Angela Bantom
Benefits Rep
Matt Uptmor
Administrative Assistant
Max Fazeli
International Rep
This is the UAW Ford National Salaried Negotiating Committee whose determined efforts, along with those of the UAW National Ford Department, and other UAW professional and technical staff, produced a new tentative agreement for UAW salaried members at Ford. Shawn Fain is the President of International Union, UAW; Chuck Browning is Vice President and Director of the UAW National Ford Department; Chris Brooks, Paul Caucci and Jason Wade are Top Administrative Assistants to Fain; Brandon Keatts is the Top Administrative Assistant to Browning; Benjamin Dictor is Counsel to Fain; Darryl Goodwin, Scott Eskridge and Tom Weber are Administrative Assistants to Browning; Jason Germonprez, UAW Local 400, Michigan Proving Ground, is Chairperson of the UAW Ford National Salaried Negotiating Committee and represents Subcouncil 8; Angela Sears, UAW Local 600, Ford Medical Service, Subcouncil 8, is Co-Chair of the UAW Ford National Salaried Negotiating Committee; Chrissy Hernandez, UAW Local 863, Sharonville Transmission Plant, Subcouncil 8; Tim Kinney, UAW Local 1970, Engineering Design, Subcouncil 8; Carrie Stollings, UAW Local 1970, Central Laboratories, Subcouncil 8. Jodey Dunn and Bob Tiseo are Assistant Directors in the UAW National Ford Department; Jerry Carson and Gregg Dunn are Coordinators in the UAW National Ford Department; Max Fazeli is Assistant Director in the UAW Research Department and Tommy Kottalis is a Staff Rep in the UAW National Ford Department.