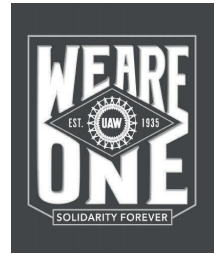




# UAW FORD

## CONTRACT SUMMARY: HOURLY WORKERS

NOVEMBER 2019



### HIGHLIGHTS

- **New Jobs/New Investments:** Over \$6 billion of product investment creating or retaining over 8,500 jobs. Nineteen facilities will receive investments.
- **Ratification Bonus:** The contract establishes a ratification bonus of \$9,000 for seniority employees and \$3,500 for temporary employees.
- **Wage increases:** The contract provides for 3% GWIs in the second and fourth years of the contract and 4% lump sums in the first and third years for eligible permanent seniority employees.
- **Health Care:** There will be no reduction in health care benefits or increase in costs to members. New discount costs for retail clinics and telemedicine.
- **Temporary Workers:** Current temporary workers are eligible to become full-time seniority employees with the potential to reach top rate during the life of the contract.
- **Progression:** All current permanent employees will grow in to parity in the life of the contract.
- **Profit Sharing Formula Maintained**
- **Pension/TESPHE:** A one-time contribution of \$1,000 to the Tax-Efficient Savings Plan for Hourly Employees (TESPHE) accounts for employees hired or rehired before Nov. 19, 2007 or in a skilled classification prior to Oct. 24, 2011.
- **Skilled Trades:** Two \$1,000 lump-sum payments in 2019 and 2021 for use toward tooling.
- **Legal Services:** Plan benefits have been maintained and extended to spouses of UAW active and retired workers.
- **Retirement Incentive:** A \$60,000 bonus for all production employees and up to 200 skilled trades workers who retire as determined under the normal and early retirement provisions of the agreement.
- **Job Security:** A moratorium on outsourcing. A moratorium on any plant closures except for Romeo Engine. In the case of Romeo all jobs to be protected and transferred to nearby Van Dyke Transmission. An assistance package for retirement-eligible Romeo employees. A commitment to a Flat Rock viability strategy for new product. A commitment to Buffalo Stamping and securing future opportunities to the plant.



The 2019 UAW Ford Hourly National Negotiating Committee.

## A 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 health care benefits and cost, and increasing our share of profits.

We have job security and future work in many of our facilities; your bargaining committee set a clear goal and accomplished this goal, by having Ford Motor Company agree to \$6 billion in product commitments and other investments that equates to 8,500 new or secured jobs in this country.

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 UAW 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/)

# Significant Economic Improvements

<b>Substantial Economic Gains for Production and Skilled Trades Employees</b>		
<b>Economic Gain</b>	<b>Value</b>	<b>Effective Date</b>
Signing Bonus <b>254C</b>	\$9,000	Upon Ratification
Year 1 Lump Sum (4%) - Estimated Value <b>11A</b>	\$ 2,700 Prod / \$3,200 Skill	December 2019
Profit Sharing	TBD	March 2020
Inflation Protection <b>13A</b>	\$1,500	June 2020
Base Wage Increase (Applied to Top rate and Grow-in rates) <b>11A</b>	3%	September 2020
Profit Sharing	TBD	March 2021
Inflation Protection	\$1,500	June 2021
Year 3 Lump Sum (4%) - Estimated Value	\$ 2,800 Prod / \$3,300 Skill	October 2021
Profit Sharing	TBD	March 2022
Inflation Protection	\$1,500	June 2022
Base Wage Increase (Applied to Top rate and Grow-in rates)	3%	September 2022
Profit Sharing	TBD	March 2023
Inflation Protection	\$1,500	June 2023
<b>Value of Economic Gains</b>		
Production Wage Increases	\$9,000 and up	
Skilled Wage Increases	\$11,000	
<b>Typical Production</b>	<b>\$29,500</b>	
<b>Typical Skilled Trades</b>	<b>\$32,500</b>	

Wage increases and lump sums are based on 2,080 straight time hours for eligible employees. Production employees become eligible for lump sums after reaching top rate for 52 weeks.

Profit sharing payouts were worth over \$33,000 in the last four years.

# Significant Economic Improvements

All seniority full-time production workers hired prior to the effective date of the 2019 contract are eligible to reach the top wage rate by the end of this agreement.

All manufacturing members, not yet at top rate, will be paid in accordance with the wage schedule below and their weeks worked.

Those eligible temporary workers who will be converted to seniority full-time status in calendar years 2020 and 2021, also are covered by the table below. **130A**

Wage increases for full-time employees hired prior to the effective date of 2019 CBA and not at top rate

Years of Service at Effective Date	Current Rate	Year 1 Increase (after 52 ww)	Pay Rate Effective 9/14/20	Year 2 Increase (after 52 ww)	Year 3 Increase (after 52 ww)	Effective	Year 4 Increase (after 52 ww)	Final Increase
		Effective Date to 9/13/20*	After initial weeks worked increase	9/14/20 to 9/13/21	9/14/21 to 9/18/22	9/19/22	9/19/22 to 9/3/23	9/4/23
<1	\$17.00	\$18.00	\$18.54	\$20.09	\$23.69	\$24.40	\$25.46	Top Rate
1<2	\$18.00	\$19.50	\$20.09	\$23.69	\$24.72	\$25.46	\$26.52	Top Rate
2<3	\$19.50	\$23.00	\$23.69	\$24.72	\$25.75	\$26.52	\$27.58	Top Rate
3<4	\$21.00	\$24.00	\$24.72	\$25.75	\$26.78	\$27.58	\$29.71	Top Rate
4<5	\$22.50	\$25.00	\$25.75	\$26.78	\$28.84	\$29.71	Top Rate	Top Rate
5<6	\$24.00	\$26.00	\$26.78	\$28.84	Top Rate	Top Rate	Top Rate	Top Rate
6<7	\$26.00	\$28.00	\$28.84	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate
7<8	\$28.00	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate

Read from left to right

\* Employees who will receive a step increases after 9/14/2020, will receive a 3% increase on their current base rates on 9/14/2020.

Top Rate is the legacy classification wage rate

Employees already at top rate will earn GWIs and 4% bonuses in line with their eligibility.



# Significant Economic Improvements

## Rawsonville and Sterling Axle Plants 132A-133A

Improvements have been won to max earnings for all seniority full-time members working at Rawsonville and Sterling Axle Plants. Workers who reach maximum rate of \$22.50 at these facilities, listed in the table below, will become eligible for a 3% increase on September 14, 2020, and on September 19, 2022. Members who reached the maximum rate on August 26, 2019, will not be eligible for the 4% Performance Bonus in December 2019. However, they will be eligible for the 4% Performance Bonus in October 2021.

Seniority at Effective Date	Base Rate
Less than 1	\$16.25
1<2	\$17.16
2<3	\$18.06
3<4	\$18.96
4<5	\$19.86
5<6	\$20.59
6<7	\$21.22
7<8	\$21.85
8+	\$22.50

Members who hired, rehired or reinstated on or after the effective date of the 2015 UAW Ford National Agreement will be placed at a rate in accordance with the table below.

At Date of Hire	\$16.25
After 12 Months	\$17.16
After 24 Months	\$18.06
After 36 Months	\$18.96
After 48 Months	\$19.86
After 60 Months	\$20.46
After 72 Months	\$21.07
After 84 Months	\$21.70
After 96 Months	\$22.50

# Temporary Workers 43A

Your UAW Bargaining Committee was successful in negotiating improvements for temporary members, including a path to full-time status for all current and future temporary workers. A defined maximum percentage of temporary workers will be established system-wide, as well as for each individual facility. Your UAW Negotiating Team was successful in bargaining for all rights to the Grievance Procedure. Temporary employees will now receive paid personal time off and will be eligible for Holiday Pay even following a full week of a temporary layoff.

## Path to Full-Time Status

All current and future temporary workers will now have a defined path to full-time status.

- Upon January 6, 2020 all Temporary workers with 3 or more years, from their most recent hire or rehire date as a temporary worker, will be converted to full-time status. **14C**

- Temporary workers who reach 3-years of service from their most recent hire or rehire during the 2020 calendar year will be converted to full-time status. **14C**

- Upon January 1, 2021, eligible temporary workers with 2 or more years, from their most recent hire or rehire date, will be converted to full-time status. **46A**

- Temporary workers who reach 2-years of service during the 2021 calendar year, and thereafter for the duration of the CBA, will be converted to full-time status. **46A**

All conversions will take place the Monday following the anniversary of their most recent hire or rehire date as described above.

## All Rights to Grievance Procedure

Temporary workers will now be eligible for all provisions of the grievance procedure. This was a significant gain of worker protection.

## Weeks Worked Replaced with Ford Service Date

The method of using weeks worked for converting temporary workers to full-time status has been eliminated for determining length of employment for full-time hiring after the Preferential Placement Hierarchy has been exhausted. The new mechanism will be identified by using their most recent hire or rehire date (Ford Service Date). **48A**

## Temporary Time worked to be credited Upon Being Converted to Full-Time Status 49A, 46-47A

Your UAW Bargaining Committee was successful in negotiating that time served as a Temporary employee will be credited upon converting to full-time status for purposes of Probationary Period and Wage Progression for those converted in 2021 and later. Upon being converted to full-time status all workers will have their Ford Service Date backdated 90 days.

## Temporary Workers Receive Paid Personal Time 52A

Temporary workers who work at least 120 continuous days, but do not exceed twelve (12) continuous months will be eligible for 16 hours of paid time off and 24 hours of unpaid time off. Temporary employees who work greater than 12 continuous months, but less than 36 continuous months will be eligible for 40 hours paid time off and 24 hours of unpaid time off.

## Number of Temporary Workers Now Limited 43A

Your UAW Bargaining Team was able to secure a maximum percentage of Temporary workers to be used by the company. Only 8% of the total number of UAW-Ford workers systemwide will be allowed to be utilized as Temporary workers, and only 10% maximum at any given facility, unless otherwise approved by the national parties.

## Full-Time Needs Filled at Plant First and Then to Preferential Placement Zone

Your Bargaining Team fought and won language to convert temporary workers to full-time seniority status at their current plant first. If there still is a need, temporary workers will be offered in zone in order of greatest Ford Service Date. **48A**

## Improved Schedules for Temporary Workers

Your Negotiating Team recognized the hardships current temporary workers endure with a three-day workweek. They won language for temporary employees to now be assigned to a five-day schedule as a Temporary Full-Time worker. **45A**

## Increased Starting Wage Rate for Temporary Workers 49A-50A

Temporary employees hired after the effective date of the 2019 CBA will be paid a rate of \$16.67.



# Job Security Program

## Equality for Return to Basic Unit Rights, Technology Improvements Among Gains

Your UAW bargaining committee was able to maintain and secure gains within the Job Security Program, including both the Non-Skilled and Skilled Trades Preferential Placement Hierarchies, which are the foundation of the Job Security Program. Additionally, your bargaining team was able to win gains to the Preferential Placement transfer process, including an increase to the Basic Moving Allowance.

### Appendix O; Return to Basic Unit Rights Equal for All Full-Time Workers 185C

Your UAW bargaining committee fought and won equal Return to Basic Unit (RTBU) rights for ALL full-time members. The four-year waiting period for in-zone RTBU rights has been removed for those full-time members hired since 2007.

### Job Security Technology Improvements 90C

Your bargaining committee was able to win language which will enhance the Job Security Program so workers will be able to apply for

job transfers and moving allowances electronically for a more convenient and efficient process.

### Basic Moving Allowance increased, improvements to Process for All Moving Allowances 23A

- Basic Moving Allowance increased from \$5,000 to \$6,000

Enhancements to technology will allow Labor Affairs to process all moving allowances instead of a third party, which will ensure timely payments. Under language won by your negotiation team, workers who do not receive their first payment due to processing errors will not have to transfer until receiving such payment.

### Woodhaven Stamping/ Hot Metal Forming Plant No Longer Capped at the Competitive Wage Scales for Full-Time Hourly Workers

All hourly workers who are currently working, and/or who will be hired at Woodhaven Stamping/ Hot Metal Forming Plant after the effective date of the 2019 CBA, may grow in to the full progression pay scale identified in Table 1 of Appendix V, which allows a pathway to the maximum rate. This is a big gain for our workforce at the Woodhaven Stamping/Hot Metal Forming Plant. 7C

## Separation Packages

### Enterprise-Wide Buy-Out Offerings

Your negotiators were successful in securing enterprise-wide buy-out offerings, Special Retirement Incentives (SRI) and Special Termination of Employment Program (STEP) of \$60,000 for an unlimited number of eligible production employees and 200 skilled employees. 58C

### Member Assistance Package – Romeo Engine 210C

Despite best efforts, the Company has announced the future closure for Romeo Engine. Your bargaining committee was able to negotiate an assistance package for eligible employees.

OPTION 1: **Special Retirement Incentive (SRI)** – Eligible active employees impacted will be offered a payment of \$75,000 (production) or \$85,000 (skilled) if they exercise their right to retire.

#### OPTION 2: **Pre-Retirement**

- o Employees with 28 years of service will receive a \$3,000 per month/max 24 months.
- o Employees with 29 years of service will receive \$3,250 per month/max 12 months.
- o Employees growing-in will continue to receive health care benefits.

#### OPTION 3: **Special termination Employment Program (STEP)**

- o Employees with 0-5 years of service: \$7,500
- o Employees with 5-10 years of service: \$22,500
- o Employees with 10-20 years of service: \$67,500
- o Employees with 20-27 years of service: \$75,000

OPTION 4: **Training Assistance** – Employees electing options (2) and (3) will be eligible for tuition assistance of up to:

- o 1-3 years of service: \$6,400
- o 3-4 years of service: \$7,400
- o 4+ years of service: \$8,400

By mutual agreement, the National parties will determine the time of the above special offerings. Details of the Special Program offerings will be jointly agreed upon and presented to all identified eligible JSP-eligible employees.

# Product and Investment

## 8,500 new or secured jobs as a result of \$6 billion in investment by end of the agreement

During these negotiations, your UAW bargaining team called on the Company for product and investment to secure UAW jobs. As a result, your bargainers secured \$6 billion in product commitments and other investments. It is expected that these investments will result in at least 8,500 new or secured jobs.

Assembly Operations	
Plant	New Product
<b>Chicago Assembly Plant</b> \$200 million investment	<ul style="list-style-type: none"> <li>• Explorer will continue, including HEV</li> <li>• Aviator will continue</li> <li>• Police Interceptor will continue</li> </ul>
<b>Dearborn Truck Plant</b> \$700 million investment	<ul style="list-style-type: none"> <li>• All new F-150, including HEV</li> <li>• All new F-150 BEV</li> <li>• F-150 BEV Battery Build Up</li> <li>• All new Raptor</li> </ul>
<b>Flat Rock Assembly Plant</b> \$250 million investment	<ul style="list-style-type: none"> <li>• All new Mustang, including derivatives</li> <li>• Lincoln Continental will continue through its product lifecycle</li> </ul>
<b>Kansas City Assembly Plant</b> \$400 million investment	<ul style="list-style-type: none"> <li>• All new F-150</li> <li>• Transit will continue</li> <li>• All new Transit BEV</li> <li>• New Schuler press</li> <li>• Stampings for all new F-150 will be added</li> </ul>
<b>Kentucky Truck Plant</b> \$1 billion investment	<ul style="list-style-type: none"> <li>• All new Super Duty</li> <li>• All new Expedition/Navigator, including HEV</li> </ul>
<b>Louisville Assembly Plant</b> \$100 million investment	<ul style="list-style-type: none"> <li>• Escape will continue, including HEV/PHEV</li> <li>• Corsair will continue, including PHEV</li> </ul>
<b>Michigan Assembly Plant</b> \$1.1 billion investment	<ul style="list-style-type: none"> <li>• All new Ranger</li> <li>• All new Bronco will be added</li> <li>• Additional Sub-Assemblies to be added                             <ul style="list-style-type: none"> <li>* Bronco - Hoods &amp; Swinggates</li> <li>* Ranger - Hoods, Tailgates &amp; Fenders</li> </ul> </li> <li>• Stampings for all new Mustang will be added</li> <li>• Bronco/Ranger Mod Center</li> <li>• AV Upfitting Mod Center work to be added</li> </ul>
<b>Ohio Assembly Plant</b> \$900 million investment	<ul style="list-style-type: none"> <li>• New Product to be added in 2023</li> <li>• Medium Truck will continue</li> <li>• E-series Cutaway and Stripped Chassis will continue</li> <li>• All new Super Duty Chassis Cab</li> </ul>

# Product and Investment

Engine Operations	
Plant	New Product
<b>Dearborn Engine</b> \$100 million investment	<ul style="list-style-type: none"> <li>New Engine will be added</li> </ul>
<b>Cleveland Engine</b> \$150 million investment	<ul style="list-style-type: none"> <li>2.3L GTDI engine will continue, with upgrades</li> <li>3.5L GTDI V6 engine will continue, with upgrade</li> <li>New Machining Modules will be added</li> </ul>
<b>Lima Engine</b> \$80 million investment	<ul style="list-style-type: none"> <li>3.3L/3.5L Cyclone engine will continue, with upgrade</li> <li>2.7L/3.0L Nano engine will continue, with upgrade</li> </ul>
<b>Romeo Engine</b>	<ul style="list-style-type: none"> <li>6.2L Machining and Assembly will continue through its product lifecycle</li> <li>5.0L Con Rod &amp; Block spillover volume will cease as product demand declines</li> <li>Duratec Machining Modules and the 5.2L Niche Line will be consolidated into other US plants</li> </ul>
<b>Woodhaven Forging</b>	<ul style="list-style-type: none"> <li>Current Engine family forging will continue</li> </ul>

Transmission & Driveline Operations	
Plant	New Product
<b>Livonia Transmission</b> \$100 million investment	<ul style="list-style-type: none"> <li>6R80 transmission will continue</li> <li>10R transmission will continue, with upgrades</li> <li>8FM transmission will continue</li> <li>New BEV e-trans gears will be added</li> </ul>
<b>Sharonville Transmission</b> \$130 million investment	<ul style="list-style-type: none"> <li>6R80 gears will continue</li> <li>6R140 transmission and gears will continue</li> <li>8F57 gears will continue</li> <li>New HF55 gears will be added</li> <li>10R80 will continue, with upgrades</li> <li>10R140 will continue, with upgrades</li> <li>New 10R100 will be added</li> </ul>
<b>Van Dyke Transmission</b> \$400 million investment	<ul style="list-style-type: none"> <li>HF45 transmission will continue</li> <li>6F55 transmission will continue</li> <li>New 8FM Machining will be added</li> <li>New HF55 transmission will be added</li> <li>New BEV e-Transaxle Machining &amp; Assembly will be added</li> <li>New EV Motor Manufacturing will be added</li> <li>8F57 will continue</li> <li>New Machining Modules will be added</li> </ul>
<b>Rawsonville</b> \$60 million investment	<ul style="list-style-type: none"> <li>FHEV Batteries will continue, with upgrade and added capacity on GEN IV Batteries</li> <li>Coil on Plug, AIS and Carbon Canisters will continue</li> <li>6F55 Kitting will continue</li> <li>6R140 Oil Pump will continue</li> <li>10R140 Oil Pump will continue</li> </ul>
<b>Sterling Axle</b> \$150 million investment	<ul style="list-style-type: none"> <li>Legacy axles will continue</li> <li>Investment in Mustang, F-Series and Super-Duty Axles</li> </ul>



# Product and Investment

Stamping Operations	
Plant	New Product
<b>Buffalo Stamping Plant</b> \$60 million investment	<ul style="list-style-type: none"> <li>Stampings for Edge/MKX will continue for current model Stampings for all new Edge will be added</li> <li>Stampings for Econoline/Medium Truck will continue</li> <li>Stampings for F-150 and Super Duty will be transferred to other US stamping facilities</li> </ul>
<b>Chicago Stamping Plant</b>	<ul style="list-style-type: none"> <li>Stampings for Explorer and Aviator will continue</li> <li>Stampings for Transit and Super Duty will continue, with upgrades</li> </ul>
<b>Dearborn Stamping/Dearborn Diversified Manufacturing Plant</b> \$100 million investment	<ul style="list-style-type: none"> <li>Stampings/hydroforming and sub-assemblies for F-150 will continue</li> <li>Stampings/hydroforming for all new Super Duty</li> <li>Stampings for Expedition/Navigator will continue, with upgrades</li> <li>Stampings for all new Broncos to be added</li> </ul>
<b>Woodhaven Stamping Plant</b> \$40 million investment	<ul style="list-style-type: none"> <li>Legacy stampings will continue, with upgrades</li> <li>Stampings for all new Mustangs will be added</li> </ul>

## Plant Closing and Sale Moratorium [150C](#)

Your bargaining team fought to renew the Plant Closing and Sale Moratorium. This protects all UAW-Ford plants during the life of this agreement with the exception of the Romeo Consolidation. This is important for our job security during the life of the 2019 agreement.

## Flat Rock Assembly (FRAP) Viability Strategy

Your negotiators secured language to jointly continue the viability of Flat Rock Assembly Plant. The Company has reaffirmed their commitment to FRAP, including making significant investments in the Mustang program and continuing to explore future opportunities during the life of this agreement.

[Admin. Letter 26U](#)

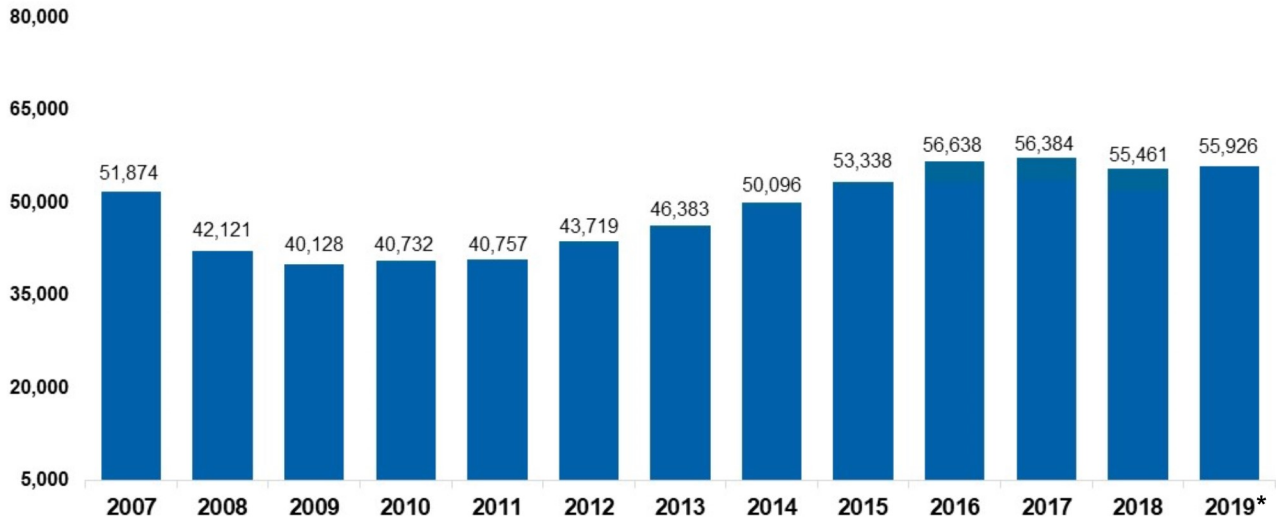
## Buffalo Stamping Plant (BSP Competitiveness

Your negotiators pushed the Company on the future of Buffalo Stamping Plant. The Company agreed that BSP is an important part of the business and will support Oakville and Ohio Assembly plants during the 2019 agreement. The Union and Company will partner together to explore further opportunities for BSP during the life of this agreement.

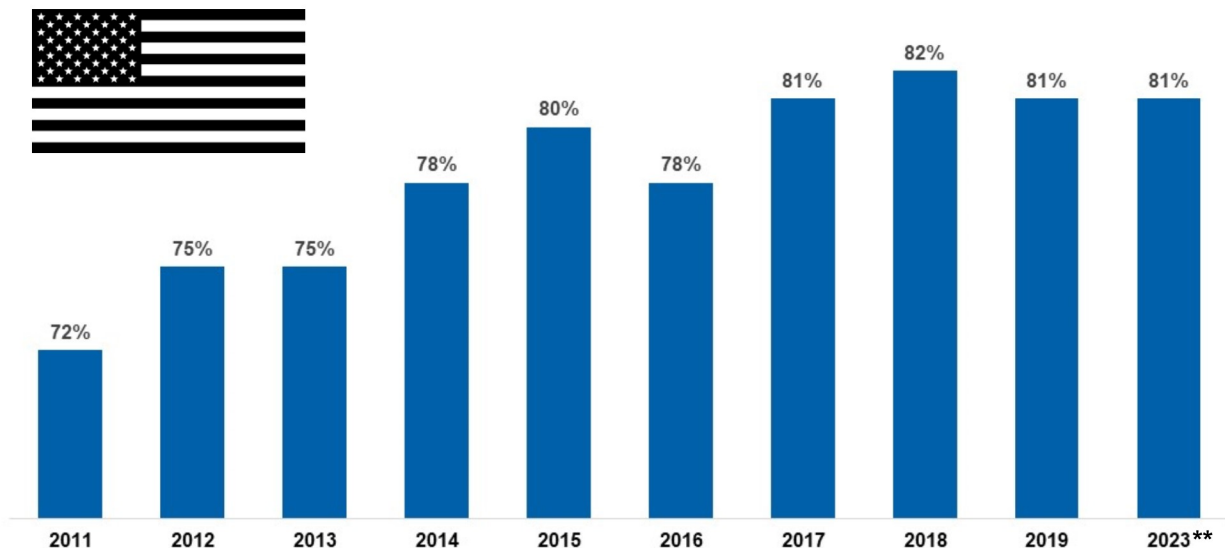
[Admin. Letter 16U](#)

# Built with Pride in the U.S.

## Ford U.S. Hourly Jobs: 2007-2019



## North American Vehicle Production: Ford Percentage Built in United States



\*As of 9/1/19

\*\*Per 2019 CBA Product Investment Commitment

# Health Care Improved

## Health Care Remains Among the Best in the Nation

The Company proposed a 20% cost share for medical benefits, including major increases in prescription drug costs plus elimination of certain drugs as determined by the pharmacy benefit manager. Your bargaining committee was committed to keeping our health care coverage among the best in the nation and successfully fought these proposals. Instead, the bargaining committee won additional improvements to the National PPO.

### Additional Health Care Benefits Won 42-43C

These improvements include coverage for cardiac rehabilitation and diabetes education without any requirement to join a mandatory program. Members will also be able to benefit from an improved Care Management program in the National PPO beginning Jan. 1, 2020.

**5-6C** Visits to retail clinics will now be covered for half the cost of a doctor office visit. In addition, telemedicine benefits will now be offered in alternative health care plans (HMOs) with a \$10 copay. **217C**

### New: Nationwide Dental HMO Plan 135-136C

Your bargaining team is pleased to announce that it has negotiated a new Dental HMO (DHMO). This voluntary new option offers a nationwide network for members who are eligible for alternative plans. Members who choose to join the plan in their area will receive enhanced coverage, including low out-of-pocket costs, full coverage for orthodontia up to the age of 19, and orthodontia for age 19 and over at a copay of \$1,995.

## Other Benefits

### Optional Insurance Benefits Improved

Group insurance is an important part of your financial security. Your bargaining team negotiated improvements in optional and dependent life insurance benefits while maintaining current rates.

### Optional Life Improvements 144C

In addition to open enrollment periods in 2020, 2022, and 2023 a one-time special enrollment opportunity will be offered in 2021. During this special open enrollment, members **112C, 113C**

will be able to increase five coverage levels (\$100,000 maximum) without showing evidence of insurability. Also beginning in 2021, new coverage levels of \$350,000, \$450,000 and \$550,000 will be available. Current rates in the CBA will remain the same for active and retired members.

### Dependent Life Improvements

Dependent life coverage maximums for new enrollees will increase from \$75,000 to 100,000 for a spouse and from \$30,000 to \$40,000 for children without evidence of insurability.

### Pension/TESPHE 140C

The parties agreed to provide a one-time contribution of \$1,000 to the Tax-Efficient Savings Plan for Hourly Employees (TESPHE) accounts for employees hired or rehired before November 19, 2007 or in a skilled classification prior to October 24, 2011. In order to be eligible for this contribution, as of January 1, 2020 you must be an active employee, on temporary layoff, FMLA leave, or on one of the following leaves not exceeding 90 days – Accident and Sickness, Military, Education, or approved personal leave of absence. This contribution will be made by Jan. 31, 2020.

## Legal Services 105-111C

### Spouses Now Covered, Services Expanded

Your bargaining team went into these negotiations determined to expand Legal Services benefits to cover spouses of UAW active and retired members. As a result of these discussions, spouses are now eligible for the benefit.

The union also bargained an expansion of covered office work services to include:

- Traffic Matters – Tickets or other moving violations.
- Social Security – Plan attorneys will answer questions about Social Security benefits, including those related to retirement, disability, terminations or overpayments.
- Medicare and Medicaid – Plan attorneys will provide legal guidance on issues related to Medicare and Medicaid benefits.

# SUB Fund Weeks Fully Replenished

Your bargaining committee was successful in restoring full SUB benefits for use during the next contract. Upon ratification of this agreement, any employee who used SUB during the life of the 2015 agreement will have their SUB weeks restored as follows:

<b>Traditional Employees</b>	
1 but fewer than 10 years	26 weeks SUB/26 weeks TAP
10 but fewer than 20 years	39 weeks SUB/39 weeks TAP
20 or more years	52 weeks SUB/52 weeks TAP

<b>In-Progression Employees</b>	
1 but fewer than 3 years	13 weeks SUB
3 or more years	26 weeks SUB

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

**63U**



# Health and Safety

## Negotiators Win Increased Protections and Workforce Engagement Commitments

Your elected negotiators honored a long-standing emphasis on workplace health, safety and ergonomics by winning improvements in workplace equipment design and new technology to ensure safe and ergonomically sound operations. In addition, your bargaining team negotiated new training programs, and improvements in existing programs to help keep you safe on the job. Bargainers also maintained many of our programs and initiatives that exceed state and federal guidelines, recognizing the UAW's legacy as innovators and leaders when it comes to protecting our brothers and sisters. Negotiators addressed a variety of complex health and safety issues in this set of negotiations, including ergonomics, emergency response, material handling, pedestrian and parking lot safety, work station readiness, new training on higher-risk, non-standard production tasks, and updating the successful Operator Instruction Sheets (OIS)/ Job Safety Analysis (JSA) process.

### Enhanced ERT Practice Drills

Emergency Response Team (ERT) practice drills will be evaluated and time specified per location. This will provide objectivity and a standardized approach for the system. **108A**

### PS&L Static Rack 166C Improvements

Bargainers won an agreement to install anti-push through safeguarding in the High Cube Centers (HCC). Facilities with changes or updates to static racks will be equipped with the same safeguarding, adding to warehousing storage safety.

### ERT Challenge/Recognition Annually 108A

Much deserved recognition of our ERTs will be highlighted with Annual Emergency Response Team events consisting of the important ERT challenge or other recognition events selected by the joint parties.

### Increased Focus on Ventilation Equipment 104A

Because ventilation is crucial to workplace health and safety, preventative maintenance to ventilation systems will be automatically tracked in the maintenance system with the priority designation of Safety Preventative Maintenance.

### Formal Recognition on the Electrical Core Team 97A

Electrical safe work practices will remain a high priority with formal recognition of the UAW on the elec-

trical core team. Having a voice on this committee is paramount for our trades to provide continued, valuable input.

### Increased Focus on ECPL Placarding 93A

Energy Control and Power Lockout (ECPL) is a cornerstone of the safety management system. Negotiators secured an agreement that enhancing the placarding process includes minimum meeting requirements. It also provides an important tieback to the annual refresher that has valuable insight from members who apply ECPL.

### Emphasis Added to Non-Standard Work 71C

Non-standard production work often presents unusual risks. Your bargaining team secured important commitments to develop meaningful training to address this risk.

### Overhead Equipment Improvement Strategy 68C

Improving the performance and usability of overhead equipment is important to our operators. Bargainers understood this and negotiated language to foster the realization of these goals. This includes a core overhead equipment group to focus on challenges, utilizing the effective 90-day challenge strategy, and upstream UAW involvement in engineering.

### Workstation Readiness Training Expansion 71C

With the goal of building upon existing workstation readiness training, commitments were secured to ensure this training meets our expectations in enhancing safety and ergonomics in operator workstations.

### Important Updates Secured to OIS/JSA 72C

Our Operator Instruction and Job Safety Analysis (OIS/JSA) sheets are the foundation of workstation safety. Your bargaining team was successful in negotiating program updates to ensure this tool continues to deliver even better guidance to our operators.

### Line Work Experience Expanded for Engineers

Building off a successful letter enabling engineers to experience the production environment, negotiators won a commitment to expand the experience by increasing hands-on time and one-on-one conversations with our expert operators to learn how work gets done. **Admin. Letter 31U**

### Implement More Effective Issue Tracking and Feedback System PS&L 67C

Bargainers successfully advocated to expand previous pilot programs to all PS&L facilities to ensure health, safety and ergonomics concerns are addressed, tracked and communicated to the originators of the concerns.



# New Gains in Advanced Manufacturing and Sourcing (AM&S)

Your UAW negotiators won a variety of contractual improvements in Advanced Manufacturing and Sourcing in an effort to keep the union fully informed when the Company makes decisions on new technologies and sourcing that affect the job security of our members.

## **Future of Work to be Included in AM&S Meetings**

Your UAW bargaining team won a commitment from the company to include the Future of Work in monthly Advanced Manufacturing and Sourcing (AM&S) meetings. This will involve discussions regarding changes in the automotive industry such as electrification and autonomous vehicles with the goal of ensuring our members' job security. **Admin. Letter 37U**

## **Earlier Involvement Won in Product Sourcing**

The committee improved the language that allows for our earlier involvement regarding sourcing patterns of major assemblies and components. The AM&S team will now receive information prior to any outsourcing at the beginning of the company's Global Product Development Scale. This allows the union to fight to insource any work the company may attempt to outsource. **75A**

## **AM&S Can Attend Technology, Innovation Meetings**

AM&S now may attend the National Committee on Technology and Innovation Forum meeting to discuss future work and training for our members. **76A**

## **Improved Language on Sourcing Information**

The union secured a spot for UAW leadership at Ford in the Innovation Forum Meeting in order to receive information on the company's long-term plans concerning product technologies and how they will affect our members. **Admin. Letter 37U**

## **New Language to Improve Sourcing Notifications**

Negotiators won stronger language providing up to date and clear sourcing information to the UAW-Ford Advanced Manufacturing & Sourcing Department. **73A & 75A**

## **Monthly Review on Sourcing Required**

The National Job Security Operational Effectiveness Sourcing Committee will now meet monthly to review sourcing at the local and national levels. This will give the union the ability to review, discuss and fight for products for our membership. **70A**

## **Annual Training Renewed**

UAW sourcing representatives will continue to receive annual training, so that they are prepared to continue to win work for our members. **70A**

## **Outsourcing Moratorium**

The UAW successfully negotiated to extend the outsourcing moratorium throughout the life of the 2019 agreement. **Admin. Letter 33U**

## Health and Safety (continued)

### **Prevention Through Design Explored 72C**

Realizing that some of the best opportunities for process improvements are in the early design phases, your negotiators secured commitments to develop this important training and awareness.

### **Reinforcement of the Principles of Positive Recognition 70C**

The negotiating team won a commitment from the company to ensure positive recognition, in meaningful and appropriate ways, of the many innovative contributions members provide. This acknowledges the

importance of positive reinforcement and recognition to our membership.

### **Ergonomic Support for Launch and Rebalance 98A**

Today's complex work environments require our ergonomics team's involvement in launch and rebalance processes. The negotiating team was successful in expanding our participation into these critical areas to ensure ergonomics is fully considered in workstation operations.

### **PS&L Dock Lighting 165C**

The negotiating Team secured commitments to conduct a comprehensive

review of exterior dock lighting at PSL facilities with the intent to ensure safe exterior lighting foot-candle levels for the tasks being performed.

### **Research Funding 31C**

Protecting the health and safety of our membership not only includes our efforts in implementing safety programs at our worksites, and creating a safety culture, but also includes occupational health and safety research. These negotiations resulted in the UAW securing a commitment from Ford to fund and initiate research in breast cancer prevention and opioid use disorder intervention.



# Skilled Trades

## Skilled Trades Members to Advance in New Technologies, Gain 600 New Apprentices, and Keep Classification Structure

Your Skilled Trades negotiators bargained to advance our Skilled Trades members in all areas such as new and emerging technologies, including 3D printing, additive manufacturing and drone usage. Skilled Trades national negotiators also preserved our historical trade classification structure with NO further consolidations, eliminations or “do not repopulate” designations. Additionally, our UAW-Ford temporary members are now eligible for the Industrial Readiness Certificate Program (IRCP), which gives them the opportunity to be added to their plant apprenticeship eligibility list. IRCP classes will be funded as well, which means no out-of-pocket cost to temporary members. Negotiators upheld the successful apprentice forecasting methodology to generate 600 new apprentices under this agreement. Note: This same formula generated 1,200 apprentices under the 2015 agreement. Finally, outside contracting language was strengthened, as well as many other gains explained below.

- **Apprentice Forecasting Results in Adding Approximately 600 Apprentices:**

The method of forecasting future apprentice and trade needs was upheld by your negotiators. This formula could result in adding approximately 600 apprentices by the end of the agreement. This same formula resulted in adding over 1,200 apprentices under the 2015 agreement. **39B**

- **Negotiators Hold the Line on Classification Restructuring:** The Negotiating Committee held our current **58B** classification structure. There are no changes, no consolidations and no classifications added to the “do not repopulate” designation, despite the company’s attempts to do so. Additionally, our apprenticeable trades remain the same.

- **Temporary Employees Now Eligible for Apprenticeship Opportunities:** Temporary members/employees are now eligible for the Industrial Readiness Certificate Program (IRCP) to gain entrance on their plant apprentice eligibility list. If selected for an apprentice opportunity while still employed by the company, the temporary employee will become an apprentice and after 90 days on the apprenticeship will become a full-time seniority employee. The IRCP classes will be funded by the Education Develop-

ment Tuition Assistance Program for interested temporary employees. **34B**

- **Outside Contracting Letter Improved:** The “Outside Contracting” letter was improved to ensure that local UAW leadership is a part of the discussion when outside entities such as Ford Land, MP&L and Division Manufacturing Engineering hold projects for each location. This will become a quarterly meeting to give local UAW leadership the ability to plan project, construction and maintenance work. **21B**

- **Apprentice Toolsets and Toolboxes:** Apprentices will now attain their toolsets and toolboxes upon their return from core skills training. The toolsets and toolboxes will now be administered through the National Joint Apprentice Committee (NJAC). The national parties jointly agree to review, approve and purchase classification specific toolsets and toolboxes for timely distribution. Toolsets and toolboxes will become the property of the apprentice upon completion of the program. **37B**

- **Master of License Receives Increase:** Skilled Trades workers who hold a “Master of License” designation and has surrendered his/her license for the company facility will receive \$2.00 per hour above the base rate of pay as per maintaining compliance for permits in all maintenance and project work. Originally bargained \$1.50 rate in 2015, this is

an increase of .50 cents per hour to total \$2.00 per hour. **49B**

- **Production Employees and Skilled Openings in Another Unit:** Your negotiators won language identifying the ability for current production employees to be eligible to apply and be considered for available skilled trades openings in another unit than the unit they are currently working in production. Applicants must satisfy the current hiring criteria for direct hire into skilled trades. Applicants can also continue to apply within their current unit as in the past. Apply here: <https://corporate.ford.com/careers.html> and <https://www.indeed.com/cmp/Ford-Motor-Company> **55B**

- **Skilled Trades Required Training Outside of Plant:** Negotiators won a new letter that protects the skilled trades shift premium while attending off site training. If skilled trades employees attend Company-required training outside of their plant to upgrade their skills in their classification on a shift other than they would normally work, such employees will be paid the shift premium normally paid for their regularly assigned shift for the first continuous week of training. **75B**

- **Skilled Trades Tool Allowance:** Skilled Trades Journeymen will receive two (2) \$1,000 lump-sum payments. The first payment will be made December 6,

# Skilled Trades

2019, and the second payment will be made December 3, 2021. Eligible Skilled Trades Journeypersons who are on the active rolls November 25, 2019, and November 22, 2021, will receive the bonus. Approved leave of absence, layoff and returning from active duty during the term of this agreement will also be deemed eligible on the eligibility dates above. Those returning from active duty must make a request to plant labor relations upon their return from service. **76B**

- **Tool and Die Investment:** Negotiators again bargained for significant investment for the Dearborn Tool and Die Plant. Keeping the Dearborn Tool and Die Plant competitive in machining and die construction was instrumental in

gaining \$10 million for capital investments in upgrades and/or for purchase of new equipment. **48B**

- **New Technology:** New technology letter was updated to reflect new and emerging technologies. The parties recognize that advances in technology may alter, modify or otherwise change the responsibilities of included employees, skilled and non-skilled, at plant locations and that a change in the means, method or process of performing a work function, including the advancement of computers or other new or advanced technology such as 3D printing, additive manufacturing, PLCs, robotics, drones, etc., will not serve to shift the work function normally and historically performed by included employees to excluded employees.

The Technical Training Center in partnership with the advanced Manufacturing and Engineering Team will provide the parties with the opportunity to improve the technical capabilities of all UAW-Ford employees. **51B**

- **Technical Training Center Investment:** The Technical Training Center gained investment, showing the importance of training all members including the UAW Ford Apprentices, ongoing UAW Skilled Trades Training, and future training of our UAW Ford Production members. The investment amount of \$5 million will be allocated to continued improvements into the facility and funding training, curriculum and equipment. **79B**

## Alternative Work Schedules/ Production Standards/Overtime

### Joint Programs Continue

Your bargaining committee succeeded in maintaining joint activities at the local and national level. Existing joint activities – including those focused on Health & Safety, Quality, Continuous Improvement, ESSP, Job Security, Diversity & Inclusion, Communications and Tuition Plans – continue under the 2019 National Agreement. **93C**

### Alternative Work Schedules

Holiday schedules for Skilled Trades members on Seven-on-Seven off, Four-on-Four off, and three 12-Hour shifts. It has been agreed the Company will survey for volunteers to work all UAW negotiated holidays prior to any member being scheduled a mandatory Regular Day Worked (RDW). **12C**

### Skilled Trades to Achieve Parity on Holiday Pay

It has been negotiated that Skilled Trades will now have parity with production workers on holiday pay for the full week of holidays between Christmas and New Year's. They also will have holiday pay during the July 4 vacation shutdown period that will be considered compensable to-

ward the AWS base schedule and will count toward all overtime calculations for the hours worked on the aforementioned Saturday and Sunday. **11C**

### Daily Overtime Over 10 Hours

To help with work/life balance, negotiators were successful in securing language that mandated the Company to develop a strategy of communicating daily production schedules with the Chairperson. **139-141A**

### Production Standards Representatives Will Have Access and Training

All Job Security Representatives will now have access to the Global Study Process Allocation System as well as additional training opportunities to assist them in their production standard responsibilities. **157C**

# Changes to Attendance

129C

## Measurement Period for Discipline 130C Reduced from 18 months to 12 months

### Elimination of Bookend Day Language

Employees may now use Excused Absence Allowance (EAA) after the fact on previously restricted days. **128C**

### Reduced Call-in Time from 60 Minutes to 30 Minutes

Employees can now call in 30 minutes prior to shift start time to report absences. **127C**

### No Longer Separate Discipline Progression for Failure to Work Scheduled Overtime

Situations involving full shift failure to work scheduled overtime will be coded as an un-excused absence and count as an occurrence. Failure to work scheduled overtime will no longer be a separate discipline progression and any discipline for the charge of “Failure to Work Schedule Overtime” will be removed from your record upon the implementation of the new program. **129C**

### Discipline Records Revert to Zero

All employees with less than RW + 1 Month discipline on their record will revert to zero (0) absences. Those employees currently in the progression discipline charge of RW+1 Month will have their discipline removed on the anniversary date of their latest attendance discipline. **130C**

Absence and Disciplinary Progression		
Absence Number	Penalty	Measurement Period
1st Absence	No Penalty	(12) Month Rolling Period
2nd Absence	No Penalty	(12) Month Rolling Period
3rd Absence	No Penalty	(12) Month Rolling Period
4th Absence	RW+1 Day	(12) Month Rolling Period
5th Absence	RW+1 Week	(12) Month Lock-In Discipline Period
6th Absence	RW+1 Month	(12) Month Lock-In Discipline Period
7th Absence	Termination	

### Excused Absence Allowance (EAA) Clarification

Upon review of the 12-month rolling measurement period, if the employee’s record falls within absences one through four according to the above table, Excused Absence Allowance (EAA) may be used after the fact. **128C**

### Family Days Retained

Your negotiators fought to keep up to two (2) Family Days for the life of the agreement for members who are eligible. Members with discipline of one (1) week or more will not be eligible to schedule or use any family days until they drop back into steps one through four of the attendance policy. **63C**

## Other Attendance Improvements

### New Attendance Tracking System (ATS) Coming

Employees will have the option to call-in or text absences or lates, and the system will no longer use Social Security Number. **16C**

### Cremation Update to Bereavement Language

In the case of cremation where no formal funeral or service is held for a

qualifying family member, the documented cremation date will now serve as equivalent to the funeral or service date. **24C**

### Submission Confirmations for Holiday Conversion

Employees will receive a confirmation that their request has been submitted.

### End-of-line Vehicle Electrical Repair 57C

Rapidly changing vehicle technology is making end-of-line (EOL) electrical repairs in assembly plants more complex than ever. Your bargainers successfully negotiated a new classification for employees who make certain EOL vehicle repairs. The new classification will be established by the Arbitration and Wage Administration Department within 90 days of ratification of the Collective Bargaining Agreement.

# Quality Programs Strengthened

UAW members are the most pivotal part of the UAW-Ford “Best-in-Class” Quality Program. Your negotiators won many changes that ensure our members will have the necessary tools to hold the company accountable to the Quality Operating System (QOS) and provide us with greater job security.

## VSCRP/Dealer Panel Process Fortified

The Vehicle Service Concern Resolution Process/Dealer Panel Process was maintained at all our facilities, and step-by-step language was added to the agreement in order to better address employee vehicle concerns. **256C**

**Step 1** – In the event of a vehicle concern/repair, the employee must first bring it to the attention of the dealership service writer. If the problem is not resolved, the employee should proceed to Step 2.

**Step 2** – The employee should request to speak with the service manager. If still unsatisfied, proceed to Step 3.

**Step 3** – The employee should contact the dealer principal, or in larger dealerships, the general manager. If still unsatisfied, proceed to Step 4.

**Step 4** – The employee should contact their plant VSCRP designee, who may contact the dealership at their option.

## Third Party Supplier Notification Required

Negotiators won language that requires mandatory notification and properly displayed identification for third-party suppliers performing repairs and other quality services in our facilities. Additionally, the local parties must review the rationale provided by the UAW on the work identified as being included work performed by suppliers. Work determined to be included will be transitioned and performed by the UAW workforce. **138C**

**Step 5** – If the problem remains unsolved, the employee will contact the Ford North American Customer Relationship Center and explain the issue.

Email: [www.crcfmc@ford.com](mailto:www.crcfmc@ford.com)  
Phone: (800) 392-3673  
Write to: Ford Motor Company  
North American  
Customer Relationship Center  
P.O. Box 6248, Mail Drop 4S

**Step 6** – After completing Step 5, if an employee’s concern remains unresolved, he/she might re-contact the plant VSCRP designee for assistance. The VSCRP designee will then evaluate the concern to determine if it should be referred to Executive Liaison at (313) 845-5761.

## Quality Operating System Coordinators Win Annual Training

Negotiators won language that strengthens our voice in quality by providing Quality Operating System Coordinators (QOSCs) annual training to develop and strengthen

the tools they need to support our input in QOS. The training will be developed by the National Quality Committee.

## Members at PS&L/FCSD Win Greater Participation

Members at Parts Service & Logistics (PS&L)/Ford Customer Service Division (FCSD) locations now have language in the Local Quality Committee charter that allows them to participate in dealership and customer concerns about quality. The language allows the Local Quality Committee to use dealer visits to address quality issues at our facilities when mutually agreed upon.

## Quality Leadership Systems Process Protected

In order to protect the customer and the integrity of the QLS process, our negotiators expressed concerns regarding the use and misuse of the QLS. Our negotiators added language to Appendix Q to ensure “Best-In-Class” products are delivered to our customers. The language allows our members to take concerns from the shop floor to upper plant management. **85A**

## PS&L

### PS&L Maintenance General Plant Skilled Selection and Training Improved **29B**

Negotiators won language that requires the Company to regularly discuss anticipated vacancies in the Maintenance General Plant Skilled classification so that it is populated correctly in the Parts, Supply and Logistics (PS&L) facilities. The committee also won stronger language to ensure that the classification is covered for all absences of one week or greater, including Memorial Day, Independence Day and Labor Day weeks.



# Employee Tuition Assistance Plans (ETAP)

## Tuition Assistance PDA Increases; Dependent Scholarship Maintained

A major objective of the Employee Tuition Assistance Plans (ETAP) is to prepare the Company, its workers and their dependents for the work environment of the 21st century. Both parties reaffirm their commitment to the principles and objectives of providing Tuition Assistance to active UAW employees. Your UAW negotiating team won significant improvements as listed below:

- **Employee Tuition Assistance Plans (ETAP)**

Your UAW negotiators were successful in maintaining the current Tuition Assistance allotment at its maximum level of \$6,000. Negotiators also won an increase in the Book Reimbursement amount from \$400 to \$600. **115A**

- **Personal Development Assistance (PDA) Increases to \$3,000**

Your negotiators recognized the increased cost and importance of non-degree educational courses for UAW members. Negotiators won an increase in the PDA benefit to \$3,000 annually (up from \$2,700) for job-related courses, workshops and seminars. **115A**

- **PDA-EEC (Educational Enrichment Courses) Increases by \$1,000 a Year 115A**

The PDA-EEC benefit will increase from \$500 to \$1,500 annually for non-job related, education enrichment courses. The provider list will be expanded to include courses at professionally and nationally accredited institutions upon review and approval.

- **Temporary Employees Now Eligible for PDA Funding for IRCP Courses 34B**

Temporary employees who sign up for Industrial Readiness Certificate Program (IRCP) can now use PDA funding to pay for those classes.

- **Retiree Education Opportunities Expanded**

Your UAW negotiating team won

a significant improvement in Retiree Education. Retirees residing near an existing Ford facility or Local Union hall may now use one-half of their \$2,000 benefit (\$1,000 per calendar year) to attend classes at colleges or universities approved by both parties. Previously, retirees could only take classes at the plant or Local Union hall unless they relocated to a state with no Ford Facility or no Local Union hall. **183C**

- **Dependent Scholarship Maintained 234C**

Your negotiators were successful in maintaining the Dependent Scholarship funds of \$1,500 for college-age dependent children of active workers. In addition, the eligibility age was raised from age 23 to age 26.

## Continuous Improvement Highlights

### Team Leader Meeting Language Strengthened

Your Bargaining Committee won language that eliminates the need for review and approval of meeting requests and agendas. Instead, each location will have Team Leader meetings to discuss issues, review solutions and share best practices. The Local Continuous Improvement Forum (LCIF) will provide guidance on meeting priorities, agendas and cadences. **40A-41A**

### Manufacturing Work Groups Implementation Now a Local Decision

Under new language won by your negotiating committee, any plant wanting to implement Manufacturing Work Groups (MWG) must submit a local joint letter of intent, along with completed and approved Visual Job Plans (VJPs),

to the National Continuous Improvement Forum (NCIF) for review and approval. The decision on whether to implement MWG's now rests with the local parties. **80C**

### Modifications to be Made to Cost Save Idea Process 225C

Your Bargaining Committee negotiated the ability to modify the Cost Save Idea Process to make it more streamlined and user friendly. The language builds upon language we won in the current agreement that captures members' ideas that save the Company money to offset the labor and overhead task at each plant.

### Team Leaders Will Have Access to Issue Escalation Tools

Negotiators recognized that team leaders need access to all tools and

systems to be able to perform their roles and responsibilities to best support their teams. They won language that grants them access to the tools and systems associated with issue escalation. **216C**

### Team Leader Selection Process Deviation

In the 2015 CBA, a deviation to the team leader selection process was negotiated so plants could, upon local agreement, deviate from the national selection process. Only plants that had elections at that time were grandfathered with elections. The remainder of the plants could deviate from the national selection process, but elections were not an available option. Under the 2019 language, the team leader selection process deviation now allows for all plants, with local agreement, to have elections as an option for selecting team leaders. **40A**

# Diversity and Inclusion

## D & I to be Recognized as a Joint Program

Your UAW negotiators at Ford continued their commitment to ensure that members are treated equally and with dignity and respect in a work environment free from harassment, discrimination and retaliation. To that end, language was secured to bring awareness of the importance of diversity and inclusion in the workplace. In this agreement, Diversity and Inclusion is recognized as a joint program and moved to Volume 1, Appendix X from the Letters of Understanding. National and Local Committees will remain in place as part of the program. In addition: **155A**

- Local Diversity & Inclusion Committees may be expanded with additional members, when jointly approved. **159A**
- Training for the committees will take place on an annual basis. **158A**

- Roles/responsibilities were expanded for both the National and Local Joint Committees. **157-159A**
- The National Committee may continue discussions on policies, procedures and reporting methods. **157A**
- Local Committees may collaborate on projects with Local UAW Committees and Ford Employee Resource Groups. **160A**

The National Joint Diversity and Inclusion Committee will also explore cost-effective means of offering anti-harassment and respectful workplace training to all employees. **64C**

Understanding the impact of culture on a respectful and inclusive working environment, your negotiators won language for Local Culture/Workplace Interaction Forums where local leadership, Company and Union, can

discuss potential facility culture and morale issues and, where appropriate, develop and carry out action plans to address those issues. **114C**

Recognizing that the Company cannot address behavior it is unaware of, your negotiators worked to improve communications and raise awareness of methods for reporting harassment, discrimination and retaliation. The current Company Anti-Harassment **179C** Policy and reporting methods will be available on the employee payroll intranet site within 90 days of contract ratification. In addition, posters communicating current methods of reporting harassment, discrimination and retaliation will be created and posted around all facilities on at least an annual basis or when Company policy or reporting methods change. **39C**

## Employee Support Services Program (ESSP)

### Significant Enhanced Services for our Members

#### Affordable Child Care Opportunities **125A**

Your bargaining team recognized the need to expand the opportunities for our members to be able to have quality child care at a discount. In an effort to make sure this is available, language was won to partner with a national child care provider.

#### Fitness Center and Gym Vouchers **124A**

A total of \$2 million was negotiated to maintain, and/or replace fitness center equipment and fund well-being objectives. Gym vouchers will be increased from \$200 to \$250 annually for workers at Parts, Supply & Logistics locations without fitness centers.

#### Healthy Heart **237C**

Your negotiating team won language to bring back a popular possible life-saving screening process for our plants, the Healthy Heart Program.

#### National Campaign of Hope

The negotiating team won language to have national campaigns such as the opioid awareness campaign to educate for greater understanding of disease and behavioral epidemics which have a negative effect on our members' well-being. **134C**

#### Well-Being Focus in New Contract

The parties agreed to jointly look at ways to better promote healthy living through the ESSP program. **124A, 76C**

#### Opioid Study Louisville **143C**

Your negotiating team recognized the epidemic happening throughout the country and succeeded in getting language to do a deep-dive study into alternative treatment to combat the opioid epidemic in the Louisville area.

#### Mental Health Initiative **125C**

In an effort to improve the mental well-being of members and reduce the stigma of mental health issues, it was negotiated to partner with leading researchers in the mental health field to pilot a proactive and preventative mental health study.



# Representation and Seniority-Related Matters

Your UAW bargaining team was able to maintain and secure gains to make sure that our members are represented to the best of the UAW's ability in this Collective Bargaining Agreement. We were able to strengthen language to make sure that employees have the appropriate representation while they are working.

We also strengthened language around the shutdown period to make sure people are paid evenly and correctly during this time frame with a new process established during these negotiations.

## Unit Ergonomic Representative

Full-time Ergonomic Representatives will be recognized in manufacturing locations with 600 or more employees and will be appointed by the Vice President and Director of the UAW National Ford Department.

**251C**

## Employee Resource Coordinator 51C

Your bargaining team was successful in getting the Company to recognize that Employee Resource Coordinators will have nationally appointed alternate representatives who will cover them while they are off work.

## Payroll Matters: Vacation Pay-In-Advance 147C

In order to receive vacation pay-in-advance for a designated vacation

shutdown period, the employee must submit the request to their local Labor Relations Office no later than two weeks prior to the start of the vacation shutdown period.

## Time Excluded from Absence Count 19A

Your bargaining team was able to get the Company to agree that all FMLA absences will not be counted towards the 35 days of absence. Under the previous CBA, FMLA absences for personal reasons counted towards the 35 days of absences.

## Representation Structure: Memphis Complex 182C

The part-time elected representation allocated pursuant to Article VI, Section 3(b) will be replaced with a

full-time elected representative for the Memphis Complex bargaining unit.

## Employee Support Service Program Representatives

The Company will now recognize alternate ESSP Representatives in Appendix U, at facilities with 600 or more employees. **119A**

## Short Term Military Leave Gains: Profit-Sharing Hours

The compensated hours shall include hours for which a participant who is eligible to receive a payment for a plan year receives short term military duty (up to the employee's weekly base schedule).

**8H**

### 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 Hourly 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.

# 66 Holidays Over Four Years

## Holiday Added 14A

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	
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	
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

# The Negotiations Process

**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 Proposals 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 Proposed 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.

# Notes

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# 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

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## UAW National Ford Department Staff

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

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**Steve Zimmerla**  
Top Administrative Assistant

**Tracy Ausen**  
Assistant Director  
Diversity & Inclusion

**Chris Crump**  
Assistant Director  
Skilled Trades Governance

**Bill Eaddy**  
Assistant Director  
ESSP/Chaplaincy

**Reggie Ransom**  
Assistant Director  
Arbitration

**Cassandra Shortridge**  
Assistant Director  
NPC Initiatives

**Deneen Whitaker**  
Assistant Director, EDTP

**Matt Barnett**  
Servicing Representative

**Dan Scott**  
Servicing Representative

**Darryl Goodwin**  
Administrative Assistant

**Dave Berry**  
Assistant Director  
Veterans Initiatives

**Jodey Dunn**  
Assistant Director  
Servicing

**Bill Ellis**  
Assistant Director  
Quality

**Mike Robison**  
Assistant Director  
Conv. & Conf. Planning

**Bob Tiseo**  
Assistant Director  
Continuous Improvement

**Leigh Kegerreis**  
Coordinator  
Conv. & Conf. Planning

**Jerry Lawson**  
Servicing Representative

**Vaughan Tolliver**  
Servicing Representative

**Jimmie Williams**  
Administrative Assistant

**Sean Coughlin**  
Assistant Director  
Health & Safety

**Rocky Di Iacovo**  
Assistant Director  
NJAC

**Brandon Keatts**  
Assistant Director  
Job Security Program

**Les Shaw**  
Assistant Director  
Adv. Manufacturing/Sourcing

**Tony Vultaggio**  
Assistant Director  
Benefits

**Scott Eskridge**  
Coordinator, Servicing

**Greg Poet**  
Servicing Representative

**Fred Weems**  
Servicing Representative

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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

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# 2019 UAW NATIONAL FORD HOURLY NEGOTIATING COMMITTEE

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**Bernie Ricke**  
Committee Chair  
UAW Local 600  
Rouge Complex  
Sub Council 1



**Dwayne Walker**  
Committee Secretary  
UAW Local 900  
Michigan Assembly/ISA



**Tony Richard**  
UAW Local 600  
Rouge Complex  
Sub-Council 1



**Michael Donovan**  
UAW Local 2000  
Ohio Assembly  
Sub-Council 2



**Jon Jaggers**  
UAW Local 862  
Kentucky Truck  
Sub-Council 2



**Tommy Kottalis**  
UAW Local 551  
Chicago Assembly  
Sub-Council 2



**Larry Stewart**  
UAW Local 3000  
Flat Rock Assembly  
Sub-Council 2



**Mike Beydoun**  
UAW Local 900  
Michigan Assembly  
Sub Council 3



**Greg Tyler**  
UAW Local 600  
Rouge - M, C&T  
Sub-Council 3



**Roger Maag**  
UAW Local 1219  
Lima Engine  
Sub-Council 4



**Dale E. Rogers**  
UAW Local 897  
Buffalo Stamping  
Sub-Council 4



**Paul Lafave**  
UAW Local 2280  
Van Dyke Transmission  
Sub-Council 5



**Frank Murray**  
UAW Local 898  
Rawsonville  
Sub-Council 5



**Andy Weakland**  
UAW Local 186  
Denver HVC  
Sub-Council 7

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