



OCT 2023



UAW FORD

SALARIED AGREEMENT



Highlights
Inside

UAW FORD

SALARIED WORKERS CONTRACT SUMMARY

OCTOBER 2023

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The 2023 UAW Ford National Negotiating Committee

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



Highlights

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

GAINS FOR ALL SALARIED WORKERS

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 100 hours to 499 hours in the 12 months prior to the Effective Date of the agreement, will receive \$500
- 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.

NURSES

Nurse Wage Increase	
0 > 3 years of service	Floor
3 > 5 years of service	5.00%
5 > 10 years of service	6.00%
10+ years of service	10.00%

Medical Facilities

If the Company plans on expanding or adding medical facilities in the future, the Senior Medical Director will discuss the planned layout with the Nurse Chairperson for maximum efficiency and support of our membership.

Plant Shutdown

If the Company is planning a shutdown, they will have advanced discussions with the Nurse Chair to provide work opportunities for Nurses to remain on duty during the shutdown.

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.

ACLS and TNCC Training

Advanced Cardiac Life Support (ACLS) Certifications and Trauma Nursing Core Course (TNCC) Certifications are now covered by the agreement at Company cost.

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.

Medical Unit Staffing Letter Updated

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

Nurse Staffing Model

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.

MICHIGAN PROVING GROUND

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.

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*

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.

MPG Wage Increase	
0 > 3 years of service	5.50%
3 > 5 years of service	6.00%
5 > 10 years of service	7.00%
10 > 20 years of service	8.00%
20 + years of service	9.00%

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.

LOCAL 1970: ENGINEERING DESIGN & CENTRAL LAB

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.

83 HOLIDAYS OVER FOUR AND A HALF YEARS

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.

2023-2024

Nov. 10, 2023	Veterans Day Observed
Nov. 23, 2023	Thanksgiving
Nov. 24, 2023	Day after Thanksgiving
Dec. 25, 2023	} Christmas Holiday Period
Dec. 26, 2023	
Dec. 27, 2023	
Dec. 28, 2023	
Dec. 29, 2023	
Jan. 1, 2024	
Jan. 15, 2024	Martin Luther King Jr. Day
Mar 29, 2024	Good Friday
April 1, 2024	Day after Easter
May 27, 2024	Memorial Day
June 19, 2024	Juneteenth Day
July 4, 2024	Independence Day
Sept. 2, 2024	Labor Day

2024-2025

Nov. 5, 2024	Federal Election Day
Nov. 11, 2024	Veterans Day
Nov. 28, 2024	Thanksgiving
Nov. 29, 2024	Day after Thanksgiving
Dec. 23, 2024	} Christmas Holiday Period
Dec. 24, 2024	
Dec. 25, 2024	
Dec. 26, 2024	
Dec. 27, 2024	
Dec. 30, 2024	
Dec. 31, 2024	
Jan. 1, 2025	
Jan. 20, 2025	Martin Luther King Jr. Day
April 18, 2025	Good Friday
April 21, 2025	Day after Easter
May 26, 2025	Memorial Day
June 19, 2025	Juneteenth Day
July 4, 2025	Independence Day
Sept. 1, 2025	Labor Day

2025-2026

Nov. 11, 2025	Veterans Day
Nov. 27, 2025	Thanksgiving
Nov. 28, 2025	Day after Thanksgiving
Dec. 24, 2025	} Christmas Holiday Period
Dec. 25, 2025	
Dec. 26, 2025	
Dec. 29, 2025	
Dec. 30, 2025	
Dec. 31, 2025	
Jan. 1, 2026	
Jan. 2, 2026	
Jan. 19, 2026	Martin Luther King Jr. Day
April 3, 2026	Good Friday
April 6, 2026	Day after Easter
May 25, 2026	Memorial Day
June 19, 2026	Juneteenth Day
July 3, 2026	Independence Day Observed
Sept. 7, 2026	Labor Day

2026-2027

Nov. 3, 2026	Federal Election Day
Nov. 11, 2026	Veterans Day
Nov. 26, 2026	Thanksgiving
Nov. 27, 2026	Day after Thanksgiving
Dec. 24, 2026	} Christmas Holiday Period
Dec. 25, 2026	
Dec. 28, 2026	
Dec. 29, 2026	
Dec. 30, 2026	
Dec. 31, 2026	
Jan. 1, 2027	
Jan. 18, 2027	Martin Luther King Jr. Day
Mar 26, 2027	Good Friday
Mar 29, 2027	Day after Easter
May 31, 2027	Memorial Day
June 18, 2027	Juneteenth Observed
July 5, 2027	Independence Day Observed
Sept. 6, 2027	Labor Day

2027-2028

Nov. 11, 2027	Veterans Day
Nov. 25, 2027	Thanksgiving
Nov. 26, 2027	Day after Thanksgiving
Dec. 24, 2027	} Christmas Holiday Period
Dec. 27, 2027	
Dec. 28, 2027	
Dec. 29, 2027	
Dec. 30, 2027	
Dec. 31, 2027	
Jan. 17, 2028	Martin Luther King Jr. Day
April 14, 2028	Good Friday
April 17, 2028	Day after Easter

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

UAW National Resolutions Committee and National Negotiators are elected in Cincinnati.

10.11.22

Letter sent to local UAW leadership from UAW National Ford Department requesting membership resolutions.

3.13.23

UAW National Ford Sub-Councils meet in Detroit to approve membership resolutions from their facilities.

3.27.23

UAW Special Bargaining Convention is held in Detroit.

4.17.23

UAW National Resolutions Committee meets in Detroit and organizes the approved resolutions into the 2023 Collective Bargaining Proposals Book.

4.24.23

UAW National Negotiating Committee meets in Detroit for negotiations preparation and National Ford Department reports.

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

Membership demands are complied with UAW National Ford program demands and assigned to the appropriate sub-committee.

7.14.23

Opening Ceremony, Ford WHQ - the official kick-off of the 2023 National Negotiations.

7.17.23

Negotiations begin in sub-committees. Each piece of language negotiated is reviewed and approved by all UAW National Negotiators.

8.21.23

Strike authorization voting begins at UAW locals and ended on Thursday 8.24.2023

9.15.23

2019 UAW Ford CBA expires.

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

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

ADMINISTRATIVE STAFF

Emma Chandler	Pam Licari	Kaitlyn Perry	Sharon Trammell	Joyce Wisniewski
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PRESIDENT'S OFFICE STAFF

Carlos Bermudez Associate General Council	Stuart Shoup Associate General Council	Jeff Dokho Administrative Assistant	Matt Uptmor Administrative Assistant
Renee Turner-Bailey Director	Raenell Glenn Assistant Director	Angela Bantom Benefits Rep	Max Fazeli International Rep

UAW 2023 NATIONAL SALARIED NEGOTIATING COMMITTEE AT FORD



Brooks



Fain



Browning



Keatts



Dictor



Wade



Caucci



Goodwin



Eskridge



Weber



Germonprez



Sears



Hernandez



Kinney



Stollings



Dunn



Tiseo



Carson



Dunn



Fazeli



Kottalis

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.