

**LOCAL  
AGREEMENTS**  
and  
Letters of Understanding

between

**U.A.W – LOCAL 551**

and

**FORD  
MOTOR COMPANY  
CHICAGO  
ASSEMBLY PLANT**

**May 23, 2008**

**LOCAL AGREEMENTS**

**and  
Letters of Understanding**

**BETWEEN**

**U.A.W. – LOCAL 551**

**and**

**Ford Motor Company  
Chicago Assembly Plant**

**May 23, 2008**

**2008**  
**NEGOTIATING COMMITTEE**  
**UNION REPRESENTATIVES**  
**UAW LOCAL 551**

Ryan Rettig, Chairman  
Dawn Diggs, Bargaining Unit  
Nick Rutovic, Bargaining Unit  
Mike Marzillo, Skilled Trades

**COMPANY**  
**REPRESENTATIVES**

Anthony Hoskins, Plant Manager  
Anthony Dodson, Human Resources Manager  
Terrance McClain, Labor Relations Supervisor  
John Mannebach, Controller  
Greg Kohut, Body ME Manager

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## THE GRIEVANCE PROCEDURE

The Grievance Procedure is available to all members who have already exhausted all other viable means to resolve a problem. It is understood that every effort should be made to have open dialogue between the Union and the Company before initiating the various stages of the process. This dialogue often includes but is not limited to the Supervisor, MPS, Superintendent and Area Manager. The District Committeeperson will in most cases need to initiate a Grievance in the first stage. In this stage, they are to first review all the facts. They will then try to resolve your grievance orally, through written disposition or a written settlement. The final oral discussion may take place in the weekly Good and Welfare meeting between the Superintendent and District Committeeperson. If not successfully resolved at this stage, a meritorious case may be appealed to the second stage along with all the pertinent facts to substantiate the case. Grievances concerning issues such as Harassment or Discrimination (Article X Section 9), Unjust Discipline (Article IV Section 3), Outside Contracting and Job Security (Article IV Section 8) may at times be filed directly into the second stage.

Second stage grievances are heard by the appropriate Bargaining Unit with a representative from Labor Relations and representative from Operations. Every effort should be made to settle the grievance on your behalf. If not successful, the meritorious grievance may be appealed to the third stage with all the pertinent facts attached.

Third stage grievances are heard by the Bargaining Chairperson and the UAW Region 4 International Servicing Representative along with the Labor Relations Supervisor and Human Resources Manager. Every effort will be made to settle your grievance on your behalf. If not successful, the meritorious grievance may be appealed to the International Union with all the pertinent facts attached. The case may be presented to be heard by an Arbitrator, also referred to as an Umpire, in the fourth stage of the procedure.

Umpire decisions are binding on both parties. They set precedents for both parties and are used to argue cases in lower levels of the procedure much the same as Supreme Court Cases set precedent and are used to argue cases in the lower courts. Many of our agreements are the result of Umpire opinions and grievance settlements.

## **IMPORTANT THINGS TO KNOW**

1. The International and Local Union have invested time, energy and financial resources in negotiating and printing National and Local Agreements. It is the responsibility of each member to put those investments to good use and read them. Well informed Union representatives can only be in one place at a time. A thoroughly informed workforce can stand together in many places at a time.
2. Stay informed. Read the bulletin boards, Local Union Newspaper, Newsletters and Ford World.
3. Know the plant work and safety rules.
4. Never sign any paperwork without first reading and understanding it before you sign it.
5. There is distinct difference between a gripe or frustration and a legitimate concern and/ or grievance.
6. Don't postpone bringing legitimate concerns to your supervisor and committeeperson.
7. Your supervisor has an obligation to contact your committeeperson if you so request.
8. You are entitled to have a Union Representative with you whenever Management wishes to talk with you over any matter that could lead to disciplinary action.
9. Check your time sheet daily. Your supervisor has the responsibility of correcting any errors regarding your pay.
10. Keep the Union and Company informed of your current address and telephone number. This is your responsibility! It could affect the status of your employment.
11. Absences from work are sometimes not avoidable. If you know in advance, you should request permission for the necessary time off from your supervisor. If you are unable to be excused in advance, you should telephone the Attendance Tracking System (ATS) at 1-866-893-0576. It is important that you call prior to your shift start time. You will be given a "Confirmation Number" which will serve as your evidence that you reported your absence. Reporting your absence may not excuse the absence.

12. On October 16, 2004 Umpire Opinion EH-73 was issued. This opinion validated the Company's assertion that disciplinary charges for absenteeism remain on an employee's disciplinary record for eighteen months. Please get an updated copy of your ATS and disciplinary record after an absence to verify your record is accurate. Retain copies of all pertinent documentation that applies to your absence.

13. **5-DAY NOTICE** If at any time you should receive a 5-day notice report to Labor Relations immediately! This applies even if you are on a medical leave. You must report in person unless you are physically incapacitated to do so and should ask for written confirmation from Labor Relations to verify your actions. Give a copy of your written confirmation to your committeeperson and keep a copy for your records. If you need to update a medical, do so immediately. Always document who you talked to and when. Failure to properly respond to a 5-day notice can result in termination!

14. Employees with less than six (6) months seniority who are absent, for a period of three (3) days and fail to properly notify the company and report their reason for absence are subject to immediate termination without a 5-Day Notice being sent to them.

15. Union meetings are held the 3rd Sunday of every month at 2:00 P.M. at the Local Union Hall. All members are encouraged to attend.

## WEINGARTEN RIGHTS

The National Labor Relations Act's protection of concerted activity includes the right to request assistance from Union representatives during investigatory interviews. The Supreme Court declared this in 1975 in *NLRB v J.*

*Weingarten Inc.* The rights announced by the Court have become known as Weingarten Rights.

The advantages of having your Union Representative present include:

- Discouraging a member from informing on others
- Serve as a witness to prevent a false account of the conversation
- Object to intimidation tactics or confusing or misleading question
- Raise extenuating factors
- Give advice based on their experience

An investigatory interview occurs when:

Management questions a member to obtain information; and the member has a reasonable belief that discipline or other adverse consequences may result.

Under the Weingarten decision, the following rules apply to investigatory interviews:

- The member can request Union Representation before or at any time during the interview.
- When a member asks for representation, the employer must choose from three options:
  1. Grant the request and delay questioning until the Union Representative arrives;
  2. Deny the request and end the interview immediately; or
  3. Give the member a choice of
    - (a) having the interview without representation
    - (b) ending the interview

If the employer denies the request for Union representation and continues the meeting, the member can refuse to answer questions.

The Union Representative must be allowed to advise and assist the member in presenting the facts. When the Union Representative arrives at the meeting several things must occur:

- Management must inform the Union Representative of the subject matter of the interview.
- The Union Representative must be allowed to have a private meeting with the member before questioning begins.
- The Union Representative can speak during the interview, but cannot insist that the interview be ended.
- The Union Representative can object to confusing questioning and request for clarification.
- The Union Representative can advise the member not to answer questions that are abusive, misleading, badgering or harassing.
- When the questioning ends the Union Representative can provide information to justify the member's conduct.

If called to a meeting with Management without being offered representation, read the following when the meeting begins:

*If this discussion could in any way lead to my being disciplined or terminated, or affect my working conditions, I respectfully request that my Union Representative be present at this meeting. Until my representative arrives, I choose not to participate in this discussion.*

AREA PREFERENCE-  
INDIRECT CLASSIFICATIONS AGREEMENT

It is mutually agreed between Ford Motor Company, Vehicle Operations, Chicago Assembly Plant, and the International Union UAW, Local 551 on May 23, 2009 at Chicago, Illinois, that the following provisions will govern the exercise of Area Preference for this unit.

The Company and the Union recognize that employees in an indirect classification may have a desire to work in one Area as opposed to another. In an effort to accommodate the desire of such employees and not disrupt the efficient operation of the plant, an employee will be allowed to request and be reassigned in line with seniority according to the following procedure.

1. Employees will have the right to a semi-annual selection of their choice of Area assignment commencing in October of 2008. Sign up will be on forms made available in Labor Relations.
2. The sign up and withdrawal period will be semi-annually, during the first ten (10) working days of April and October. A preference list will be developed as soon as possible after the close of the period. It is expected this will take no longer than one week. Copies of the list will be provided to the union.
3. Concurrently with the sign up, employees will be allowed to identify preference of shift. Every attempt will be made to accommodate the shift preference in line with seniority.
4. Reassignment to the Area of preference will be as follows:

- Employees qualified to perform the work in the requested Area will be reassigned immediately after completion of the sign up list, in seniority order, consistent with sound operation requirements.
  - Employees requiring more than familiarization training to accommodate reassignment will be transferred in line with seniority in accordance with a schedule to be developed. Depending on the number of employees involved, it is expected that this will be a minimal period of time with the first moves to begin within one week after completion of the schedule. The Union will participate in the aforementioned schedule.
5. Employees exercising their right will replace the lowest seniority employee in the requested area.
  6. Employees being replaced will be provided a placement opportunity in their Area of Preference in line with seniority without being required to have an Area Preference application on file.

Inherent in this agreement is the Company's commitment to provide training opportunities for seniority employees, especially the Skilled Trades workforce.

This Agreement is subject to termination by either party upon 30 days written notice to the other party. During this 30-day period the Company and the Union Will meet to resolve issues associated with this agreement.

This agreement shall become effective concurrently with the effective date of (a) any Collective Bargaining Agreement which replaces the May 13, 2005 Collective Bargaining Agreement or (b) any extension of the May 13, 2005 Collective Bargaining Agreement (other than an extension for a temporary or indefinite period) and shall remain in effect for the same period as such new or extended Collective Bargaining Agreement, except as otherwise expressly provided herein.

## CHANGEOVER AGREEMENT

It is mutually agreed between Ford Motor Company, Vehicle Operations, Chicago Assembly Plant, and the International Union UAW, Local 551 on October 14, 1999 at Chicago, Illinois, that the following provisions will govern the exercise of Changeover Classifications for this unit.

It is agreed and understood that periods exist when it becomes necessary to place additional employees on skilled classifications of work when journeyperson are not available. This agreement is entered into to define the application of changeover classifications when workers are not available in journeyperson classifications.

1. The term "journeyperson" as used in this agreement means any person:
  - (a) who has served a bona fide apprenticeship (meeting the apprenticeship standards established by the Federal Committee on Apprenticeship) and has a certificate which substituted a claim of such service.
  - (b) who has had eight (8) years practical experience in the trade and can establish satisfactory proof thereof.
  - (c) who has experience and training equivalent to that required in a bona fide apprenticeship course as set forth in 1(a), and.
  - (d) who presently holds a journeyperson classification.
2. Employees on the apprenticeship waiting list are the first to be scheduled in any of the apprenticeable trades prior to any Changeover applicants. These employees when scheduled will exercise preference over regular Changeover employees in all areas of this agreement.

3. Qualified employees may be used to perform functions normally performed by tradesperson within the various skilled classifications provided that they have filled an application setting forth acceptable qualifications. Employees must be physically capable of performing the work. Merit and ability being equal, the senior employee will receive preference. For purposes of being considered as a skilled trades supplemental helper, employees with two (2) or more disciplines on their record will not be eligible. The foregoing is for initial placements of applicants.

Employees who have prior plant experience in the changeover classification are to be placed before all other Changeover applicants. Selection of these employees will be in order of accumulated work time provided they have signed up at least twice in the instant trade during the preceding three years. In the event that an employee is scheduled to work within his/her home classification and this prevents the employee from working as a skilled trades supplemental helper, the employee will have the number of hours they would have been able to work added to their supplemental hours.

4. Each year, during the first ten (10) regular working days of the month of May, employees will be given the opportunity to make application for skilled trades temporary changeover opportunities. An employee will be allowed to make application for one (1) trade using an application form provided by the Company.

A listing of eligible employees by classification shall be maintained, and a copy will be provided to the Union by June 1st. The listing will indicate employees with prior changeover accumulated time and order of assignment.

5. All changeover employees covered by the changeover agreement shall be paid at the minimum rate of the classification. Qualified changeover employees may progress from the minimum rate of the skilled classification to which they are assigned in accordance with the merit increase agreement.

Changeover employees will be paid in the following manner:

(a) Employees utilized on a changeover classification for one (1) week or less, will be paid retroactively upon written notification by the department on a company provided form. The company form (copy given to employee on last day worked) will be delivered by the department to the Labor Relations Office no later than the Tuesday following a week in which the employee was utilized on a changeover classification.

(b) When management has determined that an employee will be utilized as a changeover employee for a period exceeding one (1) week, the department will initiate a 528 Form to effect a rate change.

6. Changeover employees shall exercise seniority within their changeover classification as of the date of entry into the changeover group, and they shall be displaced by apprentices or qualified journeyman.

(a) The date of entry within the changeover classification will be entered on the employee Hourly Personnel Record and records will be maintained in the Hourly Personnel Office reflecting periods of employment in changeover classification.

(b) Changeover employees shall not acquire seniority within the skilled group but will continue to accumulate seniority in the seniority group to which they belonged before transfer.

(c) In the event of a reduction in force in a changeover classification, the affected changeover employee will be returned to the classification last held before becoming a changeover employee in line with seniority.

(d) All changeover employees on a particular classification will be laid off before any qualified journeyman or apprentices are laid off from the skilled classifications.

(e) In the event of a reduction in force, if two or more employees have the same date of entry in a changeover classification, such reductions shall be affected by the seniority tiebreaker letter of understanding.

7. Changeover employees shall be required to sign a waiver indicating consent to the terms and conditions of this agreement and expressly waiving the accumulation of seniority in skilled trades. Such waiver shall be signed in triplicate and one copy each furnished to the Company, the Union and the employee.

8. No changeover employee shall be eligible to work premium time while any journeyperson or apprentice on the same classification has not been given the opportunity to work.

This agreement shall become effective concurrently with the effective date of (a) any Collective Bargaining Agreement which replaces the September 16, 1996 Collective Bargaining Agreement or (b) any extension of the September 16, 1996 Collective Bargaining Agreement (other than an extension for a temporary or indefinite period) and shall remain in effect for the same period as such new or extended Collective Bargaining Agreement, except as otherwise expressly provided herein.

In accordance with Appendix H, of the Master Agreement pertaining to skilled trades employees, this agreement is signed subject to the approval of the National Ford Department of the UAW and the Human Resources Staff of the Company.

## ENVIRONMENTAL RELIEF AGREEMENT

It is mutually agreed between Ford Motor Company, Vehicle Operations, Chicago Assembly Plant, and the International Union UAW, Local 551 on October 14, 1999 at Chicago, Illinois, that the following provisions will govern the exercise of Environmental Relief for this unit.

CLASSIFICATION	ALLOWANCE
Sprayers (Paint Spray Booth & Repair booth on Wheels)	30 minutes
Wheel Well Blackout	12 minutes

It is further understood that should conditions of these jobs change in any way so as to reduce or eliminate the environmental relief allowance, the company will have advance discussion with the Union regarding the change in conditions. Prior to eliminating the environmental relief, the Company and Union agree to monitor any changes or conditions for a period of 30 days to ensure that the changes have in fact reduced or eliminated the need for environmental relief.

If any discontinued operation is reinstated in a similar manner, appropriate Environmental Relief Allowance will be reinstated.

This agreement shall become effective concurrently with the effective date of (a) any Collective Bargaining Agreement which replaces the September 16, 1996 Collective Bargaining Agreement or (b) any extension of the September 16, 1996 Collective Bargaining Agreement (other than an extension for a temporary or indefinite period) and shall remain in effect for the same period as such new or extended Collective Bargaining Agreement, except as otherwise expressly provided herein.

## OCCUPATIONAL GROUP AGREEMENT

It is mutually agreed between Ford Motor Company, Vehicle Operations, Chicago Assembly Plant, and the International Union UAW, Local 551 on May 23, 2008 at Chicago, Illinois, that the following provisions will govern the exercise of Occupational Group (Appendix C) for this unit pursuant to Article VIII, Section 7 through 14 of the Master Agreement. Management will perform an annual audit to ensure that employees are properly classified. Issues identified will be discussed with the union and adjustments will be made to ensure proper classification of employees.

Body Area	Group Number One
Paint Area	Group Number Two
Trim/ Chassis Area	Group Number Three
Quality Control/ Pre-Delivery	Group Number Four
Plant Engineering/ Plant Services	Group Number Five
Material	Group Number Six

## GROUP NUMBER ONE BODY AREA

### PRODUCTION/BODY DESIGNATED

B-1 Dinger	3800960	28.895
B-2 Metal Touch-up and Repair 0	3800190	28.480
B-3 Metal Finisher	4100140	28.375
Door, Deck, Hood, Fit and Adjust (Body)0	3801530	28.375
Door, Deck, Hood, Fit and Adjust (Chassis)9	3801539	28.375
Inspector Body	0501790	28,480
Inspector Body Utility	0501799	28.590
Statistical Process Control	5800520	28.480
Team Leader/ Coordinator	5800010	29.125-29.54
Welder Arc, Acetylene and Gas	5400170	28.375
Utility General	5800099	28.480
Utility Group 3	5800169	28.480
Utility Group 4	5800179	28.375

## UNDESIGNATED

Body Sealer	4500010	28.240
Welder Spot and Gun Sub Assembly	5400550	28.240

## POOL

Assembler Body Shop	0102660	28.125
Body Transfer	2702610	28.125

## PLANT ENGINEERING APPENDIX "F"

Carpenter	2570440	32.475
Electrician	2570770	32.840
Inspector Tooling and Layout	0670300	32.840
Inspector Tooling and Layout New	0670310	32.135
Millwright	2571660	32.575
Plumber Pipefitter	2572340	32.575
Toolmaker	5072050	32.840
Repair Power Tools	1670250	32.355

Welder General Apprentice Changeover Classifications	5570430	32.575
	(Refer to Apprentice Schedule) (Minimum rate of classification)	

POOL Clerk - Miscellaneous	0800290	28.240
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### GROUP NUMBER TWO PAINT AREA

#### PRODUCTION/PAINT

#### DESIGNATED

BEHR Automatic Enamel Spray Equipment Operator Dinger	4300910	28.760
Paint Masker	3800960	28.895
Paint Repair	4300320	28.240
Paint Sprayer	3800460	28.480
Solution Attendant	4300510	28.375
	4300550	28.375

Utility Body Paint Group 3	5800249	28.480
Utility Body Paint Group 4	5800259	28.375
Utility Enamel Group 3	5800279	28.480
Utility General	5800139	28.480

UNDESIGNATED

Block Sander	7200550	28.240
Body Sealer	4500010	28.240
Polisher Paint Wheel	7200230	28.375

POOL

Assembler Paint Shop	0102710	28.125
Body Transfer	2702610	28.125
Masker	4300210	28.125

PLANT ENGINEERING  
APPENDIX “F”

Carpenter	2570440	32.475
Electrician	2570770	32.840
Millwright	2571660	32.575
Plumber Pipefitter	2572340	32.575
Tinsmith	2572950	32.575
Toolmaker	5072050	32.840
Repair Power Tools	1670250	32.355
Welder General	5570430	32.575
Apprentice	(Refer to Apprentice Schedule)	
Changeover Classifications	(Minimum rate of classification)	
POOL		
Clerk - Miscellaneous	0800290	28.240

GROUP NUMBER THREE TRIM/CHASSIS AREA  
PRODUCTION/TRIM

DESIGNATED

Door, Deck, Hood, Fit and Adjust	3801530	28.375
Glass Setter Movable	0102630	28.240
Inspector Trim	0501820	28.480
Inspector Trim Utility	0501829	28.590
Statistical Process Control	5800520	28.480
Trim Repair Including Glass	3800870	28.480
Team Leader/ Coordinator	5800010	29.125-29.540
Utility General	5800129	28.480
Utility Group	5800209	28.480
Utility Group 4	5800219	28.375

## UNDESIGNATED

Assembly Visor	0101580	28.240
Heater Installation	0102700	28.240
Instrument Panel Installation	0101670	28.240
Steering Column Assemble and Check	0402230	28.240
Trim Molding Garnish	0103780	28.240
Trim Panels and Remotes	0102440	28.240
Transfer and Line Up	2700230	28.240
Windshield and Backlight Installation	0103970	28.240

## POOL

Trim Stock to Car	0104320	28.125
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## PRODUCTION/CHASSIS

### DESIGNATED

Door, Deck, Hood, Fit and Adjust	3801530	28.375
Inspector Final Line	0501800	28.480
Inspector Final Line Utility	0501809	28.590
Motor Decker	0101020	28.240
Repair General	3800260	28.480
Repair Motors	3800520	28.725
Statistical Process Control	5800520	28.480
Team Leader/ Coordinator	5800010	29.125-29.540
Utility General	5800149	28.480
Utility Group 3	5800319	28.480
Utility Group 4	5800329	28.375

## UNDESIGNATED

Front Seat Installation	0102530	28.240
Hoist Operator - Transmission to Motor	0101050	28.125
Lazy Back Installation	0102880	28.240
Roadability Operator	0401640	28.125
Transfer and Line Up	2700230	28.440

## POOL

Assembler Chassis	0101650	28.125
Driver Car and Truck	5200560	28.125

## PLANT ENGINEERING APPENDIX "F"

Carpenter	2570440	32.475
Electrician	2570770	32.840
Millwright	2571660	32.575

Plumber Pipefitter	2572340	32.575
Tinsmith	2572950	32.575
Toolmaker	5072050	32.840
Repair Power Tools	1670250	32.355
Welder General	5570430	32.575
Apprentice	(Refer to Apprentice Schedule)	
Changeover Classifications	(Minimum rate of classification)	

### POOL

Clerk - Miscellaneous	0800290	28.240
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### GROUP NUMBER FOUR QUALITY CONTROL/PREDELIVERY QUALITY CONTROL

### DESIGNATED

Inspector Final Acceptance	0501840	28.480
Inspector Final Acceptance Utility	0501849	28.590
Inspector Receiving	0501080	28.480
Statistical Process Control	5800520	28.480

## PRE-DELIVERY

### DESIGNATED

Dinger	3800960	28.895
Door, Deck, Hood, Fit and Adjust	3801530	28.375
Metal Touch Up and Repair	3800190	28.480
Paint Repair	3800460	28.480
Repair General	3800260	28.480
Statistical Process Control	5800520	28.480
Stock Status Control and Follow Up	1701540	28.375
Trim Repair Including Glass	3800870	28.480
Utility General	5800149	28.480
Utility Enamel Group	5800279	28.480
Utility Group 3 Chassis	5800319	28.480

### UNDESIGNATED

Block Sander	7200550	28.240
Brush Touch UP	4300010	28.375
Line Feeder	2700220	28.200

## POOL

Driver Car and Truck	5200560	28.125
Masker	4300210	28.125

## GROUP NUMBER FIVE PLANT ENGINEERING/ PLANT SERVICES PLANT ENGINEERING

### PLANT ENGINEERING APPENDIX "F"

Auto Mechanic	2571620	32.475
Carpenter	2570440	32.475
Electrician	2570770	32.840
Industrial Lift Truck & Tow Motor Repair	2571200	32.475
Millwright	2571660	32.575
Power House Engineer	3570170	32.840
Plumber Pipefitter	2572340	32.575
Refridgeration Maintenance and Installation	3570820	32.840
Tinsmith	2572950	32.575
Toolmaker	5072050	32.840
Repair Power Tools	1670250	32.355

Waste Disposal Equipment Operator and Minor Maintenance	2572800	32.475
Welder General Apprentice	5570430	32.575
Changeover Classifications	(Refer to Apprentice Schedule) (Minimum rate of classification)	

### POOL

Clerk - Miscellaneous	0800290	28.240
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## 33

### GROUP NUMBER SIX MATERIAL

#### DESIGNATED

Checker Assembly Stock	0500130	28.480
Checker Receiving	0500260	28.240
Clerk Schedule	0800410	28.375
Industrial Lift Truck Operator	5200360	28.200
Stock Status Control & Follow Up	1701540	28.375
Team Leader/ Coordinator	5800010	29.125 29.540

## UNDESIGNATED

Clerk Shipping	0800440	28.240
Industrial Tow Tractor Driver	5200370	27.945
Line Feeder	0102880	28.200

## POOL

Clerk Miscellaneous	0800290	28.240
Crib Attendant Head	1200170	28.240

## ADDITIONAL CLASSIFICATIONS NEEDED

Any classification listed in the US Assembly Plants Classification and Rate Schedule may be added to any of the aforementioned occupational groups with mutual agreement between the Company and the Union.

## REDUCTIONS IN FORCE

### DOOR, DECK, HOOD, FIT AND ADJUST

The door, deck, hood, fit and adjust classification(s) assigned to the Body department will be considered as one (1) classification for reduction in force purposes. Employees will be reduced from these two (2) classifications in line with seniority.

### INSPECTION REGULAR AND UTILITY

In the event of a reduction in force, an inspector, having exercised seniority in the classification by department shall return to the classification held prior to becoming an inspector in line with seniority.

### TEAM LEADER/ COORDINATOR

In the event of a reduction in force, the team leader/ coordinator shall first exercise seniority within the classification amongst all of the shifts within their department. After having exercised seniority in this manner, the team leader/ coordinator will return to the classification held prior to becoming a team leader/ coordinator, in line with seniority.

### UTILITY RELIEF

In the event of a reduction in force in the utility classification in any of the occupational groups referred to in this agreement, an employee being reduced from a classification will exercise seniority as follows:

Group #3 - To designated classifications relieved - To  
Group #4 - To Pool

Group #4 - To undesignated classification relieved - To  
undesignated group - To Pool

### REPAIR

In the event of a reduction in force in the repair classification, in any of the occupational groups

referred to in this agreement, an employee being reduced will, in line of seniority;

1. Return to the designated classification held immediately prior to being reclassified Repair then
2. Bump the department undesignated group then
3. Bump the department pool group.

#### UTILITY GENERAL

In the event of a reduction in force in the above classification, employees will first be returned, in line of seniority, to the designated classification held immediately prior to being reclassified, then to the undesignated group.

For employees classified as Utility Generals within Group Number 6 Material, in the event of a reduction in force employees will be returned to the classification held immediately prior within MP&L.

#### “B” CLASSIFICATIONS

In the event of a reduction in force in “B” classifications, bumping will be as follows:

B-1 to B-2 to B-3 to Undesignated

B-2 to B-3 to Undesignated

B-3 to Undesignated

## OVERTIME PREMIUMS

The immediately following provisions entitled “Daily Overtime Premium”, “Weekly Overtime Premium”, “Saturday Overtime Premium”, “Sunday and Holiday Overtime Premium”, “Identification of Work Week”, “Shift Premiums”, “Midnight Shift”, and “Identification of Shifts” are provided for reference purposes only, since such matters are controlled by the Master Agreement. In the event any of these provisions are in conflict with any provision(s) of the Master Agreement, the applicable Master Agreement provision(s) will be followed.

### DAILY OVERTIME PREMIUM

Time and one-half will be paid for time worked over eight hours per day.

### WEEKLY OVERTIME PREMIUM

Time and one-half will be paid for time worked over forty hours per week.

### SATURDAY OVERTIME PREMIUM

Time and one-half will be paid for time worked on Saturday.

### SUNDAY AND HOLIDAY PREMIUM

Double time will be paid for the time worked on Sundays or Holidays.

### IDENTIFICATION OF WORK WEEK

The work week shall be deemed to commence with the No. 1 shift Monday and end one hundred sixty-eight (168) hours hereafter.

### SHIFT PREMIUMS

A shift premium of five percent (5%) of No. 3 shift earnings, including overtime premium, will be paid to employees working on the No. 3 (afternoon) shift.

## MIDNIGHT SHIFT

A shift premium will be paid to employees working on the No. 1 shift equal to ten percent (10%) of No. 1 shift earnings, including overtime premium.

## IDENTIFICATION OF SHIFTS

An employee whose schedule shift starts on or after 7 P.M. but before 5 A.M. shall be deemed to be working the No. 1 (midnight) shift.

An employee whose schedule shift starts on or after 5 A.M. but before 10:30 A.M. shall be deemed to be working the No. 2 (day) shift.

An employee whose schedule shift starts on or after 10:30 A.M. but before 7 P.M. shall be deemed to be working the No. 3 (afternoon) shift.

NOTE: Special provisions apply to work on No. 1 shift Saturday, employees who are regularly scheduled to work Saturday (or a portion of Saturday) as the formal fifth day worked, and premiums applicable to employees working on continuous seven-day operations. Refer to Article IX of the Master Agreement to revisions thereto.

## OVERTIME AGREEMENT

It is mutually agreed between Ford Motor Company, Vehicle Operations, Chicago Assembly Plant, and the International Union UAW, Local 551 on May 23, 2009 at Chicago, Illinois, that the following provisions will govern the exercise of Overtime Equalization.

1. Overtime will be equalized by classification by shift within each Area or department within an Area during the equalization period. All reasonable means will be employed to equalize overtime among shifts. This overtime equalization agreement is not intended to create inequities between shifts and Areas.

2. Equalization of overtime will be based on the number of hours paid. Weekly overtime equalization reports will be maintained and posted in a designated location for each equalization group by Wednesday of each week, and a copy of the posted report given will be available to the Union on Tuesday.

During this period the employee(s) with the lowest overtime will be scheduled first.

3. For the purpose of this agreement the equalization period is defined as three (3) months, beginning with the first Monday in January, April, July and October.

At the beginning of each equalization period, overtime hours will return to zero.

4. Overtime charging for employees in the Skilled Trades classifications will be as follows:

- Employees will be charged at the applicable rate for all overtime hours worked or refused except for bereavement.
- Employees who are scheduled for overtime and AWOL will be charged at double the applicable rate for the hours they would have worked.

5. Overtime charging for the Team Leaders, the Utility classification, the non-skilled Repair classifications, and other nonskilled classifications will be as follows:

- Employees will be charged at the applicable rate for all overtime hours worked or refused except for bereavement.
- Employees who are scheduled for overtime and AWOL will be charged at double the applicable rate for the hours they would have worked.

6. All overtime hours awarded through the grievance procedure will be charged at the applicable rate and added to the overtime equalization report.

7. A voluntary overtime Opt On procedure is established to allow employees two (2) ways to accept opportunities to work voluntary overtime:

- Opt on for the entire equalization period,

Or

- Opt on each week.

Requests to Work for the equalization period must be filed with the department no later than three days prior to the start of the equalization period. Request to Work will be all voluntary overtime scheduled during the entire equalization period. Request to Work for one week, filed by Thursday of each week, will be used for scheduling voluntary overtime during the following week, Monday through Sunday.

An employee may withdraw the Request to Work for the equalization period with the following conditions in effect:

- Opt On and Opt Off received by Thursday will become effective on Monday of the following week. In the event that the following Monday is a Company Holiday, the Opt On and Opt Off will become effective on Tuesday of the Holiday week.

An employees may withdraw a weekly Request to Work during the work week with the understanding that posted schedules do not have to be revised to accommodate the request.

8. All Production Workers will be considered as Opted On to work overtime.

9. MP&L will continue to maintain an Opt On book in the superintendent's office. At the start of the equalization period, all MP&L employees will be afforded an equal opportunity to sign up.

10. Daily and weekend voluntary overtime work schedules will be reviewed and signed off by the appropriate Bargaining Unit Representative or their designee and Department Superintendents or their designated representatives. Overtime scheduling problems will be reviewed by the Area Manager and Unit Representative.

11. If in an emergency it becomes necessary to call employees at home for an overtime opportunity, the company will text page a union representative in an effort to have him/her present when making the calls. The company will document the date, time and outcome of the calls, and will leave a message if an answering machine picks up.

12. When only one shift of production is working a weekend, the Company agrees to discuss an alternative start time for third shift employees working a day shift start time.

13. As Holidays are overtime opportunities, scheduling will be done in accordance with the provisions of this overtime agreement. When working one or two shift(s) on a holiday or weekend, skilled trades employees will be scheduled by low hours by classification by department without regard to shift.

14. Employees receiving pay for an overtime shortage will have such related hours added to the overtime equalization report. Such adjustments will be the joint responsibility of Labor Relations, the Employee's Supervisor, and a Union Representative.

15. Employees reclassified, transferred to another Area or Department within an Area, reinstated, rehired or hired during the equalization period will assume the highest number of hours in the group. Additionally, employees returning from a leave of absence of more than 90 days or an employee transferred from another unit will assume the highest number of hours in the group.

Employees changing shifts during the equalization period will retain their overtime hours.

Employees loaned to another Area for one or more days will be considered as assigned to the borrowing Area for equalization purposes. Such employees will be scheduled for overtime work in the Area for the duration of the temporary period before other employees in the same classification from other Area are given the opportunity to work as supplements. Hours worked on overtime by a loaned employee will accumulate in the employee's permanent Area and will remain for equalization purposes until a permanent Area change is made. Employees temporarily assigned to product launch planning will not have launch overtime opportunities charged to the base department for equalization purposes.

16. If overtime opportunities for Skilled Trades classifications significantly differ between Areas, employees in the Area with the lowest overtime will be considered for voluntary overtime opportunities that are not involved with production coverage. Such opportunities would include work during weekends and other production downtime periods.

Employees who have requested to work on a regular basis in the Area with the lowest average will be given first consideration. Assignments will be made in accordance with paragraph seventeen (17) below.

17. In the event it becomes necessary to supplement a skilled trades classification in an Area for voluntary overtime, employees with the same skilled trades classification in other Areas will be selected in accordance with the following:

- Employees have made application by signing a supplemental overtime log in their Area.
- Employees are not scheduled to work in their Area.
- Employees have the lowest overtime hours and have on file a current Opt On in their Area.
- The employee is not absent.
- The employee is qualified to perform the work available.

18. In the event it becomes necessary to supplement a Plant Service classification in an Area for voluntary overtime, employees with a Plant Services classification will be selected first by exhausting the appropriate classification in that area and then in accordance with the following:

- Schedule employees with the same classification on the same shift from other areas by low overtime.
- Schedule employees with the same classification from other shifts by low overtime.

- Schedule employees from other plant services classifications low overtime
- Employees are not scheduled to work in their Area.
- Employees have made application by signing a supplemental overtime log in their Area.
- Employees are not scheduled to work in their Area.
- Employees have the lowest overtime hours and have on file a current Request to Work application in their Area.
- Employees are not absent.
- Employees are qualified to perform the work available.

19. If it becomes necessary to supplement the Pre-Delivery work force with additional employees at the end of the department shift hours or on weekends, employees will be selected from the appropriate designated classification.

20. When supplementing a classification, employees will be selected according to the qualified lowest overtime employee in the listed group of classifications (Team Leaders, Utility Upgrade, General Utility and Other Utility), provided the employee has a proper request to work on file.

21. Employees required for weekend work will be notified on Thursday and if less than the total classification in the Area is required, a listing of employees scheduled to work will be posted by 2:00 pm. Any changes necessary, except for emergencies or breakdown, will be made not later than the completion of the last hour of work on the day proceeding such overtime. Where practicable, employees will be scheduled to work their regular shift on weekends.

22. For system fill after a planned shutdown, the parties may deviate from this agreement. The Company and Union will meet prior to the planned shutdown to discuss and plan the scheduling of this overtime.

## PAINT

The union expressed concern over the role that DuPont plays in our paint department. DuPont currently serves as both supplier and technical advisor for our paint department. DuPont is responsible for providing not only quality products, but also quality assistance in the application of these products. DuPont representatives are no ton site to displace seniority employees.

## JOB POSTING AGREEMENT

It is mutually agreed between Ford Motor Company, Vehicle Operations, Chicago Assembly Plant, and the International Union UAW, Local 551 on May 23, 2009 at Chicago, Illinois, that the following provisions will govern the exercise of Job Posting Agreement. In an effort to ensure seniority employees have preference, the following provisions have been agreed upon.

1. When an hourly rated job opening is to be a notice of the job opening will be placed on the central mezzanine bulletin board located outside the Labor Relations Office and Bodyside Building. The notice will specify the number of openings, shift, classification rate, date by which applications must be submitted and the Company will have advance discussion with the Union when jobs will be filled through this process and they will be furnished copies of the job notice. This discussion will include any unique qualifying conditions or parameters for the open position. Hourly rate of pay will not determine an employee's qualifications for a job posting.
2. Employees shall have five (5) working days from the date the opening is posted to sign-up for the open job. After the five day period, a member of Management from the department in which the job opening occurs shall review with a member of the Union the applicants for the position and make final selection within five working days. All postings are based on Job Posting numbers (e.g. 07-00). When multiple postings are required, the first posting you qualify for will be the one you are selected for. After an employee is selected for a job, the employee will be allowed to review the job to determine whether the employee wants the job.

3. This provision does not, in any way, limit the right to loan or temporarily place another employee on any opening which arises in connection with the job posting procedure. When employees are to be loaned or temporarily placed on such an opening, the Department Superintendent and District Representative will review such employee assignments. Experience gained by the employee so loaned or placed shall not be considered as merit and ability in making the final selection.
4. Postings shall be based primarily upon merit and ability, but where these are equal; the employee having the greatest seniority shall receive preference. For the purposes of being considered for job postings, employees with more than six(6) AWOLs in the past 12 months or three (3) or more disciplines on their record will not be eligible.
5. All eligible applicants will be given thorough consideration, but this agreement does not, in part or in total, modify the Company's rights under the Master Agreement, nor does it modify the Union's or employees rights to use the established grievance procedure to protest Management's judgement in selections promotions. Upon request, the selecting Superintendent will provide written notice to the Union or employee why a senior employee was not selected, should such cases arise.
6. The job shall be filled as soon as the employee selected can be released but, not to exceed fourteen (14) working days. The releasing Department Superintendent and District Representative will meet within three (3) working days following selection to establish a reassignment date. Labor Relations shall be responsible for enforcing the contractual obligation unless there is a clear business case for a temporary extension of time. All selected employees will be given the necessary training to perform their new jobs. Any problem arising under this provision will be directed to Labor Relations.

6. When an employee has been placed on a job, which was applied for as a result of posting, and the employee is thereafter disqualified or voluntarily requests to be taken from that job within fifteen (15) calendar days, the employee shall return to the job previously held, in line with seniority. If the employee is disqualified or voluntarily requests to be taken from that job after fifteen (15) calendar days, the employee will be placed in available work or placed in the labor pool in line of seniority. Once the employee is placed on a job, the employee will not be eligible for another job postin fro at least four (4) months. A job postinf will be active for no longer then one month from the date of the posting.

7. When an employee is disqualified or requests to be removed from the classification selected for the employee shall not be permitted to reapply for another job for (3) months..

8. Because the parties recognize the importance of effective work groups, the following procedure shall govern the selection of General Utilities. The Company shall first survey employees by seniority, by zone, by shift in order to give properly classified and placed employees within that zone an opportunity to be reclassified as general utility. Eligibility provisions as listed in paragraph 3 are applicable. If the survey is exhausted and no one applies from that zone on that zone

This agreement shall become effective concurrently with the effective date of (a) any Collective Bargaining Agreement which replaces the September 16, 1996 Collective Bargaining Agreement or (b) any extension of the September 16, 1996 Collective Bargaining Agreement (other than an extension for a temporary or indefinite period) and shall remain in effect for the same period as such new or extended Collective Bargaining Agreement, except as otherwise expressly provided herein.

## SHIFT PREFERENCE AGREEMENT

It is mutually agreed between Ford Motor Company, Vehicle Operations, Chicago Assembly Plant, and the International Union UAW, Local 551 on May 23, 2008 at Chicago, Illinois, that the following provisions will govern the exercise of Shift Preference.

The Company agrees to the principle that seniority employees should be given consideration in the assignment of shifts. However, it is recognized that it is impossible to operate the plant efficiently with all seniority employees on any one shift. Therefore, seniority alone cannot be the sole determining factor in applying the above principle.

1. Seniority employees may make application for shift preference on any scheduled work day on a form provided by the Company. Shift preference applications will be handled by the Labor Relations Office.
2. In exercising shift preference, a seniority employee shall exercise seniority by classification within the department. Team Leaders are limited to exercising their shift preference by classification by department.
3. The exercise of shift preference will be accomplished in the following manner:
  - a) Eligible seniority employees will be selected monthly from those who have made application for shift change. Employees selected will be limited to no more than eight (8) for each department in line of seniority.
  - b) Labor Relations Office will offer a proposed bump list to the Union and Management on the third Tuesday of every month for review to ensure there are no issues. No later than Friday of the same week, the bump list shall be posted on the bulletin board outside of Labor Relations Office and Bodyside Building. Employees identified for shift change will transfer to the opposite shift no later than the first full week of the following month.
  - c) Employees will be afforded one weeks notice prior to the effective date of any shift change.

d) The Company retains the right to refrain from making any shift changes during the two four week period prior to balance out and four (4) weeks after the completion of the new model launch acceleration period. However, the Company and the Union will meet to discuss the application of this agreement when vehicle launches create timing conflicts.

e) After exercising shift preference or scheduled for shift change and withdraws, an employee may not again make application for shift preference until six (6) months after the effective date of the shift change or withdrawal.

f) In the event of a major line speed change, new car line or major model change, the Company and Union will meet to discuss the application of this agreement.

4. An employee who has made application for shift preference and subsequently incurs a classification, or Department change must reapply in order to be considered for a shift change.

5. Employees shall be excluded from shift bumps until such time as they have been employed at Chicago Assembly Plant for a period of (30) days following the latest hire, rehire, reinstate, or transfer date.

6. No employee may exercise shift preference against an employee who has been hired temporarily or is being utilized as a vacation replacement. Employees on a temporary classification may only exercise shift preference in their permanent classification.

7. An employee's classification will not be changed for the sole purpose of avoiding or effecting a shift change.

8. In instances where a junior employee is on any type of leave and is subject to be bumped, the senior employee will be allowed to exercise shift preference within the prescribed time without waiting for the junior employee to return from leave.

9. Employees involved in three (3) shift operations will be afforded the opportunity to identify their first and second choice for shift change.

This agreement is subject to termination upon 30 days written notice to the other party. During this 30 day period the Company and the Union will meet to resolve issues associated with this agreement.

This agreement shall become effective concurrently with the effective date of (a) Collective Bargaining Agreement which replaces the September 16, 1996 Collective Bargaining Agreement or (b) any extension of the September 16, 1996 Collective Bargaining Agreement (other than an extension for a temporary or indefinite period) and shall remain in effect for the same period as such new or extended Collective Bargaining Agreement, except as otherwise expressly provided herein.

In accordance with Article VIII, Section 28(a), of the Master Agreement, pertaining to local shift preference agreements, this agreement is signed subject to the approval of the National Ford Department of the UAW and the Labor Affairs Stall of the Company.

## CHICAGO ASSEMBLY PLANT PROCEDURE FOR REVIEW OF WORK ASSIGNMENT

The purpose of this procedure is to establish a method whereby the parties may jointly review particular work assignment situations as defined in paragraph 1 below. In such work related instances, the Company will defer disciplinary action against an employee who is experiencing continued difficulty in the completion of his/her operation and the Union will withhold initiation a grievance protesting the employer's workload until the procedure has been exhausted

### PROCEDURE:

1. The review procedure will be used as a result of :
  - a) Complaints from employees to Supervision, through a UAW Representative, that the completion of an operation is continually difficult, or
  - b) At the request of Supervision and /or Labor Relations where an employee is continually not completing his/ her operation.
2. Upon such notification the Departmental Industrial Engineering office will conduct a review and investigation of the operation in question. The scope of this investigation will vary depending on the nature of the work assignment involved.

The following steps will be considered where appropriate.

- a) Hold a discussion with the employee to determine the nature of his/ her problem.
- b) Check for proper tooling process.
- c) Check for quality and location of stock.
- d) Determine whether the employee has time and room to perform his/ her operation in his/ her workstation.
- e) Determine whether the employee can physically perform the operation, e.g., physical size of employee.
- f) Check for a mix problem.
- g) Determine whether the best method and sequence is being utilized.
- h) Determine whether the operation is being performed in accordance with the production standard as established.

3. Upon completion of the investigation, the findings will be discussed with the Production Standards Representative for the purpose of resolution.

4. In the event the differences cannot be resolved at that level, they will be considered at a meeting attended by no more than three members of management representing Production, Industrial Engineering, and Human Resources, as appropriate, and no more than three Union Representatives including the Chairperson, Production Standards Representative and another person designated by the Chairperson to assist in work standards questions.

5. While no time limits are provided for, the success of the procedure is primarily dependent upon all parties exhibiting a spirit of cooperation through proper application, timely handling and an objective review of each instance.

6. If the matter cannot be satisfactorily resolved through the use of this procedure, the applicable provisions of the Collective Bargaining Agreement may be employed.

The Company and Union have also agreed to continue to explore more effective ways to implement rebalance moves and obtain standardization between shifts. It is our goal to jointly identify and eliminate valid rebalance concerns presented by either party.

This agreement is subject to termination upon 30 days written notice to the other party. During this 30 day period the Company and the Union will meet to resolve issues associated with this agreement.

This agreement shall become effective concurrently with the effective date of (a) Collective Bargaining Agreement which replaces the September 16, 1996 Collective Bargaining Agreement or (b) any extension of the September 16, 1996 Collective Bargaining Agreement (other than an extension for a temporary or indefinite period) and shall remain in effect for the same period as such new or extended Collective Bargaining Agreement, except as otherwise expressly provided herein.

## SKILLED TRADES SUPPLEMENTATION AGREEMENT

It is mutually agreed between Ford Motor Company, Vehicle Operations, Chicago Assembly Plant, and the International Union UAW, Local 551 on October 14, 1999 at Chicago, Illinois, that the following provisions will govern the exercise of Skilled Trades Employee Supplementation for this unit.

Pursuant to the provisions of Part B of Appendix H Memorandum of Understanding, Voluntary Overtime, Appendix F (Skilled Trades), employees have elected, as a group, to have their overtime governed by the provisions of paragraph 3 thereof. Without limitation upon the rights of either of the parties under any of the terms of the agreement and related memoranda, the parties agree to the following methods and procedures to help meet skilled manpower needs resulting from skilled tradesperson declining overtime opportunities under the provision of Appendix H. In order to ensure proper implementation of this agreement, the Company will have advance discussion with the union prior to contacting Labor Relations to add skilled trades supplemental workers. The parties agree to a joint training session regarding the intent and proper implementation of this agreement.

### 1. Temporary Changeover Pool

A skilled trades supplementation pool consisting of skilled trades supplemental helpers selected from the Apprenticeship Waiting List and other employees within the plant is hereby established. The provisions set forth in M. L. Denise Intra-Company Communication dated November 29, 1973, Subject: Guidelines for Temporary Changeover Pool are incorporated by reference herein.

#### (a) Apprenticeship Waiting List

Employees on the apprenticeship waiting list are the first to be scheduled in any of the apprenticeable trades prior to any Changeover applicants.

Only apprenticable trades are to be covered vbia the apprenticeship waiting list.

(b) Non-Apprenticeship Applicants

Non-Apprenticeship applicants will be governed by the provisions of the Changeover Agreement.

2. Additional Supplementation Provisions

The ability of the Company to meet its skilled manpower needs by assigning skilled trades supplemental helpers will depend upon such factors as the nature of the work to be done, the level of overtime work scheduled and the nature and level of acquired skill of skilled trades supplemental helpers. In the event it is determined skilled trades supplemental helpers do not adequately meet the Company's needs, the Company may institute revised work schedules pursuant to the provisions of Appendix H, Part B, Paragraph 3 (a) of the Agreement. In the event of such schedules, preference will be given to employees on a seniority basis on the same shift and employees will b charged only for the premium portion of hours paid at the premium rate within their regular forty-hour schedule. Qualified skilled trades supplemental helpers will continue to be available to meet further overtime supplementation needs as determined by Management.

This agreement is subject to termination upon 30 days written notice to the other party. During this 30 day period the Company and the Union will meet to resolve issues associated with this agreement.

This agreement shall become effective concurrently with the effective date of (a) Collective Bargaining Agreement which replaces the September 16, 1996 Collective Bargaining Agreement or (b) any extension of the September 16, 1996 Collective Bargaining Agreement (other than an extension for a temporary or indefinite period) and shall remain in effect for the same period as such new or extended Collective Bargaining Agreement, except as otherwise expressly provided herein.

In accordance with Appendix H Part B of the Master Agreement, pertaining to skilled trades employees, this agreement is signed subject to the approval of the National Ford Department of the UAW and the Human Resources Staff.

## INDIRECT DEPARTMENTS CLASSIFICATIONS (MATERIAL/ SKILLED TRADES)

In the event of a reduction in force in these classifications the employee(s) reduced from a given Area will exercise seniority over lower seniority employees in the same classification plant wide. At the time of reduction the employee to be reduced will be required to identify preference of Area assignment if lower seniority employees are in more than one Area.

Skilled trades "Leader" classifications will be grouped together with the respective base classification for reduction in force purposes. Employees will be reduced from the combined "Leader" and respective base classification in line with seniority.

This agreement is subject to termination by either party upon 30 days written notice to the other party. During this 30 day period the Company and the Union will meet to resolve issues associated with this Agreement.

This agreement shall become effective concurrently with the effective date of (a) any Collective Bargaining Agreement which replaces the September 16, 1996 Collective Bargaining Agreement or (b) any extension of the September 16, 1996 Collective Bargaining Agreement (other than an extension for a temporary or indefinite period) and shall remain in effect for the same period as otherwise expressly provided herein.

In accordance with Article VIII, Section 11, 12, 13, and 14, of the Master Agreement, pertaining to local occupational group agreements, this agreement is signed subject to approval of the National Ford Department of the UAW and the Human Resources Staff of the Company.

### PMHV SAFETY

During the course of 2005 negotiations, the Union and Company had considerable discussions about the importance of PMHV Safety. To ensure the safety and well being of the workforce, no employee shall operate a vehicle deemed unsafe by a Jeep Shop employee. After the Jeep Shop employee deems a vehicle unsafe, he or she shall immediately tag out and contain the vehicle until the appropriate repairs can be completed. The unsafe vehicle must remain out of service until the necessary repairs have been completed. Only a qualified Jeep Shop employee or a

Safety Engineer may remove the tag and authorize the release of the vehicle back into operation. Violators of this procedure can and will be subject to disciplinary action.

## SKILLED TRADES WORK ASSIGNMENT GUIDELINES

It is mutually agreed between Ford Motor Company, Vehicle Operations, Chicago Assembly Plant, and the International Union UAW, Local 551 on April 23, 2008 at Chicago, Illinois, that the following provisions will govern the exercise of Skilled Trades Work Assignment Guidelines.

The following represent definition of past practices. It is recognized by both parties that definitions may not include all work previously performed by any given trade. It is intend that they be used only as guidelines in the assignment of future work.

Therefore, in conjunction with these negotiations, it was agreed by the parties that a joint committee will be established made up of each Area Manufacturing Engineering Manager, Plant and Facility Engineering Manager, UAW skilled trades representative and as required certain designated skilled trades employees.

This committee will have the responsibility for resolving work assignment issues between trades and new technology items.

### AUTO MECHANIC

1. Repair and maintain plant, lease and pool passenger vehicles.
2. Test, adjust, repair and/ or replace mechanical, electrical, or trim parts.
3. Maintain service records.

### CARPENTER

1. Building painting by brush.
2. Stain and varnish wood.
3. Painting of equipment and machinery.
4. Sign painting, lettering and numbering with paint.

5. Surface Preparation in connection with painting.
6. Layout and strip aisles and parking spaces.
7. Hanging wallpaper
8. Score, install and glaze glass and Plexiglass window panels excluding corrugated skylight panels by Tinsmith.
9. Refinish floors with epoxy materials when applied with a paint roller, brush or spray gun..
10. Fabricate, install and repair structures utilizing materials such as wood steel used in place of wood for studding, brick, masonry block, corkboard, and plywood, and plexiglass (Except plexiglass used by Painter for windows)
11. All concrete work, pour, finish and repair concrete.
12. Construct and install concrete where other skills are required.
13. Install reinforcement rod (except curb angles installed by the Millwrights).
14. Core drilling and saw cut concrete and block (all trades are to break their own except for the Millwrights and Power House Engineers).
15. Scarf floor for repair application of resurfacing materials.
16. Repair paved roadways, parking lots, and sidewalks.
17. Operate back-hoe when breaking concrete and trenching, and backfilling is required.
18. Install and repair tile (steel, ceramic and cement) and ceiling tile other than drop type, installed by Tinsmiths.
19. Install and repair wood and metal doors and related hardware except as covered under Tinsmith.
20. Repair or replace washroom mirrors, toilet dispensers, towel racks, and soap dispensers.]
21. Install and repair plaster and wood decking.
22. Patch roof including opening and closing or concrete roof slabs.
23. Crate and shore up machinery with wood when shipped by rail, truck, etc.
24. Install and replace padding (felt, carpet, and other materials used by the Carpenter Trade) for table tops, stock racks, etc. (except those covered by the Millwrights on conveyor hooks and carriers).
25. Install or hang pictures, canvas, drapery hardware, and bulletin boards. Cut and construct wood material for signs.

26. Repair and install door locks excluding locks assigned to Tinsmith.
27. Post holes, drill and cement only (Millwrights cut and level and install post).
28. Remove, repair and install carpeting (except paint department floor mats).
29. Snow removal using tractor and back hoe.
30. Repair or resurface floors with epoxy materials that are applied with a trowel.

## ELECTRICIAN

1. Install electrical equipment including piping, wires, unistrut, controls and mountings.
2. Install, repair, and maintain electrical test equipment and components including limit switches, (excluding external mounted mechanically operated mechanisms), automatic welders, transformers, (excluding transformers normally installed by Millwrights), timers, electrical components for solenoid type air and hydraulic valves, sub-stations, automatic electric time clocks, fire alarm and signal systems, micro and pressure switches, electrical connectors, stud welder and battery operated personnel carriers.
3. Install and maintain electric motors, one (1) horsepower and under and electric servo motors 2.238 kilowatts and under except in installations requiring the skill of the Millwright classification for shimming, leveling and balancing (to include bearing replacement in all electric motors). Remove, assemble and replace inoperative 110V cooling fans.
4. Install and service welding fixtures including changing and dressing welding points and weld point cutter blades, but excluding pneumatic, water mechanical or hydraulic repairs. Remove and replace DC tooling, tag the tool to be delivered to the tool repair crib to be repaired in a controlled environment.
5. Repair, maintain and/ or change water-cooled welding cables, shunts, electrodes and adapters on portable and stationary welding equipment. Toolmakers are to adjust press back-ups and adapters as well as Plumber

Pipefitter to assist with changing of water cooled conductors.

6. Install stationary transformers, timers, and controls panels, not requiring the rigging skill.
7. Install and maintain fire alarm, public address, intercommunication, motor control systems and centers, electronic welding controls and battery chargers.
8. Install and maintain electrical lighting including lamps and bulbs, either temporary, permanent, portable or emergency hangers and stringer systems.
9. Adjust, set and replace electrical brushes, starting switches, relays, cable clamps, push buttons for electric driven welding equipment and welding generator on gas driven welding equipment.
10. Install, adjust and calibrate, and program such equipment incidental to work within the trade, electrical equipment such as resistance and welding equipment (including laser welding) related to trade, torque monitor equipment and line speed control rheostats and variable frequency drives. Electricians to install, change, or repair all electrical cables from torque monitors to AC/DC electric motors.
11. Fabricate and install inserts, brackets, supports, sleeves, and hangers used in connection with the electrician classification.
12. Install, maintain, calibrate and trouble-shoot Programmable Logic Systems, all types of Robotics, and similar systems, computerized robotic vision system related to production equipment such as programmable controllers related to the trade.
13. Maintain energy management system.
14. Replace A/C units in electrical control panels.

## INDUSTRIAL LIFT AND TOW TRACTOR REPAIR

1. Repair and maintain electrical (DC only) mechanical and hydraulic systems and controls: fork truck, stacker truck, tow tractor, electrical tow, electric SCR and transistorized control systems for electric personnel carriers, pallet truck, sweeper, stock dolly, boom lift, scrubber, bicycle, lawn equipment, platform lift, gas

operated compressor, concrete mixer, concrete saw, snowplow and salt equipment, personnel carriers, engines on welders, pups and diesel operated equipment.

2. Install, repair, and maintain engines on lift truck and tow motors.
3. Maintain and/ or repair batteries for above equipment.
4. Maintain and install tow hooks and tires on units above, which includes pressing on of solid tires.
5. Unload and load above equipment (new, leased, rental or under warranty) and inspect for safety buyoff before being released to the plant.
6. Maintain starting unit to start employee's cars in parking lot.
7. Remove, charge and replace batteries for Electric Lift Trucks and Tow Tractors.
8. Maintain and repair E.V.I. Electrical Personal Carrier Systems.

#### INSPECTOR TOOLING AND LAYOUT

1. Layout parts and templates related to the trade using micrometers, feeler gauges, blocks, and other precision tools.
2. Conduct dimensional inspection utilizing equipment listed for the purpose of certifying parts and tooling to engineering specification:
  - a) All part Coordination Fixtures
  - b) Laser Trackers
  - c) Laser scanning Systems
  - d) Optical measuring equipment including Metronor System
  - e) All coordinate measuring machines including all Brown and Sharpe systems, and all portable coordinate measuring machines, including Romer System.
  - f) All in line measuring stations including all perceptron stations.

3. Set-up, configure, manage and maintain by trade all perceptron stations, perform certification, set-up level and calibrate checking fixtures used in trade including laser leveling.
4. Clean lens and adjust dimensional checking equipment required to maintain calibration in the body shop related to trade use for inspection, checking, or collecting data for metal fit dimensions on units, or metal stamping.

## MILLWRIGHTS

1. Original installation and relocation of fixtures. Original installation of pallets, and permanent relocation of pallets.
2. Unload, moved, position, and install objects requiring rigging except rigging by Tinsmith and Pipefitter.
3. Move, position and install motors A.C. and D.C. (Over one (1) horse power) and electric servomotors over 2.238 kilowatts, machinery, robots, hydraulic units and hydraulic tank units.
4. Install, remove, repair and maintain centrifugal and turbine pumps.
5. Setup, install, maintain and remove the chain stretch analysis equipment. Download collected data into a computer for record and replacement purpose.
6. Install and remove welding transformers and overhead building lighting transformers.
7. Install, remove and repair body hoists (hydraulic or electric 1 ton or more), bridges, travel, transfer units, etc.
8. Install, maintain, and repair gear racks.
9. Install, repair and maintain drives, gear reducers, drive air motors, reeves and PIV drives, cycloid drives, drive chains, bearings, sprockets, shaft, pulleys, sheaves, couplings and chains. Align sprockets and coupling. Install, repair and maintain all types of belts except encoder belts, tach belts on robots, and belts on Industrial Trucks.
10. Install and repair all ball screws.
11. Install and maintain cam followers (except those covered under Toolmakers), pillow blocks, flange bearings, etc.

12. Install Plant air compressors and assist in repair as necessary.
13. Install, remove, and fabricate tanks over 350 gallons.
14. Install, remove, repair and adjust mechanical balancers.
15. Install, and repair mechanical components of building windows and doors except man doors.
16. Install safety cables and chains as related to the trade.
17. Install and maintain automatic boilers and greasers used to lubricate conveyors, chains, etc.
18. Install and maintain car wash brushes, and blow off equipment pertaining to Millwrights.
19. Install and maintain mechanical components on dock elevators and dock locks.
20. Install, fabricate, and repair mechanical spacers.
21. Install and remove 440-volt fans. Assemble, install new or relocate 110-volt overhead and pedestal man cooling fans (excluding assembly, removal and installation of inoperative 110-volt fans related to the Electricians)
22. Install brass tags.
23. Shim, balance, and level equipment including bucks and overhead.
24. Fabricate, install and rework metal (11 gauge and heavier) as related to the trade.
25. Fabricate and install transfer tables, transfer rails, wheels, rollers, carriers, guides, floor and overhead conveyors, cranes, monorails, machine guards, conveyor guards (overhead and floor).
26. Fabricate and install structural steel, handrail, tool rail, ladders, stairs, catwalks, platforms, metal cribs, and storage containers using necessary material except wood.
27. Fabricate and anchor motor , machinery, equipment, stock rack and fan bases.
28. Fabricate, install, and repair hooks required by trade.
29. Make up, install and remove safety chains on trolleys, T-rals, telescopic and bridge rails.
30. Repair and maintain portable hydraulic jacks and body lifting hoists.
31. Repair and replace wheels on mobile racks, trash wagons etc.

32. Repair stock dollies, hooks, rack, trash wagons, bins, and stock racks.
33. Repair and free up damaged railroad doors on boxcars and bulkheads.
34. Maintain railroad switches and derails.
35. Remove, install, and maintain wire brushes for cleaning chains and skids.
36. Mount snowplow and salt spreader.
37. Straighten, and rework body and chassis skids.
38. Oil and grease as required by trade and maintain, check and change all oil and grease on the robots, and robot gantries.
39. Install, remove, and repair all base rotating column assembly area, on the robots (gears, splines, bearings, harmonic drives, etc.) relating to the main body of the robot.
40. Millwrights will work on lead Screw drive assembly axis units on the Robots.
41. Install, remove, and repair Power Airlift and Indexing platforms equipment (material handling equipment) people movers, lift tables, holding tables, roller tables, and transfer and feeder equipment as related to the trades.
42. Repair, install and remove, powertrak cable/hose guides, and maintain and repair powertrak links. Other trades will remove or install carrier cable/hose chain, related to trade.
43. Install, remove, and repair all metal walkways on roof, except wood walkways or boards related to Carpenters.
44. Install, remove, and repair all chain, and hopper conveyors for the bolt, washer, and part feeders, except the slides and receivers related to the Toolmakers. (Sub Frame and Engine Stuff)
45. Install, remove, adjust and repair Brakes on overhead conveyors, elevators and Lowerators.
46. Fabricate, repair, and install roll bars and safety cages on Tow Motors, and Lift Trucks, related to trade.
47. Moving, and positioning of electrical panels, using more than one Lift Truck, or if rigging is required.
48. Fabricate, repair, maintain, and install all conveyor carriers.

49. Operate the portable crane for all rigging and installations, equipment, and machinery.
50. Install, maintain, repair, and remove all building fence, man gates, drive out gates and barbwire on fence.
51. Maintain and collect samples of all oil in drives, and equipment throughout the plant related to trade.
52. Fabricate, install, and remove all steel Building Super structure.
53. Install all metal floor decking and platform decking (except Tinsmiths to install all ceiling with the use of decking).
54. Install, move, and service all articulating arms.

#### PLUMBER-PIPEFITTER

1. Fabricate and install, repair, adjust, or modify FRL's (filter, regulator, and lubricator), stanchions, hangers, supports, and brackets related to trade.
2. Install, dismantle, maintain, modify and salvage pipes, hoses and tubing related to trade.
3. Install, repair, and maintain Body Construction equipment such as; water and air line to welding funs, regulators, oil filters, water flow meters, welding gun manifolds, dispensing valves, and hydraulic water and air lines on welding fixtures.
4. Install and repair pre-fabricated tanks up to 350 gallons, such as water heaters, holding tanks, accumulators, LPG heaters, etc., and their related non-electrical controls, including drums and barrels used in connection with air, fluid, gas, vacuum, chemical, and sealer, related to trade.
5. Install, replace, and service filters related to trade, including sludge pit screens.
6. Install, maintain, and dismantle plumbing fixtures, such as toilets, showers, and washbasins.
7. Install, maintain, and repair all air logic systems.
8. Install, maintain, and repair all hoses and tubing.
9. Install, remove, repair, and maintain air balancers including cables.

10. Repair, service, remove, install and maintain all valves (manual or automatic).
11. Maintain and repair Paint Department equipment such as; Air makeup system, Paint Kitchen Systems, Sealer Systems, and salt test equipment related to trade.
12. Perform pipe rodding and clean drainage trenches, crocks, and grease traps.
13. Cover and insulate pipe.
14. Rigging related to trade.
15. Unload tanker trucks where applicable.
16. Install, maintain and repair air or hydraulic fittings on lift tables, index and roller beds, synchronous conveyors (people mover), line feeders, and transfer systems and related controls.
17. Install, maintain, and repair hose reels.
18. Install, maintain, and repair all air, vacuum, or hydraulic hose, and piping or tubing and controls on robots.
19. Install, maintain, and remove hose carrier assemblies related to trade.
20. Install, maintain, and repair instrumentation and control devices on air, water, vacuum, hydraulic, steam , gas or chemical systems related to trade.
21. Install, maintain, repair and remove drinking fountain, Bellows, diaphragm and piston pumps.
22. Perform work in the Waste Water Treatment Plant and outlying facilities that fall within the Pipefitter trade.
23. Sweat hard and soft copper. Solder pipe and tubing.
24. Maintain and repair humidifier, misting, and cooling systems, including non-electrical controls.
25. Install, maintain, repair and move heat exchanger systems and non-electric controls.
26. Maintain, and repair Air Dryer Systems.
27. Install, maintain, repair and move chemical metering pumps and non-electrical controls, as related to trade.
28. Fill, maintain, repair, and transport LP Gas bottles.
29. Maintenance and repair of cafeteria drains, sinks, coolers, ice machines, air-conditioners and freezers as related to trade.
30. Install, maintain, repair and move temporary pumps to pump out flooded pits, trenches, buildings or Roadways.

31. Install, maintain, and repair fire sprinkler lines and systems including charging and resetting valves. (self-contained)
32. Install, repair, and maintain low-pressure boilers including piping and non-electrical controls.
33. Install, repair, maintain, and remove low or high-pressure hydraulic systems, including piping, tubing and control devices..
34. Maintain and repair the ink marking sprayers in the tire department used to number tires, and the marker in body shop that number the floor pans.

## REFRIGERATION MAINTENANCE AND INSTALLATION

1. Perform repairs, installations, replacements and preventive maintenance required for CFC certified refrigeration units in the facility.
2. Clean and maintain the air and water-cooled condensers/ evaporators for CFC certified refrigeration units and cooling towers.
3. Take water analysis on cooling tower waters used as condensing water for air conditioning and Refrigeration Systems.
4. Soft solder, silver solder or braze as necessary for the repair of HVAC related equipment.
5. Maintain and repair pumps associated with the hot water station and main air compressor cooling system.
6. Operate Energy Management Systems associated with HVAC equipment.
7. Repair drinking fountain refrigeration units but Excluding the connecting or disconnecting or drinking fountain supply or drains.
8. The above work that is to be performed by HVAC is on the unit only unless otherwise stated.

## REPAIR POWER TOOLS

The Repair Power Tools classification deals with the specific repair of mechanical, pneumatic, hydraulic, and battery tools and equipment. Their only dealings with electrical are specifically stated.

1. Install, repair, adjust and/or replace equipment listed:
  - a) Hydraulic pop rivets guns and controls and complete assembly.
  - b) Paint hoses, regulators, controls and motors - (non-electrical), agitators (100 gallon or less) and flow meters.
  - c) Sealer, glue and blackout, soap, and wax guns or spray guns, including related switches, (non-electrical).
  - d) Portable pneumatic paint pumps including E-coat, acid, blackout, and purge-solvent. (turbine pumps covered under the Millwrights)
  - e) Air hoist and controls, all hoist lifting Portable electric paint pumps (excluding drive unit such as auxiliary and mini system pumps, cables and chains related to trade.
  - f) Production related solder oxygen and/or Acetylene regulators, hoses and torches, including repair to maintenance equipment.
  - g) Air tools battery and/or DC current operated hand tools (high cycle included) used in any application >
2. Maintain and repair and/or replace equipment listed:
  - a) Mechanical stamping or marking heads related to trade and/or marking systems that mark torque.
  - b) Air Logic control for tools and hoists including hoses related to trade.
  - c) Paint spray and electro static guns.
  - d) Portable hydraulic knockout (complete assembly).
  - e) Productor related torque controls and adjustments on air motors and other equipment.
  - f) Air drive motors on indexing and synchronous conveyor units.
  - g) All belt-tension tools.
  - h) Handles for hammers or other similar equipment.
  - i) Chain falls, and come-a-longs.
  - j) Hand tools such as torque-wrenches, ratchets, etc.
  - k) Ransburg air regulation stations or equivalent (Excluding electrical).
  - l) BEHR Equipment related to trade.
  - m) Urethane pneumatic control panels. (Paint only)
  - n) Install, repair and replace stationary Power tools.

## TINSMITH

1. Sheet metal work, layout, fabricate, install, and repair, limited to material designated as ferrous metal, 11 gauge or lighter.
2. Fabricate and install non-ferrous metal such as aluminum and stainless steel, limited to 10 gauge.
3. Fabricate necessary brackets, hangers, and angle iron up to and including 2x2x1/4
4. Fabricate, install and repair sheet metal stock racks and bins, excluding prefabricated stock rack assemblies.
5. Sheet metal fabrication and repair of industrial list, toe, sweepers, etc., including the installation and maintenance of canvas protectors.
6. Install, repair and maintain service doors and jamb in office partitions, roof heaters, and make-up stations.
7. Install and repair metal panels, partitions and suspended ceilings, including insulation, as required by the trade.
8. Install and repair sheet metal roof flashing and gutters.
9. Install and repair louvers and control arms on oven ventilation systems (excluding balancing).
10. Install oven wall panels, capping and channel to secure and/or maintain equipment.
11. Install and repair stainless steel metal on cafeteria equipment.
12. Maintain and repair guide wires for ductwork and stacks.
13. Repair sheet metal on trash, mop, and personnel Carriers.
14. Cut metal material for signs.
15. Framing for wall mounted A/C units.

## TOOLMAKER

1. Machine materials.
2. Layout, fabricate, repair, and maintain fixtures, clamps, jigs, gauges, hand tools, and gun bails.
3. Install, maintain, and repair clamps.
4. Install, maintain, and repair, and remove air and hydraulic cylinders, actuator cylinders and hydraulic pumps. Millwrights are to assist in removal of large cylinders on presses and transfer rails.

5. Install, maintain and repair ways and Body shop cam followers (with the exception of cam followers related to facilities conveyance), along with linear roller bearings and slides.
6. Install, maintain and repair transmissions and gearboxes on seam welders and quarter panel transfer.
7. Install, maintain and repair staple machines.
8. Install, maintain and repair spot weld gun cylinders, bushings, pins and linkages.
9. Repair hydraulic motors and hydraulic servomotors.
10. Fabricate and maintain ho-mar coppers.
11. Repair and maintain sewing and tape dispenser machines.
12. Repair and maintain weight scales.
13. Contour, grind, or shape back-ups on fixtures and presses.
14. Rebuild, and repair all wrist assembly units, on the robots.
15. Build, repair, and rebuild spot-welding guns related to the Toolmaker trade.
16. Repair and maintain Hemmer (also known as the clinch dies), part receivers, and feeder slides from the bolt, washer, and parts conveyors, except the chain, and hopper conveyors, related to the Millwrights.
17. Install, maintain, repair, and remove micro slides.
18. Install, maintain, repair, and remove all clamp, and gun dumps, and gun pedestals in Body Shop, except if rigging is required then the Millwrights will assist.
19. Machine plugs and pipes for power rollers.
20. Machine and fabricate articulation arms.
21. Maintain stamping machine.
22. The use of any kind of measuring devices (Leica, Metronor, and Romer) to perform their work.
23. Details, locators, shim able hard stops, spacers, and pallets on all indexable magazine product handlers.
24. Maintain body shop pallets and return cells.

## WASTE DISPOSAL EQUIPMENT OPERATOR AND MINOR MAINTENANCE

1. Collect samples of plant waste material for analysis from all sources and all outfalls, including all standard methods, i.e., grab and automatic.
2. Jar testing and other analysis of waste streams based on the recommended testing procedures described in the latest edition of “Standard Methods” issued by the Water Pollution Control Federation and others as directed and adopted by the Ford Motor Company’s Engineering Staff.
3. Jar testing to determine the amount and type of chemicals required, including the actual addition of these chemicals to the individual Batch Tanks to produce the desired treatment.
4. Analysis of each batch treated for clarity, pH setting, etc., per Ford Motor Company’s Standards.
5. Perform minor maintenance on all equipment within the Waste water Treatment Facilities including the following:
  - a) Pumps-
    - 1) Clean sumps, open split case pumps for cleaning and replace pressure cover.
    - 2) Adjust as required. In general, to perform cleaning of equipment in place.
  - b) Mechanical-
    - 1) Bulk Chemical Storage Tanks – check and tighten all bolts on manholes. Change gaskets, inspect, tighten and change all protective boots on pipe flanges, check all vents, assist in connecting fill hoses for unloading of materials, transfer tanks and then to batch tanks, manual operate all necessary valves, inspect for any defects or leaks. When necessary, clean and neutralize all tanks and piping, change all sight glasses, and maintain cleanliness. Maintain exterior of tanks and adjacent areas including washing (in waste treatment plant).

- 2) Hydraulic - inspect all pumps, valves, piping cylinders and tubing for operation and malfunctions. Maintain operation hours.
  - 3) Waste water piping - visually inspect all piping and valves for any leakage vibration, etc.
  - 4) Air Compressors - Complete recommended maintenance.
  - 5) Filter Press - Operate as per manufacturer's specifications. Maintain by pressure wash down, cleaning and touch-up.
  - 6) Parallel Plate Separator - operate as per manufacturer's specifications. Maintain pressure wash down and general cleaning. Check agitators and maintain oil.
  - 7) Polymer System - operate as per manufacturer's specifications. Maintain by pressure wash down, general cleaning, and touch-up.
  - 8) Oil Skimmer - operate as per manufacturer's specifications. Maintain per recommended standards, including pressure wash down, general cleaning and touch-up.
  - 9) Batch Tanks - operate as per manufacturer's specifications. Maintain per recommended including pressure wash down, general cleaning, and inspection. Check agitators and maintain oil levels.
6. Building and General services -Maintain good housekeeping throughout the Treatment Facility, including general cleaning of floors, windows, washroom fixtures, sweeping mopping and waxing.
  7. Collect samples throughout the assembly plant and grounds as directed via automatic sampler, which includes set-up, cleaning, maintaining, changing probes, and tubing.
  8. Collect samples from all cooling towers throughout the assembly plant and grounds as directed and analysis of each per specific standards and fill out required forms stating results of testing and necessary requirements for the proper addition of required chemicals to maintain required cooling water treatment.

9. Maintain bulk chemical storage inventory and record daily usage. Transfer chemicals from bulk storage to transfer tanks to day tanks to batch tanks.
10. Supervise and assist unloading of bulk chemicals including analysis of samples taken from delivery tank truck to insure proper materials are received and that connections are made to the proper piping for that materials and always following required safe practices including wash down of any chemical spills.
11. Record all tests and methods used on daily log sheets.
12. Install and repair louvers and control arms on oven ventilation systems (excluding balancing).
13. Keep laboratory facilities, furniture equipment, glassware and associated area clean.
14. Operate automatic sampling and flow equipment per manufacturer's specifications and recommended practices.
15. Maintain a record of all occurrences in the laboratory logbook including any information that can be helpful for a smooth transition between shifts.
16. Perform required preventive maintenance as listed equipment and facility other than that requiring another trade.
17. Maintain a continual inventory of all glassware and laboratory chemicals including all other consumable materials used in the facility.
18. Daily reading of water meter.
19. Operate oil recovery project at lift station.
20. Assist and oversee waste removal such as slop, paint, thinner, oil, brake fluid, etc.
21. Operate waste oil tanks for lift station.

## WELDER GENERAL

1. Weld, braze, cut, and heat ferrous and non-ferrous material by electrical fusion, acetylene, oxygen, shielded arc, etc.
2. Silver soldering as required by trade.
3. Set up and operate automatic or semi-automatic welding and/or flame cutting equipment considered part of the welding trade.
4. Heat-treat metals as required.
5. Position, clamp, and/or hold material without the aid of other tradesmen.
6. Repair tools by welding, including grinding.
7. Will assist the Tradespersons on the job assignment by performing incidental work that will not violate the core skills of the trade.

## SKILLED TRADES DEFINITIONS

### INCIDENTAL WORK

Incidental work is a comparatively minor task that is complementary to a principal job. In determining whether a task is incidental and thus properly assignable to the tradesperson performing the principal job, the following points must be considered (past practice or normal scope of the trade has no significance in incidental work):

Time involved in relation to the principal job. (A minor task or series of minor tasks performed sporadically over the duration of the principal job are incidental even though the cumulative time may be fairly large).

Whether the task is within the capabilities of the principal tradesperson.

Whether the task can safely be performed by the principal tradesperson.

Incidental tasks are not limited to those arising in the course of the principal job, but may occur also at the beginning or end of the job.

## RIGGING DEFINITION

Rigging is considered to be the use of more than one lifting device such as com-a-long, chain fall, fork lift with boom and sling or having three (3) or more attachments to the object to be moved.

Use of block and tackle is considered rigging.

When one com-a-long, one chain fall or one forklift with boom and sling are used individually and the object to be moved is attached at two or less points, it is not rigging.

## SCRAPPING

Umpire opinions are very clear, when the removal is to scrap (tear-out, pull-down, tear-up, etc..) the assignment should be given to the principal trade on the assignment OR the original installing trade OR anyone else that can perform it safely.

However, if the material is to be used again, (salvage, rework, reinstall, etc.) always use the trade that installed it originally.

Prior to the scrapping work being performed, the Company will discuss with the Union the scope of the work, and who will perform the work. In either event, a Pre-Task analysis must be completed to identify and address safety concerns. Proper lockout procedures must be performed and verified by qualified personnel, including verification by the appropriate trade that any energy source has been isolated, prior to commencing the work.

This agreement shall become effective concurrently with the effective date of (a) any Collective Bargaining Agreement or (b) any extension of the September 16, 1996 Collective Bargaining Agreement (other than an extension for a temporary or indefinite period) and shall remain in effect for the same period as such new or extended Collective Bargaining Agreement, except as otherwise expressly provided herein.

Mr. Buddy Campbell  
President/Chairman  
United Auto Workers of America, Local 551  
13550 S. Torrence Avenue  
Chicago, Illinois 60633

Mr. Campbell:

During the course of the discussions between the parties on local negotiations, the following understanding was reached:

#### APPRENTICE DATE OF ENTRY

This will confirm our understanding reached in Local Negotiations concerning Apprentice entering the Skilled Trades.

Date of entry for an Apprentice will be the date of the official letter requesting Apprenticeship status.

#### APPRENTICE TRAINING

Since the Company established an organization change to Area Management, the Union expressed concern over apprentice training. This concern centers around allowing apprentices to be trained in each of the established Areas because of the differing nature of work performed. Efforts will be made during the apprenticeship training period to provide work assignments within each Area.

This training is intended to be consistent with Apprentice Standards set forth in the Master Agreement.

## APPRENTICES WORKING ALONE

The UAW National Ford Department brought to the Company's attention certain administrative issues concerning the Apprentices Program Quality and Administration. The issue of "Apprentices Working Alone" from those discussions is published below.

The Union raise the question of apprentices being assigned to work alone. The parties agreed that good judgement and a rule of reason should be used when making these assignments.

As a result of these discussions it was concluded that, consistent with existing training methods and facilities in the plant, apprentices should not be assigned to perform work without a journeyman being present unless the apprentice has been trained to do the job, has been instructed in the proper safety procedures, and is considered competent to perform the assignment. Experienced journeymen will generally be available to assist the apprentice in many normal floor assignments until that level of competence has been reached. Problems in this regard are a matter for review by the Joint Apprenticeship Committee.

Unresolved issues concerning apprentices working alone may be referred by the Committee to the UAW National Ford Department and Human Resources Staff.

## DATA COLLECTION BY SKILLED TRADES

During the 1996 Local Negotiations, the parties had discussions concerning the requirements of the plant to obtain Ford goals to become a world wide competitor. Included in these discussions were the requirements to achieve ISO certification and obtain Best-In-Class performance in the areas including but not limited to FTPM, Preventive Maintenance, Predictive Maintenance, Inventory Management and Welding. To achieve this recognition, the burden of proof for performance to outside auditors and concerned parties is the obligation of the Chicago Assembly Plant.

As a result of these discussions, it was agreed that the use of computerized technology as well as manual data collection systems is essential to providing the required data. Therefore,

Skilled Trades may be assigned to collect and manage data where applicable as a part of their work assignment related to their trade. When assigning an employee to collect data, the Company will clearly communicate to the employee what data is to be collected, and the purpose of this data collection.

Abuse of the intent of this understanding may be brought to the attention of the Area Manufacturing Engineering Manager and the Area Manager and then Labor Relations for resolution.

#### JOURNEYMAN-DEFINITION

The Company and the Union agree that the following represents our understanding that Journeyman means any person:

- a) who has served a bona fide apprenticeship (meeting the apprenticeship standards established by the Federal Committee on Apprenticeship) and has a certificate which substantiates a claim of such service
- b) Who has had eight (8) years practical experience in the trade and can establish satisfactory proof thereof, and
- c) who has experience and training equivalent to that required in a bona fide apprenticeship course as set forth in 1 (a).

#### LIFTING EQUIPMENT

In response to the Union's request regarding the status of lifting equipment in the Areas, the Company presently has the following lifting equipment available, based on a review by Vehicle Operations for the present needs:

- Central Area – 1 Scissors lift, 1 boom lift
- Final Area – 1 Scissors lift, 1 boom lift
- Body Area – 1 Scissors lift, 1 boom lift
- Paint Area – 1 Scissors lift

If an area has insufficient lifting equipment for a particular job, the Areas can share equipment. In an effort to keep work in house, the Company may rent or lease additional equipment for large projects.

## Mandatory Days for Skilled Trades

There was a great deal of discussion during the 2005 negotiations about scheduling mandatory days for the skilled trades. Specifically, the issue of scheduling trades personnel on other than their normally assigned shift was discussed. It is agreed that when scheduling a mandatory day, the Company will make a concerted effort to maintain trades on their regular shift. There may be occasions, however, when it is necessary to reallocate the trades between shifts. If these occasions arise, the Company and Union will meet in advance to discuss and review trade assignments.

### PROJECT WORK COMMITTEE - SKILLED TRADES

The Company and the Union agree to establish a skilled trades project work committee to meet monthly for the purpose of allowing input from the trades when contemplation using outside contractors. This committee will be co-chaired by a representative of the Manufacturing Planning Department and a Skilled Trades Union Representative to be named jointly by the Bargaining Unit Chairperson and the Skilled Trades Representative.

### PUSHING UNITS SKILLED TRADES

Much discussion took place during negotiations in regards to Skilled Trades Employees “pushing units”. The Company clarified their position that the Skilled Trades are required to push units when an emergency arises which would result in a loss of production.

Based on these discussions, the Company will make every effort to limit the amount of time Skilled Trades are required to push units by securing other available employees as quickly as possible.

## SENIORITY TIE BREAKER

Seniority tiebreaker will be used on last four numbers of the social security number and if those are the same, the full social security number. The lowest number in each case will determine the senior employee. The tiebreaker will only be applied when the following progressions of recorded company dates are the same.

### Skilled Employees

1. Plant date of entry
2. Plant date of hire or rehire whichever is later
3. Company date of entry
4. Company date of hire or rehire whichever is later.

## TRAINING – SKILLED TRADES

During these negotiations the Union voiced concern over the Company's commitment to provide training opportunities for Skilled Trades employees. It is the Company's intent to develop a highly trained work force. To accomplish this, steps will be taken to develop training requirements for certain classifications. In so far as practicable, employees, especially seniority employees, who desire additional training, will be allowed to participate.

## BREAK-IN PERIOD

Instructions will be issued to supervisors of hourly employees indicating that each employee when assigned to a new operation will be provided a reasonable break-in or training periods to learn the operation. It is understood that such break-in or training periods may vary depending on the difficulty of the job and the ability of the individual assigned to the job. Furthermore, the Company and Union recognize that employees who have not performed a particular operation for an extended period of time may require re-training.

The parties are in agreement that high safety, quality and productivity levels that will be critical to the success of the products cannot be achieved without thoroughly trained people on the operation. Accordingly, the parties have pledged to work together to ensure break-in and training processes are adequate to accomplish these goals and that employees will be supported as they learn their operation.

Consistent with these goals, it is recognized that disciplinary action will not be used as a substitute for adequate training.

#### CALLING ABSENTEES

In the event an employee's home is called because of a reported absence and the employee is late or not absent, it is the responsibility of the caller to re-call the employee's home advising of their presence at work.

#### CLASSIFICATION, RATE AND ADDRESS CHANGE

The Hourly Personnel Section has been advised to check all rate change forms for a Union signature. Labor Relations will initial the District Representative's copy of the rate and classification change.

Classification, rate, change, and ,changes of addresses will be forwarded to the Union on a weekly basis.

When processing temporary classifications, the beginning and ending date must be included on the "Department Employee Transfer" form. Disputes over temporary classifications shall be referred to Labor Relations by the District Representative.

Supervisors of hourly employees shall be reinstructed as to the provisions of the "three-day transfer agreement".

In the event current operating practices change and the forgoing is not practicable, the parties will meet to discuss ways to resolve the issues.

## CLEANING OF FACILITIES AND PRODUCTION LINES

A program will be established to identify necessary restroom repairs through a check sheet completed by the janitors assigned to clean these facilities and regular tours conducted by the Company Safety Engineer and the Union Health and Safety Representative. Each Area Manager as well as plant services is responsible for providing clean-up on a continuing basis. However, employees share in the responsibility for maintaining general cleanliness between regular clean up.

In conjunction with a program of regular maintenance, the Paint Area Department spraybooth cleaning program outlines the cleaning functions and the performance frequency of these functions. This information will be available for the Bargaining Chairman or his designated representative to review in the Paint Area Office.

## CONFINED SPACE ENTRY PROGRAM

The practice and procedures described in the "Company Confined Space Entry Safety and Health Procedure" Safety Technical Bulletin No's 54 and 124, constitutes the adopted Chicago Assembly Plant Program. "Confined Space" shall be defined as:

1. Complete enclosed structure with limited access, such as storage tanks and vessels entered through manhole or other limited opening.
2. Tanks, vaults, bins, silos, or other structures in which the top or one side is usually open and the enclosure is sufficiently deep to require special means of entry and exit.
3. Pits, tunnels, and underground shafts which are not designed for frequent occupancy and which are not provided with fixed ventilation systems and permanent means of access.
4. Other enclosures such as, but not limited to, duct sewers, oilers, pipelines.

Confined space must be considered inherently hazardous. The above referenced Procedures must be adhered to.

## DEALER TRANSPORT EMPLOYEES

This is to advise that based on our understanding during local negotiations, the NU Car Carriers will be instructed that only units given final buy off status, currently performed in the wrap building are to be driven out of the plant.

## DISCIPLINE

The Union expressed concern regarding unjust disciplinary measures taken against employees for workmanship and other related issues. It is crucial to both the Union and the Company to take the time and effort to identify true root causes to errors and defects. System and equipment constraints should be identified when related to potential discipline measures for causing down time.

It is not appropriate to view discipline of the employee as the only viable solution to the problem. Thorough investigation and discussion of the facts must occur with the employee, Committeeperson and Supervisor to fully understand the issue. Both parties should be involved in counseling the employee after investigation and prior to moving toward any disciplinary action. When it is determined that the Company has just cause to present a disciplinary charge, the charge chosen must be warranted and related to the behavior.

Discipline is intended to correct behavior not to be punitive!

The parties recognize the need to produce quality vehicles to maintain our competitiveness in the market place. While this is vital to our success we should not attempt to achieve this without consistent fairness.

Timeliness is the key to effective corrective action. Behavior that warrants corrective action also warrants a timely investigation and resolution.

## DIFFERENCE OF OPINION (COMPANY & EMPLOYEE PHYSICIAN)

This letter will confirm that the Plant Physician will follow the Medical Guide as outlined in the Letter of Understanding dated September 30, 1961 in the event of a difference of opinion between the Plant Physician and the employee's personal physician.

## DRIVERS PERMIT

The Company will continue to issue and monitor all in-plant driver permits in accordance with the the powered material handling vehicle (PMHV) training program and as approved by the Plant Safety Department.

## DUAL SUPERVISION

In instances when an employee is issued instructions by a member of supervision which contradicts or is at variance with instructions from another member of supervision, the supervisor who changes a previous instruction or assignment will put forth a reasonable effort to immediately notify the supervisor whose instructions were changed. It is understood that an employee must follow the latest supervisory instructions received, and when such instructions are properly followed, the employee will not be subject to disciplinary action.

## ENERGY CONTROL AND POWER LOCKOUT (E.C.P.L.)

The Company and the Union share the same concern for safety when employees are working on or near machines or equipment. Therefore, the posted "E.C.P.L. Rule", shown below, must be followed by all employees.

### THE E.C.P.L. RULE

Whenever a worker has a need to place any part of his/her body in a position on or near machines or equipment where unexpected movement, release of stored energy, energizing of electrical systems, or the flow of gases, fluids or other materials could have potential to injure the worker, then the worker has the RESPONSIBILITY and the AUTHORITY to correctly apply E.C.P.L., procedures and shall be held ACCOUNTABLE for that correct application.

## EMERGENCY MESSAGE

Employee emergency messages (not to include personal business problems) received by Labor Relations or Plant Security will be recorded on a log in Labor Relations and maintained reflecting the name of the calling party, the nature of the emergency, the time and date the message was received, and the name of the Supervisor accepting the message in the plant.

A page and line number will be given to the party calling in an emergency message.

Labor Relations or Plant Security will confirm delivery by recalling the Supervisor within fifteen (15) minutes to verify delivery of the message after receipt of the same.

In the event there are issues with the communication of emergency messages, the Union may bring such issues to the attention of the Labor Relations Supervisor for appropriate corrective action.

## ERGONOMIC MATS

During the course of these discussions the Union argued that the Company should continue the practice of providing ergonomic mats for employee work stations on the assembly line.

The Company has agreed to continue the practice of providing ergonomic mats for specific workstations in the Plant, when reviewed and determined (by type and style) as needed by the ergonomic committee.

The parties further agree that if unsafe conditions result or employees misuse and/or abuse the mats the use of ergonomic mats may be discontinued.

During 2005 negotiations, the Company agreed to jointly review the necessity for additional ergonomic mats throughout the plant. Based upon this joint review, the Company has agreed to purchase the following: 200 feet for Paint, 1300 feet for Body, 500 feet for Trim, and 250 feet for Chassis.

## GOOD HOUSEKEEPING

The Company and Union share the same concern for maintaining cleanliness throughout the plant, especially employee convenience areas such as restrooms, locker rooms, oasis and cafeterias. Cleaning schedules for all restrooms, locker rooms, cafeterias, and break rooms will be established to provide thorough plant cleanliness for all shifts. A verification process will also be established to ensure we are adhering to these cleaning schedules.

The Company is responsible for providing clean up on a continuing basis. However, employees share in the responsibility for maintaining general cleanliness between regular clean-ups. Cleaning schedules will be maintained and available for Union inspection.

The Company and the Union are committed to a clean plant and will continue housekeeping tours and reviews to assure it.

## GRIEVANCE PROCEDURE – ORAL STAGES

When problems occur involving Article VII, Section 2 of the Master Agreement, the following is to be adhered to by Union and Management when processing grievances in the oral stage(s) of the procedure. The required steps that must be followed by the parties when processing a grievance through the oral stages of the procedures are listed below:

### Initial Oral Stage

Within two (2) working days, the district committeeperson and supervisor will discuss orally an employee's complaint.

**Not Resolved:** The district committeeperson will fill out a "Record of Oral Discussion" form and give four (4) copies to the supervisor. The supervisor will verify on the form the date(s) the discussion was held; sign, date and return the four (4) copies to the district committeeperson.

**Resolve Requiring Compensation:** The oral form is to be processed as above, identifying the compensation to be made and the reason.

## Second Oral Discussion

The district committeeperson will meet with the superintendent in the next weekly departmental meeting to discuss the unresolved first step oral grievance(s). The superintendent will be provided with three (3) copies of each complaint to be discussed.

**Not Resolved:** The superintendent within two (2) working days, will disposition, sign and date the three (3) copies of the “Record of Oral Discussion” form and return two (2) copies of each complaint to be discussed.

**Resolved:** The superintendent will handle, as above, giving specifics as to the agreed upon resolution in the disposition.

## Second Stage Appeal Request

The district committeeperson will fill out the “complete investigation of the facts and results of the oral discussion(s)” portion of the form, sign and check the second stage appeal box prior to submitting them to the bargaining committeeperson, for review and signature. The district committeeperson will submit both copies to Labor Relations for appropriate signatures on front and the back of each copy.

After signing and dating the copies, Labor Relations will retain one (1) copy and return one (1) copy to the district committeeperson.

The above procedure is mandatory under the requirements of the National Agreement and also provides the Local Union, Labor Relations and the Superintendent with a record of all grievances processed through the Oral Stages of the procedure.

## HEAT STRESS PROGRAM

SCOPE: The practice and procedures described in the “Company Heat Stress Program” and in the UAW-Ford National Joint Committee on Health and Safety “Job Improvement Guide: Appendix #10-understanding Heat Stress”, constitutes the adopted program which the Chicago Assembly Plant shall utilize.

### Local Heat Stress Team

Medical Activity:	Occupational Health Nurse Sr.
Safety Department:	Plant Safety Engineer
Labor Relations:	Supervisor Hourly Personnel & Labor Relations
Engineering:	Supervisor- Engineering & Maintenance Planning Section-Central Plant Engineering
UAW Local 551:	Health & Safety Representative

### Team Responsibilities:

The “Team” annually and as required shall perform a plant walk-through survey to identify potential heat problem areas and to record observations made. The Company and the Union have had numerous discussions regarding the temperature in the Plant during hot, summer months. The parties mutually agree to utilize the Heat Stress Committee to capture and address these concerns jointly.

Risk assessment and recommendations shall be provided to the Plant Operating Committee and the Union.

Medical: Provide medical evaluation and/or treatment.  
Reports “Heat Stress” activity for immediate evaluation.  
Instructs in “Heat Stress” education and safe work practices.

Safety Representatives: Distributes to all employee heat stress information handouts. Show provided video as required. Measure that heat stress potential and obtain the wet bulb globe temperature (WBGT) with the HS-360 heat stress monitor.

Labor Relations: Assigns work-load categories to be used in heat stress potential of jobs.

Engineering: Assure that hot areas have readily accessible supply of cold water. Corrects potential problems noted in hot areas such as installing fans/heat shields.

Summary: Heat stress conditions are potentially dangerous. The Chicago Assembly heat stress program shall address this concern through identifying, measuring evaluation, and abating hot areas; together with providing for employee awareness, heat acclimatization, and flied replacement for the purpose of avoiding serious employee heat related illness.

#### HEATING AND VENTILATION

During these negotiations, the Union expressed concern about ventilation and heating systems functioning properly during the summer and winter months. The Company has every intention to maintain such systems in good working conditions. Furthermore, necessary periodic inspections and repairs will be made during off seasons to assure that this equipment operates properly when needed. The Union will be notified in writing that the inspections and repairs have been completed for fans by April 1 and for heaters by December 1. Prior to the certification deadline, the plant will be inspecting and repairing heating devices to assure full operation by the deadlines. In the event the plant experiences unseasonably cold weather, the Union and Management will make every effort to provide temporary heat in affected areas.

Each area will be required to maintain a pool of stand fans to be used on a temporary basis only when inoperative fans are being repaired. The Company will incorporate an annual PM assessment of all man-doors and truck dock doors (to include Dock Heaters and Dock Curtains/Pillows).

#### I.M.T. (INDUSTRIAL MEDICAL TECHNICIAN) TRAINING

Both the Company and the Union recognize that life saving techniques, such as I.M.T., are desirable skills for employees to exercise both at work and at home. Therefore, employees interested in I.M.T. training will continue to be provided the opportunity for such training. The Company will reimburse the allowable tuition cost through E.D.T.P. to those employees

who successfully complete I.M.T. training on their own time. Employees who maintain the refresher courses required will be given further consideration for placement on an identified team.

#### INVERSE SENIORITY

In accordance with Article VIII, Section 21 (e) of the Master Agreement, when applicable, the Company will meet with local Union to discuss the concept and procedures of inverse seniority at this unit. Guidelines will be published when practical, advising employees at this unit of the procedure.

Further, the Company will provide a form for the employee to make application for an inverse seniority election consistent with the Inverse Seniority Agreement.

#### JOB ROTATION

The Company agrees to review a job rotation system for employees on jobs involving a heavy fatigue factor. Initial requests should be made to the Area Manager by the District and Production Standards Representatives.

#### JOB SHADOW PROGRAM

The parties agree that it can be a valuable experience for the salaried workforce to be faced with the same challenges assembly operators are exposed to day in and day out. In an effort to provide management a first hand understanding, operators may be selected to train a member of management on their job for up to 1 week. No operator shall be displaced as a result of this training. The union will be notified in advance regarding the time, date and job chosen.

## LATE ARRIVALS

Employees who report late for work during the first hour following their scheduled start time will be permitted to report to their respective departments. Employees who report late by more than one (1) hour will be considered for placement on an individual basis.

## LAYOFF, RECALL, AND REDUCTION-IN-FORCE

The Company will meet with the appropriate Union Representative(s) five working days prior to enacting a layoff, recall, or reduction-in-force and will provide the appropriate Union Representative(s) with a complete listing of employees affected by such a layoff, recall, or reduction-in-force. Concurrently, the employees to be reduced or placed on layoff will be advised by supervision.

This understanding does not preclude Management's rights in accordance with Article IV, Section 1 of the Master Agreement.

## LINE SPEED

The responsibility for publishing total plant line speed charts rests with the Planning and Engineering Group under the Company's Area Management Organization. The Union will continue to receive published line speed charts.

Responsibility for maintaining the published line speeds will rest with each Area.

Salaried personnel authorized to adjust line speeds will be identified by each Area Manager and provided to the Union in writing. These individuals will be trained in the techniques required to accomplish this task. Updates will be done concurrently with changes in authorized personnel.

Line speed control panels will continue to be secured, precluding unauthorized entry. Unauthorized personnel adjusting the line will be subject to corrective action.

The current practice of electricians making the required adjustments to line speeds will continue. The Company and Union should be present when adjustments are made, but if the district representative is not present, a text page will be sent in advance of the adjustment to both the district and the bargaining unit.

Requests for adjustments from Union will be handled on a timely basis.

Complaints concerning the above are to be directed initially to the Area or Operations Manager, then Labor Relations.

## LOANS

Supervisors of Hourly employees have been instructed regarding their responsibilities under the loan provisions of the Master Agreement. Any problems under this provision that may arise shall be directed to Labor Relations for corrective action.

## LOCKERS

The Company will continue the practice of providing lockers to hold employees' personal effects (dress clothes, shoes, coats, hats, etc.) while at work and company issued effects (coveralls, aprons, hats, etc.) when away from work. Perishable items are not to be left in personal lockers overnight.

Upon request to Plant Security, an employee will be issued one company lock. At the time of termination, the employee will be responsible for either returning the lock or paying the replacement cost prior to being issued the final check. Locks will be issued upon request and at the employee's expense.

Requests for more than one locker will be considered (based on need due to job assignment) and reviewed by Labor Relations and the District Representative.

Locker repair requests are to be made to Plant Security. Employees will be notified in advance by posting signs in the locker room when removal of their personal/company effects is necessary to fumigate or refurbish lockers. Special instructions will be issued to employees working during such periods. In those instances when an employee is absent at the time of notification (such as medical leave or vacation), personal/company effects in his or her locker will be removed, identified and returned.

Available Union Representatives will be afforded the opportunity to be in attendance during locker inspections. Notice of such locker inspections will be given as far in advance as possible.

## LUNCH SCHEDULE CHANGES

Article X, Section 6 of the Master Agreement empowers the Company with the right to alter lunch period schedules by up to one hour. It is the stated intention of the Company to make every reasonable effort to limit the frequency of such changes. In addition, such schedule changes will be effected by the Company only after due considerations of alternative methods of handling a problem situation. Where time permits, the Union will be notified prior to the change and informed of the specific need for the change. Except in emergencies, an employee's regular lunch period shall not be advanced or delayed by more than one hour unless the employee agrees to such change.

When the scheduled lunch period or break is advanced or delayed by more than one hour, the Area Manager from the affected department will be responsible for submitting a written explanation of the emergency to the Human Resources Manager. The Area Manager will notify the bargaining unit designee prior to the adjustment of time. The Area Manager will also notify cafeteria management so that they can be prepared to accommodate this change. The report will be maintained in the Labor Relations Office and one copy forwarded to the Bargaining Committee.

The Company will evaluate the effect that lunch schedule changes have on relief.

Abuses of this provision will be reviewed with the Human Resources Manager and the Local Bargaining Committee.

## MEDICAL

The Plant Medical Department will be responsible for making a determination as to how an employee will get home in those instances where, in their medical opinion, the employee is unable to drive due to injury or illness.

It is further understood, the Human Resources Department will review those employees scheduled to work and, based on the number of employees involved in the type of work to be performed, will schedule medical personnel as required. Based on present conditions, the current practice of scheduling medical personnel will continue.

A weekly meeting between a representative from the Medical Department and a representative from the Union Bargaining Committee will become the forum to address any unresolved, employee issues or concerns.

Emergency medical assistance is available through Plant Security (Dial \*911 from any Plant telephone). Security personnel are presently available 24 hours per day 7 days per week. As members of the Plant Emergency Response Team (ERT), security personnel are trained as Medical first responders. Security personnel are responsible to arrange additional assistance as required.

## MEETING

Weekly meeting will be scheduled with the Department Superintendent and District Representative(s) on their respective shifts.

Area Manager meetings will be conducted at least once a month, scheduled in advance, with appropriate Management and Union Representatives in attendance from both shifts. Such meeting will be scheduled so that no two (2) Areas will meet on the same date. If for any reason a meeting has to be cancelled it will be rescheduled at the earliest convenience. It is expected that cancellations will occur infrequently.

Appropriate subjects for Area Manager meetings are those items, which cannot be resolved at the weekly Superintendent's meetings, and those items that would more appropriately be initiated at this level, including Safety problems.

## MIX ADVERSE

The Company has the responsibility for scheduling units in such a manner as to allow employees time to complete their operations within a prescribed standard. It is recognized that from time to time adverse mix conditions exist. To alleviate problems associated with these conditions, the Company will take necessary steps in advance as set forth in the Master Agreement.

## NEW OR RELOCATED FACILITIES TO INCLUDE FANS AND/OR WATER FOUNTAINS

Area Managers must concur with facility changes that effect employees' working environment. It is understood that when such facility changes that affect employees' working environment are made, adequate provision will be made to provide necessary fans and water fountain availability as may be required. Twenty (20) fans will be purchased and placed in stores. This provision will include new or relocated maintenance shops, if the facility change affects the employees' working environment.

## OVERTIME EQUALIZATION-LOANED EMPLOYEES

Employees loaned to another area for one or more days will be considered as assigned to the borrowing area for equalizing purposes. Such employees will be scheduled for overtime work in the area for the duration of the temporary period before other employees in the same classification from other areas are given the opportunity to work as supplements. Hours worked on overtime by a loaned employee will accumulate in the employee's permanent area and will remain for equalization purposes until a permanent area change is made.

## OVERTIME SCHEDULING REVIEW LOG

During these negotiations the Union expressed a concern that there is no record maintained to review overtime scheduling problems handled by Unit Representatives and Area Managers. In an effort to provide the means for review and to evaluate the number, specific type and areas involved with overtime scheduling problems, Labor Relations will provide an overtime scheduling Problem Log and post each incident reported by unit representatives.

## PARKING LOT

Plant Security Personnel will conduct vehicle patrols in the parking lot(s) at least two times per shift, or more as determined by the Company to safeguard employees and their vehicles. Plant Security will also continue to monitor the parking lots through the expanded use of the closed circuit monitoring system.

Improvements of the west parking lot have been accomplished. These improvements include extensive lot expansion, reconfiguration and widening of the main entrance/exit and improved traffic patterns within the Plant property.

At the Union's request, the Company is continuing to work with the local civil authorities to improve Plant access and traffic patterns for Torrence Avenue and 130th Street. The intersection corner was improved and a traffic signal, including turning lane/signal were installed. Torrence Avenue was re-configured and resurfaced east of the Plant. Plans continue to be developed with the goal of providing improvements on 130th Street including improved railroad crossing configuration and improved traffic control at the 130th Street Plant entrance.

A new card access system was installed to restrict access to the facility by unauthorized personnel.

The Company will review and designate a new location for motorcycle and bicycle parking for safety and security purposes.

The Company will provide adequate lighting in the parking lot(s) and any lights identified as not working should be reported to Plant Security to forward for repair.

Clean-up and inspection of the parking lot will continue with containers for debris appropriately placed. Concerns related to this issue should be reported to Plant Security.

Potholes in need of repair should be reported to Plant Security to forward for repair.

The Company will provide emergency jump-start when conditions warrant.

The Company will maintain a snow removal program.

Employees working in the Waste Treatment Building will be allowed to park at that building under current operating conditions.

Loitering in the parking lot beyond reasonable shift change times will not be tolerated.

A task force will be developed and must meet quarterly to discuss ideas on improving the parking lots in various areas. The areas for improvement could include but are not limited to safety, security, entering and exit patterns, parking lot capacities, etc. The task force will consist of the Union Chairperson, Human Resources Manager, along with three (3) other designees from each of them.

The Company and the Union mutually agree to designate preferred parking spaces in the main employee parking lot [C Lot] for hourly employees who drive current model vehicles built at the Chicago Assembly Plant.

The Company and the Union mutually agree that there will be a designated parking area at the farthest portion of the south lot for contractor parking and all non-Ford Family vehicles (i.e. Toyota, Honda, Nissan, etc.). Non-compliance will be handled in the following manner:

First violation sticker

Second violation boot

Each subsequent violation vehicle will be towed at the owner's expense.

#### PASSES – MEDICAL

The Company will promptly issue medical passes to seriously injured or ill employees and will issue medical passes as soon as possible (anticipated to be within 30 minutes from the time requested) for personal illness. Issues with this procedure may be referred to the appropriate Superintendent, Area Manager, Operations Manager, or Labor Relations for resolution.

In those cases where a medical determination has been made that an employee is unable to work the plant Medical Section will issue the "Factory Leaving Pass"

Employees who request to leave the plant during working hours without approval by supervision will be issued an "Unauthorized Pass" by a Labor Relations Representative. In the event Labor Relations is not available the Medical Department will issue an unauthorized pass along with notifying the Supervisor. Such "Unauthorized Pass" will not excuse the employee's departure. To properly clear back through medical upon the employee's return to work, the employee must present documentation demonstrating that the employee was seen by a medical care provider on the date he left the plant unauthorized. The documentation must also include medical facts supporting that the employee was unable to work on the date(s) in question. The documentation must also be signed by the health care provider, and the documentation must include a return to work date.

#### PAYDAY PROCEDURE

The Union was advised that the Company's main concern involved attendance on Friday afternoon and the net effect on the Company's ability to maintain the current level of attendance.

The purpose of this letter is to advise the Union that the Company will pay the afternoon shift on Thursday as long as the rate of absenteeism on Friday does not substantially increase.

If problems arise due to the abuse of Thursday payday, the company and the Union will discuss the return to the normal payday procedure.

The Company will issue payroll checks within two (2) hours of shift start. Undelivered payroll checks will be forwarded to Human Resources prior to lunch. The Company and Union will agree on a local procedure for distribution of these checks.

Employees can review their payroll hours worked for the preceding week on a computer printout posted in each section. The computer printout will be posted for employees to review by no later than Tuesday of each week. If the hours recorded as worked by the employee differs from the actual

hours worked, the employee must advise the supervisor of a shortage and that a special check is desired on payday. Such requests of eight (8) or more hours will be paid provided the employee so requests prior to payday. Shortages of less the eight (8) hours will be processed on the subsequent week's payroll check.

The above procedure for posting and verifying hours will change with the initiation of a new time keeping system. Employees will be notified of their responsibilities to verify hours worked daily and/or weekly. The Company will track prior week pay shortages in order to identify reoccurring issues and address appropriately. Continuing problems with payroll shortages should be referred to Labor Relations.

#### PEDESTRIAN ESCALATOR

Plant Engineering will monitor and be responsible for taking whatever corrective action is necessary to assure all existing pedestrian escalators are functional during work hours. Any unusual delays will be brought to the attention of the Human Resources Manager.

#### PEST PROBLEM NOTIFICATION AND CONTROL

During these negotiations, the Company and the Union agreed that employees should have the ability to report problems associated with pests.

The following is established to provide a way for employees to report such problems.

Employees should personally report pest problems to their Supervisor, Labor Relations Representative or Union Committeeperson. Specifics of the problem should be identified (along with the applicable bay location) of the incident being reported. Each pest problem incident reported to any of the above parties should be immediately forwarded to the Plant Engineering Section by calling extension 7470.

Plant Engineering will record the incident on a follow-up log and disseminate the information for corrective action. Upon request from the union, Plant Engineering will notify the union as to the specifics of the corrective actions taken.

## PRE-DELIVERY ASSIGNMENTS

Pre-Delivery permanent openings will be posted for one week to allow qualifying employees from other departments to sign-up for reassignment to Pre-Delivery. Below is a list of classifications that will qualify for the reassignment (employees assigned to classifications in Column 2 will be the candidates for the open positions in Pre-Delivery listed in Column 1). The senior qualified employee will be reassigned. If no employee(s) in the same classification applies, the opening will be posted in accordance with the job posting agreement.

Column 1	Column 2
Pre-Delivery Classification	Qualifying Classifications For Reassignment
Inspector FAI	Trim Inspector and Final Line Inspector
Driver Car & Truck Trim Repair	Driver Car & Truck Trim Repair
General Utility	Trim & Chassis Utility
Door Deck Hood & Fit	Door Deck Hood & Fit Chassis
Paint Repair	Paint Repair
Dinger	Dinger

When assigning pool employee to Pre-Delivery, the Company shall give due consideration to the senior qualified employee(s) within the classification for such assignment.

In the event of a reduction in force in any Pre-Delivery classification, the employee reduced will return to their former department in their classification in line with seniority.

## PRODUCTION SCHEDULES

The Company will notify the Union of its expected daily production schedules and copies given to the Union.

## RELIEF

In keeping with Article IV, Section 4 (a), (i), (ii), (iii), (iv), management at Chicago Assembly Plant recognizes the desirability of affording relief in the A.M. and P.M. wherever practicable.

Indirect operators required to perform operations which prohibit self-relief will be provided structured relief. Likewise, a tradesperson who is performing a work assignment that prohibits self-relief will be provided structured relief for that assignment.

Any abuses of this policy in a given area should be brought to the attention of the Human Resources Manager.

## SAFETY

During 2003 negotiations, the Union expressed concern regarding tradespersons working alone in certain areas of the Plant. To address these concerns, the Company will provide means of communication for a tradesperson who is working alone, upon the tradesperson's request. In addition, Company maintenance, engineering or safety personnel may be contacted to review any specific hazards that could require additional steps to be taken to protect the tradesperson's safety.

An intensified training program will be provided to employees required to lock out powered equipment. The new program is titled "Energy Control/Power Lockout". Employees will be retrained in accordance with the requirements set forth by the National Joint Committee on Health and Safety (NJCHS). Lockout procedures will be continually monitored to assure safe practices are being followed. Instructions regarding safety requirements associated with the safe operation of Industrial Lift and Tow Tractor equipment will continue to be issued by supervision. "Safe Practices" booklets will be provided to employees as applicable including those associated with the new Energy Control/Power Lockout program.

Supervisors will be directed to continue the practice of conducting periodic safety talks with employees under their supervision.

## SAFETY GLASSES LOANER AND REPLACEMENT

Since the Company requires that all employees wear eye protection when in the plant. The following procedure is to be followed.

Employees who report to work without their safety glasses, having left them at home or elsewhere, are to be provided a loaner pair for that day. The loaner pair will be provided in Plant Security. Each employee provided with a loaner pair is to sign for the glasses on a Company payroll deduction voucher form. The employee is to return the glasses to Plant Security at the end of the shift and receive the signed voucher from Plant Security.

Supervisors are to provide safety glass cleaning materials in their sections.

Supervisors are to provide (by requisitioning from General Stores) a new pair of safety glasses to employees who damage their glasses while on the job or the glasses are worn beyond safe use.

Employees must return the damaged or worn glasses to the supervisor at the time they receive the new replacement pair of glasses.

Supervisors in the Body Area will provide new or loaned employees safety glasses with side shields, face shields or goggles.

## SENIORITY TIE BREAKER

Seniority tiebreaker will be based on last four numbers of the social security number and if those are the same, the full social security number. The lowest number in each case will determine the senior employee. The tiebreaker will only be applied when the following progressions of recorded company dates are the same.

### Non-Skilled Employees

1. Plant date of hire or rehire whichever is later
2. Company date of hire or rehire whichever is later

## Skilled Employees

1. Plant date of entry
2. Plant date of hire or rehire whichever is later
3. Company date of entry
4. Company date of hire or rehire whichever is later

## SKYLIGHT WINDOWS AND CRANKS

The following procedure is established and will remain in effect until such time that it becomes necessary to revise. At such time the Union will be advised as to the procedure to be followed prior to implementation.

Production departments will be responsible for opening and closing all windows in the production areas. Non-production departments will be responsible for opening and closing windows in their work areas.

Plant Engineering will provide window cranks required by each department. Cranks will be maintained in specified locations and will not be removed except for opening or closing windows.

## SPACING UNITS

When the mechanical spacing device fails to operate properly, supervision in the area will promptly take the necessary steps and instruct the hourly employees to properly space units until the mechanical spacer is repaired. The Company will place a manual spacing device in the areas in the plant as needed, by departments. The Committee person in the assigned areas should know the location of such device and should be advised when necessary.

Each Area Manager will identify the location(s) of the hand spacing and/or other device to be used. The location(s) will be made available to the Bargaining Committee upon request.

It's the Area Manager's responsibility to instruct Department Superintendent's to assure that manual spacing devices are available where required and to maintain a listing of such locations.

## STARTING TIME CHANGES

In the event it become necessary to change the starting times within shift hours of some employees within a classification performing similar work within a department from the regular starting time of the employees within the same classification and department performing similar work, other than sporadic assignments, consideration will be given to seniority employee's requests for starting time changes in making the assignment providing it does not interfere with efficiency of operation. When the Company changes the starting time for an entire section, area, or department, they will have advance discussion with the union as soon as practicable to explain the necessity for such change.

## SUPERVISOR WORKING

This is to advise that, in the event individual violations recur with unwarranted frequency, the District Representative will bring the situation directly to the attention of the Area Manager. If violations by individual supervisors continue, it will be brought to the attention of the Human Resources Manager who will investigate the matter and take appropriate action to ensure that the situation is corrected. If this procedure does not work, the Union will meet with the Plant Manager to resolve the problem.

Furthermore, the Union expressed deep concern about the use of hourly inspector buy-off and/or repair stamps by salaried personnel. Such use, when determined, will subject salaried personnel to corrective action.

## TAG RELIEF/ DAILY HOURS

Management will assure that direct labor employees are properly relieved. As to the numbers of hours to be worked, the determination will be made shortly after lunch and responsible parties will be notified.

When the plant is operating on an eight (8) hour production schedule, the Company agrees to review relief ratios in those instances where complaints are made relative to accomplishment of relief requirements.

## TIME OFF PROCEDURES

### EXCUSED ABSENCE PAYMENT

The following guidelines are to be adhered to by supervisors when an hourly employee requests excused absence pay and the employee has vacation (excused) hours due. The supervisor will provide the employee with a copy of a completed vacation request form.

Personal Illness - In case of illness, detailed proof will not be required when the employee's absences are no more frequent than what could be reasonably expected of the normal employee. However, if an employee's attendance record is such that there is good reason to doubt the validity of a particular absence, a request for an excused absence payment may be denied unless the absence is substantiated by acceptable medical proof, at the employee's request, he or she will be paid equivalent, available excused (vacation) absence hours for any short term medical absence.

Personal Business Requests for excused absence payments should be made in advance when the employee is reasonably able to do so. When the employee is not excused in advance and there is good reason to doubt the justifications for failure to have been excused in advance a request for excused absence may be denied.

## VACATIONS - SURVEY/ SCHEDULING/ POSTING/ PAY REQUESTS

Management recognizes the importance of providing vacation time off in a manner that maintains efficiency of operations while giving due consideration, in line with seniority, to the desires of employees.

In accordance with the Master Agreement Article IX, Section 25 (b), employees will be surveyed each December to determine their first, second and third choices for vacation time off in the next year. It is understood that the survey information is not a vacation schedule for employees.

It is recognized that in the past, vacation schedules were developed by allowing senior employees in the classifications to have first preference for vacation time off. With the assignment of some classification to more than one Area, the Union expressed concerns that senior employees might be unable to be accommodated for preferred vacation. It is the intent of the Company to review the distribution of seniority employees by classification within each Area and in accordance with the ratio, develop vacation schedules for the senior employees accordingly. All reasonable attempts will be made to complete the vacation schedule by May 1. In the event that a vacation shutdown is determined in accordance with the provisions of the National Agreement, and there is available work during this shutdown, the Company will solicit for volunteers to work and will schedule these volunteers by seniority, by classification, by department, by shift. In the event that not all shifts are working during the shutdown, the Company will solicit for volunteers and will schedule these volunteers by seniority, by classification, by department without regard to shift. For system fill, the parties may deviate from this agreement. The Company and Union will meet prior to the planned shutdown to discuss and plan the scheduling of manpower for the last three days in order to accomplish system fill.

Each supervisor, after receiving proper approvals, will post the department vacation schedule listing all employees and the vacation periods clearly indicated. The prepared vacation schedule will be available at the supervisor's desk and will constitute a proper posting.

An employee scheduled for vacation time off (other than the vacation shutdown period eighty (80) hours only) will be issued a written statement by the supervisor on the same day the request is input in the computer (Two's System) for payment.

In no case when the employee has requested and has been scheduled in advance for vacation time off should the written form and computer input be done after the start date of the vacation.

For an employee requesting vacation pay in advance, the supervisor must input the request in the computer and fill out the written request form no later than Friday prior to the 1st full week to be worked before the first day of vacation.

#### PLANNED DAY OFF PROCEDURE

During negotiations, the Company and the Union discussed the need for employees to have personal time off for various reasons. Furthermore, the parties reached an understanding that supervisors in every zone would permit one (1) employee to be excused daily. If the zone is larger than 45 employees, supervisors would permit two (2) employees to be excused daily.

Employees with poor attendance records may be denied a planned day off.

Requests to deviate may be reviewed by the department superintendent and the district representative.

An employee will have the opportunity to sign up for and be excused in advance for a Planned Day Off. Employees must make application by having the supervisor register their name in the Planned Day Off Calendar for the date requested, and the request calendar will be maintained by shift at the supervisor's desk and prominently displayed (non-removable)

Planned day Off requests by an employee can only be honored (accepted) forty-five (45) days or less in advance and are limited to five (5) days each calendar year (January 1 through December 31). Requests will be handled on a first come first served basis. Employees granted a planned day off will have their name entered on the Planned Day off Calendar

with the date approved and any request for excused absence pay noted. Written approval will be provided to the employee upon request. It is understood that only employees granted a planned day off will be entered on the calendar.

Excused absence pay will be processed in advance for the planned day off if the employee is eligible. Employees must use all paid time (excluding 80 hours that is reserved for shutdown) prior to scheduling an unpaid day off in accordance with this agreement.

The Planned Day Off Calendar maintained at the supervisor's desk will be open for review by the employee's district representative.

MP&L will continue their present practice of tracking and permitting up to five (5) employees to be excused daily (combination of vacation, excused and unpaid time off) within their organization.

The Company and the Union mutually agree to suspend the Planned Day Off Procedure during the actual periods when the Plant is implementing the Alternative Work Schedule Agreement.

#### TIME OFF FOR VOTING

Where production schedules inhibit employees from voting, adjustments to production schedules will be made to accommodate employee's rights to vote in accordance with State Law.

#### TRAIN SWITCH

The Material Department will continually review in-plant railroad switches between shifts. Except in instances when production operations would be curtailed, train switches would not be scheduled one-half hour prior to the number two shift or between the end of the number two shift and the start of the number three shift.

Chicago Assembly Plant has no control over train traffic off Company property.

## UNCLAIMED PAY NOTICES

The Company will post monthly a list of unclaimed pay checks and provide the Union with a copy.

## WEARING APPAREL

During the negotiations, the Union complained that personnel from the coverall service company are not available at the right times to resolve coverall issues problems, in an effort to resolve this complaint, the coverall service company will have a representative available one (1) hour prior to the start of each production shift. A sufficient supply of "Loaner" coveralls will be stocked to meet the needs of employees requiring them, consistent with the Company's existing coverall program; the Union may present issues regarding coverall availability to the Labor Relations Supervisor for resolution with the coverall service company. The present practice of issuing foul weather gear to those employees required to work outside during inclement weather will continue and a procedure will be developed for the temporary issuance of same.

Parkas will be made available from General Stores to employees required to work outside during winter months. Disagreements on distribution of parkas are to be referred to Labor Relations for resolutions. A sufficient number of parkas will be available to permit cleaning during the winter months.

## WORK ASSIGNMENT PLANT SERVICES

During these negotiations the Union complained about abuses surrounding use of Plant Services employees for production work. It is the Company's position that the primary purpose of utilizing the Plant Services classification is to perform clean up, notwithstanding the Company's rights as stated in the Master Agreement. Problems associated with these abuses will be brought to the attention of the affected employees Area or Operations Manager, then Labor Relations.

## WORK WITHOUT PAY

It is Company policy that employee shall not work before their scheduled starting time, during their scheduled relief time, during their scheduled lunch period, or beyond their scheduled quitting time unless they are authorized and paid by the Company. Employees will be instructed that compliance with this policy will be mandatory.

To: Tony Tallarita  
Chairman, Local 551

From: Tim Caplice  
HR Manager

Subject: Cafeteria and Vending Areas

During the course of these negotiations, the union expressed concern about our cafeteria and vending services. Based upon our discussions during these negotiations, the Company has agreed to the following:

- All cafeterias and break rooms will have wall clocks.
- All cafeterias and break rooms will be air conditioned.
- Canteen will provide and maintain microwaves and an ice machine in each eating/ vending area.
- A toll free repair number will be displayed in all vending areas so employees may immediately report issues.
- Products should be removed from the vending machines no later than the expiration date on the product.
- Vending machines shall be stocked on a weekly basis.

Additionally, the Company will report any changes to the regularly scheduled lunch times to cafeteria management so they can prepare for the change.

Finally, the company and union will continue to discuss opportunities to more effectively provide dining service to our employees.

Vehicle Operations  
Ford Motor Company

Chicago Assembly Plant  
12600 S. Torrence Ave.  
Chicago, IL 60633  
October 14, 1999

To: Buddy Campbell

From: James Brown

Subject: Changeover Agreement

During these negotiations the Union expressed their concern with the current process of selecting applicants to fill non apprenticeable changeover classification openings.

The Company agreed to select qualified seniority employees from the Skilled Trades Supplement list to fill openings for Auto Mechanic, Carpenter, House Painter, and Repair Power Tools.

James Brown  
Human Resources Manager

Vehicle Operations  
Ford Motor Company

Chicago Assembly Plant  
12600 S. Torrence Ave.  
Chicago, IL 60633  
October 14, 1999

To: All Employees

From: Ron Reaves

Subject: Employee Dignity

At the Chicago Assembly Plant, people are our most valuable asset. Each employee has a right to be treated with dignity and respect, in an atmosphere free from discrimination and harassment.

We are a team at the Chicago Assembly Plant. All of us (hourly and salary) have a role to play in creating and sustaining a work environment which is inclusive and which allows all people to contribute fully to the success of the Chicago Assembly Plant.

I want to ensure that everyone understands the importance of treating each other with dignity and respect. After all, this is about valuing people and everyone working together to make Chicago Assembly a Plant we can all be proud of.

Ron Reaves  
Plant Manager

Vehicle Operations  
Ford Motor Company

Chicago Assembly Plant  
12600 S. Torrence Ave.  
Chicago, IL 60633  
October 14, 1999

To: Buddy Campbell

From: J. Wiacek

Subject: FTPM

The parties agree that the goals of Ford Total Production Maintenance (FTPM) are to promote continuous improvement by working towards the Concept of Zero which leads to “ZERO” accidents, “ZERO” quality defects, “ZERO” waste, and “ZERO” downtime. We must improve Reliability and Maintainability to lower total life cycle costs that are necessary to assert a competitive edge, FTPM promotes the proactive participation of all employees while maintaining the integrity of the existing processes and Ford UAW agreements. FTPM at the Chicago Assembly Plant will be implemented within the framework of the Ford-UAW agreements recognizing that lines of demarcation are to be observed.

1. No lines of demarcation will be violated.
2. No production workers will be assigned to do skilled trades work.
3. No tradesman will perform work outside of his respective trade.

FTPM will increase production’s and maintenance’s ability to communicate with each other, thereby bettering the chances of equipment up time by early detection of things that may go wrong.

To: Tony Tallarita  
Chairman, Local 551

From: Tim Caplice  
HR Manager

Subject: Weekly Good and Welfare Meetings

During these 2005 negotiations, the Company and Union discussed at great length the importance of open dialogue between the Operating Committee and the Local Union Leadership Team. The parties agreed that in an effort to jointly and continually address concerns between the company and the union, the Operating Committee and the Bargaining Team will meet weekly to discuss and resolve issues. The parties will also exchange information about pending changes within our facility, and the parties will discuss continuous improvement ideas and strategies for the Chicago Assembly Plant.

In an effort to keep the workforce informed, the parties have also agreed to continue regular “State of the Business” meetings. These meetings will be scheduled in advance in coordination with union leadership.

To: Tony Tallarita  
Chairman, Local 551

From: Tim Caplice  
HR Manager

Subject: Medical Placement Committee

During the 2005 negotiations, the Company and Union discussed the importance of a rigorous case management process with the goal to place restricted employees on value-added work, eventually returning the employee to unrestricted work. The Company and Union have agreed to continue our weekly case management meetings to accomplish this joint goal. The placement committee members will include the Department Superintendents, an HR representative, a Union representative, the Medical Department, Worker's Comp Representatives, a Safety representative, and a Finance Representative. This committee will discuss difficult to place restricted employees and utilize the various departmental representatives to find value-added work for these restricted employees. To the extent possible, the committee will strive first to place the restricted employees within their home departments, and then within available light duty work outside of their departments. The committee will work to ensure that medically restricted employees are only placed on premium jobs (such as a Pre-Delivery assignment) as a last alternative prior to placing an employee on no work available. This Case Management Committee will be instructed and act in accordance with the provisions of Article VIII, Section 27 of the National Agreement.

To: Tony Tallarita  
Chairman, Local 551

From: Tim Caplice  
HR Manager

Subject: New Hires and Transfers

During the course of these negotiations, the Union expressed great concern regarding the placement of new hires and transfers into the workforce. Although the Company reserves the right to place new hires and transfers, the Company is committed to having advance discussion with the Union regarding these initial placements

To: Tony Tallarita  
Chairman, Local 551

From: Tim Caplice  
HR Manager

Subject: Outside Contracting and the Importance of  
Advance Discussions

During the course of these negotiations, the Union expressed concern over the use of outside contractors, vendors, and other workers performing work within the plant. The Company reaffirms its commitment to adhering to the Outside Contracting Provisions contained with Article IV, Section 8 of Volume I and within the numerous associated letters of understanding found in Volume IV of the Collective Bargaining Agreement. The Company and Union will meet regularly to review our adherence to these important procedures paying particular attention to the advance notification and discussion procedures as outlined in the Letter of Understanding dated October 9, 1999.

Regarding the hours worked by outside contractors in relation to approved labor clearances, at the Chairperson's request, the Company will provide the union with a weekly list of accurate hours worked by the outside contractors.

Vehicle Operations  
Ford Motor Company

Chicago Assembly Plant  
12600 S. Torrence Ave.  
Chicago, IL 60633  
May 23, 2008

To: Ryan W. Rettig

From: Anthony D. Dodson

Subject: Reward and Recognition

During 2007 local negotiations, the subject of reward and recognition programs and its impact on employee morale was discussed at length. Both parties expressed an interest and shared vision to recognize positive contributions by individuals and workgroups, and celebrate Plant milestones and achievements.

The parties mutually agree to utilize the Good and Welfare meetings as the primary forum to reward and recognize employees. Examples of reward and recognition include, but are not limited to, a free meal ticket to the cafeteria, special recognition from the joint Plant leadership, or a simple "Thank You".

Additionally, the parties commit to utilize jointly agreed upon local Nickel Fund requests as a resource to enhance continuous improvement and recognize best-in-class levels of achievement in safety, quality, and cost performance. The parties also, hereby, reaffirm our joint responsibility to evaluate recognized, internal and external indicators of performance in order to identify our gap to our competitors and implement the required actions to achieve and sustain competitiveness.

Nothing in this Letter of Understanding is intended to modify any rights of either party under the Master Agreement

Anthony D. Dodson  
Human Resource Manager

Vehicle Operations  
Ford Motor Company

Chicago Assembly Plant  
12600 S. Torrence Ave.  
Chicago, IL 60633  
October 14, 1999

To: All Employees

From: Ron Reaves

Subject: Safety

I want to emphasize that the health and safety of all the employees at the Chicago Assembly Plant is a very high priority. Every employee is an important member of our Ford Safety Team and is expected to do his/her part in maintaining the highest standards of safety.

Safety is a basic responsibility of management at all levels and one that must be fulfilled.

Work injury experience reports clearly indicate that most accidents are caused by carelessness and violations of safety rules or safe practices. When violations are observed, immediate action must be taken in accordance with established Labor Relations guidelines.

With all of the training and possible physical means available for working and operating safely, good results still will not be attained unless all employees believe in safety and work at it all the time.

I call upon every employee at Chicago Assembly to follow safety as being a component of every action performed, rather than a separate program. Also, to become more knowledgeable in identifying and preventing the means to preventing injury.

Safety awareness and a commitment to follow safe practices in all our operations is the only approach I will find acceptable. Your personal and continued attention to health and safety will benefit the entire workforce.

Ron Reaves  
Plant Manager

Vehicle Operations  
Ford Motor Company

Chicago Assembly Plant  
12600 S. Torrence Ave.  
Chicago, IL 60633  
October 14, 1999

To:

Buddy Campbell

From:

James Brown

Subject:

Skilled Trades Temporary Layoff

As a result of the reorganization to Area Management, it is understood that the Company will treat temporary layoffs for Skilled Trades as in the past in accordance with the Master Agreement.

The parties agree to discuss any temporary layoff situation including inverse seniority that may apply.

James Brown  
Human Resources Manager

Vehicle Operations  
Ford Motor Company

Chicago Assembly Plant  
12600 S. Torrence Ave.  
Chicago, IL 60633  
October 14, 1999

To: All Employees

From: Ron Reaves

Subject: Stop Button Program

One of the programs designed to assist us in building the “Best-In-Class” automobile at the Chicago Assembly Plant is the Stop Button Program.

Employees are encouraged to assist us in our continuing effort to improve quality by completing their operations within their workstation. In the event of a manufacturing problem, employees should first notify their utility upgrade or supervisor. If these individuals are not readily available, employees should use whatever methods have been set up in their respective area. But if it is necessary to stop the line please do so, without undo harassment or punishment for doing so.

Ron Reaves  
Plant Manager

To: Tony Tallarita  
Chairman, Local 551

From: Tim Caplice  
HR Manager

Subject: Team Leaders

During these 2005 negotiations, the Company and Union discussed at great length the importance of effective Team Leaders. For Team Leaders to be successful, they must be properly trained, and they must abide by the agreed upon plant roles and responsibilities. Team Leaders must promote continuous improvement through empowerment of their teams and unity of their work cells. Team Leaders will drive, track, and facilitate their team's progress and improvements in Safety, Quality, Delivery, Cost and Morale. The UAW fully supports these leaders taking the initiative to lead by example. Management will continue to act as both advisor and supporter of the teams. Management, not Team Leaders, will also continue to give direct orders to members of these teams.

To: Tony Tallarita  
Chairman, Local 551

From: Tim Caplice  
HR Manager

Subject: Training Center

During these 2005 negotiations, the Company and Union discussed the probability for a new Training Center at Chicago Assembly Plant. It is expected that this training center will afford training opportunities to both Ford employees and to members of the surrounding community. As plans continue for this new facility that is expected to be located at the northeast corner of the administration building, the union expressed concern regarding who would perform the cleaning and maintenance of this proposed facility. As our cleanup and maintenance personnel currently service this area, they will continue to service the area in the same capacity when and if this new training center becomes a reality for Chicago Assembly Plant.

To: Tony Tallarita  
Chairman, Local 551

From: Tim Caplice  
HR Manager

Subject: Vendors/ Suppliers

During the course of 2005 negotiations, the issues regarding vendors and suppliers were discussed at length. It is clear to the parties that the quality of parts is critical to the product we produce and that responsibility for delivering a quality part must reside with the supplier. A result of this relationship is that we frequently experience suppliers in our facility. A supplier may be on site for a number of reasons associated with the performance of their part, one of which can be to address quality concerns. For suppliers from other than the Supplier Park, the Incoming Quality Department will continue to utilize a sign in process to track when they are in our facility.

The Company agreed that the Incoming Quality Department will provide advance notice to the Union when vendors/ suppliers are required to be in the Plant to correct quality concerns. In the event that supplier part rework is required, the details of this quality rework will be discussed with the local union. To the extent possible, sorting will be done in a pre-determined quarantined area.

If a quality concern is raised for a part already on a vehicle, to the extent practicable, UAW employees will remove the part(s) from the vehicle and tender the part(s) to the vendor. When yard audits become necessary on vehicles that have already been built, our employees will participate in these audits.

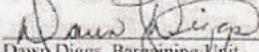
Local Agreement  
Settlement  
Chicago Assembly Plant  
Effective May 23, 2008

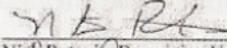
SETTLEMENT AGREEMENT

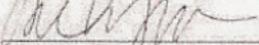
It is mutually agreed between Ford Motor Company, Vehicle Operations, Chicago Assembly Plant, and the International Union, U.A.W., Local 551, that all matters under dispute have been resolved by the parties and that Local Negotiations have been satisfactorily concluded as of May 23, 2008. This agreement is subject to the approval of US Union Affairs and the National Ford Department.

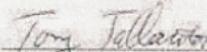
For the Union

  
Ryan Rettig, Chairman

  
Dawn Diggs, Bargaining Unit

  
Nick Rutovic, Bargaining Unit

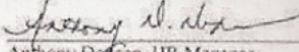
  
Mike Marzillo, Skilled Trades Committee person

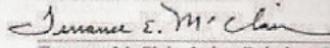
  
Tony Talarita, Region 4 - UAW

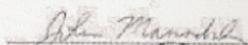
UAW National Ford Dept.

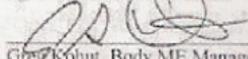
For the Company

  
Anthony Hoskins, Plant Manager

  
Anthony Dodson, HR Manager

  
Terrance McClain, Labor Relations Supervisor

  
John Mannebach, Controller

  
Greg Kohut, Body ME Manager

Jim Larese, VO Labor Manager

Labor Affairs Staff