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# **SKILLED TRADES BOOK**

**Includes Agreements and  
Letters of Understanding**

*between*

**UAW®**

*and the*

**FORD MOTOR COMPANY**



**Agreements Dated**


**November 3, 2007**

*(Effective November 19, 2007)*

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*Includes Administrative Corrections*



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**NOTE:**

The material in this booklet contains portions of the terms of the Collective Bargaining Agreement dated **November 3, 2007**, as they relate to Skilled Trades including Apprenticeship.

The contractual language in this document has been compiled from excerpts of the Master Agreement and Letters of Understanding between the Ford Motor Company and the UAW and other sources and is not intended as a substitute for the original language.

The purpose of this booklet is to place under one cover information affecting Skilled Trades. Information that is common to all hourly employees, such as Retirement, SUB, Group Life and Disability Insurance, Hospital-Surgical-Medical-Prescription Drug-Dental-Vision and the Collective Bargaining Agreement, etc., is not reproduced in its entirety in this document. This general information applicable to all hourly employees has, however, been reproduced in other booklet forms.

We hope you will find this booklet helpful.

**BOB KING**

Vice President and Director  
UAW, National Ford Department

**MARTIN J. MULLOY**

Vice President  
Labor Affairs

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SKILLED TRADES SUPPLEMENTAL AGREEMENT

**SKILLED TRADES  
SUPPLEMENTAL AGREEMENT  
BETWEEN FORD MOTOR COMPANY  
AND UAW**

On **November 3, 2007**, at Dearborn, Michigan, Ford Motor Company, a Delaware corporation, hereinafter designated as the Company, and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW, an unincorporated voluntary association, hereinafter designated as the Union, hereby agree as follows:

**1. Employees Covered**

This agreement shall be applicable to employees in all skilled classifications in the Tool and Die, Maintenance, Construction and Power House groups (Appendix F to the Collective Bargaining Agreement dated September 28, 1949, as amended) and to apprentices covered by an apprenticeship agreement between the Company and the Union.

**2. Spread Rate Classifications**

(a) A uniform spread of twenty cents (20¢) shall be established for all spread rate classifications in Appendix F (Skilled Trades). The minimum rates shall be established at twenty cents (20¢) below the maximum rates for each classification. Equal increments in five cents (5¢) amounts shall be established between the minimum and maximum rates.

(b) All employees in Appendix F (Skilled Trades) classifications (except those classified as Leader, Changeover or Upgrader) shall receive the maximum rate of their classification within three (3) months from the date on which they are so classified or acquire seniority, whichever is later. Rate progression to the maximum shall be as provided in the Merit Increase Agreement.

**3. Maintenance and Construction Work —  
Use of Seniority Employees**

It is the policy of the Company to fully utilize its seniority employees in the skilled trades (Appendix F) in the performance of maintenance and construction work, in

## SKILLED TRADES SUPPLEMENTAL AGREEMENT

accordance with its letter to the Union of January 20, 1949.\*

#### 4. **New Die Construction Work — Use of Seniority Employees**

It is the policy of the Company to utilize its seniority journeymen in the tool and die classifications (Appendix F) in the performance of new die machining, fabrication, repair, tryout and related checking fixture construction work in accordance with its letter to the Union of October 4, 1979.\*\*

#### 5. **Apprenticeship Standards**

The Apprenticeship Standards Agreement, as amended herein, is made Exhibit I hereof and a part of this Agreement.

#### 6. **Skilled Trades Work Assignments**

It is the policy of the Company to assign work between skilled tradesmen in conformity with the principles set forth by the Ford-UAW Umpires in Opinions A-223, A-278 and B-14 and other Umpire memoranda. A more detailed statement of this policy is made in Exhibit II hereof and a part of this Agreement. It is not intended that this statement shall place any added limitation on the Company's right of assignment, nor that lines of demarcation shall arise as the result of resolving skilled trades job assignment disputes.

At any Company plant where the Local Union shall within 30 days from the date hereof so notify local Management in writing, this Section shall not be deemed to be in effect and the contractual situation with respect to the making of skilled trades work assignments as it existed under the Agreement between the parties dated October 20, 1961, shall be deemed not to have been affected in any way by either the fact that this Section has been inserted in this agreement or that such notice of noneffectiveness has been given; provided, however, with respect to the Rouge Area such notification shall be given separately as to the Tool and Die Unit and the Maintenance and Construction Unit, but if given as to any such Unit, shall be applicable

\* Reproduced in full beginning on page 46.

\*\* Reproduced in full beginning on page 49.

## SKILLED TRADES SUPPLEMENTAL AGREEMENT

to all skilled employees on the trades in such Unit, including employees on the same trades in other Rouge Units, throughout the Rouge Area.

### **7. Development of Local Skilled Trades Work Assignment Guides**

It is agreed that the Local Union and local Management may undertake to identify skilled work assignment practices pertaining to the skilled apprenticeable trades within the plant with the objective of establishing mutually acceptable guidelines for skilled trades work. Such guidelines shall recognize that assignments vary from plant to plant, between shifts within a plant, that the same assignment may be made to more than one trade and such guidelines are not intended to confer exclusive rights not otherwise recognized to one trade. Upon the request of the Unit Chairperson, local plant Management will meet to establish the procedure for implementation of this provision. It is expected that the Unit Chairperson will prepare and submit for consideration a description of the practices over which agreement is being sought. Upon submission thereof the parties may conduct joint or independent investigations of the practices involved.

It shall not be a function of the Local Union or local Management under this provision to change or modify assignment practices even in the case of a mixed practice. Rather, the parties shall identify practices which meet the criteria for past practice set forth in Exhibit II hereof and practices so defined and agreed upon shall serve as guides for skilled trades work assignments.

Agreements regarding such practices shall be executed in writing and shall be subject to the approval of the National Ford Department and Labor Affairs.

In the event the parties locally are unable to agree upon the definition of a skilled work assignment practice, the issue may be appealed by either party to the National Ford Department and Labor Affairs.

In the event the issue has not been resolved at the national level within 30 days from the date of appeal either party may submit the issue to the Umpire under the procedure provided in Article VII, Section 9(b) of the

## SKILLED TRADES SUPPLEMENTAL AGREEMENT

Agreement. In such a case the Umpire shall be empowered only to define the work assignment practice at issue at the location involved based upon the criteria discussed above and this determination shall be final and binding upon the parties.

It is recognized that it is in the mutual interest of both parties to maintain efficiency in the utilization of the skilled work force. Consequently, such guidelines shall not require the adoption of classifications not presently utilized at the plant; will not result in increased idle time, make-work assignments, added manpower, change present ground rules governing claims for back pay, or affect the right of the Company to determine skilled manpower needs for each trade on each shift.

It is understood that any local agreement establishing skilled trades work assignment guidelines shall be subordinate to the provisions of the Agreement and of the Skilled Trades Supplemental Agreement. A Local Union seeking the establishment of skilled trades assignment guides under this provision shall be deemed to have elected to be bound by the provisions in the first paragraph of Paragraph 6 above.

In the event a new apprenticeable trade is established in a plant the parties locally shall be authorized to negotiate mutually acceptable guidelines for skilled work assignments pertaining to that trade subject to the approval of the National Ford Department and Labor Affairs.

### 8. **Ratification of Agreement**

This agreement is supplemental to the Collective Bargaining Agreement between the Company and the Union dated the same as the date hereof and shall become effective immediately after receipt by the Company from the Union of written notice on or before expiration of the time for ratification specified in the 2007 Settlement Agreement that this Supplemental Agreement, the Collective Bargaining Agreement, and the other agreements listed in Article XI, Section 1 of the Collective Bargaining Agreement, being entered into between the parties on the same date as the date hereof, have been ratified by the Union, following which the provisions hereof shall become effective as specified herein. Those provisions as to which

SKILLED TRADES SUPPLEMENTAL AGREEMENT

no other effective date has been specified in this Supplemental Agreement shall be effective immediately upon receipt by the Company of such notice of ratification.

IN WITNESS WHEREOF, the parties hereto have duly executed this Agreement as of the date first above written.

**FORD MOTOR COMPANY**

William C. Ford, Jr.  
**Alan R. Mulally**  
**Mark Fields**  
Joe W. Laymon  
Martin J. Mulloy  
**Joseph R. Hinrichs**  
**William P. Dirksen**  
Livio Mezza  
**Keith A. Kleinsmith**  
**Jack L. Halverson**  
**Ken Macfarlane**  
**Ken Williams**  
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**National Ford Council**  
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**Mike Abell, Subcouncil #2**  
Jeff Washington, Subcouncil #2  
Bernie Ricke, Subcouncil #1  
**Davine El-Amin Wilson,**  
**Subcouncil #1**  
**Dave Berry,** Subcouncil #2  
**Chris Crump,** Subcouncil #3  
**Chris Viscomi,** Subcouncil #3  
**Charlie Grangarossa,**  
Subcouncil #4  
**Tim Levandusky,** Subcouncil #4  
**Jeff Terry,** Subcouncil #5  
**Johnny Verellen,** Subcouncil #5  
**Jodey Dunn,** Subcouncil #6  
**Dave Rogers,** Subcouncil #7

**EXHIBIT I****APPRENTICESHIP STANDARDS**

The original Apprenticeship Standards were accepted by Ford Motor Company and the United Automobile, Aircraft and Agricultural Implement Workers of America, CIO on January 9, 1942.

The following standards of apprenticeship covering the employment and training of apprentices in the trades included in these standards have been agreed to by Ford Motor Company and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America.

The standards and their application will be under the supervision of a Joint Apprenticeship Committee representing the Union and the Company as hereinafter set forth.

**Tom Boritzki, Coordinator**

**Richard Freeman, Company Coordinator**

**Marie Douglass, Company Representative**

**Dan Hagen, Company Representative**

**Larry Shrader, UAW Representative**

**Lisa Burnett, UAW Representative**

**Consultant:** Dean Guido, Regional Executive Assistant, of the **Office of Apprenticeship**, U.S. Department of Labor.

**Article 1. Definitions**

- (a) The term "Company" shall mean Ford Motor Company.
- (b) The term "Union" shall mean the duly authorized representatives of the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America.
- (c) "Registration Agency" shall mean the **Office of Apprenticeship**, U.S. Department of Labor.
- (d) "Apprenticeship Agreement" shall mean a written agreement between the Company and the person employed as an apprentice, and if the apprentice is a minor, the apprentice's parent(s) or guardian, which agreement or indenture shall be approved by the Joint Apprenticeship Committee and registered with the Registration Agency.

- (e) “Apprentice” shall mean a person who is engaged in learning or assisting in the trade to which the person has been assigned under these Standards and who is covered by a written agreement with the Company providing for the individual’s training in accordance with these Standards of Apprenticeship and who is registered with the Registration Agency.
- (f) “Committee” shall mean the Joint Apprenticeship Committee organized under these Standards.
- (g) “Plant Subcommittee” shall mean each duly authorized subcommittee of the Joint Apprenticeship Committee for those programs established in plants under these Standards.
- (h) “Standards of Apprenticeship” shall mean this entire document, including these definitions.
- (i) “Collective Bargaining Agreement” shall mean the collective bargaining agreement between the Company and the Union.

### **Article 2. Apprenticeship Eligibility Requirements**

In order to be eligible for apprenticeship under these Standards, the applicant must meet the following qualifications:

- (a) Consistent with applicable state and federal laws: (1) all applicants shall meet the physical requirements of the Company for the applicable trade and (2) applicants must be at least age 18. All employees of the Company assigned to locations included in the testing session(s) will be eligible to apply when in-plant testing is being utilized, and any request to or from the Joint Apprenticeship Committee for deviation is subject to approval of Labor Affairs and the National Ford Department.
- (b) Applicants who meet all eligibility requirements and are accepted for apprenticeship shall be placed on the eligibility list in chronological order. At that time the applicant will be required to state up to three trade preferences. Stated preferences of applicants and their position on the eligibility lists will determine the order in which applicants are called to go on course.

- (c) Applicants shall submit an application for apprenticeship with all necessary data for the approval of the Joint Apprenticeship Committee.
- (d) Applicants shall satisfactorily complete the required Apprentice Selection Test Battery.
- (e) The acceptance or rejection of applications for apprenticeship shall be at the sole discretion of the Joint Apprenticeship Committee and shall not be subject to review through the Grievance Procedure provided for in Article VII of the Collective Bargaining Agreement between the parties, and Article IV, Section 2, of the Collective Bargaining Agreement (Promotions) shall have no application to applicants for apprenticeship.
- (f) Exceptions to these requirements may be made by the Joint Apprenticeship Committee for applicants who have unusual qualifications which may apply to the apprenticeship.
- (g) In continuance of the policy established and maintained since the inception of these Standards and in accordance with the purpose of promoting equality of opportunity, the recruitment, selection, employment, and training of apprentices during their apprenticeship, shall be without discrimination because of age, race, color, religion, national origin, or sex, or against qualified individuals with disabilities. Affirmative action will be taken to provide equal opportunity in apprenticeship and the apprenticeship program will be operated as required under applicable Federal laws and regulations.

### **Article 3. Credit for Previous Experience**

Employees of the Company and those who have had previous employment experience, who desire to become apprentices and are selected, may be allowed credit in accordance with these Standards for applicable experience, after their records have been checked and evaluated by the Joint Apprenticeship Committee. Evaluated work experience must have been gained under an apprenticeship program or under a trainee, upgrader and/or changeover program and not in a trade school or vocational school.



Returned veterans and former Peace Corps members may have their service or Peace Corps work record evaluated and credit given on apprenticeship for applicable practical experience gained in the Armed Services or the Peace Corps after evaluation by the Joint Apprenticeship Committee.

A request for credit for previous experience must be accompanied by a typewritten letter on the employer's official stationery bearing the notarized signature of the employer or the employer's designated representative describing in detail the experience supporting the request.

In order to receive credit, previous shop experience must be accompanied by appropriate related course instruction. Requests for credit for previous experience must be made at time of indenture and be noted on Form 4410 so that such experience can be taken into account in the course of training and to permit deficiencies in related instruction to be made up to the extent that it is practicable to do so.

#### **Article 4. Term of Apprenticeship**

The term of apprenticeship shall be as established by these Apprenticeship Standards in accordance with the schedule of work processes as outlined in Appendices attached hereto and related instruction as outlined in Article 10(b).

Each phase of the scheduled hours of shop training will be considered complete if it is within the limits defined in the appendix. Deviations from the limitations of this paragraph may be approved by the Joint Apprenticeship Committee at the request of Plant Subcommittees.

#### **Article 5. Probationary Period**

The first three months of active employment for any employee while classified as an apprentice shall be known as the apprentice probationary period. During this probationary period the Apprenticeship Agreement may be cancelled by the Joint Apprenticeship Committee. The Registration Agency shall be advised of all such

cancellations. This shall not limit the right of the Company to discipline a probationary apprentice for cause for matters not related to the apprentice's training.

When probationary apprentices are to be laid off, they shall be laid off in reverse order of going "on course."

A laid-off probationary apprentice will be recalled to apprenticeship before placing a new apprentice on the same trade.

However, a probationary apprentice who has been laid off shall be returned to the eligibility list with the same trade preferences and in the same relative position that the apprentice had when originally placed on the program.

#### **Article 6. Hours of Work**

Apprentices shall work the same hours and be subject to the same conditions as the journeymen employed by the Company. When required to work overtime, the apprentice shall receive credit on the term of apprenticeship for only the actual hours of work.

Procedures for determining overtime equalization among apprentices and journeymen shall be made by local agreement in accordance with Article IV, Section 6 of the Collective Bargaining Agreement, subject to the approval of the UAW, National Ford Department, and Labor Affairs of the Company.

In computing overtime, hours of schooling shall not be considered as hours of work. Hours spent in training (classroom or laboratory) are not considered hours of work and/or employment and no compensation will be paid therefor.

In the event of a temporary layoff in the Rouge Area, apprentices shall be laid off before journeymen in the same trade in that department, but shall not be considered separated for purposes of determining the existing ratio. Deviations from this provision may be made by local agreement subject to the approval of the UAW, National Ford Department and Labor Affairs of the Company.

**Article 7. Ratios**

- (a) The number of apprentices which the Company shall employ at any time shall be subject to the limitations set forth below, which shall be applied separately to each trade in each seniority Unit.
- (b) When there are no journeymen laid off and there is no Upgrader or Changeover Agreement in effect, there shall be no restriction on the number of apprentices.
- (c) When there are no journeymen laid off and there is an Upgrader or Changeover Agreement in effect (whether or not any employees are then classified as upgraders or changeover employees) the number of apprentices to journeymen shall not exceed one apprentice for every five journeymen, except that:
  - (1) Where there is a shortage of journeymen available in relation to the need, such as occurs, for example, in the case of a new plant, expansion of an existing plant, certain technological changes or retirements, the parties locally shall mutually agree to a number of apprentices greater than 1 to 5 journeymen, in accordance with the need; notwithstanding the foregoing the Company may add apprentices greater than the ratio of 1 to 5 to meet the need resulting from early retirement of journeymen under the Ford-UAW Retirement Plan; and
  - (2) Where the existing number of apprentices is greater than one for every five journeymen, the Company shall not be required to reduce the number of apprentices immediately, but shall add no more apprentices until the ratio shall be reduced to 1 to 5, but thereafter shall not exceed such 1 to 5 ratio.
- (d) The ratio of apprentices to journeymen will be adjusted to reflect changes due to retention of newly graduated apprentices as journeymen, replacement of newly graduated apprentices by greater seniority journeymen, and separation of either journeymen or apprentices for any reason and such new ratio shall be considered the existing ratio for purposes of a subsequent layoff or recall.

- (e) Subject to the provisions of Article 6 above, when a reduction in force occurs in a trade where apprentices are employed —
- (1) If the ratio of apprentices to journeymen is one to ten or greater (i.e., 1:8, 1:5, etc.), apprentices first shall be laid off until the ratio to journeymen is one to ten.
  - (2) Thereafter, apprentices shall be laid off proportionately to maintain such ratio insofar as practical, except that:
    - (i) A minimum of one apprentice may be retained in each trade in each seniority Unit so long as at least one journeyman remains employed in that trade, and that
    - (ii) In the event the reduction in force is due to unusual circumstances, including, but not confined to: a transfer or discontinuance of an operation, major technological developments, the elimination or consolidation of classifications, the discontinuance of a shift, or a drastic reduction in the level of work resulting in a heavy reduction in the skilled work force, the parties locally shall mutually agree to an acceptable layoff and recall plan. Such a layoff plan may provide for reducing the ratio below one to ten, or for laying off all apprentices in a particular trade.
  - (3) If the ratio of apprentices to journeymen is less than one to ten (i.e., 1:11, 1:15, etc.) journeymen and apprentices shall be laid off according to the existing ratio.
  - (4) Upon an increase in the workforce, such ratio, one to ten, or the existing ratio which is less than one to ten between seniority apprentices and seniority journeymen, shall be maintained until all seniority journeymen are recalled. Thereafter, apprentices shall be recalled in seniority order before new journeymen in that classification are hired, provided, however, that this limitation shall not apply to available seniority journeymen on layoff from other Company locations who may be transferred under Article VIII, Section 23(c) of the Agreement.

**Article 8. Discipline**

The Committee shall have authority to act on a recommendation that an apprentice be placed on probation or removed from the apprenticeship for such causes as:

- (a) Unsatisfactory shop progress
- (b) Unsatisfactory school progress
- (c) Unsatisfactory work
- (d) Not following other requirements of the Program

Discipline of apprentices as described above shall not be subject to the grievance procedure under Article VII of the Collective Bargaining Agreement.

**Article 9. Wages**

Apprentice training groups will consist of trades as listed below:

Group 1 — Metal Model **Maker**

Group 2 — { **Electrician**  
Machine Repair  
Power House Mechanic  
**Pyrometer - Cleveland**  
Refrigeration and Air Conditioning  
**Maintenance & Installation**  
**Stationary Steam Engineer**  
**Tool and Diemaker**  
**Toolmaker & Template Maker**

Group 3 — { **Millwright**  
**Plumber - Pipefitter**  
**Sheet Metal Worker**  
**Welder General**

Group 4 — { Industrial Truck Mechanic  
**Mechanic Auto**  
**Refrigeration and Air Conditioning**  
**Machine Operator**

Apprentices shall be paid a percentage of the journeyman's rate in the trade in which they are indentured according to the following Shop Hour Rate Formula effective **November 19, 2007**. The number of hours of related classroom instruction satisfactorily completed must correspond to the schedule set forth in Article 10 for each 1000 hours of shop training in order for an apprentice to be eligible for a rate adjustment as indicated herein.

### SHOP HOUR RATE FORMULA

0-1000 shop hours —	<b>\$28.410*</b>
1001-2000 shop hours —	<b>\$28.540*</b>
2001-3000 shop hours —	<b>\$28.540*</b> + 10% of (max. Jymn. rate minus <b>\$29.055*</b> )
3001-4000 shop hours —	<b>\$28.540*</b> + 22% of (max. Jymn. rate minus <b>\$29.055*</b> )
4001-5000 shop hours —	<b>\$28.540*</b> + 37% of (max. Jymn. rate minus <b>\$29.055*</b> )
5001-6000 shop hours —	<b>\$28.540*</b> + 55% of (max. Jymn. rate minus <b>\$29.055*</b> )
6001-7000 shop hours —	<b>\$28.540*</b> + 78% of (max. Jymn. rate minus <b>\$29.055*</b> )
7001 shop hours —	<b>\$28.540*</b> + 97% of (max. Jymn. rate minus <b>\$29.055*</b> )
<b>graduation</b>	

Applying the foregoing formula, effective **November 19, 2007**, hourly rates for apprentices are as follows:

\* Rate includes **\$0.20** tool allowance, effective on the Effective Date of the Agreement

**APPRENTICE SHOP HOUR RATE SCHEDULE BY TRADE GROUP**

<b>*GROUP</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>Shop Hour Periods</b>				
<b>0-1000</b>	<b>\$28.410</b>	<b>\$28.410</b>	<b>\$28.410</b>	<b>\$28.410</b>
<b>1001-2000</b>	<b>28.540</b>	<b>28.540</b>	<b>28.540</b>	<b>28.540</b>
<b>2001-3000</b>	<b>29.005</b>	<b>28.920</b>	<b>28.890</b>	<b>28.880</b>
<b>3001-4000</b>	<b>29.560</b>	<b>29.375</b>	<b>29.315</b>	<b>29.290</b>
<b>4001-5000</b>	<b>30.255</b>	<b>29.940</b>	<b>29.840</b>	<b>29.805</b>
<b>5001-6000</b>	<b>31.085</b>	<b>30.620</b>	<b>30.475</b>	<b>30.420</b>
<b>6001-7000</b>	<b>32.150</b>	<b>31.490</b>	<b>31.285</b>	<b>31.210</b>
<b>7001-graduation</b>	<b>33.030</b>	<b>32.210</b>	<b>31.955</b>	<b>31.855</b>

\* See apprentice training groups for specific classification status.

Notwithstanding the foregoing provisions covering apprentice shop hour rates, a seniority employee who is transferred to apprentice training shall be paid a first shop hour period rate equal to either the employee's current base hourly rate or **\$30.390\*** whichever is lower, provided however that in no event shall this first period rate be less than ten cents (10¢) above the rate stated for the first shop hour period in the Apprentice Shop Hour Rate Schedule set forth above. Upon the apprentice's completion of the first shop hour period said seniority employee shall be paid a shop hour rate of **\$28.985\*** or the apprentice's first period rate, whichever is higher, and if retained as an apprentice, shall be paid such rate until qualified for a higher rate in accordance with the Apprentice Shop Hour Rate Schedule set forth above.

In addition to receiving pay for shop hours, apprentices shall receive:

- (a) a \$200.00 allowance for the purchase of tools, books, and supplies after being placed in apprentice training and a like amount at the end of the first shop hour period and \$100.00 at the end of the second, third, fourth, fifth, sixth, and seventh shop hour periods as well as upon completion of the apprenticeship, and
- (b) a training incentive for each course of related training successfully completed consisting of the product of the number of class hours on each course and the straight-time shop hourly rate they are receiving at the course completion date (exclusive of cost-of-living allowance and shift premium). The total number of class hours compensated shall not exceed 576; deviations from this total number of class hours compensated for one or more trades may be approved by the Joint Apprenticeship Committee without regard to Article 18, Modification of Standards; and
- (c) for apprentices entering training on or after October 18, 1976, a training incentive credit for the class hours of related training successfully completed while on an eligibility list for apprenticeship training provided: (1) the apprentices were employed by the Company while taking the course(s), and (2) the course(s) is accepted

\* Rate includes **\$.20** tool allowance, effective on the Effective Date of the Agreement.



and credited toward the required related training for the apprenticeship in which the apprentices are indentured. The training incentive credit for these eligible course hours will be banked at the time they have been approved for credit toward their related training requirement. The apprentices may elect to:

- (1) receive training incentive payments for the banked hours in accordance with the schedule of shop hour periods and the number of related training class hours outlined in Article 10(a) of the Apprenticeship Standards at the completion of each 1000 shop hour period until the banked hours have been expended, or
- (2) receive training incentive payments for additional courses in related or elective subjects, with the number of classroom hours of such courses offset against the banked hours until they are expended.

The training incentive payment shall be based on the product of the number of related classroom hours and the straight-time shop hourly rate (exclusive of cost-of-living allowance and shift premium) the apprentices are receiving at the time payment is being made. The total number of class hours compensated under this paragraph (c) and paragraph (b) above shall not increase the total number of compensated class hours beyond the number of hours established in subparagraph (b) above during the apprentices' period of training.

These payments are subject to the condition that they are excluded from consideration in computing any premium payment.

Employees who are given credit for previous experience, upon entering the apprentice program, shall be paid the wage rate for the shop hour period to which such credit entitles them, and thereafter shall be eligible for training incentive payments as provided in the preceding paragraph.

### **General**

All apprentices shall also receive all cost-of-living allowance adjustments that are accorded all hourly employees. When an apprentice has completed the required number of shop and related training hours and the Joint Appren-

ticeship Committee has approved the completion of training, the apprentice shall receive the maximum rate of the rate range paid to skilled journeymen in the classification or trade in which the apprenticeship was served.

### **Article 10. Related Instruction and School Attendance**

#### **(a) Provision for Classroom Instruction of Apprentices**

During the period of the apprenticeship, each apprentice shall be required to complete at least the percent of total required related classroom hours (minimum total of 576) for each shop hour period as indicated below:

<b>Shop Hour Periods</b>	<b>Percent of Total Classroom Hours</b>
0-1000	13%
1001-2000	27%
2001-3000	40%
3001-4000	54%
4001-5000	67%
5001-6000	81%
6001-7000	94%
7001-graduation	100%*

Registration fees and/or tuition required in connection with related instruction under the apprentice program and examination fees for the successful completion of tests taken for related classroom credit will be funded by the Education, Development and Training Program (EDTP) under the letter of understanding Apprenticeship Related Instruction Expense (September 15, 1993). Should EDTP funds not be available, the Company will pay such expenses.

#### **(b) Schedule of Classroom Instruction**

The schedule of related classroom instruction shall be developed from the Related Instruction Guide which

\* Deviations from the total number of shop hours or class hours for any apprenticeship may be approved by the Joint Apprenticeship Committee without regard to Article 18, Modification of Standards.

defines the core tasks apprentices are required to complete. Elective courses, recommended by the plant Subcommittee, must be approved by the Joint Apprenticeship Committee.

**(c) Enforcement of School Attendance**

In case of failure on the part of any apprentice to fulfill the apprentice's obligation as to school attendance the Committee may suspend, place on probation, or revoke the apprentice's Apprenticeship Agreement, and the Company hereby agrees to carry out the instruction of said Committee in this respect. The apprentice and the apprentice's parent or guardian hereby agree to abide by any such determination of such Committee.

The Registration Agency, and the International Union, UAW, shall be notified of any such suspension or revocation.

**Article 11. Joint Apprenticeship Committee**

There is hereby established a Joint Apprenticeship Committee as defined in Article 1. This Committee shall be composed of six members, half of whom shall be appointed by and represent the Company and half of whom shall be representatives of the National Ford Department, appointed by the Director and represent the Union. The Committee shall elect Co-Chairs, one Company and one Union member. The Committee shall meet at least once a month or on call of either of the Co-Chairs.

It shall be the duty of the Committee:

- (a) To provide that each prospective apprentice be interviewed and impressed with the responsibilities the person is about to accept and the benefits the individual will be entitled to receive. The Committee may designate interviewers other than Committee members. The Joint Apprenticeship Committee may limit applications to Company employees in specific instances, subject to the approval of Labor Affairs and the National Ford Department, UAW\*.
- (b) To accept or reject applicants for apprenticeship after preliminary examination by the Company, subject to the

\* Refer to Article 2(a).

conditions stated in Article 2 of these Apprenticeship Standards, and to maintain a list of eligible applicants. The number of applicants to be placed on each plant's eligibility list shall not exceed a number large enough to represent a twenty-four month supply. The provisions of this section may be waived by the Joint Apprenticeship Committee.

The Joint Apprenticeship Committee may establish appropriate procedures to permit employees at Company locations which have no apprenticeship program in effect to apply for apprenticeship at one Company location in the same geographic area having such a program, subject to the approval of Labor Affairs and the National Ford Department, UAW.

- (c) To place apprentices under Agreement.
- (d) To hear and decide on all questions involving the apprentices under these Standards which relate to their apprenticeship.
- (e) To determine whether the apprentice's scheduled wage increase shall be withheld in the event that the apprentice is delinquent in his/her progress.
- (f) To offer constructive suggestions for the improvement of the apprenticeship program.
- (g) To formulate schedules of work experience for all future apprenticeable trades.
- (h) To review and approve in advance any plant plan to lay off all apprentices in a particular trade pursuant to Article 7(e)(2)(ii).
- (i) To certify the names of graduate apprentices to the Registration Agency and recommend that a Certificate of Completion of Apprenticeship be awarded upon satisfactory completion of the requirements of apprenticeship as established herein. No Certificates will be issued by the Registration Agency unless approved by the Committee.
- (j) To approve or reject all minutes and related data received from all plant Subcommittees of the Joint Apprenticeship Committee.
- (k) To properly inform all plant Subcommittees of the Joint Apprenticeship Committee on all applicable procedures.

- (l) To conduct annual on-site reviews of the plant apprentice program training, addressing issues such as but not limited to the following:
- Safety Training
  - Related training instruction
  - On-the-job training
  - Compliance with performance-based apprenticeship requirements
  - Appropriate facilities and resources in support of the plant's apprentice program
- (m) To determine appropriate responses to State apprenticeship agencies, including registration matters in those states where such an agency has been established.
- (n) In general, to be responsible for the successful operation of the Apprenticeship Standards in the Company and the successful completion of the apprenticeship by the apprentices under these Standards.

**Article 12. Plant Subcommittees of the Joint Apprenticeship Committee**

There are hereby established plant Subcommittees of the Joint Apprenticeship Committee as defined in Article 1. These plant Subcommittees shall be composed of at least two members. Half of these Subcommittee members shall be appointed by and represent the Company and half shall be appointed by the National Ford Department Director and represent the Union. These plant Subcommittees shall elect Co-Chairs, one Company and one Union member. These plant Subcommittees shall meet at least once a month or on the call of either of the Co-Chairs.

The Union member(s) of a plant Subcommittee shall be considered part-time representative(s) and each, upon properly reporting to his/her Supervisor when it becomes necessary to leave an assigned job, shall be accorded the privilege of leaving work to promptly perform specific, duly authorized duties, listed below, of the Plant Subcommittee without loss of time, on the understanding that this privilege will not be abused and that each part-time Committee representative will continue to work at as-

signed jobs at all times not required for the performance of such duties. The part-time Subcommittee representative will report to an employee's Supervisor, provided the Supervisor is in the department, before contacting such employee in the performance of Subcommittee duties.

No special privileges shall be accorded part-time Committee representatives during layoffs or overtime work.

It shall be the duty of the Subcommittees of the Joint Apprenticeship Committee to:

- (a) Monitor the progress of all apprentices at their location. This specifically includes monitoring apprentices' shop and school progress and performance, and making contact, when required, with apprentices on the job to determine progress. It also includes reviewing apprentices' in-course progress assessment reports, and prescribing training, shop rotation, and/or other appropriate remedial actions necessary to improve apprentices' performance in the program.
- (b) Hear and decide all questions involving apprentices under these Standards which relate to their apprenticeship, subject to approval of the Joint Apprenticeship Committee, including the apprentice's seniority date in cases referred to in Article 15(a), if the plant delays the release of the apprentice involved.
- (c) Recommend to the Joint Apprenticeship Committee that a Certificate of Completion of Apprenticeship be awarded upon satisfactory completion of the requirements of apprenticeship as established herein. No Certificates will be issued by the Registration Agency unless approved by the Joint Apprenticeship Committee.
- (d) Assist in projecting, as best possible, the future attrition rate of journeymen in apprenticeable trades at their location, so appropriate numbers of apprentices to be placed on course may be requested.
- (e) Work with local colleges and training vendors to establish and maintain necessary related training curricula.

- (f) Offer suggestions to the Joint Apprenticeship Committee for the improvement of the apprentice program.
- (g) Comply with all procedures as established by the Joint Apprenticeship Committee.
- (h) Submit minutes of meetings and all other related data to the Joint Apprenticeship Committee for final approval.

### **Article 13. Supervision of Apprentices**

Apprentices shall be under the immediate direction of the supervisor of the department. Local Management in consultation with the plant Subcommittee is responsible for moving apprentices from one department or area to another in accordance with the predetermined schedule of work training.

The designated local Company representative, in consultation with the Plant Subcommittee, shall prepare adequate record forms to be filled in by the supervisor under whom the apprentices receive direct instruction and experience. Apprentices' immediate supervisors shall make a report to the Plant Subcommittee on the work and progress of the apprentices under their supervision in the frequency and manner as prescribed by the Committee.

If the supervisor finds that an apprentice shows a lack of interest or does not have the ability to become a competent mechanic, the supervisor shall place all the facts in the case before the Plant Subcommittee which shall forward these facts to the Committee for its decisions. Under these circumstances, an apprentice may be permitted to continue in probationary status, required to repeat a specified process or series of processes, or the apprentice's agreement may be terminated. The Registration Agency and the International Union, UAW, shall be advised of all terminations and the reasons therefor.

Nothing in this Article alters Management's right to give direction to apprentices.

**Article 14. Consultants**

The Committee may request interested agencies or organizations to designate a representative to serve as consultant. Consultants will be asked to participate without vote in conferences on special problems related to apprenticeship training which affect the agencies they represent.

**Article 15. Seniority**

- (a) New apprentices and rehired apprentices shall be regarded as probationary apprentices and shall establish apprentice seniority after the first three (3) months of continuous employment with the Company as an apprentice.

In order to become a seniority apprentice, a probationary apprentice must have been employed for a total of three (3) months as an apprentice within the year following the date the person was approved and accepted as an indentured apprentice by the Joint Apprenticeship Committee or last rehired as an apprentice, whichever is the later.

Following completion of the probationary period, the apprentice shall be given apprentice seniority as of the date three (3) months prior to the completion date of the probationary period and will thereafter exercise seniority as provided hereinafter. An apprentice's seniority date shall not precede the date the individual is placed on an apprentice classification, or the apprentice's date of hire, or date of rehire, whichever is the later, except that if the plant delays the release of an hourly employee on the active payroll who has been qualified and approved for placement as an apprentice, such employee shall be considered as being on course as of the date indicated in the "Date Required" column on the Hourly Personnel Requisition, Form 458. However, at no time can the on-course date be earlier than the date the requisition receives final approval, which date must be clearly noted and initialed on the requisition. Disputes involving apprentice seniority dates will be resolved by the Joint Apprenticeship Committee.



Full credit for actual hours spent in training shall be granted toward completion of the individual's apprenticeship. For the purposes of this Article, a rehired apprentice is one who has been placed back on course after losing apprentice seniority, was not eligible for reinstatement as an apprentice or who had been removed from course for cause by the Joint Apprenticeship Committee (as opposed to one who had been suspended by the Committee).

- (b) In no event shall an apprentice acquire apprentice seniority until the apprentice has acquired seniority as a Company employee.
- (c) Apprentices will exercise their seniority in their occupational group. For example, if there are four apprentices in the diemaking occupation, and a reduction in this number is required, the apprentice with the earliest on course date shall be last laid off and the last laid off shall be the first to be reinstated.
- (d) An apprentice starting training on or after September 15, 1970, shall be given seniority as a journeyman, upon completion of apprenticeship, equal to the calendar days subsequent to the person's last hiring date as an apprentice and prior to the date of completion of the apprenticeship.
- (e) Apprentices who joined the Armed Forces or were on a Peace Corps leave and upon return were indentured in some other trade shall be given, for seniority purposes as apprentices, full credit for time spent in military service and on a Peace Corps leave plus such evaluated credit hours agreed to by the Joint Apprenticeship Committee for training gained in such other apprentice classification(s). Upon graduation, such veterans and those who were on a Peace Corps leave shall have their seniority computed in accordance with paragraph (d) above.
- (f) The provision of Article VIII, Section 5, Paragraph (6) of the Collective Bargaining Agreement shall be amended insofar as it applies to apprentices covered by this Agreement to the extent that such apprentices hired subsequent to June 20, 1941 shall not lose their apprentice seniority unless they are continuously unemployed by the Company for a period of time equal to their apprentice seniority but

in no case less than four years (48 months).

In connection with the foregoing amendments as they might affect both journeymen and apprentices, it is expressly understood and agreed that the Company shall assume no liability for back pay claims with respect to holidays, vacations, or any other matter as a result of the retroactive adjustment of such seniority considerations or while such adjustments are being made, nor shall it be liable in any manner with respect to individuals who may be missed in such readjustment and the only redress the Union or its members may seek shall be a seniority correction in the record of such individuals who may be called to the attention of the Company by the Union.

The extension of recall privileges provided for herein is not to be construed as expanding any other contractual privileges beyond the specific provisions of the Master Agreement.

- (g) Apprentices may be transferred from one seniority Unit to another in accordance with the provisions of Article VIII, Sections 23 and 24, and the Letter of Understanding on Apprentice Preferential Placement, Protected Status Placement, and Return to Basic Unit Provisions dated October 9, 1999 of the Collective Bargaining Agreement upon specific prior approval of the Joint Apprenticeship Committee under certain conditions hereinafter outlined:
  - (1) An apprentice, affected by a reduction of force, discontinued operation or classification in a plant, so transferred shall be accorded all of the person's apprentice seniority in the new seniority Unit. Upon graduation, such apprentice shall have total journeyman seniority in the new seniority Unit.
- (h) Upon the apprentice's request, the individual may be transferred from one seniority Unit to another upon specific prior approval of the Joint Apprenticeship Committee. An apprentice so transferred shall be accorded date-of-entry apprentice seniority in the new seniority Unit. It is also expressly understood and agreed that such apprentice shall retain no apprentice seniority rights in the seniority Unit(s) from which the apprentice has transferred. Upon graduation, such apprentice shall

be credited with seniority as a journeyman in the new seniority Unit equal to the apprentice's "on course" time in the new seniority Unit, plus time while on leave of absence for service with the Peace Corps in accordance with Article VIII, Section 31(c) of the Collective Bargaining Agreement, military service time in accordance with Article VIII, Section 33 of the Collective Bargaining Agreement, vacations and time lost during reduction in force while employed in the new seniority Unit.

- (i) An employee who has seniority on an hourly rated job and later transfers to an apprentice classification may, in the event of a reduction of force in the individual's apprentice classification, elect to take a layoff or exercise accumulated seniority on an hourly rated classification which the apprentice held prior to entering the apprentice classification.
- (j) An apprentice who has seniority only on the apprentice classification may, in the event of a reduction of force, elect to take a layoff or accept available work.

#### **Article 16. Apprenticeship Agreement**

Every Apprenticeship Agreement entered into under these Standards of Apprenticeship shall contain a clause making the Standards part of the Agreement with the same effect as if expressly written therein. For this reason every applicant (and if the applicant is a minor the applicant's parent or guardian) shall be given an opportunity to read the Standards before the applicant signs the applicant Agreement.

The following shall receive copies of the Apprenticeship Agreement:

- (a) The apprentice
- (b) Ford Motor Company
- (c) Registration Agency
- (d) The Local Union
- (e) Two copies to the Veterans Administration, in case the apprentice is a veteran.

**Article 17. Certificate of Completion of Apprenticeship**

Upon completion of the apprenticeship under these Apprenticeship Standards, the Joint Apprenticeship Committee will recommend to the **Office of Apprenticeship**, U.S. Department of Labor, that a Certificate signifying completion of the apprenticeship be issued to the apprentice. No Certificates will be issued by the **Office of Apprenticeship**, U.S. Department of Labor, unless approved by the Joint Apprenticeship Committee.

**Article 18. Modification of Standards**

These Standards of Apprenticeship may be amended or new schedules added at any time upon mutual agreement of the Company and the Union. Such change or amendment shall be submitted to the Registration Agency and to the International Union, UAW, to determine if it meets with the standards established by the Registration Agency and the International Union. A copy of such amendment will be furnished to each apprentice employed by the Company.

**Article 19. Approval**

These Standards or any changes or amendments to these Standards will be submitted to the International Union Skilled Trades Department for their approval before becoming effective.

**APPENDICES****Shop Training**

Successful performance of tasks defined in the Training Guides are the minimum shop training requirements apprentices must accomplish. Apprentices having demonstrated the ability to perform tasks defined in the Training Guides may be rotated through other shop phases of their trade to gain proficiency or learn new tasks brought about by technological change.

A requirement of shop training is successful completion during the first 500 shop hours of all modules contained in the Apprentice Safety Orientation Program and the Safety Task contained in the Basic Training Guide. The plant subcommittee is responsible for monitoring completion of this requirement and the requirement that employees be provided a safety training orientation program of up to 32 hours in duration during the process of their being placed on the Apprentice Program. Subsequent safety related training will consist of 24 hours during Core Skills and at least 24 hours of trade-specific training throughout the balance of their apprenticeship. These hours would be contained within their total course work hours.

**Related Instruction**

See Article 10(b)

APPENDICES

APPENDICES

**APPENDIX A  
AUTOMOTIVE MECHANIC  
Schedule of Shop Training**

Chassis Repair & Maintenance  
Transmission and Clutches  
Engines  
General Repair & Maintenance  
Total ..... 8000 hours

**APPENDIX B  
DIE CAST DIEMAKING  
Schedule of Shop Training**

Lathe  
Standard and Specialty Milling  
Machines  
Grinders — I.D., O.D., and Surface  
CNC Machines, EDM, CMM, Shaper  
and Laser Cutting Machines  
Bench Work  
Floor Maintenance  
Die Tryout  
Total ..... 8000 hours

**APPENDIX C  
DIEMAKING  
Schedule of Shop Training**

Lathe  
Standard and Specialty Milling  
Machines  
Grinders — I.D., O.D. and Surface  
CNC Machines, EDM, CMM, Shaper  
and Laser Cutting Machines  
Bench Work  
Floor Maintenance  
Die Tryout  
Total ..... 8000 hours

**APPENDIX D  
DIESEL ENGINE & HEAVY EQUIPMENT MECHANIC  
Schedule of Shop Training**

Machine Shop  
Locomotive & Loader Overhaul  
Diesel Engine Rebuilding  
Heavy Equipment — Crane, Bulldozer  
and Grader Repair & Maintenance  
Fuel & Lubrication Systems  
Field Service Inspection  
Total ..... 8000 hours

APPRENTICESHIP STANDARDS

APPENDICES

APPRENTICESHIP STANDARDS

**APPENDIX F  
INDUSTRIAL ELECTRICITY  
Schedule of Shop Training**

- Layout, Construction & Installation
- General Maintenance and Repair
- Power Construction, Sub-Station Maintenance, and Operation
- Electronic Equipment Troubleshooting, Maintenance and Repair
- Programmable Logic Controllers
- Solid State Controls
- Robotic Equipment

Total ..... 8000 hours

**APPENDIX H  
INDUSTRIAL INSTRUMENTATION  
INDUSTRIAL PYROMETRY  
Schedule of Shop Training**

- Layout, Construction & Installation
- General Maintenance
- Bench, Floor Repair & Hardness Testing Instruments

Total ..... 8000 hours

**APPENDIX E  
DIESINKING  
Schedule of Shop Training**

- CNC, EDM and Laser Cutting Machines
- Lathe
- Grinders
- Edgers and Shapers
- Profiling Machines
- Final Finish
- Bench
- Layout

Total ..... 12,000 hours

**APPENDIX G  
INDUSTRIAL HYDRAULICS  
Schedule of Shop Training**

- Layout, Construction & Installation
- General/Maintenance & Repair
- Bench Repair

Total ..... 8,000 hours

APPENDICES

APPRENTICESHIP STANDARDS

**APPENDIX J  
JOB MOLDING AND COREMAKING  
Schedule of Shop Training**

Casting, Cleaning and Finishing	
Coremaking	
Job Molding — Floor and Bench	
Sand and Metal Control	
Total	8000 hours

**APPENDIX L  
METAL MODEL MAKING  
Schedule of Shop Training**

Metal Forming/Bench Layout and Press Area	
Body In White Assembly	
Body Side Assembly	
Underbody Assembly	
Hemming/Closing and Metal Finishing	
Prototype Fixture Building	
Body Finalizing	
Body Structure Concepts	
Tools and Machine Awareness	
Tool Room	
Inspection Awareness	
Basic Welding Exposure	
Total	8000 hours

**APPENDIX I  
INDUSTRIAL TRUCK MECHANIC  
Schedule of Shop Training**

Chassis Maintenance	
Transmission and Clutches	
Gas and Diesel Engines and Electric Motor Repair and Maintenance	
Electrical, Cooling and Hydraulic Systems Maintenance and Repair	
Battery, Wheel and Tire Maintenance	
Total	8000 hours

**APPENDIX K  
MACHINE REPAIR  
Schedule of Shop Training**

Lathe	
Standard and Specialty Milling Machines	
Grinders — I.D., O.D., and Surface	
CNC Machines, EDM, CMM, Shaper and Laser Cutting Machines	
Bench and Floor Work	
Total	8000 hours



APPENDICES

APPRENTICESHIP STANDARDS

**APPENDIX N  
PLUMBING-PIPEFITTING  
Schedule of Shop Training**

Layout, Construction & Installation	
Steamfitting & Pipefitting	
Maintenance	
Plumbing Installation & Maintenance	
Troubleshoot and Repair Valves and Pneumatic Equipment	
Total	8000 hours

**APPENDIX P  
REFRIGERATION AND AIR CONDITIONING  
Schedule of Shop Training**

Maintenance	
Repair	
Installation	
Optional (Motors & Fans)	
Total	8000 hours

**APPENDIX M  
MILLWRIGHT  
Schedule of Shop Training**

Troubleshoot, Maintain, Remove and Replace Machinery and Equipment	
Layout, Fabricate and Install Structural Equipment & Machinery	
Cranes, Elevators, Speed Reducers and Variable Speed Drives	
Total	8000 hours

**APPENDIX O  
POWER HOUSE MECHANIC  
Schedule of Shop Training**

Machine Shop	
Turbines	
Pumps	
Valves	
Refrigeration	
Air Compressors	
Power House Equipment Repair and Maintenance	
Boiler Layout, Repair, Construction and Testing	
Total	8000 hours

APPENDICES

APPRENTICESHIP STANDARDS

**APPENDIX R  
STATIONARY STEAM ENGINEERING  
Schedule of Shop Training**

Boiler Operation, Recording & Control Instruments	
Refrigeration & Air Conditioning Operation, Air Compressor Repair Control & Operation of Heat, Steam, Air, Water & General Power & Utility	
Water Treatment & Pump Operation	
Total .....	8000 hours

**APPENDIX T  
TOOLMAKING AND DIEMAKING  
Schedule of Shop Training**

Lathe Standard and Specialty Milling Machines	
Grinders — I.D., O.D. and Surface CNC Machines, EDM, CMM, Shaper and Laser Cutting Machines	
Bench Work Floor Maintenance Die Tryout	
Total .....	8000 hours

**APPENDIX Q  
SHEET-METAL WORKING  
Schedule of Shop Training**

Fabrication Hand Forming Installation Pattern Layout and Development	
Total .....	8000 hours

**APPENDIX S  
TOOLMAKING  
Schedule of Shop Training**

Lathe Standard and Specialty Milling Machines	
Grinders — I.D., O.D. and Surface CNC Machines, EDM, CMM, Shaper and Laser Cutting Machines	
Bench Work Floor Maintenance	
Total .....	8000 hours

<b>APPENDIX U</b>	
<b>WELDING</b>	
<b>Schedule of Shop Training</b>	
Machinery and Equipment Construction and Fabrication Pipe Welding Tool & Die Welding	
Total .....	8000 hours

**EXHIBIT II****SKILLED TRADES WORK ASSIGNMENTS**

It is the policy of the Company to assign work between skilled tradesmen in conformity with the principles set forth by the Ford-UAW Umpires in Opinions A-223, A-278, B-14 and other Umpire memoranda. This statement is intended as a reaffirmation of these principles. In making job assignments, Management intends to respect basic differences between the trades and recognize the importance and prestige of its tradesmen. But, as the Umpire has said, the Company cannot be put to a disadvantage by "multiple hair-splitting refinements and cumbersome and unreal distinctions." Indeed, the efficient operation of the Company's plants demands the full utilization of the talents of each trade.

**Factors to be Considered in Making Job Assignments****Central Skills**

Tasks which require the unique and central skills of one particular trade are assigned to that trade (unless such tasks are incidental to a principal job being performed by other tradesmen as discussed below).

**Overlapping Capabilities**

To determine whether a particular skilled assignment falls within the scope of two or more trades and thus properly assignable to any one of these trades, several criteria must be considered, no one of which by itself is controlling.

- Level of skill involved.
- Type of apprenticeship training.
- Tools required.
- Nature of the material being worked on.
- Generally accepted notions of the trade.
- Other criteria (e.g., composition and size of the skilled work force).
- Past practices in a plant relating to skilled tasks (invariable, certain and unchallenged over such a long period that an agreement is assumed).

The first six of these criteria will be considered in making the determination of whether a skilled task falls within the scope of two or more trades or only one. Past practice is a limiting factor and is binding in ordinary situations if by clear and convincing proof it can be shown to exist as a fact by the party relying on it.

**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 tradesmen 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 tradesman.
- Whether the task can safely be performed by the principal tradesman.

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.

**Emergencies**

In the event of breakdowns and other unforeseen incidents that interrupt the flow of production, as well as fires, accidents and the like, assignments may be made without regard to trade lines, although trade lines are not to be disregarded where the time within which the repairs are to be made and the availability of the appropriate tradesmen permit their observance.

The current practices with respect to skilled trades job assignments as exist at the Cleveland Stamping and Highland Park Plants shall not be disturbed by the principles set forth above unless the Local Union and local Management shall agree otherwise.

**MAINTENANCE AND CONSTRUCTION WORK**

January 20, 1949

Mr. Walter P. Reuther  
President, International UAW-CIO  
411 W. Milwaukee  
Detroit 2, Michigan

Dear Mr. Reuther:

Subject: Maintenance and Construction Work

The purpose of this letter is to inform you concerning the present policy of the Ford Motor Company relating to maintenance and construction operations, as you requested in the meeting between Company and Union representatives at the Rackham Memorial Building yesterday.

Effective Monday, January 17, the policy with regard to maintenance and construction operations of the Ford Motor Company were revised in accordance with the following principles:

- (1) The department formerly identified as N-700 was abolished, all employees assigned thereto being transferred to the various maintenance units or to the newly created Construction section herein described.
- (2) Each operating division or building (examples, the Steel Division, the Motor Building) is now provided with its own maintenance department. One maintenance department is provided for Roads and Grounds, and for the miscellaneous buildings not large enough to individually support a maintenance department. These maintenance departments carry the responsibility of general maintenance work within the confines of the operating divisions or buildings. They will perform all work of a maintenance, as distinguished from construction, nature.
- (3) The Construction Section, or department, was created to function within the limits of the greater Detroit area, including Mound Road, Highland Park, Lincoln, and Rouge operations, as well as the other smaller plants in the area.

## MAINTENANCE AND CONSTRUCTION WORK

This section will perform all construction work which it is feasible for the Company to do, consistent with equipment and manpower skills available, with the limitation that outside contractors may be called upon when the volume of work required exceeds the capacity of the Construction Section. Employees assigned to this Section are those carrying sufficient service to assure a minimum of difficulty on the question of seniority rights.

- (4) Where deemed advisable, contracts will be let to outside contractors under certain conditions. Such outside assistance will be engaged where peculiar skills are involved, where specialized equipment not available at Ford is required or where for other reasons economies can be realized because specialized contractors can better perform the work in question. As indicated above, work may be contracted out on occasions when the volume of construction work precludes the possibility of its completion within time limits by the Ford construction department.

We believe the above to be a clear statement of the policy which Ford Motor Company intends to follow with regard to maintenance and construction operations. We feel, and believe you will concur, that it is impossible to enunciate this policy in more detail. Necessarily, some questions may arise from time to time regarding work which is contracted to outside concerns. On such occasions, we intend to continue the practice of informing Union representatives of our reasons for letting such contracts, as in the past. (\*). It should be noted, however, that Management must reserve the right to make the final determination as to whether work shall be done by Ford, or outside contractors. In making this determination, however, we intend always to keep the interests of Ford personnel in mind. We anticipate that in the great majority of instances it will be to the advantage

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\* As provided in the Settlement Agreement between the Company and the Union dated November 23, 1964, this is construed to mean that the Company agrees to give advance notice to the Union, where feasible, of the Company's plans for letting a particular contract; however, the question of whether or not advance notice has been or should have been given shall have no bearing on any grievance protesting Management's action in letting a particular contract.

**MAINTENANCE AND CONSTRUCTION WORK**

of the Company to use its own equipment and personnel in construction work. We intend to utilize this personnel and equipment wherever feasible.

Very truly yours,

JOHN S. BUGAS,  
Vice President  
Industrial Relations

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**NEW DIE CONSTRUCTION**

October 4, 1979

Mr. Ken Bannon, Vice President  
Director, National Ford Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Bannon:

During the current negotiations the Union expressed its concern over the effect on employment opportunities for seniority journeymen in tool and die classifications (Appendix F) of Company decisions to utilize non-Company sources for new machining, fabrication, repair, tryout and related checking fixture construction work normally assigned to the die construction activity in the plants of the Metal Stamping Division, including the Dearborn Tool and Die Plant.

As explained by the Company in the discussion of this subject, and particularly with reference to the meetings in 1975 with Rouge Tool & Die Unit representatives regarding the delayed 1977 car and truck model die construction program, decisions concerning the effective utilization of in house die capacity and out sourcing are the responsibility of the Metal Stamping Division Management.

It is the policy of the Company to retain new die machining, fabrication, repair, tryout and related checking fixture construction work within the die construction activity of plants in the Metal Stamping Division to the extent the Company's program requirements can reasonably be met. Of course, the final decision must be made by the Company based upon its assessment of these requirements and the facts known to the Company at the time the decision is made.

The decision to retain such work in house or to utilize non-Company sources is influenced by many considerations, including the magnitude of the new die construction program, the timing of each phase of the program, the availability of facilities, specialized equipment and necessary skills within the work force, the complicating effect of design

## **NEW DIE CONSTRUCTION**

modifications and bottleneck operations such as machining limitations and the unavailability of presses to perform necessary tryout work, the efficiencies and economics involved, and the need to maintain a reliable supply base in view of the fluctuations and uncertainties of the die construction business.

Many of the same considerations which influence the allocation of such work by Division Management also impact the accomplishment of the objectives established for local plant Management as a part of the overall new die construction program. For example, the unavailability of machining capacity in the plant die construction activity may lead to the decision to utilize a non-Company source in order to assure that deadlines in the program are met.

A local Management decision to utilize a non-Company source for such work should consider, in addition to all other relevant factors, any adverse employment impact on the plant's tool and die work force, i.e., seniority journeymen in the affected classifications are laid off or would be laid off as a direct result of the decision.

In the event that such a decision is being contemplated, local Management will, except where time and circumstances prevent it, have advance discussion with Local Union representatives concerning the nature, scope and approximate dates of the work to be performed and the reasons why Management is contemplating utilizing a non-Company source. At such times, Company representatives are expected to afford the Union an opportunity to comment on the Company's plans and to give appropriate weight to those comments in the light of all attendant circumstances.

In making a final decision, the Company will not act arbitrarily or capriciously in disregard of the legitimate interests of Ford employees.

In addition, where the Company considers that work practices or provisions of local agreement may be having an adverse effect on the Company's ability to compete in this field effectively, Management will discuss such matters on a timely basis with Local Union representatives and explore

**NEW DIE CONSTRUCTION**

with them the possibilities of taking practical steps with respect to such matters to the end of improving the employment opportunities of such employees.

Very truly yours,

SIDNEY F. McKENNA  
Vice President  
Labor Relations

**ANNUAL BUSINESS PLAN REVIEWS - STAMPING BUSINESS UNIT**

September 15, 2003

Mr. Gerald D. Bantom  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Bantom:

Subject: Annual Business Plan Reviews - Stamping  
Business Unit

During 2003 bargaining, the parties spent considerable time discussing the future of the Stamping Business Unit (SBU). The goal of the SBU is to become the supplier of choice, and as such, has focused the stamping plants on die tryout, die maintenance, and quality improvements. Additionally, improved communication and teamwork must occur at all levels of the Business Unit. To support these goals, senior management from the SBU will meet annually with the leadership of the UAW National Ford Department to review the SBU Scorecard metrics, long term stamping plans and their anticipated effect on stamping plants. Further, on a quarterly basis, senior management of the SBU will meet with representatives of the National Ford Department to discuss the status of the stamping business and other related issues.

During the term of the 2003 Agreement, the SBU is planning to invest up to \$18 million, business conditions permitting. The Company will consider prudent investments in stamping plants to support press repair and refurbishment, die tryout, die maintenance and repair, and other related activities to achieve safety, quality, delivery, cost, and morale objectives. The parties agreed that when such prudent investments are being contemplated the parties will meet to identify and implement changes to improve the overall competitiveness of the die tryout process, and to enhance indirect and direct

**ANNUAL BUSINESS PLAN REVIEWS - STAMPING BUSINESS  
UNIT**

employee cooperation at those locations. Planned investments and the corresponding competitive improvement actions will be discussed at the Annual Business Plan Review.

Very truly yours,

RICK E. POYNTER, Director  
U.S. Union Affairs  
Labor Affairs

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**DIE CONSTRUCTION PLANS**

September 15, 2003

Mr. Gerald D. Bantom  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Bantom:

Subject: Die Construction Plans

During the course of these negotiations, there was considerable discussion regarding the competitiveness of the Dearborn Tool and Die plant. It is not the intent of the Company to exit die construction at the Dearborn Tool and Die Plant. The parties recognize that improving the competitiveness of this business is a complex problem.

A joint steering committee was established consisting of representatives of the National Ford Department, Labor Affairs Staff and the Stamping Business Unit. The parties agreed to oversee the development of a comprehensive plan aimed at achieving a competitive standing among die builders. The plan includes identification of required process changes, new technology, material cost improvements, engineering improvements, and local work practice changes.

Quarterly reviews will be conducted with National Ford Department representatives and local Union leadership to discuss die construction sourcing forecasts, the status of current and planned programs, and any circumstances that may have an effect on that status.

Recognizing that improvements are required in all areas of the die construction business, the Company is committed to driving for improvements in all facets of the revitalization plan. Additionally, the Company will consider prudent investments in Dearborn Tool and Die Plant directed at tool construction equipment to support specific improvements to achieve die construction competitiveness as identified by the plan. The Company will maintain its present sourcing pattern for die construction programs. Sourcing for future programs will be enabled by improvements in the die construction process at Dearborn Tool and Die.

## **DIE CONSTRUCTION PLANS**

The joint Steering Committee will share its blueprint for the revitalization of the die construction business immediately upon ratification of the 2003 Collective Bargaining Agreement. The local parties must develop a Dearborn Tool and Die implementation plan within thirty (30) days of said ratification consistent with the revitalization blueprint.

Very truly yours,

MARTIN J. MULLOY,  
Executive Director  
North American Labor Affairs

Concur: Gerald D. Bantom

Note: This letter replaces the following letter:

- Die Construction Review Clarification and Tool Room Investment, October 9, 1999
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**DIE TRADES IN PROTECTED STATUS - STAND ALONE  
STAMPING PLANTS**

September 15, 2003

Mr. Gerald D. Bantom  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Bantom:

Subject: Die Trades in Protected Status - Stand Alone  
Stamping Plants

During 2003 negotiations, the parties discussed the practice of placing die trades in Protected status in certain Stamping Business Unit (SBU) plants. The Company acknowledges its responsibility with respect to the job security provisions of the Collective Bargaining Agreement related to placing such tradespersons in Protected status.

During the term of the 2003 Agreement, plant management will review the application of the job security agreement with appropriate representatives of the local Union before placing a tradesperson in such Protected status. To help ensure greater utilization of the die trades, the Company intends to implement a Last Hit Program in its SBU stamping plants. The objective of the Program is to lower hit-to-hit times by 20% year-over-year following the first year of implementation. Specifically, the die trades will be relied upon to save the last part(s) following each production run and retain it with the die. Such part(s) will be evaluated for dimensional integrity, surface discrepancies, and other quality-related issues using a team approach with full cooperation between die technical support, quality personnel, and the trades. The team will be empowered to evaluate and implement appropriate die repairs to optimize quality and achieve positive improvements.



**DIE TRADES IN PROTECTED STATUS - STAND ALONE  
STAMPING PLANTS**

Results of the Last Hit Program will be reviewed at the Annual Business Plan Review by members of the SBU management and the National Ford Department based on input from the plant teams. Modifications to the Last Hit Program may be made by the local parties as the Program matures, with an emphasis on continuous improvement and sharing of best-practices across the plants.

In addition, business conditions permitting, the SBU will make efforts to source die-related work to select SBU plants where die trades are in protected status and such work can be competitively performed without additional investment.

Very truly yours,

RICK E. POYNTER, Director  
U.S. Union Affairs  
Labor Affairs

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**SUNDAY WORK ASSIGNMENT**

October 21, 1967

Mr. Ken Bannon, Director  
National Ford Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Bannon:

Subject: Sunday Work Assignment

This will confirm our understanding, reached during the current negotiations, with respect to Sunday work assignments.

Except in emergencies or breakdowns and during periods of changeover and model launch, a seniority employee on five-day operations who has worked a continuous period of at least 13 consecutive calendar days will be excused from work on the first Sunday subsequent to such period providing: (1) he has worked every day during the week preceding the Sunday for which he desires to be excused, and (2) he advises the Company of his request by the completion of his last hour on the Friday preceding the Sunday for which he desires to be excused.

Very truly yours,

SIDNEY F. McKENNA, Director  
Labor Affairs Office  
Labor Relations Staff

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**TOOL AND DIE CONSTRUCTION**

October 4, 1979

Mr. Ken Bannon, Vice President  
Director—National Ford Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Bannon:

Subject: Tool and Die Construction

During the current negotiations the Union expressed its concern over the effect on employment opportunities for seniority journeymen in tool and die classifications (Appendix F) of Company decisions to utilize non-Company sources for new machining, fabrication, repair, tryout and related checking fixture construction work normally assigned to the die construction activity in the plants of the Metal Stamping Division, including the Dearborn Tool and Die Plant.

As explained by the Company in the discussion of this subject, and particularly with reference to the meetings in 1975 with Rouge Tool & Die Unit representatives regarding the delayed 1977 car and truck model die construction program, decisions concerning the effective utilization of in-house die capacity and outsourcing are the responsibility of the Metal Stamping Division Management.

It is the policy of the Company to retain new die machining, fabrication, repair, tryout and related checking fixture construction work within the die construction activity of plants in the Metal Stamping Division to the extent the Company's program requirements can reasonably be met. Of course, the final decision must be made by the Company based upon its assessment of these requirements and the facts known to the Company at the time the decision is made.

The decision to retain such work in-house or to utilize non-Company sources is influenced by many considerations, including the magnitude of the new die construction program, the timing of each phase of the program, the availability of facilities, specialized equipment and necessary skills within the work force, the complicating effect of design modifications and bottleneck operations such as machining

## **TOOL AND DIE CONSTRUCTION**

limitations and the unavailability of presses to perform necessary tryout work, the efficiencies and economics involved, and the need to maintain a reliable supply base in view of the fluctuations and uncertainties of the die construction business.

Many of the same considerations which influence the allocation of such work by division management also impact the accomplishment of the objectives established for local plant management as a part of the overall new die construction program. For example, the unavailability of machining capacity in the plant die construction activity may lead to the decision to utilize a non-Company source in order to assure that deadlines in the program are met.

A local management decision to utilize a non-Company source for such work should consider, in addition to all other relevant factors, any adverse employment impact on the plant's tool and die work force, i.e., seniority journeymen in the affected classifications are laid off or would be laid off as a direct result of the decision.

In the event that such a decision is being contemplated, local management will, except where time and circumstances prevent it, have advance discussion with local union representatives concerning the nature, scope and approximate dates of the work to be performed and the reasons why management is contemplating utilizing a non-Company source. At such time, Company representatives are expected to afford the Union an opportunity to comment on the Company's plans and to give appropriate weight to those comments in the light of all attendant circumstances.

In making a final decision, the Company will not act arbitrarily or capriciously in disregard of the legitimate interests of Ford employees.

In addition, where the Company considers that work practices or provisions of local agreement may be having an adverse effect on the Company's ability to compete in this

**TOOL AND DIE CONSTRUCTION**

field effectively, management will discuss such matters on a timely basis with local union representatives and explore with them the possibilities of taking practical steps with respect to such matters to the end of improving the employment opportunities of such employees.

Very truly yours,

SIDNEY F. McKENNA,  
Vice President  
Labor Relations

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**TOOL AND DIE WORK**

October 9, 1961

Mr. Ken Bannon, Director  
National Ford Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Bannon:

Subject: Tool and Die Work

During our current negotiations, the Union's National Ford Negotiating Committee raised with the Company the problem of job opportunities for Ford seniority skilled tool and die employees. These opportunities are affected upon occasion by Company decisions to purchase, rather than manufacture, certain tools, dies, fixtures and similar equipment, despite the fact that the Company has the facilities to do such work.

As we pointed out to you, the Company cannot agree to any conditions on its right to make make-or-buy decisions. In making such decisions, it intends to continue to give appropriate consideration to the operating needs of the business, the efficiencies and economies involved, and other pertinent factors, including the consequences of such decisions to the employment opportunities of its skilled tool and die employees. The Company is genuinely interested in maintaining maximum employment opportunities for these employees, consistent with the needs of the enterprise.

Where the Company considers that work practices or provisions of local agreements in its Tool and Die Departments may be having an adverse effect on the Company's ability to compete in this field effectively, Management will discuss such matters on a timely basis with the local Tool and Die Unit Committee and explore with it fully the possibilities of taking practical steps with respect to such matters to the end of improving the employment opportunities of such employees.

**TOOL AND DIE WORK**

In connection with this matter, we informed you of the Company's continuing program to improve its die construction facilities in the Rouge Area. Approximately \$2,000,000 has been expended on this program in the past two years, and some quarter of a million additional dollars have been appropriated for further improvements.

Very truly yours,

MALCOLM L. DENISE,  
Vice President  
Labor Relations

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**ADVANCE NOTICE OF OUTSIDE CONTRACTING  
AND EFFECTIVE CLEARING PROCEDURE**

October 4, 1979

Mr. Ken Bannon, Vice President  
Director—National Ford Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Bannon:

Subject: Advance Notice of Outside Contracting and  
Effective Clearing Procedure

During the recent negotiations the Union expressed concern over the form and content of the notice to the Union of the Company's intention to let an outside contract for skilled maintenance and construction work as well as the procedure for conducting related discussions between the local parties.

This letter will confirm the parties' understanding that the Company will provide advance notice, in writing, subject to the same conditions and limitations set forth and referenced in the letter dated January 20, 1949\* , to the local union of the Company's plan to let a particular contract involving skilled maintenance and construction work. The written notice will describe the project's general nature, scope (including estimated trades and manpower involved), the approximate dates within which the work is expected to be performed and why the services of an outside contractor are being contemplated. As provided in Article IV, Section 8, Company representatives are expected to afford the Union an opportunity to comment on the Company's plans and to give appropriate weight to those comments in the light of all attendant circumstances.

Consistent with the foregoing conditions, the parties agreed that the following constitutes an effective outside contracting clearing procedure including related discussions:

1. Before letting a contract, the Plant Engineering Department will evaluate the ability of the local plant forces to handle a given project.

\* Reproduced in full beginning on page 350 of the Agreement Booklet (Volume I).



**ADVANCE NOTICE OF OUTSIDE CONTRACTING  
AND EFFECTIVE CLEARING PROCEDURE**

2. In the event the Plant Engineering Department decides it is unable to perform the work in question, the local union will be so advised and if the Union so requests, a meeting will be arranged by the Plant Industrial Relations Manager for the purpose of having advance discussion with the union as to the reasons why plant forces cannot perform the work.
3. In the event such advance discussion with the union results in the Company deciding it cannot perform any of the work or only part and the union concurs in this result, a memorandum concerning the results of the meeting will be prepared by the Company and a copy provided to the union. In addition to the written information outlined above, if part of the project is to be performed by Ford forces, that portion should be so identified in the memorandum.

It was also agreed that the parties would urge the adoption of the above procedure in all locations where a mutually acceptable outside contracting clearance procedure does not now exist.

In addition, it was agreed that in those locations either adopting the procedure outlined above or where a mutually acceptable procedure is in effect and where the local union alleges that the procedure is not being followed by the Company, the matter may be brought to the attention of Labor Relations Staff and the National Ford Department.

Very truly yours,

ROBERT M. MIDDLEKAUFF,  
Executive Director  
Labor Relations Staff

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**CONTRACTING OF WORK**

October 14, 1984

Mr. Stephen P. Yokich  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Yokich:

Subject: Contracting of Work

During the current negotiations the UAW complained that procedures set forth in Article IV, Section 8 are not being satisfactorily implemented by management in many instances.

This letter is intended to clarify the intent and purpose of this provision:

1. The "advance discussion" except where time and circumstances prevent it, will take place "prior to letting such a contract"— before any decision has been made as to whether the work should be contracted out. The "advance discussion" will include information as to "why Management is contemplating contracting out the work." It is evident that except as noted above, since Management is only "contemplating contracting out the work" when the "advance discussion" takes place, Management should not have made any decisions concerning whether or not to contract out the work before such "advance discussion" is held.
2. Management should advise the local union of the "nature, scope and approximate dates of the work to be performed and the reasons (equipment, manpower etc.), why management is contemplating contracting out the work." This information is related to the letter dated January 20, 1949, to the International Union signed by Mr. John Bugas. That letter makes reference to "peculiar skills are involved, where specialized equipment not available to Ford is required or where for other reasons economies can be realized because specialized contractors can better perform the work in question." Since any or all of these conditions may be entailed in the deter-

## CONTRACTING OF WORK

mination as to whether a particular contract should be let out or not, it is necessary that Management advise the local Union in the “advance discussion” concerning the item or items which are relevant to the decision-making.

3. If in the “advance discussion” it is clear that management is only “contemplating contracting out the work” and if in addition all the pertinent information as noted above is supplied to the local Union, then local Union representatives will be given a better opportunity “to comment on the Company’s plans” and will also give an opportunity to Management “to give appropriate weight to those comments in the light of all attendant circumstances.”

In addition the Union complained that in certain instances plant Management requested and contracted for maintenance service on leased equipment, and extended warranty arrangements or service contracts were being purchased which impacted the job security of seniority employees in skilled trades classifications. Management stated that, while Article IV, Section 8 does not limit the “fulfillment of warranty obligations by vendors”, warranty arrangements that extend beyond those customarily provided or the obtaining of service contracts are not covered by these provisions. Rather, such arrangements or service contracts covering work normally and historically performed by represented skilled trades employees are to be considered in the same manner as contracts for the performance of maintenance work and such decisions are covered by the provisions of Article IV, Section 8 of the Master Agreement. The local plant Managements will be advised accordingly.

Very truly yours,

JOHN M. SLOSAR, Director  
Union Affairs Office  
Labor Relations Staff

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**MAINTENANCE AND CONSTRUCTION WORK**

January 20, 1949

Mr. Walter P. Reuther  
President, International UAW-CIO  
411 W. Milwaukee  
Detroit 2, Michigan

Dear Mr. Reuther:

Subject: Maintenance and Construction Work

The purpose of this letter is to inform you concerning the present policy of the Ford Motor Company relating to maintenance and construction operations, as you requested in the meeting between Company and Union representatives at the Rackham Memorial Building yesterday.

Effective Monday, January 17, the policy with regard to maintenance and construction operations of the Ford Motor Company were revised in accordance with the following principles:

- (1) The department formerly identified as N-700 was abolished, all employees assigned thereto being transferred to the various maintenance units or to the newly created Construction section herein described.
- (2) Each operating division or building (examples, the Steel Division, the Motor Building) is now provided with its own maintenance department. One maintenance department is provided for Roads and Grounds, and for the miscellaneous buildings not large enough to individually support a maintenance department. These maintenance departments carry the responsibility of general maintenance work within the confines of the operating divisions or buildings. They will perform all work of a maintenance, as distinguished from construction, nature.
- (3) The Construction Section, or department, was created to function within the limits of the greater Detroit area, including Mound Road, Highland Park, Lincoln, and Rouge operations, as well as the other smaller plants in the area.

## MAINTENANCE AND CONSTRUCTION WORK

This section will perform all construction work which it is feasible for the Company to do, consistent with equipment and manpower skills available, with the limitation that outside contractors may be called upon when the volume of work required exceeds the capacity of the Construction Section. Employees assigned to this Section are those carrying sufficient service to assure a minimum of difficulty on the question of seniority rights.

- (4) Where deemed advisable, contracts will be let to outside contractors under certain conditions. Such outside assistance will be engaged where peculiar skills are involved, where specialized equipment not available at Ford is required or where for other reasons economies can be realized because specialized contractors can better perform the work in question. As indicated above, work may be contracted out on occasions when the volume of construction work precludes the possibility of its completion within time limits by the Ford construction department.

We believe the above to be a clear statement of the policy which Ford Motor Company intends to follow with regard to maintenance and construction operations. We feel, and believe you will concur, that it is impossible to enunciate this policy in more detail. Necessarily, some questions may arise from time to time regarding work which is contracted to outside concerns. On such occasions, we intend to continue the practice of informing Union representatives of our reasons for letting such contracts, as in the past. (\*). It should be noted, however, that Management must reserve the right to make the final determination as to whether work shall be done by Ford, or outside contractors. In making this determination, however, we intend always to keep the interests of Ford personnel in mind. We anticipate that in the great majority of instances it will be to the advantage

\* As provided in the Settlement Agreement between the Company and the Union dated November 23, 1964, this is construed to mean that the Company agrees to give advance notice to the Union, where feasible, of the Company's plans for letting a particular contract; however, the question of whether or not advance notice has been or should have been given shall have no bearing on any grievance protesting Management's action in letting a particular contract.

**MAINTENANCE AND CONSTRUCTION WORK**

of the Company to use its own equipment and personnel in construction work. We intend to utilize this personnel and equipment wherever feasible.

Very truly yours,

JOHN S. BUGAS,  
Vice President  
Industrial Relations

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**MAINTENANCE WORK**

October 9, 1961

Mr. Ken Bannon, Director  
National Ford Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Bannon:

Subject: Maintenance Work

During our current negotiations, the Union has stated that Ford Motor Company employees in the skilled construction and maintenance trades are concerned over possible plans by Ford Motor Company to contract out routine running maintenance work in its plants.

Our experience, as well as that of others, has demonstrated forcefully that there is no commonly accepted line between maintenance and construction work, and that abstract definitions attempting to draw such lines are controversial and subject to wide differences in interpretation.

For more than ten years, Ford employees in these trades have been protected against unwarranted contracting out of skilled maintenance and construction work on Company premises. This protection stems from the letter addressed to Mr. Walter P. Reuther, UAW President, by Mr. John S. Bugas, then Vice President, Industrial Relations, Ford Motor Company, of January 20, 1949, and the contractual commitments associated therewith introduced in our 1949 collective bargaining agreement and expressed in our last agreement in Section 3 of the Skilled Trades Supplement. It has been established over the years that these commitments are applicable throughout the units represented by your Union and are enforceable through the arbitration procedures provided in the Agreement. Since 1949, both the number and proportion of Ford skilled tradesmen in Company units represented by the UAW have increased substantially, the number by some 5,000, and the proportion from 15.5% in 1949 to an average of almost 19% for the last three calendar years.

**MAINTENANCE WORK**

The Company proposes the reaffirmation and the continuation of these contractual commitments for the duration of the new agreement currently being negotiated by the parties. This will guarantee to Ford skilled maintenance and construction tradesmen the continuation of their present advanced protections.

In addition, the Company hereby assures you that it has no plans to depart from its general operating practice of placing primary reliance on its own skilled maintenance tradesmen to perform the running skilled maintenance work in its plants that they historically have done.

Very truly yours,

MALCOLM L. DENISE,  
Vice President  
Labor Relations

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**OUTSIDE CONTRACTING**

October 9, 1999

Mr. Ron Gettelfinger  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Gettelfinger:

Subject: Outside Contracting

During these negotiations, the Company and the Union discussed the provisions of Article IV, Section 8, Job Security and Outside Contracting, of the Collective Bargaining Agreement and associated letters, from the 1949 Bugas/Reuther letter forward, concerning the topic of outside contracting. The Union expressed its concern that the Company is not adhering to the intent of the present contractual commitments, thereby affecting the job security of UAW-represented employees. Accordingly, this letter serves to clarify and reaffirm our joint understanding regarding various procedures with respect to Advance Notification, Full Utilization, and Warranty and Service Contracts.

Advance Notification

The advance notification procedure and the establishment of regular outside contracting reviews, as provided for in the Letter of Understanding entitled Outside Contracting Reviews dated September 15, 1993 is key to ensuring that a proper review of all relevant outside contracting issues has been considered. This process provides for among other considerations that advance discussion, except where "time and circumstances" prevent it, will take place prior to a Company decision to let a particular contract (i.e., before any decision has been made as to whether the work should be contracted out). Accordingly, the parties have reaffirmed and agreed that:

## **OUTSIDE CONTRACTING**

1. The Company will provide advance written notification to the Union of its intent to let an outside contract and discuss in detail the nature, scope, and approximate dates of the work to be performed and the rationale (specialized equipment, peculiar skills possessed by the vendor's personnel, other economies, etc.) in accordance with the conditions and limitations set forth and referenced in the Letter of Understanding entitled Maintenance and Construction Work dated January 20, 1949.

The parties acknowledge there are legitimate reasons, such as emergencies, where the time and other circumstances prevent the required advance discussions with the Union prior to work being contracted out; however, absent legitimate reasons, the aforementioned provisions will not be used by Management solely to circumvent the contractual requirements relating to outside contracting notification.

2. The continuation of regular review meetings at the local level shall remain the appropriate forum for the parties to discuss contemplated outside contracting projects. This review process has generally been effective in resolving the vast majority of outside contracting issues since the inception of the review process in 1993. The parties agreed that the outside contracting clearing procedure outlined in the Letter of Understanding entitled Advance Notice of Outside Contracting and Effective Clearing Procedure dated October 4, 1979, will be adopted in all locations where a mutually acceptable clearance procedure does not now exist.

In order to address the concerns of the Union, the importance of the requirement of holding "advance discussions" before work is contracted out will be communicated to the appropriate parties at each location. In the event a Local Union experiences continued problems in this regard, the matter may be referred to the National Ford Department of the International Union, which may then raise it with the appropriate Division Labor Relations Manager.

## OUTSIDE CONTRACTING

3. In response to the information provided to the Union by the Company during the Outside Contracting Review Meeting, the Union will then furnish the Company with a written response commenting on the Company's plans in order to provide an opportunity for Management to give appropriate consideration to the response in light of all attendant circumstances.

### Full Utilization

During our discussions regarding outside contracting, the utilization of Ford skilled trades employees has been a matter of mutual concern. The definition of full utilization is addressed in the Letter of Understanding entitled Outside Contracting Reviews dated September 15, 1993. The parties agreed that the appropriate forum in which to address this issue is at the local level, in conjunction with the outside contracting review process. It was indicated that the definition of full utilization will vary from location to location, dependent on the circumstances of each contract, including the number of outside skilled trades personnel involved, the number of hours allocated to the project, and the extent to which outside contractors are contemplated for utilization on weekend work.

In these negotiations, the parties agreed additional consideration may bear on the definition of full utilization such as:

1. Whether the contractor will perform work on overtime during the workweek, and/or on a weekend.
2. Whether plant skilled trades forces are on layoff or in protected employee status (GEN).
3. Necessity for specialized equipment and /or contractor work skill sets or competencies that the Company may not possess.
4. The percentage of affected trades to be assigned work along with the contemplated contractor.
5. The requisite number of plant skilled trades employees available and/or willing to work overtime during the workweek and/or weekend which may be required to complete the project under review, consis-

## **OUTSIDE CONTRACTING**

tent with cost and training parameters. The parties agree the definition of "full utilization" may not necessarily be limited to working five (5) days per week, eight (8) hours per day but, also is not necessarily seven (7) days per week, twelve (12) hours per day but may extend to daily, weekend, and other overtime periods, when outside contractors are on the plant premises and performing work customarily and historically performed by UAW bargaining unit personnel.

Any alleged abuses of the aforementioned may be referred to the UAW, National Ford Department and the appropriate Division Labor Relations Manager.

Although no one of these considerations is necessarily controlling, each may be instrumental in assisting the parties to determine whether the skilled trades workforce is fully utilized, as that concept relates to the decision to use an outside contractor.

### Warranty and Service Contracts

The Letter of Understanding entitled Contracting of Work dated October 14, 1984, acknowledged the Union's concern that purchased maintenance service on leased equipment and extended warranty arrangements or service contracts impact the job security of seniority skilled trades employees. The provisions of that letter do not apply to arrangements that extend beyond those customarily provided or the obtaining of service contracts. Rather, the letter provides that warranty arrangements that extend beyond those customarily provided or the obtaining of service contracts normally and historically performed by UAW-represented skilled trades employees are to be considered in the same manner as contracts for the performance of maintenance work in accordance with Article IV, Section 8, of the Master Agreement.

In these negotiations, the parties discussed at length the problems associated with the use of warranty and service contracts. The Company assured the Union that it has no plans to depart from its general operating practice of placing

## **OUTSIDE CONTRACTING**

primary reliance on its own skilled trades workforce to perform the day-to-day maintenance work historically and routinely performed in the plants, once the warranted equipment is released for production.

In order to remain competitive on a global basis, the Company must be able to utilize warranty arrangements and/or service contracts ordinarily provided by the vendor. Proposals for extended service or warranty contracts beyond those customarily provided by the vendor will be reviewed with the Union in the same manner as contracts for the performance of maintenance work in accordance with the provisions of Article IV, Section 8, of the Master Agreement.

To further address the Union's concerns, it is agreed that any time a supplier visits a facility to perform warranty or service agreement work, as provided in the purchase agreement between the parties, the Union will be notified and an employee on that shift with the appropriate skilled trades classification will be assigned with the supplier. Additionally, in the event other employees from the same supplier are performing different warranty or service agreement work in other areas of the plant, an employee with an appropriate skilled trades classification will be assigned with the supplier.

Where the Company or Union consider particular warranty arrangement or service contracts to be of concern, the parties agree to discuss such matters through the local outside contracting review procedure with the goal of improving the employment opportunities of potentially affected employees without compromising operational flexibility and related cost efficiencies.

### Checklist

In an effort to ensure all relevant considerations have been reviewed by the Company and Union prior to letting a contract for the performance of skilled maintenance and construction work, the parties have prepared a Checklist (Exhibit) to guide the local review of potential outside contracting matters. It is expected that locations which do

## **OUTSIDE CONTRACTING**

not now have an effective advance notification process in place will use the Checklist in advance discussions with local unions. For locations that do have an effective notification procedure, the Checklist should be incorporated in the procedure. Each party should sign the Checklist, acknowledging such a review has occurred. The Checklist should be utilized as a planning tool to ensure that those relevant factors related to outside contracting are considered fully prior to a decision to let a contract involving skilled maintenance and construction work to an outside contractor.

The parties agree to include appropriate language on the Checklist to indicate failure to comply with the provisions of the Collective Bargaining Agreement with respect to outside contracting could result in a grievance protesting the contemplated outside contract, including a possible strikeable issue grievance.

Very truly yours,

DENNIS J. CIRBES, Director  
U. S. Union Affairs Office  
Labor Affairs

Concur: Ron Gettelfinger

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**OUTSIDE CONTRACTING**

EXHIBIT

**OUTSIDE CONTRACTING CHECKLIST**

(Factors To Be Considered Prior To Letting an Outside Contract for Skilled Maintenance and Construction Work)

During the 1996 negotiations, the Company and the Union discussed the provisions of Article IV, Section 8 of the Collective Bargaining Agreement and associated Letters of Understanding concerning the topics of Outside Contracting, Full Utilization, and Warranty and Service Contracts. The following Outside Contracting Checklist has been developed and agreed to by the parties for use at U. S. plant locations as a planning tool to ensure that relevant factors related to Outside Contracting are fully considered prior to a contract being let to an outside contractor. The parties urge the adoption of this Checklist in all locations.

Advance Notification and Clearance Procedure	
Please place a "✓" in the "Fully Considered" column after each factor is considered.	Fully Considered
1) Provide the Union with advance notification in the form of a written labor clearance prior to letting such a contract (except where time and circumstances prevent it).	
a) Describe the projects general nature and scope.	
b) Indicate the estimated trades and manpower that are required.	
c) Provide the approximate dates within which the work is expected to be performed.	
d) State why the services of an outside contractor are being contemplated.	

**OUTSIDE CONTRACTING**

Advance Notification and Clearance Procedure	
Please place a "✓" in the "Fully Considered" column after each factor is considered.	Fully Considered
2) Satisfy the conditions and limitations as set forth in the Letter of Understanding dated January 20, 1949 (Bugas Letter).	
a) Are peculiar skills involved?	
b) Is specialized equipment not available to Ford required?	
c) Are there other reasons, such as economies of scale, which can be realized because specialized contractors can better perform the work in question?	
d) Does the volume of construction work preclude the possibility of its completion within the time limits set forth by the Company?	
3) Afford the Union an opportunity to comment on the Company's plans.	
4) Consider the Union's comments in light of all attendant circumstances and give appropriate weight to those comments.	
5) Plant Engineering Department to evaluate the ability of local plant forces to handle the given project.	
6) If Plant Engineering decides it is unable to perform the work in question, advise the local Union and if the Union so requests, a meeting will be arranged by the Plant Human Resources Manager for the purpose of further advance discussion with the Union as to why plant forces cannot perform the work.	



**OUTSIDE CONTRACTING**

Advance Notification and Clearance Procedure	
Please place a "✓" in the "Fully Considered" column after each factor is considered.	Fully Considered
a) Provide the Union with a memorandum concerning the results of the meeting.	
b) If part of the project is to be performed by Ford forces, identify that portion in the memorandum.	

Full Utilization	
Please place a "✓" in the "Fully Considered" column after each factor is considered.	Fully Considered
7) Indicate if the contemplated contractor will be performing the work on straight time vs. overtime.	
8) Determine whether the contemplated work will be accomplished during the workweek or on the weekend.	
9) Identify any plant skilled trades forces on layoff or in the GEN program who could be utilized.	
10) State if there are any specialized work skill competencies that the contemplated contractor personnel possess that Company forces do not.	
11) Indicate the number of outside contractor personnel involved in the project.	
12) Determine number of skilled trades employees available/willing to work O/T required to complete project, consistent with cost and training parameters.	

**OUTSIDE CONTRACTING**

Full Utilization	
Please place a "✓" in the "Fully Considered" column after each factor is considered.	Fully Considered
13) Determine whether affected trades will be working weekend overtime.	
14) Estimate the percentage of affected trades to be assigned work alongside the contemplated contractor.	
15) Assess whether a Skilled Trades Project Coordinator may be appropriate to oversee the contemplated project.	

Warranty and Service Contracts	
Please place a "✓" in the "Fully Considered" column after each factor is considered.	Fully Considered
16) State whether a warranty has been provided in association with the purchase of equipment and indicate if the length of the warranty offered by the vendor is of standard duration as customarily provided to all customers.	
17) If extended warranty arrangements from the vendor are contemplated, notify the Union of the rationale for the extended warranty, if such arrangements cover work normally and historically performed by represented skilled trades employees.	

**OUTSIDE CONTRACTING**

Warranty and Service Contracts	
Please place a "✓" in the "Fully Considered" column after each factor is considered.	Fully Considered
18) If a service contract is contemplated, consider the service contract proposal in the same manner as contracts for the performance of skilled maintenance work normally and historically performed by represented skilled trades employees.	

Failure to comply with the provisions of the Collective Bargaining Agreement with respect to outside contracting could result in a grievance protesting the contemplated outside contract, including a possible strikeable issue grievance.

The local union may bring this matter to the attention of the appropriate Operations Labor Relations Office and the UAW National Ford Department.

Acknowledged:

\_\_\_\_\_ Date: \_\_\_\_\_  
 Company Representative

\_\_\_\_\_ Date: \_\_\_\_\_  
 Union Representative

\_\_\_\_\_

**OUTSIDE CONTRACTING**

September 15, 2003

Mr. Gerald D. Bantom  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Bantom:

Subject: Outside Contracting

During 2003 negotiations, the parties discussed the present outside contracting procedures. The parties recognized there are sufficient procedures identified in the Letter of Understanding dated October 9, 1999 entitled Outside Contracting, as well as the importance of adhering to said procedures. Therefore, immediately following negotiations, the Company will issue a letter to all Company locations reinforcing the provisions of the Outside Contracting letter.

Very truly yours,

RICK E. POYNTER, Director  
U.S. Union Affairs  
Labor Affairs

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**OUTSIDE CONTRACTING REVIEWS**

September 15, 1993

Mr. Ernest Lofton  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Lofton:

Subject: Outside Contracting Reviews

During 1993 bargaining the parties discussed at length those problems associated with the outside contracting notification procedure and the Union's concerns about the full utilization of Ford skilled trades employees. In order to ensure that outside contracting, as well as other key issues, receives the attention of both our senior plant and division Management teams, the Company has recommended a process to enhance communication with both Local Unions and the National Ford Department. That process is the subject of a separate letter between the parties.

The parties agreed to establish regular reviews at the local level of contemplated outside contracting projects. The Skilled Trades Representative, or other designated representative, will participate in these reviews. Also, if the local parties deem it appropriate, the local Bargaining Chairperson can request a subcommittee composed of individuals from the appropriate trades representing the majority of the project work to attend the discussions concerning the contemplated outside contract. These reviews give the Local Union the opportunity to express its concerns and ideas prior to the contract being let, and to comment on the potential of retaining all or part of the work in-house, that it has the ability to perform on a competitive basis, consistent with the principles set forth in Article IV, Section 8, and the Bugas letter.

These discussions will cover the elements required by the parties' understandings concerning outside contracting (including Article IV, Section 8 and letters from the 1949 Bugas/Reuther letter forward), including the utilization of Ford skilled trades employees. In addressing the issue of full utilization, the parties have discussed the fact that the defini-

**OUTSIDE CONTRACTING REVIEWS**

tion of full utilization will vary from location to location depending on the circumstances of each contract including the number of outside skilled trades personnel involved, the number of hours allocated to the project and the extent to which outside contractors are being considered for use on weekend work.

Very truly yours,

JAMES D. SHANNON, Director  
Union Affairs Office  
Employee Relations Staff

Concur: Ernest Lofton

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**RIGHT TO STRIKE OVER OUTSIDE CONTRACTING**

October 4, 1979

Mr. Ken Bannon, Vice President  
Director—National Ford Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Bannon:

Subject: Right to Strike Over Outside Contracting

In the current negotiations, the parties discussed the provisions of Article VII, Sections 16(a), (b) (7) and 23, of the Collective Bargaining Agreement as they apply to the right to strike over issues concerning violations of the Company's express commitments set forth in the provisions of Article IV, Section 8, of the Agreement (except those commitments concerning advance notice and/or discussion relating to maintenance and construction work and new die machining, fabrication, repair, tryout and related checking fixture work). As a result of these discussions, the parties agreed that grievances covering such issues shall be handled in the following manner:

1. Such a grievance may be filed in the Second Stage of the arbitrable Grievance Procedure and if not resolved may then be appealed in the normal manner through the Fourth Stage of that procedure; provided, however, that if the Director of the National Ford Department decides otherwise and within 30 days of the date of notice of appeal to the Umpire of such grievance notifies the Labor Relations Staff of the Company, in writing, of his decision not to proceed to the Umpire, the grievance shall be referred to the Second Stage of the Special Procedure set forth in the provisions of Article VII, Section 23, of the Agreement and thereafter processed in accordance with those provisions.
2. In the Special Procedure, the disposition the Union may properly seek is to reverse the Company's decision with respect to the work protested in the grievance and require that it be assigned to the proper Company employees. In the alternative, the Union may seek to

**RIGHT TO STRIKE OVER OUTSIDE CONTRACTING**

secure an appropriate award of back pay for properly aggrieved employees. The Union may not properly seek to modify the Company's express commitments in Article IV, Section 8, of the Agreement in any way.

3. If such grievance is processed through the Fourth Stage of the arbitrable Grievance Procedure and is decided by the Umpire, his decision must be based upon the criteria which are set forth in Article IV, Section 8, of the Agreement, and if he sustains the grievance, his award shall be limited to backpay for the properly aggrieved employees who are laid off or would be laid off as a direct result of the Company's decision to contract out the disputed work.

Very truly yours,

SIDNEY F. McKENNA,  
Vice President  
Labor Relations

Concur: Ken Bannon

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**SELECTION AND TRAINING – MAINTENANCE GENERAL PLANT  
SKILLED CLASSIFICATION, PARTS DISTRIBUTION CENTERS**

October 9, 1999

Mr. Ron Gettelfinger  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Gettelfinger:

Subject: Selection and Training – Maintenance General  
Plant Skilled Classification, Parts Distribution  
Centers

During 1999 negotiations the parties discussed the selection and training requirements of the Maintenance General Plant Skilled classification. The parties recognized the importance of the current program in identifying qualified candidates from within and in upgrading the skills of all Maintenance General Plant Skilled employees.

The parties also discussed the assessment and selection process established in 1993 and have reached the following understanding:

- Manpower projections will be utilized to determine the number of employees to receive training.
- Employees who pass the assessment are not required to be reassessed.
- Employees who pass the assessment will be trained and selected in seniority order for temporary and full time openings within the Maintenance General Plant Skilled classification.
- Refusal of temporary assignment to Maintenance General Plant Skilled will have no impact on permanent placement.
- Jointly developed preassessment materials will continue to be made available to future assessment candidates.

**SELECTION AND TRAINING – MAINTENANCE GENERAL PLANT  
SKILLED CLASSIFICATION, PARTS DISTRIBUTION CENTERS**

The joint technical training committee comprised of Ford Customer Service Division and National Ford Department representatives will continue to monitor the progress of, and modify as required, the training, and associated materials to provide for the introduction of new technologies. Additionally, all training will be developed within the UAW-Ford Technical Skills Program Guidelines subject to the approval of the Joint Governing Body.

This program will not have any effect on the existing classification structure in the parts distribution system, nor will it have any effect on existing placement or hiring procedures.

Very truly yours,

DENNIS J. CIRBES, Director  
U.S. Union Affairs Office  
Labor Affairs

Concur: Ron Gettelfinger

Note: This letter replaces the Selection and Training –  
Maintenance General Plant Skilled Classification,  
Parts Distribution Centers dated September 16, 1996.

**INSPECTOR — TOOLING AND LAYOUT SENIORITY**

October 14, 1984

Mr. Stephen P. Yokich  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Yokich:

Subject: Inspector — Tooling and Layout Seniority

This will confirm that effective with the effective date of the new Collective Bargaining Agreement, notwithstanding the provisions of paragraph 2 of the Agreement - Inspector - Tooling and Layout, dated July 21, 1975, employees who fulfill the requirements of the Inspector - Tooling and Layout - New classification shall, upon reclassification to Inspector - Tooling and Layout, be given date-of-entry seniority in such classification equivalent to eight years prior to the date of such reclassification, but in no case earlier than the initial date of reclassification or hire as an Inspector - Tooling and Layout - New.

This new method of determining Inspector - Tooling and Layout seniority shall not serve to create a seniority disadvantage with respect to other employees currently on that classification who completed the requirements of the Agreement—Inspector - Tooling and Layout and established date-of-entry seniority on the basis of paragraph 2 of that Agreement providing for date-of-entry seniority four years prior to their reclassification. In cases where the new method of determining seniority would disadvantage such incumbents, the local parties will establish mutually agreeable date-of-entry seniority dates for those to be reclassified Inspector - Tooling and Layout that avoid such disadvantage.

**INSPECTOR — TOOLING AND LAYOUT SENIORITY**

It further is agreed that the Company shall assume no liability for back pay claims or any other matters as the result of the provisions for a new method of determining seniority and for local adjustments to avoid disadvantaging incumbents as set forth in this letter, and the only redress that may be sought shall be seniority corrections in the records of such individuals who may be called to the attention of the Company by the Union.

Very truly yours,

JOHN M. SLOSAR, Director  
Union Affairs Office  
Labor Relations Staff

Concur: Stephen P. Yokich

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**SKILLED/NONSKILLED SENIORITY**

October 14, 1984

Mr. Stephen P. Yokich  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Yokich:

Subject: Skilled/Nonskilled Seniority

During the recent negotiations, the parties discussed the seniority status of an employee with basic skilled seniority at his original plant, but without nonskilled seniority, who is placed in or transferred to another plant on a nonskilled classification. The Company informed the Union that beginning with the Effective Date such employee would be deemed to have basic skilled seniority at the original plant and basic nonskilled seniority at the new plant each of which would be considered his basic seniority for purposes of applying Article VIII, Section 1(b) of the Agreement. The plant seniority date of such employee in the new plant will be his Transfer Leveling Seniority Date pursuant to the provisions of Article VIII, Section 1(c) of the Agreement.

Very truly yours,

JOHN M. SLOSAR, Director  
Union Affairs Office  
Labor Relations Staff

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**TRANSFER LEVELING SENIORITY TIEBREAKER**

September 17, 1987

Mr. Stephen P. Yokich  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Yokich:

Subject: Transfer Leveling Seniority Tiebreaker

During the course of these negotiations, the parties discussed Article VIII, Section 1(c) of the Agreement as it applies to skilled trades employees who are preferentially placed in another plant on a skilled classification that is different than the skilled classification from which they are laid off.

It was agreed that, notwithstanding the provisions of Article VIII, Section 1(c), in such instances where the employee's new skilled classification either consists of duties closely similar to his prior skilled classification, or is an apprenticeable classification with classroom and shop training closely similar to his prior apprenticeable skilled classification, the employee's original unit Appendix F date-of-entry seniority will be used for seniority tiebreaking purposes.

Very truly yours,

ARTHUR W. HANLON, Director  
Union Affairs Office  
Labor Relations Staff

Concur: Stephen P. Yokich

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**APPRENTICES AFFECTED BY A REDUCTION IN FORCE**

November 3, 2007

**Mr. Bob King  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214**

**Dear Mr. King:**

**Subject: Apprentices Affected by a Reduction in  
Force**

**During these 2007 negotiations the parties discussed many aspects of the Apprenticeship Program, including the policy and procedures utilized to populate the apprentice eligibility wait lists, bringing new apprentices into the program and the process that is followed when there is a reduction in force that affects active apprentices.**

**Based on these discussions, the parties agreed that, effective on the Effective Date of the new Collective Bargaining Agreement, all future reductions in force that affect active apprentices in the same occupational grouping, to be reduced on the same date, will utilize the following procedures to determine which apprentice will be reduced:**

- **Apprentices will exercise their apprentice seniority in their occupational group. For example, the apprentice with the earliest on course date shall be laid off last and the last laid off shall be the first to be reinstated.**
- **When apprentices have the same on course date, the seniority tiebreaker will be their accumulated UAW hourly seniority, and the first apprentice to be laid off will be the apprentice with the lowest accumulated seniority.**

**APPRENTICES AFFECTED BY A REDUCTION IN FORCE**

- **When there is a tie in both the on course dates and UAW hourly accumulated seniority, the seniority tiebreaker will be the last four digits of each tied apprentice's Social Security Number, in highest to lowest order (i.e., 9999 is highest; 0001 lowest) and the apprentice with the lowest number shall be laid off first.**

**Very truly yours,**

**BILL DIRKSEN,  
Executive Director  
U.S. Labor Affairs**

**Concur: Bob King**

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**APPRENTICES AFFECTED BY DISCONTINUED OPERATIONS**

September 15, 2003

Mr. Gerald D. Bantom  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Bantom:

Subject: Apprentices Affected by Discontinued Operations

During 2003 negotiations, the parties discussed a number of issues related to apprentices who may be affected by discontinued operations.

The parties acknowledge that when an apprentice is affected by situations such as discontinued operations, there may be a need to change or waive certain agreements or practices. It is further understood that in such cases, special understandings and considerations could supersede current contract language with regard to apprentice preferential placement and seniority.

Issues arising from these matters should be directed to the UAW National Ford Department and the Company's U.S. Union Affairs Office for resolution.

Very truly yours,

RICK E. POYNTER, Director  
U.S. Union Affairs  
Labor Affairs

Concur: Gerald D. Bantom

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**APPRENTICE GRADUATE SKILLED TRADES SENIORITY -  
BROWNSTOWN**

September 15, 2003

Mr. Gerald D. Bantom  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Bantom:

Subject: Apprentice Graduate Skilled Trades Seniority -  
Brownstown

During these negotiations, the parties discussed Apprentice Program administrative issues within the Ford Rouge Center. Specifically, the parties recognized the administrative complexity resulting from the multiple facilities and organizations within the Ford Rouge Center, including facilities physically located outside the Center but which participate in the Center's apprentice training activities. Apprentice seniority was highlighted as a particularly complex issue.

Based on these discussions, the parties agreed that issues related to apprentices who graduate from the Apprentice Program within the Ford Rouge Center but originated from another unit, will be directed to the National Joint Apprenticeship Committee for resolution.

Very truly yours,

RICK E. POYNTER, Director  
U.S. Union Affairs  
Labor Affairs

Concur: Gerald D. Bantom

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**APPRENTICE MENTORING PROGRAM**

September 15, 2003

Mr. Gerald D. Bantom  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Bantom:

Subject: Apprentice Mentoring Program

During these negotiations, the parties discussed a variety of enhancements to the UAW-Ford Apprentice Training Program. The parties agreed that promoting positive and productive working relationships is key to open communication, sharing of specialized knowledge and development of leadership skills. Therefore, within 90 days of the conclusion of negotiations, the NJAC will implement a two-phase training program, incorporated into the Apprentice Program training, to support apprentice mentoring.

Very truly yours,

RICK E. POYNTER, Director  
U.S. Union Affairs  
Labor Affairs

Concur: Gerald D. Bantom

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**APPRENTICE NEEDS FORECASTING METHODOLOGY PILOT**

September 15, 2003

Mr. Gerald D. Bantom  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Bantom:

Subject: Apprentice Needs Forecasting Methodology Pilot

During 2003 negotiations, the parties jointly created an improved methodology to forecast apprentice indenturements to align with business requirements, and agreed to pilot the methodology for a two (2) year period.

During the pilot, the parties will annually forecast skilled trades requirements for the next four (4) years, on a rolling basis. The Company intends, to the extent practical, to indenture apprentices to fill the forecasted apprentice needs. The parties agree to extend their best efforts to forecast accurately.

Following the pilot, the forecasting methodology will be evaluated jointly. If the Company has not followed the intent of the methodology by indenturing apprentices according to the forecasted need and existing business conditions, the Company agrees to indenture a number of apprentices equal to the difference between the forecasted number of apprentices for the first two years, and the actual number of apprentices indentured during the term of the pilot, no later than the first half of the following year, business conditions permitting. If after evaluating the pilot, the parties determine the methodology is not effective as a forecasting tool and choose to discontinue the methodology, the Company agrees to indenture 1500 apprentices (inclusive of Visteon),

**APPRENTICE NEEDS FORECASTING METHODOLOGY PILOT**

less the number of apprentices that were indentured prior to discontinuance of the pilot, over the remainder of the Agreement, business conditions permitting.

Very truly yours,

RICK E. POYNTER, Director  
U.S. Union Affairs  
Labor Affairs

Concur: Gerald D. Bantom

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**APPRENTICE PREFERENTIAL PLACEMENT, PROTECTED STATUS  
PLACEMENT, AND RETURN TO BASIC UNIT PROVISIONS**

October 9, 1999

Mr. Ron Gettelfinger  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Gettelfinger:

Subject: Apprentice Preferential Placement, Protected  
Status Placement, and Return To Basic Unit  
Provisions

The parties recognize that apprentices may be affected by covered or excluded events during the course of the Agreement. As such, the parties discussed at length the mutual interest of establishing processes to provide Preferential Placement, Protected Status placement, and Return Home opportunities to apprentices.

Accordingly, this will confirm the parties' understanding that, effective with the new Collective Bargaining Agreement, apprentices will be offered:

- Preferential Placement and Protected Status placement opportunities in accordance with placement guidelines established by the Ford-UAW National Joint Apprenticeship Committee (NJAC). These guidelines will cover unique situations created when apprentices are laid off or placed in Protected Status with little or no likelihood of recall. Apprentices will not be governed by the placement guidelines specified in Appendices M and N of the Agreement. Placement of laid-off and Protected Status apprentices will be administered by the Ford-UAW NJAC.
- Return To Basic Unit opportunities will be in accordance with provisions established and administered by the Ford-UAW NJAC and not the guidelines specified in Appendix O of the Agreement.

**APPRENTICE PREFERENTIAL PLACEMENT, PROTECTED STATUS  
PLACEMENT, AND RETURN TO BASIC UNIT PROVISIONS**

Complaints regarding the administration of the Apprentice  
Placement Program will be directed to the NJAC.

Very truly yours,

DENNIS J. CIRBES, Director  
U.S. Union Affairs Office  
Labor Affairs

Concur: Ron Gettelfinger

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**APPRENTICE PROGRAM**

September 16, 1996

Mr. Ernest Lofton  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Lofton:

Subject: Apprentice Program

During these negotiations, the Union expressed concern regarding funding for and administration of the Apprentice Program.

The Company continues to recognize the Apprentice Program as an important source of the journeymen/women necessary to maintain an adequate and qualified skilled work force. In this regard, the Company intends to continue to maintain an active and viable apprentice program, consistent with local employment needs, provided that facilities and opportunities for appropriate training are sufficient to support the program. To promote individual facilities' continued support for the program, the Company will publish and distribute, to all facilities, an administrative letter reaffirming the present, new apprentice budget provision levels.

The National Joint Apprenticeship Committee (NJAC) and the Union and Company Apprentice Program Coordinators have a central role in coordinating apprentice program activities and ensuring an active and viable program, consistent with local business conditions. To provide support for that central coordinating role, the Union and Company Apprentice Program Coordinators will meet jointly with an Administrative Assistant of the UAW National Ford Department and the Director of the Company's U. S. Union Affairs Office on a quarterly basis to review program status and recommend appropriate actions as necessary. These meetings will include, but will not be limited to, a review of (a)



**APPRENTICE PROGRAM**

program objectives, structure, and organizational needs, (b) program financing, and (c) skilled trades attrition and projections of apprentice requirements.

Very truly yours,

PHILLIP A. DUBENSKY, Director  
U. S. Union Affairs Office  
Labor Affairs

Concur: Ernest Lofton

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**APPRENTICE PROGRAM NAME**

October 9, 1999

Mr. Ron Gettelfinger  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Gettelfinger:

Subject: Apprentice Program Name

This letter is to confirm that, effective upon ratification of the Agreement, the Apprentice Program will be renamed the *UAW-Ford Apprentice Program*.

This letter also confirms the parties' mutual understanding and agreement that, continuing present practice, the UAW-Ford Apprentice Program is to be separate and independent from the UAW-Ford Joint Programs administered by the National Programs Center.

Very truly yours,

DENNIS J. CIRBES, Director  
U.S. Union Affairs Office  
Labor Affairs

Concur: Ron Gettelfinger

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**APPRENTICE PROGRAM QUALITY AND ADMINISTRATION**

October 7, 1990

Mr. Ernest Lofton  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Lofton:

Subject: Apprentice Program Quality and Administration

During these negotiations, the UAW brought to the Company's attention administrative issues which the Union believed should be addressed in order to improve further the operation of the Program and the quality of its graduates. These issues were: apprentices working alone, review of a major reduction-in-force of apprentices, availability of uniform related training, rotational apprentice assignments and plant subcommittee — management representatives.

*Apprentices Working Alone*

The Union raised the question of apprentices being assigned to work alone. The parties agreed that good judgment 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 Employee Relations Staff.

## **APPRENTICE PROGRAM QUALITY AND ADMINISTRATION**

### *Review of a Major Reduction-In-Force of Apprentices*

The parties also discussed the meaning and intent of Article 11(h) providing authority to the Joint Apprenticeship Committee to review and approve in advance any facility plan to lay off all apprentices in a particular trade. In addition, the parties agreed that the Joint Apprenticeship Committee shall review in advance those facility reduction-in-force plans affecting a significant number of apprentices in a magnitude which could threaten the operation and continuity of the facility's apprentice program. Joint Apprenticeship Committee concerns about such planned reductions should be brought to the attention of the Employee Relations Manager of the facility and the Local Union Chairperson.

### *Availability of Uniform Related Training*

The Union discussed the inability of some provider schools to deliver advanced training courses in a convenient, timely, and uniform manner and noted that some courses are not always available because apprentice enrollments are less than the minimum class size required by the provider schools.

The parties shall request the Joint Apprenticeship Committee to consider one or more of the following approaches to assist in minimizing the lack of uniformity in related instruction:

- Coordinate planned attendance and scheduling of related training courses in multi-plant areas to enlarge the number of apprentices attending at the local provider school.
- Consult with education providers to possibly alter certain required instruction courses on a pilot basis using more generic course content and permitting a larger number of apprentices or other employees to enroll.
- Take the necessary actions to provide such courses, where appropriate and feasible, in-plant or at a selected multi-plant site.
- Replace providers where necessary and feasible.
- Investigate with providers their ability and willingness to deliver course content via high technology education methods, while assuring mastery of material.
- Work with other companies to supply sufficient students to meet class size minimums.

## APPRENTICE PROGRAM QUALITY AND ADMINISTRATION

To meet special circumstances, the Joint Apprenticeship Committee may approve the offering of related training courses during normal working hours subject to the concurrence of local management and union at those facilities. Courses conducted during normal working hours are not eligible for a training incentive.

### *Rotational Apprentice Assignments*

The Union complained that apprentices at some plants, particularly plants operated under an area management organizational structure, encounter difficulties in obtaining appropriate rotational movements in a timely manner.

As a result, the Company has committed to review these complaints with operating management and request that corrective measures be taken as appropriate. The Company's policy in this matter is to provide meaningful rotational shop assignments in a timely manner so that the apprentice's development can result in a best-in-class journeyman to support the success and viability of the operations served.

### *Plant Subcommittee - Management Representatives*

The Union also expressed concern that in some instances the management members of the Plant Subcommittee of the Joint Apprenticeship Committee do not possess sufficient skilled trades knowledge or experience to adequately discuss apprentice training concerns.

The Company advised the Union that at those facilities where the management member does not have skilled trades experience, Plant Employee Relations Managers will be advised of the desirability of providing such a resource. Problems in this regard may be brought to the attention of the Plant Employee Relations Manager by the local Union for review and correction, as necessary.

Very truly yours,

ERNEST J. SAVOIE, Director  
Employee Development Office  
Employee Relations Staff

Concur: Ernest Lofton

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**APPRENTICE PROGRAM REQUIREMENTS**

September 15, 2003

Mr. Gerald D. Bantom  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Bantom:

Subject: Apprentice Program Requirements

In these negotiations, the parties discussed the requirements of the Apprentice Program and the need to continually review and modify Program policies to ensure its "best in class" status. Specifically, the parties recognized the need to maintain uniformity and stability within the Program with regard to apprentices' Related Training Instruction class scheduling, training rotations, graduation projections, and task completions, as well as licensing requirements for specific trades.

To assist in the fulfillment of these needs, the parties agreed that the National Joint Apprenticeship Committee (NJAC) should increase the number of shop training hours required of apprentices, from the present minimum of 7,424 to a minimum of 8,000 hours. It is envisioned that the NJAC will coordinate the necessary administrative modifications to effect this increased requirement by year-end 2003. Thus, apprentices indentured on or after January 1, 2004 shall be required to successfully complete 8,000 hours of shop

**APPRENTICE PROGRAM REQUIREMENTS**

training in addition to their required hours of Related Training Instruction as a prerequisite for graduation from the Apprentice Program.

Very truly yours,

RICK E. POYNTER, Director  
U.S. Union Affairs  
Labor Affairs

Concur: Gerald D. Bantom

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**APPRENTICE PROGRAM REVIEW MEETINGS**

September 15, 2003

Mr. Gerald D. Bantom  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Bantom:

Subject: Apprentice Program Review Meetings

During these negotiations, the parties discussed and agreed on the need for national-level meetings to review the status of the Apprentice Program and to provide a central focus to coordination and administration of the program.

It was agreed that the Union and Company Apprentice Program Coordinators, an Administrative Assistant of the UAW National Ford Department, and the Director of the Company's U. S. Union Affairs Office would meet jointly, on an annual basis, to provide direction and support to the National Joint Apprenticeship Committee and to assure the Apprentice Program continues as an active and viable source of skilled trades journeymen/women.

The parties agreed that meeting topics may include, but need not be limited to:

- review of program accomplishments, structure, organizational needs and objectives;
- review of program financing (e.g., expenditures of training funds);



**APPRENTICE PROGRAM REVIEW MEETINGS**

- projections of apprentice accession requirements based on skilled trades attrition, operational and business requirements, future skilled trades workforce requirements and business conditions.

Very truly yours,

RICK E. POYNTER, Director  
U.S. Union Affairs  
Labor Affairs

Concur: Gerald D. Bantom

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**APPRENTICE PROGRAM REVISIONS**

November 3, 2007

**Mr. Bob King  
Vice President and Director  
UAW-Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214**

**Dear Mr. King:**

**Subject: Apprentice Program Revisions**

**During the 2007 negotiations, the parties discussed UAW-Ford Apprentice Program revisions that will be required due to the consolidation of skilled trades job classifications. It was acknowledged that the merging of apprenticeships, as required to support such trade consolidations, will necessitate an extensive review of the elements in existing apprentice training programs and an identification of the particular skills and knowledge required for the new trade classifications. Based on these discussions, it was mutually agreed that the National Joint Apprenticeship Committee will revise the apprentice training programs for the individual trade groups. These revisions will include, but will not be limited to:**

- job task analyses, and review/revision of Related Training Instruction curricula, based on skills and knowledge required to operate and maintain process equipment, maintenance and construction;**
- improved and expanded training concepts such as FTPM, FPS, MOS and QOS related to the skilled trades;**
- core skills training curricula;**
- enhanced apprentice training programs and curricula; and**
- apprentice progress assessment processes and procedures.**

**APPRENTICE PROGRAM REVISIONS**

**It was recognized that diligent review and revision of these apprentice training elements, with the support and guidance from the National Skilled Trades Governance Committee, will help ensure that the UAW-Ford Apprentice Program continues to maintain its long-standing "best in class" status.**

**Based on the above reviews and revisions, the National Joint Apprenticeship Committee will update all apprentice training materials, requirements, and procedures, and will distribute them to Local Joint Apprenticeship Committee Representatives. In addition, the Committee will report, semi-annually, its progress and the individual facility's status to the National Skilled Trades Governance Committee.**

**This initiative will begin as soon as practicable following the effective date of this Agreement.**

**Very truly yours,**

**BILL DIRKSEN,  
Executive Director  
U.S. Labor Affairs**

**Concur: Bob King**

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**APPRENTICE SELECTION PROCEDURE —  
SOURCE OF CANDIDATES**

September 15, 2003

Mr. Gerald D. Bantom  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Bantom:

Subject: Apprentice Selection Procedure — Source of  
Candidates

During these negotiations, the parties discussed the apprentice selection procedure regarding the source of apprentice candidates. It was agreed that beginning January 2, 1991, the Joint Apprenticeship Committee (JAC) will implement the practices outlined below:

- A plant which receives JAC approval to conduct testing will accept applications from the following candidate sources:
  - Candidates for List A
    - Employees of the facility. (Employees presently on eligibility lists will be assigned to List A and will continue to be offered apprenticeship opportunities based on their eligibility position.)
    - Employees of a facility which the JAC has approved for common testing as a standard practice.
  - Candidates for List B
    - Employees of other plants within an area if the testing will be in (1) Michigan area or (2) Cleveland/Lorain, Ohio area.
- The total number of candidates to be considered in developing or supplementing an eligibility list will be the forecasted two-year supply for the subject facility.
- Candidates who qualify and fill available openings on List A will have first priority for placement on the program, followed by candidates who qualify and fill available openings on List B.

**APPRENTICE SELECTION PROCEDURE —  
SOURCE OF CANDIDATES**

- In the event of an excess of applications for List B openings, the JAC may implement an applicant lottery as appropriate. Specially recruited minority or female candidates will be incremental to List B.
- Employees from another facility applying for openings on List B will be governed by the following criteria:
  - They may, on a one-time basis, request placement on the eligibility list of one facility other than their own in their respective area.
  - They must test at the facility where they are seeking an eligibility list opening at the time that facility is conducting apprentice selection testing.
  - They will compete for openings on List B on the same basis as external candidates.
  - If they turn down an opportunity to go on course in a trade preference they selected, they will be removed from that facility's eligibility list.
  - In instances where several applicants from the same facility are to be released to fill apprentice openings in other Company facilities, the release of these applicants should occur in a manner that minimizes disruption to the operation of the applicant's department.
  - Apprentice seniority is governed by Article 15 of the Apprenticeship Standards.

The JAC will monitor the operation of these procedures and will report periodically to the UAW National Ford Department and U.S. Union Relations Staff on that operation. The parties will examine the reported experience to determine whether revisions are required to achieve the objectives of obtaining well-qualified candidates, competitive parity, and continued fulfillment of the parties' commitment to equal employment opportunity and affirmative action.

**APPRENTICE SELECTION PROCEDURE —  
SOURCE OF CANDIDATES**

Provisions of this letter may be suspended by mutual agreement of the UAW, National Ford Department and the Company's Labor Affairs Office for the duration of applicable Pilot Programs.

Very truly yours,

RICK E. POYNTER, Director  
U.S. Union Affairs  
Labor Affairs

Concur: Gerald D. Bantom

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**APPRENTICE TOOL BOX**

September 15, 2003

Mr. Gerald D. Bantom  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Bantom:

Subject: Apprentice Tool Box

During these negotiations, the parties discussed various issues regarding the Apprentice Program, including the supplies provided to apprentices. The parties agreed that, as soon as practicable after being placed in the Apprentice Program, apprentices will be able to requisition (subject to return if they leave the Program prior to graduation) an appropriate tool box from their plant. The value of this tool box shall not exceed \$200. Employees may retain the tool box after they graduate from the Apprentice Program so long as they are employed by the Company as skilled tradespersons.

This arrangement is not intended to modify mutually satisfactory existing local procedures.

Very truly yours,

RICK E. POYNTER, Director  
U.S. Union Affairs  
Labor Affairs

Concur: Gerald D. Bantom

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**APPRENTICE UTILIZATION AND JOURNEYMAN STATUS**

October 14, 1984

Mr. Stephen P. Yokich  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Yokich:

Subject: Apprentice Utilization and Journeyman Status

During the current negotiations, the Union expressed concern about the number of apprentices in training and the qualifications of journeymen hired to fill certain apprenticeable trade requirements.

While depressed business conditions in recent years have resulted in substantial reductions in the number of apprentices on course, the Company continues to recognize the apprenticeship program as an important source of journeymen, among other measures to maintain an adequate and qualified skilled work force. In this regard, the Company intends to continue to maintain an active and viable apprenticeship program, consistent with local employment needs, and provided that facilities and opportunities for appropriate training are sufficient to support the program.

The apprenticeship program, however, cannot be the only source utilized to meet the Company's journeyman requirements in the apprenticeable trades. Some locations have insufficient requirements or facilities to support the program; situations frequently arise where training projections cannot fully anticipate fluctuations or shifts in needs; and other unforeseen or unusual conditions can occur. Therefore, the Company must retain the necessary flexibility to fill its needs through an appropriate balance of apprentice training (with realistic apprentices to journeymen ratios), the hiring of journeymen and the transfer or promotion of plant employees consistent with the parties' local agreements.



#### **APPRENTICE UTILIZATION AND JOURNEYMAN STATUS**

With respect to hiring on the apprenticeable trades, it is the Company's policy that, as practical, applicants before being hired as journeymen generally must satisfy one of the following criteria:

- completion of a bona fide apprenticeship program with standards equivalent to the Ford-UAW Apprenticeship Standards, or
- eight (8) years of experience in the trade, or
- experience and training equivalent to that required in a bona fide apprenticeship program as set forth above.

In applying this policy, it is understood that the Company must maintain appropriate flexibility to be able to meet its skilled work force requirements in those unusual situations where applicants who fully meet the criteria are unavailable.

Local agreements having a journeymen definition, of course, remain in effect and apply to skilled trades classifications at particular units as locally negotiated; however, it is understood such local agreements shall not provide for journeyman experience requirements of more than eight years.

Very truly yours,

ERNEST J. SAVOIE, Director  
Labor Relations Planning and  
Employment Office  
Labor Relations Staff

**CLARIFICATION OF APPRENTICE REHIRE PROVISION**

October 14, 1984

Mr. Stephen P. Yokich  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Yokich:

Subject: Clarification of Apprentice Rehire Provision

This will confirm the parties' understanding that, effective with the new Collective Bargaining Agreement, laid-off apprentices losing their apprentice seniority pursuant to Section 15(f) of the Apprenticeship Standards, but who retain Company seniority, will be offered the opportunity to be rehired to their apprenticeship prior to returning probationary apprentices or indenturing new apprentices on the same trades. It further is understood that apprentices who lost their apprentice seniority subsequent to March 1, 1982, also will be eligible for such opportunity so long as they retain Company seniority.

Very truly yours,

ERNEST J. SAVOIE, Director  
Labor Relations Planning and  
Employment Office  
Labor Relations Staff

Concur: Stephen P. Yokich

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**JOB SECURITY — APPRENTICE DEVELOPMENT  
AND JOURNEYMEN/WOMEN RETRAINING**

**November 3, 2007**

**Mr. Bob King**  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. **King**:

Subject: Job Security — Apprentice Development and  
Journeyman/women Retraining

During these negotiations, the Union and the Company acknowledged that skilled trades personnel provide vital maintenance and construction support to operations, and that there is a direct relationship between the effectiveness of skilled trades personnel and the success and viability of the operations they serve. Establishing new levels of competence within the apprenticeable trades through training, retraining and assessment of apprentices will permit the Union and the Company to pursue the critical objective of continuous improvement in quality, flexibility and operational effectiveness and, in turn, enhance job security.

*Program Size*

Consistent with these discussions and the October 14, 1984 Apprentice Utilization and Journeyman Status Letter of Understanding and in response to present skilled trades demographics, potential future retirements, and attrition, the Company commits to retaining a viable apprentice program. It is recognized, however, that the current depressed business conditions, increasing competitive pressures, and the future business outlook will continue to have a substantial impact on the number of apprentices required to be placed on course. Nevertheless, the Company recognizes the Apprentice Program as an important source of qualified journeymen/women **and the fact that the program has historically been the source of the majority of journeymen/women within the Company.** Both parties recognized that an active, viable Apprentice Program must align with the business requirements. **When business**

**JOB SECURITY — APPRENTICE DEVELOPMENT  
AND JOURNEYMEN/WOMEN RETRAINING**

**conditions and requirements permit, it is the Company's intention to continue to utilize the Apprentice Program as a major source of future journeymen/women.** As such, during these negotiations, the parties agreed to **continue** an apprentice needs forecasting methodology and further agreed to an annual review to align apprentice needs with business requirements. As soon as practicable following the ratification of the Agreement, **the** details and guidelines regarding the apprentice needs forecasting methodology will be **determined, based on forecasted business conditions and facility requirements.**

In an attempt to ensure that an appropriate number of apprentices are placed on course when and where required, the forecasting process will be utilized by local parties, with input from the local JAC, to project future skilled trades needs, and recommend the number and timing of apprentice indenturements to meet such needs. This forecasting process will include factors such as:

- historical and anticipated skilled trades attrition
- projected graduations of apprentices
- **available skilled trades employees, impacted by workforce reduction actions**
- **changes due to skilled trades classification consolidation and work practices**
- apprentice vacancies
- skilled trades hires
- operational requirements, business plan considerations, and implications of new technology

Following these negotiations, and annually in each remaining year of the Agreement, a letter will be co-signed by the NJAC and an appropriate Operating Executive, and issued to each Ford facility with an Apprentice Program, directing that the above forecast be completed and submitted to the NJAC and the Company's U.S. Union Affairs Office. This communication will include details regarding information to be included in the forecast and timing for its submission. The U.S. Union Affairs Office, in conjunction with the NJAC will review, compile, and provide concurrence that the methodology used to complete each facility's forecast was appropriately

## **JOB SECURITY — APPRENTICE DEVELOPMENT AND JOURNEYMEN/WOMEN RETRAINING**

applied. The parties will jointly forward a recommendation to the appropriate Operating Executive regarding the number of apprentices required.

Apprentices will be added in accordance with the annual recommendation, subject to the approval of the Operating Executive, provided that qualified candidates can be found who meet all the selection criteria. An effort will be made to manage the flow of accessions to facilitate the orderly scheduling of core skills training for new apprentices.<sup>1</sup> It is understood that while the existing work force will be a major source of future apprentices, this will not limit the NJAC from making adjustments based on mutually agreed upon business conditions.

It is also understood that in cases where there is an immediate need for journeymen/women skills at a particular location, **and/or where skilled trades employees impacted by workforce reduction actions are available**, it may be necessary to add journeymen/women in place of apprentices agreed upon in this letter. In this regard, provisions of Appendix N, Memorandum of Understanding on Preferential Placement Arrangements and Appendix M, Memorandum of Understanding, Job Security Program - GEN will be considered as required.

The National Joint Apprenticeship Committee will monitor the indenturement of apprentices and will review this information with the U.S. Union Affairs office and the National Ford Department on a regular basis.

### *Enhanced Apprenticeship Training*

The following enhancements to apprenticeship training will be undertaken:

- Continue to explore means to deliver more uniform related instruction to all locations having an apprentice program, based on analysis of needs, available materials and technology including various forms of distance learning.
- Continue to improve **and modify** the core skills training for new apprentices (e. g., FTPM concepts or **new skill sets required**) and in-course progress

<sup>1</sup> Moved from previous paragraph

**JOB SECURITY — APPRENTICE DEVELOPMENT  
AND JOURNEYMEN/WOMEN RETRAINING**

assessment for participants mid-way through the program. The core skills training may be conducted at the Huron Technical Training Center or at a vendor's facility selected by the National Joint Apprenticeship Committee (NJAC). Generally, apprentices selected for the in-course assessment should have worked **a minimum of 3,000 but not more than 5,000** shop hours. Appropriate remedial action plans, based on assessment outcomes, will be developed for the individual apprentices included in this assessment. The results of such assessments shall be considered but shall not be the sole determinant of continuance on course.

- **Continue** the highly successful Troubleshooting Strategies course, **previously** developed for the the **Electrical and Machine Repair** Apprenticeship, **and assess and implement, as appropriate** to other apprenticeships such as Tool and Die, and Plumber-Pipefitter. Apprentices should complete this course between 2,000 and 3,000 hours.
- Continue as a standard element of the Apprentice Program the basic training to introduce apprentices in the metal trades to the principles used in computer-controlled equipment and devices associated with job performance involving operating coordinate measuring machines (CMM), related computer-aided design (CAD) equipment, and computer operating systems. This training would include classroom as well as “hands-on” lab exercises.

This introduction to CMM provides apprentices with a basic understanding of the work involved and assists them in determining whether they should pursue a career leading to Inspector - Tooling and Layout. Apprentices pursuing such a career would be offered an opportunity to enroll in supplemental training in CMM and related subjects being offered to employees classified as Inspector - Tooling and Layout.

- Continue, as appropriate, to benchmark exemplary apprentice programs to further continuous improvement in all aspects of the Apprentice Program.

#### **JOB SECURITY — APPRENTICE DEVELOPMENT AND JOURNEYMEN/WOMEN RETRAINING**

- Identify (a) the various types of welding applications that require certification, (b) local, state, and/or federal certification examination requirements, and (c) the welding equipment necessary to conduct such examinations.

Continue a welder certification process for identified applications after review by the National Joint Apprenticeship Committee with the UAW's, National Ford Department and the Company's Labor Affairs Office.

- Review and revise apprentice curricula, as necessary, to ensure that apprentices receive training and instruction in reducing repair time and methodology for increasing time between machine failures, in accordance with FTTPM principles.
- Review and, as necessary, revise apprentice curricula to ensure that training reflects current and anticipated technology.

#### *Task Analysis and Performance Assessment*

The Union and the Company acknowledged that the present Apprentice Program can be improved by standardization of training delivery and periodic assessment of apprentice performance to ensure skill development. The parties agreed to jointly **continue the** task-and-performance-based apprentice program. Consistent with this objective, the following steps will be undertaken:

- Continue to conduct task analyses of the apprenticeable trades (a minimum of two per year) to ensure that shop area learning and performance objectives can be expanded to all locations having an apprentice program.
- Continue development of periodic performance assessment guidelines which can be implemented at the apprentice's workplace to measure performance on basic trade tasks.
- Continue development of a graduation requirement and assessment to verify delivery of appropriate shop training and related instruction, and to ensure the successful job performance of apprentice program graduates.

**JOB SECURITY — APPRENTICE DEVELOPMENT  
AND JOURNEYMEN/WOMEN RETRAINING**

*Expenses*

All non-wage related expenses incurred as a result of the above described Enhanced Apprenticeship Training, and Basic Training for Apprentices on Principles of Coordinate Measuring, including the expenses for design, delivery, necessary equipment, supplies, facilities, faculty, administration, ongoing evaluation, and non-local student travel, where necessary, and for wages of the trainees **shall** be charged to the National Education, Development and Training Program fund.

The Joint Apprenticeship Committee shall oversee the initiatives described above and shall periodically review the results, including evaluations by mutually selected outside parties, with the Joint Governing Body and appropriate representatives of the UAW's National Ford Department and the Company's Labor Affairs Office.

*Journeyman/women Retraining*

Further, where changes in the type of operation, volume, product life cycle, or other reasons have caused an excess number of journeymen/women in a particular skilled trade and placement in their trade is not possible, the parties will continue to explore and support, where feasible and practical, the retraining of journeymen/women to qualify them in another skilled trade. Such retraining could be done within or outside the Apprentice Program. When in-zone or other transfer opportunities in the trade have been exhausted, the NJAC shall have the authority, where the Company and Union agree, to direct such retraining where indefinite placement in job security program's protected status (GEN) or layoff is the alternative for the individual. Employees who refuse such retraining placement opportunities shall be ineligible for GEN protected status and go directly to layoff status.

Very truly yours,

**BILL DIRKSEN,  
Executive Director  
U.S. Labor Affairs**

Concur: **Bob King**

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## MODIFICATION TO APPRENTICE SELECTION PROCEDURE

September 15, 2003

Mr. Gerald D. Bantom  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Bantom:

Subject: Modification to Apprentice Selection Procedure

During the 1999 negotiations, the parties discussed the procedure used to select candidates for the Apprentice Program. Subsequently, the Company implemented a modified apprentice selection procedure on a pilot basis during the term of the 1999 agreement. Specifically, the modification affected the process by which Apprentice Program applicants who took the Apprentice Training Selection System (ATSS) test battery were selected for placement on a facility's Apprenticeship Eligibility List.

The modification to the selection procedure is as follows:

- Applicants who achieve test results at or above the qualifying level will be considered "assessment-qualified". Applicants whose test results are below the qualifying level will not be considered "assessment-qualified".
- Assessment-qualified applicants will be ranked according to their Company Service Date, longest service to shortest service. Where ties in Company Service Date occur (i.e., two or more applicants with the same Company Service Date), such ties will be broken by ranking the tied applicants by the last four digits of their Social Security Number, in highest to lowest order (i.e., 9999 is highest; 0000 is lowest).
- Candidates will be selected for addition to the facility's Apprenticeship Eligibility List based on their above-determined ranking. As has been the standard practice, the number of candidates to be added to a facility's Apprenticeship Eligibility List will be based on that facility's forecasted two-year apprenticeship requirements.

**MODIFICATION TO APPRENTICE SELECTION PROCEDURE**

- Applicants who, based on their test results, are not assessment-qualified will be provided feedback on their assessment results. The purpose of this feedback is to provide the applicants insight into skill areas in which improvement may be needed if they wish to pursue future apprenticeship opportunities. Feedback will not be provided to assessment-qualified applicants, whether or not they are selected for addition to the facility's Apprenticeship Eligibility List.
- Applicants who are not selected for placement on the facility's Apprenticeship Eligibility List (whether or not they are assessment-qualified) will be required to re-take the test battery if they wish to pursue future apprenticeship opportunities.

Effective with the 2003 agreement the Company will adopt the above procedure for apprentice selection. Any changes to this procedure will be reviewed in advance with the Union.

Very truly yours,

RICK E. POYNTER, Director  
U.S. Union Affairs  
Labor Affairs

Concur: Gerald D. Bantom

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**NEW DIE CONSTRUCTION — APPRENTICES**

September 17, 1987

Mr. Stephen P. Yokich  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Yokich:

Subject: New Die Construction — Apprentices

This is to advise the term “seniority journeymen in tool and die classifications (Appendix F)” in the first paragraph of the New Die Construction letter dated October 4, 1979 of the Collective Bargaining Agreement shall be interpreted, for purposes of that letter only, to include employees on the Apprentice Program who have successfully completed 3,000 hours of shop training.

Very truly yours,

ARTHUR W. HANLON, Director  
Union Affairs Office  
Employee Relations Staff

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**OUTSIDE CONTRACTING — APPRENTICES**

September 17, 1987

Mr. Stephen P. Yokich  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Yokich:

Subject: Outside Contracting — Apprentices

This is to advise the term “seniority employees in the skilled trades (Appendix F)” in the third paragraph of Article IV, Section 8 of the Collective Bargaining Agreement shall be interpreted, for purposes of that section only, to include employees on the Apprentice Program who have successfully completed 3,000 hours of shop training.

Very truly yours,

ARTHUR W. HANLON, Director  
Union Affairs Office  
Employee Relations Staff

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**PLACEMENT ON APPRENTICE ELIGIBILITY  
LISTS FOLLOWING TRANSFER**

October 7, 1990

Mr. Ernest Lofton  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Lofton:

Subject: Placement on Apprentice Eligibility Lists  
Following Transfer

During 1990 negotiations, the parties discussed certain administrative practices of the Joint Apprenticeship Committee (JAC) concerning situations in which the JAC has approved an employee's request to transfer from the apprenticeship eligibility list of one seniority unit to another. (The employee's transfer between seniority units must be in accordance with the Collective Bargaining Agreement between Ford Motor Company and the Union including Memoranda of Understanding and/or Article 15(g) and (h) of the Apprenticeship Standards.)

- If the employee's present facility has tested apprentice applicants since the transferred employee was tested, then the employee's name is to be placed on the apprentice eligibility list of the employee's present facility following the name of the last applicant on that facility's eligibility list.
- If the employee's present facility has not tested apprentice applicants since the transferred employee was tested, then the employee's name is to be placed on the apprentice eligibility list of the employee's present facility but only after that facility conducts the next apprentice selection testing session. At that time, the employee's name shall be placed on the list following the name of the last applicant placed on that list as a result of this latest testing. Alternatively, the employee may elect to retake the selection test battery with the latest test-taking group and be placed on the eligibility list of the employee's present facility on the basis of results from that retesting. If one or more of the employee's previous

**PLACEMENT ON APPRENTICE ELIGIBILITY  
LISTS FOLLOWING TRANSFER**

trade preferences are not available at the present facility, the employee may be given three trade preferences applicable to the present facility.

Also covered by the above practices are:

- Employees who were apprentices at their previous facility and who were subject to a reduction-in-force in their previous apprentice classifications.
- Employees who are apprentices at their present facility and who elect to “return home” under provisions of Appendix O, Memorandum of Understanding, Return to Basic Unit.

The JAC will determine the trade or trades for which the employee is eligible at the employee’s present facility, examining such factors as forecasted trade requirements and availability of JAC-approved apprenticeship in those trades at that facility. If the previous trade in which the apprentice was indentured is not available at the present facility, the apprentice may be given three trade preferences.

The parties also agreed that nothing in the above is intended to deviate from the Apprenticeship Standards nor modify other administrative practices relating either to existing retesting procedures or trade preference practices of the Joint Apprenticeship Committee.

Very truly yours,

ERNEST J. SAVOIE, Director  
Employee Development Office  
Employee Relations Staff

Concur: Ernest Lofton

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**REPLACEMENT OF APPRENTICES LEAVING THE PROGRAM**

September 15, 2003

Mr. Gerald D. Bantom  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Bantom:

Subject: Replacement of Apprentices Leaving the Program

During these negotiations, the parties discussed the issue of Apprentice Program vacancies resulting from individuals leaving the Program prior to successful completion and graduation. The parties agreed that when an apprentice leaves the Program prior to completion of training, contingent upon business conditions and the facility's apprentice requirements, the apprentice vacancy will be filled, as soon as practicable, by a replacement candidate from the facility's current Apprentice Eligibility List. Any issues arising from this are to be directed to the National Joint Apprenticeship Committee for resolution.

Very truly yours,

RICK E. POYNTER, Director  
U.S. Union Affairs  
Labor Affairs

Concur: Gerald D. Bantom

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**REQUIRED RECORDKEEPING FOR APPRENTICESHIP RELATED  
TRAINING INSTRUCTION CLASSES**

November 3, 2007

**Mr. Bob King  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214**

**Dear Mr. King:**

**Subject: Required Recordkeeping for Apprenticeship  
Related Training Instruction Classes**

During the 2007 negotiations, the parties discussed the policy and practices for apprentices receiving classroom credit hours and incentive payments for attending the required training classes as prescribed in Articles 9 and 10 of the Apprenticeship Standards (Exhibit I of the Skilled Trades Supplemental Agreement).

Of particular importance, it was noted that to maintain the Apprenticeship Agreement's compliance with the Registration Agency – the Office of Apprenticeship, U.S. Department of Labor – apprentices must acquire a minimum of 576 hours of related training instruction. Furthermore, it is required that there be a process to accurately track and record for each apprentice the actual time spent attending such courses.

Based on these discussions, the parties agreed that the National Joint Apprenticeship Committee will modify the existing Related Training Instruction (RTI) attendance policy to re-confirm the importance and the necessity of apprentices attending all required training courses. The NJAC will publish and distribute this modified RTI attendance policy to local JAC Subcommittees.



**REQUIRED RECORDKEEPING FOR APPRENTICESHIP RELATED  
TRAINING INSTRUCTION CLASSES**

**In addition, to maintain compliance with the Registration Agency, local JAC Subcommittee representatives will track and record apprentices' attendance at required courses. Upon apprentices' successful completion of required courses, local JAC Subcommittee representatives will issue credited hours and incentive payments, based on apprentices' actual class attendance. The NJAC will provide guidance to local JAC Subcommittees on these matters.**

**Very truly yours,**

**BILL DIRKSEN,  
Executive Director  
U.S. Labor Affairs**

**Concur: Bob King**

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**TRAINING FOR PLANT SUBCOMMITTEES OF THE NATIONAL  
JOINT APPRENTICESHIP COMMITTEE**

September 16, 1996

Mr. Ernest Lofton  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Lofton:

Subject: Training for Plant Subcommittees of the National  
Joint Apprenticeship Committee

During these negotiations, the parties discussed the important role which members of local Plant Subcommittees of the National Joint Apprenticeship Committee play in assuring a high quality Apprentice Program at each location. It was mutually recognized that the manner in which the local subcommittee carries out its apprentice program responsibilities has a direct impact on the quality of apprentice training.

Recognizing their significance, it was mutually agreed that newly-appointed local subcommittee members should receive training on their position duties and responsibilities, and that this training should occur as soon as practicable but generally within six months following their appointment. The focus of this training should include, but is not necessarily limited to, the duties outlined in Article 12 of the Apprenticeship Standards (Exhibit I of the Skilled Trades Supplemental Agreement). It also was agreed that training for local subcommittee members should be provided under the direction of the National Joint Apprenticeship Committee, as is the present practice.

To improve continually the effectiveness and efficiency of this training, it was agreed that the National Joint Apprenticeship Committee will undertake efforts to review the present training process to identify additional training needs and determine the method(s) by which the training can best be delivered. In addition, this review will examine training appropriate for experienced local subcommittee members, i.e., refresher training or updates on important new developments within the Apprentice Program. Following the

**TRAINING FOR PLANT SUBCOMMITTEES OF THE NATIONAL  
JOINT APPRENTICESHIP COMMITTEE**

completion of its review and development of appropriate proposals and recommendations, the National Joint Apprenticeship Committee will present its findings to the UAW National Ford Department and the Company's Labor Affairs Office.

Very truly yours,

PHILLIP A. DUBENSKY, Director  
U. S. Union Affairs Office  
Labor Affairs

Concur: Ernest Lofton

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**WAGES PAID FOR TRAVEL TO/FROM APPRENTICE TRAINING**

September 15, 2003

Mr. Gerald D. Bantom  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Bantom:

Subject: Wages Paid for Travel To/From Apprentice  
Training

During these negotiations, the parties reviewed and discussed the National Joint Apprenticeship Committee's policy regarding wage payment to apprentices for their travel time to attend training activities.

Following the conclusion of these negotiations, representatives from the National Joint Apprenticeship Committee will work in conjunction with the Company's U.S. Union Affairs Office to modify that policy. The modified policy will be consistent with the Company's guidelines regarding compensation for travel time for employees on temporary assignment to another location, as described in the Company's September 16, 1996 administrative letter on that subject.

Very truly yours,

RICK E. POYNTER, Director  
U.S. Union Affairs  
Labor Affairs

Concur: Gerald D. Bantom

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**APPENDIX F (SKILLED TRADES) LICENSES**

October 9, 1999

Mr. Ron Gettelfinger  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Gettelfinger:

Subject: Appendix F (Skilled Trades) Licenses

During these negotiations, the Company and the Union discussed the cost burden on certain employees in Appendix F (Skilled Trades) classifications of renewing governmentally required licenses. In addition, the parties discussed how the Company's UAW-represented journeypersons and apprentices could obtain the appropriate certifications and/or licenses required by state and local governments for work customarily performed at Ford facilities.

The Company agreed to continue the present practice of reimbursing such employees for the payment of renewal fees for licenses required by federal, state or local ordinances in order to perform their specific jobs. Further, it is understood that, except in cases of graduating apprentices, the Company will not reimburse the cost of initial licenses required as a condition of employment or to qualify for a promotional opportunity. In the case of graduating apprentices, the Company will reimburse the cost of licenses required for the initial journeymen/women classification into which they are placed. Additionally, during the term of this Agreement, in those situations wherein a new federal, state or local ordinance is introduced which requires certain employees in Appendix F (Skilled Trades) classifications to become certified or recertified to continue performing work which those employees have normally and historically performed, the parties will meet to discuss and resolve issues associated with the procurement and renewal of such licenses.

#### **APPENDIX F (SKILLED TRADES) LICENSES**

More specifically, regarding the appropriate licensing required of the Company's UAW-represented journeypersons and apprentices to perform work in their trade within the Company, the parties agreed to pursue the following:

- Endeavor to gain opportunities for the Company's UAW-represented journeypersons to become eligible for state and/or local licenses.
- Discuss changes to the Apprentice Program to ensure that apprentice graduates meet appropriate state and/or local licensing criteria.
- Work together to petition state legislatures and local governments as appropriate to seek waivers or changes in laws and/or regulations that would help to realize these objectives.

Very truly yours,

DENNIS J. CIRBES, Director  
U. S. Union Affairs Office  
Labor Affairs

Concur: Ron Gettelfinger

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**AUTOMATION AND WELDER FIXTURE REPAIR PLACEMENT  
PROCESS**

November 3, 2007

**Mr. Bob King  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214**

**Dear Mr. King:**

**Subject: Automation and Welder Fixture Repair  
Placement Process**

During these negotiations, the Company and Union discussed the placement of employees in both the Automation Equipment Maker & Maintenance, and Welding Machine and Welder Fixture Repair related classifications as a result of the consolidation of Appendix F classifications. The parties agreed to not re-populate both classifications. The parties also agreed to distribute their work to the electrical trade, as well as the appropriate mechanical trade, as identified by the local parties. Additionally, the parties agree that neither of these classifications will be repopulated at any point in the future.

Further, the Company and Union agreed upon the following voluntary process for employees holding either of these classifications -

1. Employees holding previous apprenticeable skilled trades seniority have the option of returning to their base trade and retaining their original skilled trades Date of Entry or maintain their current classification (either Automation Equipment Maker & Maintenance or Welding Machine and Welder Fixture Repair).
2. Direct skilled trades hires with a journeyman card will be allowed to go to their base apprenticeable skilled trade with a new Date Of Entry provided they qualify for a UAW journeyman card consistent with the requirements in the UAW-Ford Collective Bargaining Agreement or maintain their current classifica-

**AUTOMATION AND WELDER FIXTURE REPAIR PLACEMENT  
PROCESS**

tion (either Automation Equipment Maker & Maintenance or Welding Machine and Welder Fixture Repair).

3. Employees previously promoted from production can elect to either return to a production classification (at the production rate) with Company Seniority or maintain their current classification (either Automation Equipment Maker & Maintenance or Welding Machine and Welder Fixture Repair).

Further, the parties agree that in the event issues arise that the local parties are unable to resolve, the issue may be appealed by either party to the National Joint Skilled Trades Governance Team through the National Ford Department Servicing Representative or Division Labor Relations.

Lastly, overtime equalization agreements should be the subject of local discussions.

Very truly yours,

**BILL DIRKSEN,**  
Executive Director  
U.S. Labor Affairs

Concur: Bob King

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**CLARIFICATION OF BREAKDOWN, EXHIBIT II  
SKILLED TRADES SUPPLEMENT AGREEMENT**

October 28, 1964

Mr. Ken Bannon, Director  
National Ford Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Bannon:

Subject: Clarification of Breakdown, Exhibit II  
Skilled Trades Supplement Agreement

During our meeting of October 26, 1964, you commented on the misunderstanding which exists among some Union representatives and skilled tradesmen concerning the meaning or intent of the first paragraph of the Section entitled 'Emergencies' in Exhibit II of the Skilled Trades Supplemental Agreement. We feel that this misunderstanding is best resolved by means of this letter of clarification.

This is to advise you that the Company interprets the word "breakdowns" as it is used in the paragraph cited above to mean emergency or unforeseen breakdowns, not all breakdowns. Your attention is also directed to the language later in the same paragraph providing that in such cases "trade lines are not to be disregarded where the time within which the repairs are to be made and the availability of the appropriate tradesmen permit their observance."

We trust that this letter of clarification will resolve such misunderstandings as may exist.

Very truly yours,

MALCOLM L. DENISE,  
Vice President  
Labor Relations

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**CLARIFICATION OF PLACEMENT OPPORTUNITIES FOR  
SKILLED TRADES RELATED TO OPEN POSITIONS**

November 3, 2007

**Mr. Bob King  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214**

**Dear Mr. King:**

**Subject: Clarification of Placement Opportunities for  
Skilled Trades Related to Open Positions**

**The purpose of this letter is to clarify the preferential placement opportunities related to open positions for eligible skilled tradespersons. Initially, this clarification was contained in a letter to the field from Paul Quick and Greg Aquinto dated November 30, 2005 and provided the following:**

**"Skilled trades employees will be able to pursue open skilled trades positions by base trade. Specifically, skilled trades employees will be able to pursue jobs that are not identical to their classification title and classification code, as long as they have the same current base trade as the open position. Once employees are selected for open positions their classification title and classification code will change, but they will keep their original date of entry if the date is after October 29, 1984. If their date of entry is prior, they will assume the Transfer Leveling Seniority Date of October 29, 1984 (see letter of understanding subject: Date-of-Entry-Skilled Trades Employee Transferred to or Placed in Another Plant on Skilled Classification dated October 7, 1990).**

**For example, if you are a Machine Repair with classification code 2571340 (Machine Repair - Woodhaven) with date of entry January 15, 1980 and there is an opening for a Machine Repair with classification code 2571370 (Machine Repair), you are now allowed to pursue this open position. If selected for the position your new classification title would be Machine Repair with classification code 2571370 and your new date of**

**CLARIFICATION OF PLACEMENT OPPORTUNITIES FOR  
SKILLED TRADES RELATED TO OPEN POSITIONS**

entry would be the Transfer Leveling Seniority Date of October 29, 1984."

Further, the parties agree that in the event issues arise that the local parties are unable to resolve, claims are not subject to the Grievance Procedure (Article VII of the Collective Bargaining Agreement) but instead may be resolved through the Appeal Procedure to the National Job Security, Operational Effectiveness and Sourcing Committee.

Very truly yours,

**BILL DIRKSEN,  
Executive Director  
U.S. Labor Affairs**

Concur: **Bob King**

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## COMPETITIVE SKILLED TRADES WORK PRACTICES

September 15, 2003

Mr. Gerald D. Bantom  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Bantom:

Subject: Competitive Skilled Trades Work Practices

During these negotiations, the parties discussed in considerable detail the important role of the skilled trades in the Company's competitive position with respect to safety, quality, productivity, morale and cost. The manner in which the skilled trades are utilized substantially affects the day-to-day success of our manufacturing, assembly and maintenance activities.

In our highly competitive, global industry, it is essential to improve our product quality and operational efficiency, if the Company is to provide the long-term job security that all our employees value. For the Company to improve its competitive position, the parties must facilitate a more efficient use of the skilled trades.

The parties have long recognized the Company's assignment policy for skilled tradespersons in conformity with the principles set forth by the Ford-UAW Umpires in Opinions in A-223, A-278, and B-14 and other umpire memoranda. However, it is also recognized that several of our plants' skilled trades work practices are not at competitive levels.

This letter serves to revitalize the agreements from past negotiations pertaining to skilled trades work practices, and further defines expectations of the local parties and requires the following actions:

- Within 90 days of the Effective Date of this Agreement, a letter, co-signed by the appropriate operating executive, U.S. Union Affairs and National Ford Department, will be issued requiring local Management and local Unions to review existing work rules and practices. The intent of the review will be to reinforce the existing language in the Skilled Trades

### COMPETITIVE SKILLED TRADES WORK PRACTICES

Supplemental Agreement, Exhibit II, on incidental work and overlapping capabilities.

It is imperative that skilled trades employees utilize the skills that are germane to their trade.

- The results of the review will be submitted, by March 1, 2004, to the Company's U.S. Union Affairs Office and to the UAW National Ford Department for review and approval. Work practice revisions must be consistent with the principle that our workforce works safely within and up to its capabilities, while becoming more flexible, efficient and participative in all business operations.

Both the Union and Company recognize that they have a key role in the effort to modify skilled trade work assignments. As such, the local parties will facilitate support for these actions through a comprehensive communication plan.

It is recognized these actions are essential to improve our competitiveness. Therefore, the National parties agree to co-lead the implementation of this initiative, and will provide ongoing support to the local parties during the implementation of this process. It is further understood that these efforts will be ongoing, with a focus on maximizing effectiveness and improving overall efficiency.

Very truly yours,

RICK E. POYNTER, Director  
U.S. Union Affairs  
Labor Affairs

Concur: Gerald D. Bantom

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**DATE-OF-ENTRY — SKILLED TRADES EMPLOYEE  
TRANSFERRED TO OR PLACED IN ANOTHER PLANT  
ON SKILLED CLASSIFICATION**

October 7, 1990

Mr. Ernest Lofton  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Lofton:

Subject: Date-of-Entry — Skilled Trades Employee  
Transferred to or Placed in Another Plant on  
Skilled Classification

During these negotiations, the parties discussed seniority problems concerning the date of entry seniority of skilled trades employees which have arisen as a result of the application of the provisions of Article VIII, Section 1(c) of the Agreement. The parties agreed to clarify the date of entry seniority of a skilled trades employee who is placed in or transferred to another unit other than the employee's basic unit as follows:

- Skilled Trades employees with dates of entry of October 29, 1984 or before in a skilled classification, who are employed in the same skilled classification, will establish a date of entry of October 29, 1984 in that classification.
- Skilled Trades employees with dates of entry subsequent to October 29, 1984 in a skilled classification who are employed in the same skilled classification, will establish that subsequent date as their date of entry in that classification.

**DATE-OF-ENTRY — SKILLED TRADES EMPLOYEE  
TRANSFERRED TO OR PLACED IN ANOTHER PLANT  
ON SKILLED CLASSIFICATION**

- Skilled Trades employees who are employed in a different skilled classification than their basic skilled classification, will establish the Transfer Leveling Seniority Date, determined in accordance with the provisions of Article VIII, Section 1(c), as the date of entry in the basic skilled classification and will establish a new date of entry in the new classification.

Very truly yours,

W. JAMES FISH, Director  
Forward Plans and  
Employment Programs Office  
Employee Relations Staff

Concur: Ernest Lofton

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DEARBORN TOOL & DIE PLANT

November 3, 2007

Mr. Bob King  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. King:

Subject: Dearborn Tool & Die Plant

During the current negotiations there was considerable discussion regarding the ongoing competitiveness of the Dearborn Tool and Die Plant. Notwithstanding the plants recent improvements in quality, cost, and delivery, the Company advised the union that the Dearborn Tool and Die Plant continues to be under significant global and domestic competitive pressures. Additionally, there was considerable discussion on die construction sourcing during these negotiations. The parties acknowledge that there may be external factors, such as product cycle plans and outside supplier capacity constraints that may have an impact on scheduling a consistent flow of work. The Company advised the Union that the primary goal in die construction sourcing is to provide an efficient investment level to the vehicle program(s) and ultimately provide exceptional value to the vehicle consumer. Other factors in the sourcing decision-making process include the cost of die construction, size and timing of the various programs, facilities availability and special employee skills.

The parties agree in order to continue to narrow the competitive cost gap and to achieve the required improvement in Tool and Die Plant business metrics the parties will apply best practices derived from external benchmarking studies, cost efficient alternative work schedules to enhance throughput while minimizing incremental overtime, and new technologies.



**DEARBORN TOOL & DIE PLANT**

**As a result of these discussions and the commitment of the parties to aggressively implement time bound, metric based continuous improvement actions at the Tool and Die Plant, the Company agrees to make capital investments totaling \$20 million to purchase new five-axis mills for the Dearborn Tool and Die operations during the term of this agreement.**

**Very truly yours,**

**BILL DIRKSEN,  
Executive Director  
U.S. Labor Affairs**

**Concur: Bob King**

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## **ENHANCED SKILLED TRADES TRAINING**

October 9, 1999

Mr. Ron Gettelfinger  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Gettelfinger:

Subject: Enhanced Skilled Trades Training

During these negotiations, the parties had extensive discussions regarding training for skilled trades employees. It was mutually recognized that while a number of Company locations independently have undertaken (and should be encouraged to continue) significant efforts in this area, it also would be advantageous to centrally develop and deliver certain types of skilled trades training to journeymen/women throughout the Company through multi-media or other appropriate delivery systems. It also was mutually recognized that journeymen/women's active participation in such training would maintain, increase, and broaden their technical skills while enhancing product quality and plant operational effectiveness, thus resulting in greater job security for the skilled trades workforce.

Given these considerations, the parties agreed to form a joint task force at a national level to develop recommendations for development and implementation of a skilled trades training program. Although the focus of the program would be on specific technical skills, subject matter could include other topics (e.g., team problem solving, best practices skill set study) as appropriate.

It is envisioned that a dedicated central facility would be the optimal setting for training delivery. The Huron Technical Training Center is one site that would be considered for this purpose; other training venues could include local community colleges or another Company facility. While Company funds would be committed to support the program, it may be appropriate, in some instances, to seek funds available through the UAW-Ford Technical Skills Program. Additionally, the parties may seek to utilize the resources established

#### **ENHANCED SKILLED TRADES TRAINING**

for apprentice training and development (i.e., course materials, course instructors, and instructional systems design and administrative personnel) in the interest of implementing the program efficiently.

The joint task force will review its recommendations for developing and implementing a skilled trades training program with the UAW National Ford Department and the Company's Labor Affairs Office no later than six months following ratification of a new Collective Bargaining Agreement. Upon approval of a basic skilled trades training plan, the joint task force or, by mutual agreement, a successor task force will assume responsibility for the actual development, implementation, and ongoing administration of the program.

Very truly yours,

DENNIS J. CIRBES, Director  
U. S. Union Affairs Office  
Labor Affairs

Concur: Ron Gettelfinger

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**EQUIPMENT REFURBISHMENT**

**November 3, 2007**

**Mr. Bob King  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214**

**Dear Mr. King:**

**Subject: Equipment Refurbishment**

**During these negotiations, the union expressed concerns regarding the lack of communication surrounding local equipment refurbishment projects. The company advised the Union that local management was not always aware of equipment refurbishment actions. In prior instances where local management has been advised by the Divisional Manufacturing Engineering Office of such refurbishment actions, and where the local resources were able to satisfy operational needs including cost, quality, timing, as well as the required technical competency, the Company elected to perform this work, in plant, using UAW-Ford skilled trades.**

**As a result of these discussions, the Company advised the union that as local facilities are made aware of potential equipment refurbishment actions the Company will meet with the Local Union to discuss the feasibility of performing this work. If the parties agree that the work can be performed within current staffing levels, cost, quality, timing parameters, the work will be performed by UAW-Ford skilled trades.**

**Very truly yours,**

**BILL DIRKSEN,  
Executive Director  
U.S. Labor Affairs**

**Concur: Bob King**

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**EQUIPMENT TRAINING SPECIFICATIONS**

October 9, 1999

Mr. Ron Gettelfinger  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Gettelfinger:

Subject: Equipment Training Specifications

During these negotiations, the parties discussed the need for specialized training of skilled trades employees and making available supporting documentation and materials such as instruction manuals and software relevant to new machinery and equipment.

The Company recognizes that equipment downtime will be minimized and quality and performance improved if training and supporting documentation relevant to the servicing of new equipment is provided to its skilled trades workforce. Toward that end, the Company will monitor new equipment purchases to ensure training and supporting documentation are, when not considered proprietary in nature, made part of the purchase specifications. Members of the Local Technical Training Committee should be kept informed by plant management of acquisitions of new equipment for the plant.

Very truly yours,

DENNIS J. CIRBES, Director  
U.S. Union Affairs Office  
Labor Affairs

Concur: Ron Gettelfinger

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**EXPANSION OF SKILLED TRADES PROJECT COORDINATOR  
CLASSIFICATION**

**November 3, 2007**

**Mr. Bob King  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214**

**Dear Mr. King:**

Subject: Expansion of Skilled Trades Project Coordinator  
Classification

During these **2007 Negotiations**, the parties discussed the utilization of skilled trades employees on project work and the effectiveness of the classification of Skilled Trades Project Coordinator. It was agreed that the classification has been utilized in an effective manner and in accordance with the understandings outlined in the September 15, 1993 Letter of Understanding entitled Skilled Trades Project Coordinator Classification.

Based on the above, the parties agree that the classification of Skilled Trades Project Coordinator will be available to all U. S. plants under the conditions detailed below:

- The plant must provide to the National parties a written description of the project including: the scope and anticipated duration of the project; the number of employees, by classification, to be assigned to the project work group; and the role to be performed by the Skilled Trades Project Coordinator. **To facilitate the collection of the required information listed above, the Company will establish a template on which the plants will submit such information. The National parties will ensure this process is administered in a timely and expeditious manner.**
- Local requests for use of the classification must contain plans for any training required for the Skilled Trades Project Coordinator.

**EXPANSION OF SKILLED TRADES PROJECT COORDINATOR  
CLASSIFICATION**

- The rate for the Skilled Trades Project Coordinator who leads such work groups would be “\$1.00 above” for the duration of a specific project meeting the guidelines of this letter. The attached exhibit will be incorporated as part of the duties required for purposes of establishing and applying this classification and rate premium.
- The local parties should jointly determine the selection criteria for the Skilled Trades Project Coordinator to assure that the most qualified employee(s) are selected.
- An employee placed on the Skilled Trades Project Coordinator classification will retain that classification only for the duration of the project to which the employee is assigned while the employee performs the key responsibilities and a majority of the duties detailed in the attached exhibit.

Very truly yours,

**BILL DIRKSEN,  
Executive Director  
U.S. Labor Affairs**

Concur: **Bob King**

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**EXPANSION OF SKILLED TRADES PROJECT COORDINATOR  
CLASSIFICATION**

EXHIBIT

**SKILLED TRADE PROJECT COORDINATOR  
JOB DUTIES**

*Key Responsibilities*

- Accountable for operational and administrative aspects of the project work group, including progress toward group goals, shift start-up, overtime, record keeping, team training progress, safety and housekeeping. (Not responsible for employee discipline nor for authorizing hours of pay.)
- Function as a liaison between group members and other internal and external support functions.
- Provide information and advice to Management and outside contracting subcommittees, as appropriate.
- Plan, organize, and facilitate project work group meetings to resolve problems, competitiveness, and other issues in the spirit of continuous improvement.
- Coordinate the activities and assignments of all employees assigned to the project work group including different skilled trades classifications and nonskilled employees based on the specific requirements of the project.

*Representative Tasks*

1. Plan, schedule, and facilitate project work group meetings.
2. Coordinate maintenance and project activities between production, engineering and scheduling activities.
3. Solve problems using authority delegated, including discussions with the appropriate plant personnel or outside project representatives.
4. Plan and coordinate project work group activities and assignments as necessary.
5. Plan and provide or arrange for appropriate training (OJT or classroom).
6. Promote safety, quality, and housekeeping.
7. Promote and ensure constant improvement in the group toward the common goal of improving product quality, plant competitiveness and total cost structure.



**EXPANSION OF SKILLED TRADES PROJECT COORDINATOR  
CLASSIFICATION**

8. Obtain materials and supplies for the group.
  9. Be knowledgeable of all operations within the project work group, provide coverage for group members who are away from the work area (i.e., absent, emergency, first aid, etc.), and perform other tasks to facilitate meeting project goals.
  10. Maintain team records, such as overtime scheduling/equalization, training, etc.
  11. Participate in Management meetings and communicate the needs of the team.
  12. Responsible for the morale and performance of the team.
  13. Encourage group to meet responsibilities.
  14. Other tasks as determined by the specific project requirements.
-

**LOCAL SKILLED TRADES WORK ASSIGNMENT GUIDES**

October 7, 1990

Mr. Ernest Lofton  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Lofton:

Subject: Local Skilled Trades Work Assignment Guides

This letter will serve to consolidate and confirm the understandings contained in letters of understandings agreed to by the parties in previous negotiations with regard to the development of local skilled trades work assignment guides pursuant to the provisions of Paragraph 7 of the Skilled Trades Supplemental Agreement.

During previous negotiations, the Union has insisted that disputes over skilled trades work assignments frequently result from lack of knowledge concerning local work assignment practices on the part of newly hired or transferred journeymen or supervisors. The Union urged that many such disputes could be prevented or quickly resolved if local work assignment practices were defined and agreed upon by the parties.

As you are aware, the Company holds a deep conviction regarding the necessity to retain current work assignment flexibility in order to assure the most efficient utilization of skilled manpower. On numerous occasions the Company has expressed its concern that local negotiations in this area would likely result in featherbedding, or result in increased claims for back pay or attempts to limit the Company's flexibility particularly with respect to incidental and overlapping work assignments.

Based upon unequivocal assurances from the Union that these are not the objectives of the Union nor would attempts to achieve these harmful results be sanctioned, the Company agreed to amend the Skilled Trades Supplemental Agreement to permit local parties to develop skilled work assignment guides for the apprenticeable trades pursuant to Paragraph 7 of the Skilled Trades Supplemental Agreement.

#### LOCAL SKILLED TRADES WORK ASSIGNMENT GUIDES

The parties also have discussed the feasibility of applying the procedures of Paragraph 7, Development of Local Skilled Trades Work Assignment Guides, of the Skilled Trades Supplemental Agreement to nonapprenticeable skilled trades (Appendix F) classifications. This will confirm the parties' agreement to extend the provisions of the aforementioned Paragraph 7 to nonapprenticeable skilled trades classifications in Appendix F excluding various machining classifications related to the tool and die trade, various inspection classifications and certain other classifications which are not commonly recognized as skilled trades.

With respect to the Rouge Area, because of its multi-unit complexity and the proliferation of Appendix F classifications, it was recognized that further study of the subject would be required. Accordingly, appropriate Company and Union representatives will study the feasibility of developing such guides for nonapprenticeable skilled classifications excepting those for which guides are inappropriate as described above.

Very truly yours,

THOMAS M. BROWN, Director  
Union Affairs Office  
Employee Relations Staff

Concur: Ernest Lofton

Note: This letter replaces the following letters:

- Skilled Trades Work Assignments,  
December 7, 1970
- Nonapprenticeable Work Guides, October 4, 1979

**MENTOR TRAINING FOR JOURNEYPersons**

September 15, 2003

Mr. Gerald D. Bantom  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Bantom:

Subject: Mentor Training for Journeypersons

During these negotiations, the parties discussed possible enhancements to the UAW-Ford Apprentice Program, including the potential need for a training program to develop and enhance the ability of journeypersons to serve as effective mentors for apprentices assigned to work with them. This training would focus on the development of open communication between journeypersons and apprentices, particularly the sharing of journeypersons' valuable technical knowledge accumulated from their years of work experience.

The parties agreed to authorize the NJAC to study the results of the Apprentice Mentoring Program, and determine the application of such training for interested journeypersons. The NJAC will report its recommendations to the program coordinators for the development of a mentor training module for journeypersons that could be made available to locations with an Apprentice Program at the request of local management and the local JAC representatives.

Very truly yours,

RICK E. POYNTER, Director  
U.S. Union Affairs  
Labor Affairs

Concur: Gerald D. Bantom

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**NEW TECHNOLOGY**

September 15, 2003

Mr. Gerald D. Bantom  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Bantom:

Subject: New Technology

In these negotiations, the parties discussed broadly-based concerns regarding new technology. Accordingly, this letter replaces the prior letter and serves to clarify and reaffirm the understandings reached regarding new technology.

Throughout the years, the parties have recognized that a continuing improvement in the standard of living of employees depends upon technological progress, better tools, methods, processes and equipment and a cooperative attitude on the part of all parties in such progress. Continued technological progress is also essential to the Company's growth and to its ability to compete effectively. Technological progress can contribute to the Company's well-being and thereby to the economic well-being of employees.

*Recognition*

The Company understands the Union's legitimate concern that advances in technology may alter, modify or otherwise change the job content and responsibilities of bargaining unit employees at plant locations. In this regard, the parties have agreed to continue the National Committee on Technological Progress, comprised of an appropriate number of Union and Company representatives. Following conclusion of these negotiations, the parties will meet to establish meeting guidelines, including meeting agendas and revised committee composition to include a skilled trades representative from the National Ford Department. The Committee will meet periodically to discuss new technology at the corporate level and its possible impact upon the scope of the bargaining unit. It was agreed that such periodic meetings could be held at the Company's Advanced Manufacturing

## **NEW TECHNOLOGY**

Technology Development facility. A review of advanced manufacturing technologies under development at the facility will be provided to the Committee. These reviews would enable the parties to become more knowledgeable of new and/or emerging technologies which may have future application to the manufacturing environment. The Committee may also discuss other matters concerning new or advanced technology that may be referred by local unions or by local managements as well as any claims of erosion of the bargaining unit, occasioned by the introduction of new technology.

The parties recognize that advances in technology may alter, modify or otherwise change the job responsibilities of included employees, skilled and nonskilled, at plant locations and that a change in the means, method or process of performing a work function, including the introduction of computers or other new or advanced technology, will not serve to shift the work function normally and historically performed by included employees to excluded employees. This is to assure you it is not the Company's policy to assign to excluded employees work normally assigned to included employees at a particular plant location. The Company fully respects the integrity of the contract unit and has no intention of altering its composition by assigning to excluded employees work that has been performed traditionally and exclusively by included employees. The parties will continue to abide by Umpire decisions, or letters of understanding, or other criteria that have been recognized by the parties in the past pertaining to such work assignments. Furthermore, it is understood computers will not be used to establish production standards or initiate or support disciplinary action.

### *Notice and Discussion*

The Company agrees to continue to provide advanced written notification to Local Unions at locations planning the introduction of new or advanced technology so as to permit meaningful discussion of its impact, if any, upon skilled or nonskilled employees. Examples of situations where notification should be given are:

## NEW TECHNOLOGY

- A) The first introduction of a technology as compared to previously existing plant technology.
- B) Introduction of a new, more advanced generation of existing technology having a significantly different impact on the bargaining unit.
- C) Introduction of a new application of existing technology which has a significantly different impact on the bargaining unit.

It is understood that the provisions of this letter do not preclude the local parties from discussing new work that has never been performed by the bargaining unit.

The parties at each Company location will determine the persons to be responsible and involved in the discussions. Included among the information to be provided for discussion is a description of the technology involved, the equipment being introduced, its intended use, the anticipated installation date(s), and a description of the extent, if any, to which such technological changes may affect the work performed by included employees at the plant involved. To insure technical competence and continuous improvement are linked to long-term viability, the parties will develop and implement job practice changes to obtain full utilization of the new technology to increase operational efficiency and competitiveness.

### *Training*

The Union once again voiced concern about the possibility that new, technologically impacted contract unit work will not be awarded to included employees because they are insufficiently trained to perform it. In view of the parties' interest in affording maximum opportunity for employees to progress with advancing technology, as part of the advanced discussion, the parties shall seek to identify and make available, in advance as practicable, appropriate specialized training programs so that employees will be capable of performing new or changed work normally performed by included personnel.

The UAW-Ford Technical Skills Program will continue to provide the parties with the joint opportunity to improve the technical capabilities of Ford employees ensuring that the

## **NEW TECHNOLOGY**

UAW-Ford work force is fully competent to function in the restructured, high-performing workplaces. The parties at plant, division, and national levels may identify training needs that would enhance employees' capabilities to work with new technology, and where appropriate, may jointly request UAW-Ford National Education, Training and Development Program funding under the guidelines established by the Joint Governing Body.

Emphasis will continue to be placed on evaluating the effect of technological developments on apprenticeship curricula. The parties recognize the desirability that apprentices be trained for the work performed by journeymen/women in the basic skilled trades classification where new or advancing technology has had an impact on the work content of certain skilled trades classifications. The Company will continue apprentice training on solid state, numerical, tape and/or computer controlled machines, where applicable.

The parties agree the National Joint Apprenticeship Committee shall examine recommendations of the National Committee on Technological Progress as well as those made by Local Unions for the purpose of updating and revising shop training as appropriate. Revised training, and appropriate training in "programming", will be applicable to apprentices on recognized bargaining unit work if such work is normally and regularly performed by journeymen/women (or work for which journeymen/women are being trained by the Company to perform) in the basic skilled trades classification in the plant where the training schedule is being used.

The foregoing does not limit or in any way reduce the responsibility of the National Joint Apprenticeship Committee to make changes in the training course content of apprenticeship curricula, as necessary and appropriate, subject to and in accordance with provisions of the Apprenticeship Standards.

Education and training programs, approved and sponsored by the Joint Governing Body of the Education, Development and Training Program, supporting national and local initiatives such as technical readiness training and generic technical literacy applications may be used to support new technology introduction. The technical readiness program was developed to prepare employees for their introduction



## NEW TECHNOLOGY

to new technology and the associated job opportunities it presents. It is particularly useful for employees who would like to become candidates for the Apprentice Program. This jointly funded program has been extended, where practical, to all locations.

### *Dispute Resolution*

The following paragraphs set forth a means of resolving disputes concerning particular problems occasioned by advancing technology.

Where the initial introduction of new or advanced technology at a plant location occasions a question of whether:

- 1) certain new work should be assigned to included employees,
- 2) affects the job responsibilities of included employees  
or
- 3) otherwise impacts the scope of the bargaining unit.

Local management and the Unit Committee will attempt to resolve the matter without resorting to the Grievance Procedure. The Company will cooperate in the Unit Committee's investigation and evaluation of impact issues raised due to the introduction of new or advanced technology. Comments by the Unit Committee will be carefully evaluated by the local Management in accordance with the Company's policy relative to the assignment of work which comes within the scope and content of that normally assigned to included employees at the plant location. If the issue remains unresolved, it may be introduced into the Second Stage of the Grievance Procedure as provided in Article VII, Sections 1-8 of the Agreement.

**NEW TECHNOLOGY**

At each plant location the plant Human Resources Manager and a committeeperson appointed by the Union from its regular allocation will be responsible for administering the Program locally.

Very truly yours,

RICK E. POYNTER, Director  
U.S. Union Affairs  
Labor Affairs

Concur: Gerald D. Bantom

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**PRODUCTION-RELATED COMPUTER EQUIPMENT**

October 9, 1999

Mr. Ron Gettelfinger  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Gettelfinger:

Subject: Production-Related Computer Equipment

During these negotiations, the parties had numerous discussions regarding skilled trades concerns with work by vendors supporting production-related computer equipment at Ford locations with UAW-represented employees.

The parties determined the local parties will resolve any issues related to this matter by local agreement.

Very truly yours,

DENNIS J. CIRBES, Director  
U.S. Union Affairs Office  
Labor Affairs

Concur: Ron Gettelfinger

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**PROJECT WORK FOR SKILLED TRADES**

September 15, 1993

Mr. Ernest Lofton  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Lofton:

Subject: Project Work for Skilled Trades

During 1993 negotiations the potential for effectively utilizing skilled trades employees assigned to Protected employee status for plant project work was discussed. The focus of the discussions was primarily on full utilization of the skilled trades workforce with emphasis on those locations with large numbers of skilled Protected employees.

The parties agreed that in those locations in which large numbers of Protected skilled trades employees exist, the local parties can discuss the possibility of using these employees for project work as well as other non-traditional work. It is understood that such project work would have to be cost effective, and that work assignments on such projects would be performed in the spirit of the parties' understanding on skilled trades classifications.

This consideration may also be extended to the existing skilled trades workforce should suitable opportunities arise.

Very truly yours,

JAMES D. SHANNON, Director  
Union Affairs Office  
Employee Relations Staff

Concur: Ernest Lofton

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**ROUGE CONSTRUCTION SERVICES – DEPARTMENT 8061**

**November 3, 2007**

**Mr. Bob King  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214**

**Dear Mr. King:**

**Subject: Rouge Construction Services – Department  
8061**

**During the course of the 2007 negotiations, the Company and Union discussed the viability of Department 8061 of the Rouge Maintenance and Construction Unit. The parties agree Department 8061 could be a viable source of manpower for certain project and construction work not only within the Rouge complex but throughout Southeast Michigan.**

**Further, the Union expressed its concerns that it is inefficient and costly to have employees in the skilled trades classifications that are not being utilized while contracting out work that can be performed competitively by UAW-Ford skilled trades employees.**

**The parties recognize there may be excess skilled trades employees within Southeastern Michigan during the term of this agreement. While the intent is not to establish large construction or project crews with the plants that cannot be utilized on a full time basis, the parties agree that it would be advantageous to utilize the available work force to perform this work efficiently and competitively.**

**It is further agreed upon ratification of this Agreement a process will be developed to allow Rouge Construction Services to submit bids on appropriate construction projects in Southeastern Michigan plants. In addition, the parties agree to develop a process to allow skilled trades employees who may be assigned to Job Security Program Protected Status to be loaned to another location to supplement the**

**ROUGE CONSTRUCTION SERVICES – DEPARTMENT 8061**

**manpower, if needed, to perform this type of project/ construction work. These employees would be on loan and would return to their home location upon completion of the project. It is also understood the employees assigned to this type of work would operate under a team concept in order to complete the work in a safe, competitive, and timely manner.**

**The parties agree this type of work will follow the outside contracting procedure as described in the UAW-Ford Collective Bargaining Agreement to determine the feasibility of keeping work in house as opposed to utilizing an outside contractor. It is further agreed that local practices cannot supersede this agreement. Further, it is agreed this Letter of Understanding does not extend the Rouge Outside Contracting and Clearance Procedure to other, non-Rouge, Southeastern Michigan locations.**

**Very truly yours,**

**BILL DIRKSEN,  
Executive Director  
U.S. Labor Affairs**

**Concur: Bob King**

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**SHOP TRAINING APPENDICES**

October 7, 1990

Mr. Ernest Lofton  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Lofton:

Subject: Shop Training Appendices

This letter confirms the parties' understanding that, effective with the new Collective Bargaining Agreement, the following trades are removed from the Appendices contained in Exhibit I, Apprenticeship Standards for lack of use:

- Tool and Die Heat Treating
- Blacksmithing
- Boilermaker
- Roll Turning and Grinding

This letter also reconfirms the parties' decision in 1987 negotiations to remove the Diemaking — Trim Dies Appendix for lack of use.

The status of journeymen in these trades is unaffected by this letter of understanding.

Very truly yours,

ERNEST J. SAVOIE, Director  
Employee Development Office  
Employee Relations Staff

Concur: Ernest Lofton

Note: This letter replaces the following letter:

- Diemaking — Trim Dies Shop Training Appendix, September 17, 1987

**SKILLED CLASSIFICATION CONSOLIDATION PLACEMENT  
PROCESS**

**November 3, 2007**

**Mr. Bob King  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214**

**Dear Mr. King:**

**Subject: Skilled Classification Consolidation  
Placement Process**

**During these negotiations, the Company and Union discussed the placement of employees in classifications that will not be re-populated as a result of the consolidation of some Appendix F classifications.**

**Further, the Company and Union agreed upon the following voluntary process for employees holding these classifications -**

- 1. Employees holding previous apprenticeable skilled trades seniority have the option of returning to their base trade and retaining their original skilled trades Date of Entry or maintain their current classification.**
- 2. Direct skilled trades hires with a journeyman card will be allowed to go to their base apprenticeable skilled trade with a new Date Of Entry provided they qualify for a UAW journeyman card consistent with the requirements in the UAW-Ford Collective Bargaining Agreement or maintain their current classification.**
- 3. Employees previously promoted from production can elect to either return to a production classification (at the production rate) with Company Seniority or maintain their current classification.**



**SKILLED CLASSIFICATION CONSOLIDATION PLACEMENT  
PROCESS**

**The parties agree that in the event issues arise that the local parties are unable to resolve, the issue may be appealed by either party to the National Joint Skilled Trades Governance Team through the National Ford Department Servicing Representative or Division Labor Relations.**

**Lastly, overtime equalization agreements should be the subject of local discussions.**

**Very truly yours,**

**BILL DIRKSEN,  
Executive Director  
U.S. Labor Affairs**

**Concur: Bob King**

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**SKILLED TRADES BOOK**

September 15, 2003

Mr. Gerald D. Bantom  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Bantom:

Subject: Skilled Trades Book

During these negotiations, the parties agreed to produce 25,000 copies of the Skilled Trades Book. The material in the book will contain the portions of the terms of the Collective Bargaining Agreement dated the effective date of the new Agreement, relating to Skilled Trades including Apprenticeship.

The contractual language in the book will include excerpts of the Master Agreement and Letters of Understanding between the Ford Motor Company and the UAW and other sources. However, the Skilled Trades Book is not intended as a substitute for the original language.

The purpose of the book is to place under one cover information affecting Skilled Trades. Information that is common to all hourly employees, such as Retirement, SUB, Group Life and Disability Insurance, Hospital-Surgical-Medical-Prescription Drug-Dental-Vision and other portions of the Collective Bargaining Agreement will not be reproduced in their entirety in the Skilled Trades Book. This general information applicable to all hourly employees will be reproduced in other book forms.

Very truly yours,

RICK E. POYNTER, Director  
U.S. Union Affairs  
Labor Affairs

Concur: Gerald D. Bantom

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**SKILLED TRADES CLASSIFICATION CONSOLIDATION**

November 3, 2007

**Mr. Bob King  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214**

**Dear Mr. King:**

**Subject: Skilled Trades Classification Consolidation**

**During the 2007 negotiations, the parties agreed to substantially reduce the number of skilled trades classifications in order to establish a classification structure closer to automotive industry competitive levels. Implementation of the skilled trades classification consolidation encompasses the following principles:**

- **Existing classifications that the parties will utilize from this point forward.**
- **Existing classifications that will not be repopulated as skilled employees leave these classifications. Classifications will be eliminated as vacated.**
- **Vacated classifications will be eliminated immediately. (In the event a classification has been eliminated and an incumbent employee returns to the active employment rolls (e.g., return from medical, etc.) the local parties will review the circumstances with the National Joint Skilled Trades Governance Team, who will make a final determination.)**
- **New classifications to accommodate the consolidation of non-apprenticeable classifications (e.g., Carpenter – All Around) and alignment of other classifications with the apprenticeship program (e.g., Stationary Steam Engineer).**

#### SKILLED TRADES CLASSIFICATION CONSOLIDATION

- **Employees within consolidated classifications, as reflected in the Attachment, will retain their current skilled trade Date-of-Entry seniority as their Date-of-Entry seniority in the consolidated classification.**
- **Apprentice, Leader, Project Coordinator, and Team Leader/Workgroup Coordinator designations will continue to be applied as appropriate.**
- **Work performed by incumbent employees in the machining classifications consolidated into the Machinist classification will transition as follows: employees in the Machinist classification may be assigned to any machinist operation within this consolidated classification based on verified ability. Further, as attrition occurs the equipment used will become a "tool of the trade" and the work will be absorbed by the Tool and Die Maker and/or the Tool and Template Maker classifications.**
- **The work performed by employees in the Cutter Grinder classification will transition to the Tool and Die Maker and/or Toolmaker and Template Maker classifications or the parties will continue with current local practices.**
- **The work performed by employees in the Water Waste & Sewage Plant, Waste Disposal Equipment & Minor Maintenance, and Water Waste & Sewage Plant Operator & Maintenance classifications will transition to the Stationary Steam Engineer classification or the parties will continue with current local practices.**
- **The work performed by employees in the Diesel Engine & Heavy Equipment Mechanic classification will transition to Industrial Lift Truck classification.**
- **At the Rouge, the work performed by employees in the Communication System Installation & Maintenance classification will transition to the Electrical classification. Further, the work**

**SKILLED TRADES CLASSIFICATION CONSOLIDATION**

performed by employees in the Pipe Coverer classification will transition to the Plumber-Pipefitter classification as the Pipe Coverers attrit. Lastly, employees in the Powerhouse and Substation Operator #1 (and Leader) classification will be consolidated into the Electrician classification.

Skilled trades efficiencies achieved as a direct result of classification consolidation will not result in an indefinite layoff or job security actions. Further, the parties agree that under no circumstance will a new skilled trade classification, including any variation or combination of an existing classification (e.g., Power Electrician, Tool & Die Welder, etc.), be established without the expressed written consent of the National Joint Skilled Trades Governance Team, Labor Affairs, and the UAW, National Ford Department.

The skilled trades classification consolidations will foster efficiencies, provide greater flexibility, and enhance overall operational effectiveness. Specific consolidation actions are detailed in the following Attachment with the classifications to be utilized from this point forward bolded at the top of each list. All classifications listed below each bolded heading will be consolidated into that specific bolded classification.

Very truly yours,

**BILL DIRKSEN,**  
Executive Director  
U.S. Labor Affairs

Concur: Bob King

SKILLED TRADES CLASSIFICATION CONSOLIDATION

Attachment

<b>Electrician</b>
<b>Electrician</b>
<b>Electrician - Project Coordinator</b>
<b>Electrician - Vulcan</b>
<b>Electrician - Wayne ISA - Electrical Umb. - STPC</b>
<b>Electrician - Woodhaven</b>
<b>Electrician Appr</b>
<b>Electrician Co</b>
<b>Electrician Leader</b>
<b>Electrician Team Leader</b>
<b>Electrician Ut</b>
<b>Electrician-Elect Umbrella-Team Leader</b>
<b>Electrician-Electrical Umbrella</b>
<b>Electrician-Wayne ISA - Electrical Umb.</b>
<b>Electrician-Woodhaven Team Leader</b>
<b>Power Electrician</b>
<b>Power Electrician - Project Coordinator</b>
<b>Power Electrician Ldr</b>
<b>Team Member Electrical</b>
<b>Team Member Electrical Apprentice</b>
<b>Wayne ISA Electrical Umbrella Team Leader</b>
<b>Power Maintenance Electrician Ldr</b>
<b>Electrician &amp; Pyrometer Repair</b>
<b>Electrician &amp; Pyrometer Repair Proj.Coord.</b>
<b>Electrician &amp; Pyrometer Repair Leader</b>
<b>Industrial Instrumentation</b>
<b>Industrial Pyrometry</b>
<b>Pyrometer &amp; Instru Instal &amp; Repair Appren</b>
<b>Pyrometer &amp; Instrument Installation &amp; Repair</b>
<b>Pyrometer &amp; Instrument Installation &amp; Repair Ldr</b>

SKILLED TRADES CLASSIFICATION CONSOLIDATION

<b>Tool and Die Maker</b>
<b>Team Member Tool &amp; Die</b>
<b>Team Member Tool &amp; Die Apprentice</b>
<b>Tool &amp; Diemaker</b>
<b>Tool &amp; Diemaker Appr</b>
<b>Tool &amp; Die Maker Leader</b>
<b>Tool &amp; Diemaker Team Coordinator</b>
<b>Tool &amp; Diemaker Leader-Wayne ISA - T&amp;D Umbrella</b>
<b>Tool &amp; Diemaker-Wayne ISA – Tool &amp; Die Umbrella</b>
<b>Tool &amp; Diemaker-Wayne ISA – Tool &amp; Die Umbrella - STPC</b>
<b>Die cast Diemaking</b>
<b>Diemaker Die cast</b>
<b>Diemaker Die cast Leader</b>
<b>Diemaker Die cast Apprentice</b>
<b>Die Making</b>
<b>Diemaker</b>
<b>Diemaker - Project Coordinator</b>
<b>Diemaker Appr</b>
<b>Diemaker Ldr</b>
<b>Diemaker Repair</b>
<b>Diemaker/Diesinker Vulcan/Woodhaven Forging Only</b>
<b>Die Sinker</b>
<b>Diesinker</b>
<b>Die Sinker Apprentice</b>
<b>Die Sinker Leader</b>
<b>Die Tryout</b>
<b>Die Tryout</b>
<b>Die Tryout Apprentice</b>
<b>Die Tryout Leader</b>
<b>Gauge Maker-All Around</b>
<b>Scale Repair</b>
<b>Scale Repair Leader</b>
<b>Die Repair</b>
<b>Locksmith</b>
<b>Locksmith Leader</b>

**SKILLED TRADES CLASSIFICATION CONSOLIDATION**

**Toolmaker & Template Maker**

**Toolmaker & Template Maker**  
**Toolmaker & Template Maker - Project Coordinator**  
**Toolmaker & Template Maker Appr**  
**Toolmaker & Template Maker Co**  
**Toolmaker & Template Maker Ldr**  
**Toolmaker (R & E Staff) Apprentice**  
**Toolmaker (Research & Engineering Staff)**  
**Toolmaker (Research & Engineering Staff) Leader**  
**Toolmaker Team Leader**  
**Toolmaker-Mechanical Umbrella**  
**Toolmaker-Mechanical Umbrella-Team Leader**

**Machine Repair**

**Hydraulic & Machine Repair (Lima)**  
**Machine Repair**  
**Machine Repair - Project Coordinator**  
**Machine Repair - Woodhaven**  
**Machine Repair Appr**  
**Machine Repair Ldr**  
**Machine Repair Leader**  
**Machine Repair Woodhaven-Team Leader**  
**Machine Repair-Wayne ISA - Mech Umb**  
**Machine Repair-Wayne ISA - Mech Umb - Project  
Coordinator**  
**Machine Repair Specialist**  
**Machine Repair Specialist Leader**  
**Team Member Mechanical**  
**Team Member Mechanical Apprentice**  
**Wayne ISA Machine Repair Mech Umbrella  
Team Leader**



**SKILLED TRADES CLASSIFICATION CONSOLIDATION**

**Millwright**

**Maintenance Gen. Plt. Skilled Millwright-Leader**  
**Maintenance-General Skilled-Millwright**  
**Millwright**  
**Millwright - Project Coordinator**  
**Millwright - Wayne ISA - Mech Umb. - STPC**  
**Millwright Appr**  
**Millwright Co**  
**Millwright Ldr**  
**Millwright Team Leader**  
**Millwright Utility**  
**Millwright-Mechanical Umbrella**  
**Millwright-Mechanical Umbrella Team Leader**  
**Millwright-Wayne ISA - Mech Umb**  
**Wayne ISA Millwright Mech Umbrella Team**  
**Leader**  
**Rigger**  
**Rigger - Project Coordinator**  
**Rigger Ldr**

**Sheet Metal Worker**

**Sheet Metal Worker**  
**Sheet Metal Worker - Project Coordinator**  
**Sheet Metal Worker Appr**  
**Sheet Metal Worker Co**  
**Sheet Metal Worker Ldr**  
**Tinsmith**  
**Tinsmith Team Leader**

**SKILLED TRADES CLASSIFICATION CONSOLIDATION**

<b>Plumber-Pipefitter</b>
<b>Pipefitter-Mechanical Umbrella</b>
<b>Pipefitter-Mechanical Umbrella - Project Coordinator</b>
<b>Pipefitter-Mechanical Umbrella Team Leader</b>
<b>Pipefitter-Wayne ISA - Mech Umb</b>
<b>Pipefitter-Wayne ISA - Mech Umb - Project Coordinator</b>
<b>Plumber Pipefitter</b>
<b>Plumber Pipefitter - Project Coordinator</b>
<b>Plumber Pipefitter Appr</b>
<b>Plumber Pipefitter Co</b>
<b>Plumber Pipefitter Ldr</b>
<b>Plumber Pipefitter Team Leader</b>
<b>Plumber-Pipefitter/Welder (Twin Cities Only)</b>
<b>Wayne ISA Pipefitter Mech Umbrella Team Leader</b>
<b>Industrial Hydraulics</b>
<b>Hydraulic Repair</b>
<b>Hydraulic Repair Appr</b>
<b>Hydraulic Repair Project Coordinator</b>
<b>Hydraulic Repair Leader</b>

**SKILLED TRADES CLASSIFICATION CONSOLIDATION**

**Welder General**

**Wayne ISA Welder Mech Umbrella Team Leader  
Welder  
Welder General  
Welder General - Project Coordinator  
Welder General Appr  
Welder General Ldr  
Welder General-Mech Umbrella-Team Leader  
Welder General-Mechanical Umbrella  
Welder-Wayne ISA - Mech Umb  
Hardener-Tool & Die  
Hardener-Tool & Die-Leader  
Die And Maintenance Welder  
Welder Team Leader  
Welder Tool Die & Maintenance  
Welder Tool Die & Maintenance Appr  
Welder-Tool & Die  
Welder-Tool & Die Co  
Tool & Die Welder/Hardener  
Welder-Tool & Die Ldr**

**Mechanic Auto**

**Mech Auto-App  
Mechanic Auto  
Mechanic Leader**

**SKILLED TRADES CLASSIFICATION CONSOLIDATION**

<p style="text-align: center;"><b>Industrial Truck Mechanic</b></p> <hr/> <p><b>Ind Trk &amp; Tow Rep-Wayne ISA - Mech Umb</b> <b>Industrial Lift Truck &amp; Tow Tractor Repair</b> <b>Industrial Lift Truck &amp; Tow Tractor Repair Appr</b> <b>Industrial Lift Truck &amp; Tow Tractor Repair Ldr</b> <b>Maintenance General Skilled Indus Lift Trk</b> <b>Repair Ldr</b> <b>Maint General Plant Skilled Industrial Truck</b> <b>Repair</b> <b>Wayne ISA Ind. Lift Truck Mech Umbrella</b> <b>Team Ldr</b></p>
<p style="text-align: center;"><b>Refrigeration and Air Conditioning Machine Operator</b></p> <hr/> <p><b>Refrigeration &amp; Air Conditioning Machine</b> <b>Operator</b> <b>Refrigeration &amp; Air Conditioning Machine</b> <b>Oper Appr</b> <b>Refrigeration &amp; Air Conditioning Oper Leader</b></p>
<p style="text-align: center;"><b>Refrigeration and Air Conditioning Maintenance &amp; Installation</b></p> <hr/> <p><b>Refrigeration Maintenance &amp; Installation</b> <b>Refrigeration Maintenance &amp; Installation - STPC</b> <b>Refrigeration Maintenance &amp; Installation Appr</b> <b>Refrigeration Maintenance &amp; Installation Ldr</b></p>
<p style="text-align: center;"><b>Power House Mechanic</b></p> <hr/> <p><b>Power Maintenance #1</b> <b>Machinist-All Around Powerhouse</b> <b>Machinist-All Around Powerhouse Appr</b> <b>Machinist-All Around Powerhouse Ldr</b></p>

**SKILLED TRADES CLASSIFICATION CONSOLIDATION**

**Stationary Steam Engineer**

**Power Service Heat Steam Air & Water**  
**Power Service Heat Steam Air & Water Appr**  
**Power Service Heat Steam Air & Water Ldr**  
**Power House Engineer**  
**Power House Engineer Appr**  
**Power House Engineer Ldr**  
**Power House Operator**  
**Power House Operator Ldr**  
**Powerhouse & Substation Operator #1**  
**(consolidate with Electrician at Rouge)**  
**Powerhouse & Substation Operator #1 Ldr**  
**(consolidate with Electrician at Rouge)**  
**Powerhouse Operator Apprentice**  
**Engineer-Shift or Relief**  
**Engineer-Relief**  
**First Class Operator-Powerhouse #1**  
**Power Service Operator**  
**Boiler Fire Hand**

**Metal Model Maker**

**(to be used only at VOGO Pilot Plant)**

**Metal Model Maker**  
**Metal Model Maker Appr**  
**Metal Model Maker Leader**

**Pyrometer – Cleveland**

**(to be used only at the Cleveland Site)**

**Inspector-Tooling & Layout (Non-Apprenticeable)**

**Inspector-Tooling & Layout Leader**  
**Inspector-Tooling & Layout Project Coordinator**  
**Inspector-Tools Dies Fixtures & Gauges**  
**Inspector-Tools Dies Fixtures & Gauges Leader**  
**Team Member Layout**

**SKILLED TRADES CLASSIFICATION CONSOLIDATION**

**Experimental Parts & Body Painter  
(Non-Apprenticeable)  
(to be used only at VOGO Pilot Plant)**  

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**Experimental Parts & Body Painter Project  
Coordinator**

**Maintenance-General Plant-Skilled  
(Non-Apprenticeable)  
(to be used only in FCSD and at VOGO Pilot Plant)**  

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**Maintenance-General Plant-Skl Project  
Coordinator**

**Machining Specialist (Non-Apprenticeable)  
(to be used only at Dearborn Tool & Die Plant  
and R&E Center)**  

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**Machining Specialist - R&E Center  
Machining Specialist Leader - R&E Center  
Machining Specialist-Leader  
All Around Heavy Machine**

**Machinist (Non-Apprenticeable)**  

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**Boring Machine-All Around  
Jig Borer-All Around  
Jig Borer-All Around (Research & Enginrg. Staff)  
Lathe-General  
Processor-Experimental Machine Shop  
Grinder - All Around  
Grinder - External & Internal  
Grinder - Surface  
Tool Machine Operator  
Tool Machine Operator Ldr**

**SKILLED TRADES CLASSIFICATION CONSOLIDATION**

**Carpenter - All Around (Non-Apprenticeable)**

**Bricklayer**  
**Bricklayer Ldr**  
**Carpenter**  
**Carpenter - Project Coordinator**  
**Carpenter Ldr**  
**Carpenter Painter**  
**Carpenter Painter Leader**  
**Cement Finisher**  
**Cement Finisher Ldr**  
**Furniture Finisher**  
**Furniture Finisher Ldr**  
**Painter**  
**Painter Ldr**  
**Painter Co**  
**Painter-Brush & Spray**  
**Painter-Sign**  
**Paint Sign Leader**  
**Plasterer**  
**Plasterer Leader**  
**Roofer**  
**Roofer Ldr**  
**Heavy Equipment Operator**  
**Concrete Buster**

**SKILLED TRADES CLASSIFICATION CONSOLIDATION**

**Will Not Re-Populate**

**Construct & Test Prototype Matl. Handling Devices  
Crane Operator - NW Boom Type  
Inspector Gauge 1  
Inspector Gauge 1 - Project Coordinator  
Inspector Gauge 1 Leader  
Sewing Machine Attachment Folder Dev Maker Repair  
Sewing Machine Repair  
Automation Equipment Maker & Maintenance  
Automation Equipment Maker & Maintenance Ldr  
Service Garage Repair  
Wayne ISA Welding Mach & Welding Fix. Rpr Team Ldr  
Weld Mach Weld Fix & Rep-Wayne ISA - Mecumb  
Weld Mach Weld Fix & Rep-Wayne ISA - Mecumb - STPC  
Welding Machine & Welding Fixture Repair  
Welding Machine & Welding Fixture Repair Ldr  
Conveyor Structural Sketcher  
Water Waste & Sewage Plant  
Water Waste & Sewage Plant Leader  
Diesel Mechanic & General Repair  
Diesel Mechanic & General Repair Leader  
Core Maker & Molder - Jobbing & Experimental  
Mold Developer  
Pipe Coverer  
Pipe Coverer Ldr  
Gear Trouble  
Repair-Power Tools  
Repair-Power Tools Ldr  
Communication System Instal & Maintenance  
Communication Sys. Inst.& Maint.-Project Coordinator  
Communication System Instal & Maint Ldr  
Cutter Grinder  
Cutter Grinder Leader  
Cutter Grinder-New  
Waste Disposal Equipment & Minor Maintenance  
Waste Disposal Equipment & Minor Maintenance Co  
Waste Disposal Equipment & Minor Maintenance Ldr  
Water Waste & Sewage Plant Operator & Maintenance**



SKILLED TRADES CLASSIFICATION CONSOLIDATION

**Eliminated**

Air Compressor Operator  
Blacksmith  
Boilermaker  
Boiler Repair  
Body Shop Mechanic  
Boring Mill - Lucas  
Chipper Grinder Die Barber  
Chlorine Maintenance  
Clock Repair  
Cold Head Dies  
Detailer – Contouring & Profiler  
Die Barber  
Die Finisher  
Die Maker – Tungsten Carbide  
Diemaker Trim Dies  
Diemaker – Steel Rule (not interchangeable with Diemaker)  
Diesel & Heavy Equipment Mechanic  
Electrical Construction High Tension #1  
Electrical Construction High Tension #2  
Experimental Template Maker & Checker  
Experimental Welder Fixture & Weld Equipment Developer  
Fire Hand – Head  
Fixture Repair General  
Gear Maker – All Around  
Gear Shaver Sharpener  
Grinder High Precision  
Grinder Surface Blanchard  
Inspector Gage Block  
Inspector Gear – All Around Tool or Diemaker  
Inspector Tooling and Layout New  
Inspector Tool layout Funct. Test Qualified Tool & Diemaker  
Instrument Repair – Precision  
Inspector Gage 2  
Jig Borer General  
Keller Operator  
Lapper General Precision Gage 1st Class - incl. Leaders  
Lathe Turret  
Lathe Vertical - Over 4 Feet

## SKILLED TRADES CLASSIFICATION CONSOLIDATION

<b>Eliminated</b>
<b>Water Purification Maintenance</b>
<b>Water Controller- General Service</b>
<b>Welder Set-Up And Repair</b>
<b>Wood Worker On Plaster Models</b>
<b>Caster - Electrical Team</b>
<b>Caster - Mechanical Team</b>
<b>Communication Cable Splicer</b>
<b>Cutter Grinder A Carboloy</b>
<b>Cutter Grinder Utility</b>
<b>Die Repair &amp; Fitter Trim Dies</b>
<b>Die Repair Assembly Upset Dies</b>
<b>Die Repair Forge Dies</b>
<b>Die Sinker Bench Finisher</b>
<b>Drill Press Operator</b>
<b>Electrical Team</b>
<b>Electrical Team Leader</b>
<b>Furnace Patrol</b>
<b>Gas Dispatcher</b>
<b>General Maintenance</b>
<b>General Service Team</b>
<b>General Service Team Leader</b>
<b>Hulett &amp; Coal Tower Repair</b>
<b>Hydrotel Operator</b>
<b>Instrument Repair</b>
<b>Machine Maintenance Specialist</b>
<b>Machine Repair Vulcan</b>
<b>Material Control Specialist 1 (CCP)</b>
<b>Mechanical Maintenance Technician (Toolmaker, Machine Repair)</b>
<b>Mechanical Team</b>
<b>Mechanical Team Leader</b>
<b>Mill Maintenance</b>
<b>Millwright Repair</b>
<b>Molder - Jobbing</b>
<b>Pattern Layout - Metal - Qualified Patternmaker</b>
<b>Pattern Layout - Metal - Qualified Patternmaker Upg</b>
<b>Patternmaker - Metal</b>
<b>Patternmaker - Metal Apprentice</b>
<b>Patternmaker - Metal Leader</b>

**SKILLED TRADES CLASSIFICATION CONSOLIDATION**

**Eliminated**

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**Plastic Duplicator Engineering**  
**Pneumatic Equipment Repair**  
**Roll Turning & Grinding**  
**Test Machine Operator - Group Leader - Union Steward**  
**Test Machine Operator - Group Leader**  
**Trabon Repair**  
**Wood Die Model Maker**  
**Wood Die Model Maker Apprentice**  
**Wood Die Model Maker Leader**  
**Wood Model Machine Operator**  
**Wood Model Machine Operator Leader**

**SKILLED TRADES CLASSIFICATION CONSOLIDATION  
IMPLEMENTATION GUIDELINES**

November 3, 2007

**Mr. Bob King  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214**

**Dear Mr. King:**

**Subject: Skilled Trades Classification Consolidation  
Implementation Guidelines**

**In a letter of understanding titled "Skilled Trades Classification Consolidation", the parties agreed to implement certain Skilled Trades classification consolidations whereby employees on certain existing classifications will be reclassified to the consolidated classification. These are guidelines that will be followed in implementing the intent of the letter of understanding:**

- Employees on all affected classifications will be reclassified to the consolidated classification. Apprentice, Changeover, Leader, Team Leader/Coordinator, and Skilled Trades Project Coordinator designations with the proper wage rate adjustment will continue to be applied as appropriate to employees on the consolidated classifications.**
- Employees on affected classifications that have a negotiated wage rate below the negotiated wage rate of the consolidated classification will have their wage rate increased to the negotiated wage rate of the consolidated classification.**
- Employees on affected classifications that have a negotiated wage rate above the negotiated wage rate of the consolidated classification will have their wage rate personalized at the higher rate until they leave the classification.**

**SKILLED TRADES CLASSIFICATION CONSOLIDATION  
IMPLEMENTATION GUIDELINES**

- **The negotiated base wage rates of the classifications of Millwright, Plumber-Pipefitter, and Sheet Metal Worker will be increased by 10¢ on the Effective Date of the Agreement.**

**Very truly yours,**

**BILL DIRKSEN,  
Executive Director  
U.S. Labor Affairs**

**Concur: Bob King**

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## SKILLED TRADES CLASSIFICATIONS

October 7, 1990

Mr. Ernest Lofton  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Lofton:

Subject: Skilled Trades Classifications

During these National Negotiations, the parties discussed at length the necessity for the Company to become competitive in all aspects of the business. Among the issues discussed were the existing skilled trades classification structure, work rules, and past practices.

With regard to the skilled trades classification structure, the Union expressed concern over basic skilled trades classifications being consolidated. In this regard, the Company observed that it will not dictate consolidation of specific skilled trades classifications to its plants. Competitive advantages of a review of skilled trades classifications at any Company facility must be weighed and determined by the local parties in view of all attendant circumstances at that location.

With regard to work rules and past practices, the Company stated that many plants feel hampered in their efforts to enhance competitiveness in today's environment by historically restrictive practices which originated at a time when competition was less threatening. Given recent improvements in the area of job security, the need for such stringent work rules and delineation of job responsibilities has been reduced.

Therefore, the National parties concur that local Management and local Unions should review existing work rules and practices, especially in the area of Lines of Demarcation, to insure that only those necessary to protect the safety of employees, the integrity of the basic trades, and the efficiency of operation in today's competitive environment are

**SKILLED TRADES CLASSIFICATIONS**

carried forward. Incidental, overlapping, and other minor access type work should be discussed and handled locally consistent with sound business judgment.

If either of the local parties feel that abuses of the spirit and intent of this document exist, the matter may be referred, in writing, to the Division Labor Relations Staff and the International, UAW.

Very truly yours,

JACK HALL, Executive Director  
Labor Relations and  
Employee Development  
Employee Relations Staff

Concur: Ernest Lofton

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**SKILLED TRADES DIVERSITY**

September 15, 2003

Mr. Gerald D. Bantom  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Bantom:

Subject: Skilled Trades Diversity

During these negotiations, the parties discussed many aspects of the Apprentice Program, including diversity issues. It is recognized that the Apprentice Diversity Initiative developed and undertaken by the National Joint Apprenticeship Committee (NJAC) following the 1999 negotiations has aided in increasing representation of minorities and women among employees applying and qualifying for placement on the Apprenticeship program. The parties agree that the Apprentice Diversity Initiative should be continued, and to maximize effectiveness, it should become institutionalized at the local level. As such, the administration of the Initiative should become a core responsibility of facility's local JAC, with support, upon request, of other local entities that have related missions and purposes. The NJAC will assist in effecting this transition on a timely basis.

The parties recognize the desirability of considering additional methods and strategies which could better prepare individuals who may want to enter the skilled trades as a profession. Further, it was agreed that outreach efforts must be proactive to inform, educate, and encourage potential minority and women candidates to consider skilled trades work as a career option.



**SKILLED TRADES DIVERSITY**

The National Joint Apprenticeship Committee has agreed to continue to recommend new approaches to attract, prepare, and obtain a more diverse pool of qualified candidates for future skilled trades opportunities.

Very truly yours,

RICK E. POYNTER, Director  
U.S. Union Affairs  
Labor Affairs

Concur: Gerald D. Bantom

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## SKILLED TRADES EMPLOYEES' TOOLS

October 7, 1990

Mr. Ernest Lofton  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Lofton:

Subject: Skilled Trades Employees' Tools

This letter will serve to consolidate and confirm the understandings contained in letters of understandings agreed to by the parties in previous negotiations with regard to skilled trades employees' tools.

- *Conversion to Metric System*

The parties have discussed the subject of conversion to the metric system and its effect on certain employee-owned tools. The Company indicated its intention to make available during the transition period metric tools and calibrated measuring instruments to skilled trades employees when required in the performance of their work. Such tools will be available in a manner determined by local management and charged out to skilled trades employees when they have need for them.

This policy does not preclude the use of conversion tables or any other alternate means of changing to the metric system in place of utilizing such tools or calibrated measuring instruments, nor does it alter the present requirement that skilled trades employees provide their own tools necessary to perform their duties, except as provided in the preceding paragraph.

- *Replacement of Broken or Damaged Tools*

The parties also have discussed replacing personal tools of skilled trades employees broken or damaged on Company premises. The Union was advised that the Company will accept and review claims for broken or damaged tools that are no longer usable. Where it is determined that personal tools were broken or damaged on Company premises due to conditions beyond the

**SKILLED TRADES EMPLOYEES' TOOLS**

employee's control such tools will be repaired or replaced, provided there is no evidence of employee negligence, abuse or improper usage. It is understood that this arrangement will be over and above any locally established practices with respect to replacing personal tools of skilled trades employees broken or damaged on Company premises.

Very truly yours,

W. JAMES FISH, Director  
Forward Plans and  
Employment Programs Office  
Employee Relations Staff

Concur: Ernest Lofton

Note: This letter replaces the following letters:

- Conversion to Metric System, October 4, 1979
- Replacement of Broken or Damaged Tools, October 4, 1979

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**SKILLED TRADES GOVERNANCE**

November 3, 2007

**Mr. Bob King  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214**

**Dear Mr. King:**

**Subject: Skilled Trades Governance**

**During these negotiations, the Company and the Union each recognized the importance of implementing and executing agreements enabling overall operational effectiveness including skilled trades. Additionally, both parties recognized the need to continuously discuss the present, desired, and transition states of the skilled trades organization while considering all of the critical organizational elements including processes, culture, structure and people in order to enable our collective efforts to establish a world class manufacturing and skilled trades business model. Accordingly, the parties agree to work together on continuously improving the manner in which our skilled trades are utilized.**

**A key part of these discussions focused on the important role of the skilled trades in the Company's quality, safety, productivity, and cost improvement goals. Both parties agree that the manner in which the skilled trades are utilized substantially affects the day-to-day success of our manufacturing and assembly operations. As an outcome, both parties agree that in all manufacturing areas or departments we must have a culture where every employee has ownership and accountability for the most efficient, productive, world class competitive operations. This includes the highest possible uptime for all equipment, the highest possible quality, the safest environment, and the least possible scrap and downtime. For the Company to improve its future viability and competitive position in the global marketplace we must jointly establish a**

## SKILLED TRADES GOVERNANCE

process to facilitate a more efficient use of the skilled trades at the plant floor level including an adaptable and flexible structure.

In the spirit of these discussions, both parties agree changes of this magnitude throughout our manufacturing and assembly operations require management and union leadership, support, and commitment at all levels of our respective organizations. As a result, it is further agreed that no later than 90 days from the Effective Date of this Agreement, the parties will establish a National Joint Skilled Trades Governance Team consisting of representatives of the UAW National Ford Department, Corporate Labor Affairs, Directors of Manufacturing, as well as other resources as appropriate and agreed upon. National Joint Skilled Trades Governance Team (NJSTGT) meetings will occur on a regular basis based on need and are subject to agreement by both parties. The responsibilities of this Team include, but are not limited to, the following:

- Ensure implementation of all national agreements related to skilled trades (i.e., consolidation of skilled trades classifications, competitive work practices, journey person training, apprenticeship program revisions, etc.).
- Ensure consistency of implementation of all national agreements from location to location.
- Provide local parties with clear direction consistent with the jointly developed desired state for skilled trades.
- Gain sponsorship required from Company and Union leadership at both the corporate and local levels, as well as others required to enable successful change.
- Define the technical and operational elements needed to support the jointly developed desired state for skilled trades.

#### SKILLED TRADES GOVERNANCE

- **Jointly benchmark our competitors to ensure implementation of a skilled trades model that will generate the highest level of performance and the utilization of best practices.**
- **Jointly visit local facilities on a regular basis to monitor implementation of various agreements and hold the local parties accountable for accomplishing the changes within the agreed upon time limit.**
- **Drive standardization of skilled trades work practices throughout the Company.**
- **Ensure that skilled trades are highly involved and participative in the manufacturing process through assignment of dedicated skilled trades persons to specific departments or areas.**
- **Use a set of ongoing metrics to determine the effectiveness of the implementation.**

**To assist the National Skilled Trade Governance Team in accomplishing these responsibilities the parties have agreed to allocate two full-time representatives.**

**Additionally, the parties recognize that we may encounter a surplus of skilled trades employees at some point throughout the term of this agreement. In the event this occurs, it will be the responsibility of the National Joint Skilled Trades Governance Team to develop and execute a strategy to effectively address the surplus employees. To assist in implementing the surplus employees strategies, the parties have agreed to allocate one full-time representative. This representative may be also assigned additional responsibilities.**

**The National parties also agree that each location, that does not currently have a team and/or process to address skilled trades related issues, will establish a joint implementation team no later than 90 days from the Effective Date of this Agreement. The local implementation team will consist of representatives of the local UAW Leadership, the Plant Manager, Manufacturing Engineering Managers, Human Resources Manager, as well as other resources as appropriate and**

## SKILLED TRADES GOVERNANCE

agreed upon. The responsibilities of this team include, but are not limited to, the following:

- Implement national and local agreements related to skilled trades (i.e., consolidation of skilled trades classifications, competitive work practices, journey person training, apprenticeship program revisions, etc.).
- Ensure implementation of agreements is consistent with the master Collective Bargaining Agreement.
- Review progress of implementation on a regular basis and provide regular status updates to the National Joint Skilled Trades Governance Team.
- Provide the local joint sponsorship required to successfully drive change.

It is our belief that the establishment of the Skilled Trades Governance Team will provide the focus the union and the Company need to collectively identify and implement multiple changes which will allow us to implement and continuously improve a globally competitive manufacturing and skilled trades business model which will help maximize the company's competitive priorities in the areas of quality, productivity, and cost. Lastly, local agreements and work practices will not inhibit the intent or implementation of this agreement.

Very truly yours,

**BILL DIRKSEN,**  
Executive Director  
U.S. Labor Affairs

Concur: **Bob King**

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**SKILLED TRADES LICENSING**

**November 3, 2007**

Mr. **Bob King**  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. **King**:

Subject: Skilled Trades Licensing

During **the 2007** negotiations, the parties had extensive discussions regarding **skilled trades** licensing and training. Both parties recognized the requirement for certain skilled trades personnel to be licensed according to local municipality and/or state requirements. As such, the parties agreed to continue the pilot that was initiated in 2002.

Additionally, following the ratification of this Agreement, **the** joint task force formed **in 2004** with representatives from the National Ford Department and the Company's Labor Affairs Office **will meet as necessary to resolve issues regarding the licensing requirements of skilled trades employees**. The task force will be charged with identifying training alternatives, operational issues, funding alternatives, and total program costs. **The task force then will develop** recommendations **for** implementing a process, **and** a comprehensive training program for affected trades, consistent with the criteria of local municipality and/or state licensing requirements.

The task force will provide the analysis and make final recommendations to U.S. Union Affairs and **the** National Ford Department.

Very truly yours,

**BILL DIRKSEN,**  
**Executive Director**  
**U.S. Labor Affairs**

Concur: **Bob King**

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**SKILLED TRADES SUPPLEMENTATION WAGES RATES**

October 31, 1973

Mr. Ken Bannon, Vice President  
Director—Ford Department  
International Union, UAW  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. Bannon:

Subject: Skilled Trades Supplementation Wages Rates

With respect to employees described in subsection (a) of our letter dated October 26, 1973, concerning supplementation of the skilled work force during overtime periods, it was agreed that such employees would be considered analogous to Changeover employees for pay purposes and therefore be compensated in accordance with the local Changeover Agreements in locations having such Agreements or the minimum rate of the applicable Journeyman classification in locations not having such Agreements for all hours worked during weekend supplementation periods.

Very truly yours,

SIDNEY F. McKENNA, Director  
Labor Affairs Office  
Labor Relations Staff

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**SKILLED TRADES WAGE RATES FOR BUSINESS CASES**

November 3, 2007

**Mr. Bob King  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214**

**Dear Mr. King:**

**Subject: Skilled Trades Wage Rates for Business  
Cases**

**During 2007 negotiations, the Company and Union recognized the critical importance of working together on continuously improving the manner in which our skilled trades are efficiently utilized.**

**These discussions focused on ensuring that the Company at all locations uses a consistent set of skilled trades wage rates in order to accurately complete internal business cases when assessing whether potential work may be safely and economically performed competitively in house. Additionally, the company recognizes that in certain situations, other costs, such as engineering fees, if withheld from the project, will be excluded from the business case.**

**In the spirit of these discussions, the parties agreed to the following process:**

- **To support any required business case analysis, the following skilled trades wage rates are to be used:**
  - **Straight-time wage rates will consist of base wages, COLA, cash fringes, and standard monthly group fringes**
  - **Overtime wage rates will consist of base wages, COLA, cash fringes, and the appropriate overtime premium (time and a half or double-time)**

**SKILLED TRADES WAGE RATES FOR BUSINESS CASES**

- **Annually, plant-specific average skilled trade wage rates consistent with the methodology above will be developed by Manufacturing Finance.**
- **By the end of January each year, Manufacturing Staff will distribute the skilled trades wage rates to each plant /manufacturing facility Controller.**
- **Concurrently, the plant Controller will provide the skilled trades wage rates to the local Union Chairperson. Additionally, the Company agreed that the Manufacturing Engineering Manager at each location will communicate the project status of current and future projects with the local Union Chairperson on a regular basis.**

**Finally, to ensure a common understanding of this process, a single-point communication describing this process will be provided to each Controller.**

**Very truly yours,**

**BILL DIRKSEN,  
Executive Director  
U.S. Labor Affairs**

**Concur: Bob King**

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**SKILLED TRADES VERSATILITY AND TRAINING**

November 3, 2007

**Mr. Bob King  
Vice President and Director  
UAW-Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214**

**Dear Mr. King:**

**Subject: Skilled Trades Versatility and Training**

**During these negotiations, the parties had extensive discussions regarding skilled trades versatility and training. It was mutually recognized that although a number of Company locations have independently undertaken significant efforts in these areas there may be additional needs resulting from the agreed upon skilled trades classification consolidations. Further, both parties agree that all training should be based on individual need and that a "one size fits all" approach is neither effective nor acceptable. It also was mutually recognized that journeypersons' active participation in such training would maintain, increase, and broaden their technical skills while enabling enhanced product quality, operational effectiveness, and greater job security for the skilled trades workforce. Accordingly, the Company has agreed to commit the necessary resources to train affected skilled trades and related supervisory staff to ensure successful local implementation of classification consolidations.**

**Given these considerations, the parties agree that, within 90 days of the effective date of this Agreement, each location will establish a departmental/building skilled trades versatility matrix detailing requisite skills for each skilled trades classification in the department/building based on the classification consolidation. Each matrix will contain all skilled trades employees in the department/building, by classification, as well as all of the knowledge, skills, and abilities required to safely perform the tasks required**

**SKILLED TRADES VERSATILITY AND TRAINING**

of that trade at the required level of quality. This matrix will serve as the baseline/current state for a subsequent plan for each person. Based on the departmental/building versatility matrix and classification consolidation, a task-based plan for each skilled trades person will be established. This plan will include any skill development, including classroom, on-the-job, web-based, or other, that may be required to enable each individual skilled tradesperson to perform his/her particular job assignments safely and at the required level of quality.

The local parties will oversee the completion and maintenance of the skilled trades versatility matrices and the plan for each journey person, and will identify necessary resources including the local Joint Apprenticeship Committee Representatives. The parties recognize that the National Skilled Trades Governance Committee may be called upon to resolve outstanding concerns that are not resolved at the local level.

Very truly yours,

**BILL DIRKSEN,  
Executive Director  
U.S. Labor Affairs**

**Concur: Bob King**

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**TECHNICAL SKILLS TRAINING FOR INSPECTOR —  
TOOLING AND LAYOUT**

**November 3, 2007**

**Mr. Bob King**  
Vice President and Director  
**UAW, National Ford Department**  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

Dear Mr. **King**:

Subject: Technical Skills Training for Inspector — Tooling  
and Layout

During **2007** negotiations, the parties discussed the effects of changing technology on the regular work assignments of employees classified as Inspector - Tooling and Layout.

**As a result of these discussions**, the parties agreed on the following points: (1) within the Inspector - Tooling and Layout classification, there is a need for additional skills to use numerically controlled dimensional quality equipment and other metrology hardware; (2) apprentices in the **Tool & Die Maker** trade should receive an introduction to the basics of technical training provided to Inspector - Tooling and Layout journey**persons**; (3) the core skills of the **Tool & Die Maker** and **Toolmaker & Template Maker** trade provide the fundamentals for Inspector - Tooling and Layout; **and** (4) journey**persons** or apprentices who seek to qualify for Inspector - Tooling and Layout must come from the **consolidated Tool & Die Maker classification or the Toolmaker & Template Maker classification**.

Consistent with this effort to enhance the skills of Inspector - Tooling and Layout, as of **the Effective Date of this Agreement**, the parties agreed to **fill** future openings for Inspector - Tooling and Layout classification with journey**persons** and apprentice graduates from the **consolidated Tool & Die Maker classification or Toolmaker & Template Maker classification** based on availability.

**TECHNICAL SKILLS TRAINING FOR INSPECTOR —  
TOOLING AND LAYOUT**

Following the 1993 negotiations, the parties identified method(s) of training and certifying journeypersons and/or apprentice graduates as qualified for Inspector - Tooling and Layout while allowing the individual to attain/retain seniority in a basic trade, e.g., Toolmaking, Diemaking.

Very truly yours,

**BILL DIRKSEN,  
Executive Director  
U.S. Labor Affairs**

Concur: **Bob King**

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**WARRANTY WORK**

November 3, 2007

**Mr. Bob King  
Vice President and Director  
UAW, National Ford Department  
8000 East Jefferson Avenue  
Detroit, Michigan 48214**

**Dear Mr. King:**

**Subject: Warranty Work**

**During the 2007 negotiations, the parties discussed the decisive factors involved when Ford skilled trades may perform warranty work. In the event the vendor may require staffing to perform warranty work, the vendor may use Ford skilled trades. Based on these discussions, the Company will consider all the following criteria:**

- Warranty work as noted above which is performed by Ford skilled trades is at the discretion of the affected vendor in order to keep remaining warranty intact.**
- The Company and vendor must agree on all terms, conditions, hours, and total cost in advance.**
- The individual skilled tradesperson's ability to perform the specific warranty work required.**
- Any agreement must also follow existing Ford financial and accounting policies and principles.**
- The need to be cost competitive with external bid's cost and timing.**

**The use of this process is the exception, not the rule, and as such, should in no way constitute precedent.**



**WARRANTY WORK**

**This letter of understanding is in addition to, and shall not supersede, existing Agreement provisions and related letters of understanding pertaining to warranty work.**

**Very truly yours,**

**BILL DIRKSEN,  
Executive Director  
U.S. Labor Affairs**

**Concur: Bob King**

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**GUIDELINES FOR TEMPORARY -  
CHANGEOVER POOL AGREEMENTS**

November 29, 1973

Division Industrial Relations Managers  
Plant Industrial Relations Managers  
Persons Designated by the Above

Subject: Guidelines for Temporary-Changeover Pool  
Agreements

Pursuant to Appendix H, Part B, Paragraph 3(c), the following guidelines shall be applied in the negotiation of Temporary-Changeover Pool agreements:

1. A skilled trades supplementation pool is to be established consisting of employees selected from non-Appendix F (Skilled Trades) classifications within the particular plant to help meet skilled manpower needs on weekend overtime resulting from skilled tradesmen declining overtime opportunities under the provisions of Appendix H of the Agreement.
2. Procedures are to be developed locally for receiving applications from employees who wish to be included in the supplementation pool. All applications will be reviewed by the Company and selection shall be based upon the qualifications of the applicants.
3. Employees who apply and are accepted shall be designated as "Temporary-Changeover Pool" employees and will thereby be available for skilled trades weekend overtime assignments as required.
4. Time worked as a Temporary-Changeover Pool employee shall not be credited toward attaining journeyman status, provided, however, that employees on the eligibility list awaiting entrance into an apprenticeship, if they apply and are accepted as Temporary-Changeover Pool employees, will receive appropriate credit for shop experience gained thereby when placed on course as determined by the Joint Apprenticeship Committee.

**GUIDELINES FOR TEMPORARY -  
CHANGEOVER POOL AGREEMENTS**

5. Temporary-Changeover Pool employees shall receive the minimum rate of the lowest rated Appendix F (Skilled Trades) classification being utilized in the plant for all hours actually worked on skilled trades assignments within the various Appendix F (Skilled Trades) classifications.
6. No Temporary-Changeover Pool employees will be eligible to work weekend overtime on skilled trades work assignments unless such overtime work has first been offered to journeymen and apprentices on the particular trade in accordance with the applicable local overtime agreement.
7. There would be no new or added overtime equalization or rotation obligations with respect to these supplemental overtime assignments. Nothing in these new arrangements would alter existing overtime equalization or rotation agreements.
8. Complaints by Temporary-Changeover Pool employees about the operation of the new procedures could be taken up with management, but are not subject to the grievance procedures provided in Article VII of the Collective Bargaining Agreement.

A copy of this communication has been provided to the National Ford Department.

MALCOLM L. DENISE

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## APPENDIX F CLASSIFICATIONS

Below are listed Appendix F Classifications (excluding leaders, coordinators, upgraders, utility and apprentices) utilized at some Ford locations with UAW-represented hourly employees.

**The parties agree that under no circumstance will a new skilled trade classification, including any variation or combination of an existing classification (i.e., Power Electrician, Tool & Die Welder, etc.), be established without expressed written consent of the National Joint Skilled Trades Governance Team, Labor Affiars, and the UAW National Ford Department.**

### Classifications

Automation Equipment Maker & Maintenance\*

#### **Carpenter-All Around**

Communication System Installation & Maintenance \*

Construct & Test Prototype Matl. Handling Devices \*

Conveyor Structural Sketcher \*

Core Maker and Molder - Jobbing and Experimental \*

Crane Operator - NW Boom Type \*

Cutter Grinder \*

Cutter Grinder-New \*

Diesel Mechanic & General Repair \*

Electrician

Experimental Parts & Body Painter **(to be used only at VOGO Pilot Plant)**

Gear Trouble \*

#### **Industrial Truck Mechanic**

Inspector-Tooling & Layout

Inspector Gauge #1 \*

Machine Repair

Machining Specialist **(to be used only at Dearborn Tool & Die Plant and R&E Center)**

Machinist \*

\* Will not repopulate (classifications will be eliminated when vacated)

**In the event a classification has been stricken and an employee needs to return to this classification (i.e., return from medical, etc.) local parties will review the circumstances with the National Joint Skilled Trades Governance Team, who will make a final determination.**

Maintenance General Plant Skilled **(to be used only in  
FCSD and VOGO Pilot Plant)**

Mechanic Auto

Metal Model Maker **(to be used only at VOGO Pilot  
Plant)**

Millwright

Mold Developer \*

Pipe Coverer \*

Plumber Pipefitter

**Power House Mechanic**

**Pyrometer - Cleveland (to be used only at the  
Cleveland Site)**

Refrigeration & Air Conditioning Machine Operator

Refrigeration and Air Conditioning Maintenance &  
Installation

Repair Power Tools \*

Service Garage Repair \*

Sewing Machine Attachment Folder Dev. Maker Repair \*

Sewing Machine Repair \*

Sheet Metal Worker

**Stationary Steam Engineer**

Tool and Diemaker

Toolmaker & Template Maker

Waste Disposal Equipment & Minor Maintenance \*

**Waste Water & Sewage Plant \***

Water Waste & Sewage Plant Operator & Maintenance \*

Welder General

Welding Machine & Welding Fixture Repair \*

Welding Mach. & Welding Fixture Rep. - Wayne ISA

Mechanical Umbrella \*

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\* Will not repopulate (classifications will be eliminated when vacated)

**In the event a classification has been stricken and an employee needs to return to this classification (i.e., return from medical, etc.) local parties will review the circumstances with the National Joint Skilled Trades Governance Team, who will make a final determination.**

SKILLED TRADES UMPIRE DECISIONS

**SKILLED TRADES UMPIRE DECISIONS**

Below are some umpire decisions affecting skilled tradesmen. This list is not all inclusive. Please refer to Exhibit II Skilled Trades Work Assignments on pages 44-45.

**SKILLED TRADES ASSIGNMENTS  
DECIDED BY UMPIRE SHULMAN**

- A
- 170 Assignment of skidding and crating of machinery for transportation assignment to Hand Sawyers, Nailers and Braces rather than Carpenters protested.
- 223 Assignment of painting jobs to Glaziers protested by Glaziers.
- 278 Assignment of work to Pipefitter protested as belonging to Riggers and assignment to Welders protested as belonging to Fitters.

**SKILLED TRADES ASSIGNMENTS  
DECIDED BY UMPIRE PLATT**

- B
- 14 Assignment of work to the skilled trades at the Rouge Plant and request for a general formulation of principles for the parties' future guidance in skilled trades assignments.
- 20 Practice of certain work assignments to Diemaker in Dearborn Stamping Plant protested by Toolmakers
- HHP
- 126 Toolmaker protest fixture work on bucks by Die-makers
- 133 Cleaners protest clean up work by Toolmakers
- 134 Tool and Die Welding work by Maintenance Welder
- 151 Pyrometer Hook Up work allegedly done by Electricians

#### SKILLED TRADES UMPIRE DECISIONS

153	Toolmaker protest work by Machine Repairman
154	Diemaker work allegedly done by Production employees
155	Diemakers protest work by Metal Finishers
158	Machine Repair protest work by Millwrights
178	Millwrights refusal of proper assignment
270	Die Sinker's work
331	Power Serviceman protests work by a Pipefitter
332	Tinsmith work performed by Millwright
333	Pipefitter refusal to operate portable gas pump
334	Protest by Portable Pump operator to work by Diesel Mechanic
335	Refusal by General Welder to do Burner's work
336	Refusal by General Welder to do production welding
356	Functional Test Inspection work
403	Baker Crane as Tradesman's Tool
415	Rolling Mill Stock Crane operation by S. P. Operator
438	Car operator & Trappers work
443	Compressor operator vs. Nophalene operator
461	Power Electricians vs. Building Electricians
463	Assignment of Maintenance Welding
476	Toolmakers protest work by Tool Machine operator
479	Baker Hoist & Woodside Loader operation
483	Mill Schedule and Follow-Up Utility work in R.M.
503	General Welder protests work by Apprentice
519	Die Maker protest work by Plastic Model Makers
524	Millwrights protest moving machine fixtures by Production employees

#### SKILLED TRADES UMPIRE DECISIONS

- 548 Substantially full time crane employees
- 562 Millwright protest work by Furnace men
- 574 Riggers protest work by Power Construction Electricians
- 577 Diesel and Heavy Equipment Mechanics claim to repair of Clark Fork
- 583 Painting machines and equipment protested by Painters
- 607 Millwrights protest work by Electricians
- 607 Automation Dept., Millwrights protest work by Automation Dept., Welder
- 607 Millwright protests work by Electrician
- 607 Machine Repairman protests work by Automation Dept. Millwright
- 608 Die Tryout protest of work by Diemaker
- 621 Die Setting by Press & Upsetter Operator
- 648 Millwrights protest making angle iron handers by Pipefitters
- 649 Construction pipe coverers protest work by Power House Pipe coverers
- 650 Blacksmith protest Millwright's heating and forming reinforcing rods
- 656 Rehabilitation work at H. P. by Rouge Construction Section
- 672 Millwrights vs. Mill Maintenance Men on R. M. Work
- 678 Millwrights vs. Machine Repair in overhaul of Grinder
- 683 Riggers vs. Die Hooker
- 695 Millwright vs. Gas Analyst
- 711 Tool Machine operator vs. Patternmaker
- 716 Electricians vs. Millwrights hooking and bolting fixtures



#### SKILLED TRADES UMPIRE DECISIONS

- 717 Power Electricians vs. Building Electricians
- 723 Die Makers protest carrying panels for OK check
- 729 Cleaning of D panels by Electricians
- 742 Millwright vs. Tinsmith erecting channel iron framework
- 761 Millwright vs. Machine Repair - rigging work
- 782 Painters vs. Diemaker appr. - painting
- 796 Diesel & Heavy Equipt. Mechs. protest Repair & Maintenance work on Clark R-700 Lifttruck
- 800 Pipefitter vs. Millwright
- 801 Millwright vs. Production employees
- 802 Pipefitter vs. Production employees
- 818 Painters vs. Power Service - painting in Power House
- 823 Oiler vs. Millwright
- 824 Millwright vs. Porter-Movers - moving furniture
- 831 Crane operation by Electricians
- 837 Toolmakers vs. Set-Up men-changeover work on automation machines
- 840 Toolmaker vs. Salaried Engineer
- 850 Shop vs. Maintenance Electricians
- 856 Steam Fitters vs. Millwrights performing insulation work
- 857 Cupola Repairmen vs. Bricklayers
- 861 Furnace operators vs. Electricians-lighting up furnace after repairs
- 902 Millwright vs. Tinsmith - duct work with boiler plate
- 903 Tinsmith vs. Millwright - making & installing guards and attaching sheet metal panels to iron framework

SKILLED TRADES UMPIRE DECISIONS

907 Millwright vs. Machine Repair - installing transfer chain into machine

**SKILLED TRADES ASSIGNMENTS  
DECIDED BY UMPIRE HEALY**

JJH

29 Diemaker and Tryout assigned to do cleaning work  
33 Millwrights vs. WMWFR - relocation of welding guns  
34 Millwrights vs. WMWFR - building three bridges from which welding machines are suspended  
35 Pipefitter vs. Electrician - performing work on a high frequency welding unit  
36 Boilermaker vs. Stationary Steam app.  
37 Millwrights vs. Trackmen  
61 Cutter Grinders vs. Job Setters  
63 Cutter Grinders vs. Job Setters  
83 Tool and Die Machine Repair Leaders Agreement  
84 Toolmaker vs. Machine Setter  
96 Five cases - Machine Repair vs. WMWFR - Millwrights vs. WMWFR  
97 Alleged violation of Journeyman - Apprenticeship Ratio agreement  
117 Machine Repair vs. Boltmakers Operators  
118 Millwright vs. Electricians  
133 Millwright vs. Machine Repair  
157 Diesel and Heavy Equipment Mechanics vs. Ind. Lift Truck & Tow Tractor Repair  
164 Power Electricians 6716 - 5 day schedule vs. Power Elec. 6711 on a 7-day schedule  
204 M. R. vs. Automation Equip. Maker of installing & maintaining a shuttle transport

#### SKILLED TRADES UMPIRE DECISIONS

- 219 Die Tryout vs. WMWFR - performing work on Cimco Index machine
- 236 Welders vs. Pipefitters
- 265 Apprenticeship Standards - Article 6
- 277 Pipefitter vs. Job-Setters working on a vacuum valve
- 284 Hydraulic vs. Mill Maintenance - repairing hydraulic cylinder
- 290 Auto Mechanics - Article 1 Section 1
- 295 All-Around Heavy vs. Tool Machine Operator
- 302 Millwrights vs. Power Service ops. - working on a 90 ton York refrigeration unit
- 305 Hydraulic vs. Hulett and Coal Tower Repairmen
- 306 Riggers vs. Power Electricians
- 307 Millwrights vs. Pipefitter - removing and replacing heaters
- 308 Millwright and Welder vs. Toolmaker, Tool and Die app. and a Tool and Die Welder - performing work on a carousel conveyor
- 357 Toolmaker vs. Layout Inspector - checking a Fender Weld Fixture
- 367 Die Sinkers vs. Bench Finish classification
- 370 Die Sinker vs. Die Sink Bench Finisher
- 377 Quality Control Inspectors vs. Mgt. - performing hourly work
- 404 Gage Maker vs. Layout Inspector - making a Plastic Sight Gage
- 407 Millwright vs. Mgt. - performing hourly work
- 415 Garage mechanics vs. Pipefitter - changing propane bottles on propane fired vehicles
- 422 Toolmaker vs. Pipefitter - replacing burner baffles

#### SKILLED TRADES UMPIRE DECISIONS

- 433 Power Service operators 7 day vs. 5 day
- 434 Pipefitter & Welder vs. 5 day vs. 7 day
- 439 Pipefitter vs. Power House Engineers - dismantling and lowering two heat exchangers
- 448 Pipefitter vs. Oil Repairmen - performing oil line repair
- 453 Machinist all around Powerhouse vs. Power House Engineer - changing a belt on the heater and exhaust fan
- 458 Pipefitters vs. Machine Repair - performing certain work on major presses
- 462 Experimental Template Maker and Checker vs. Wood Die and Model Makers
- 494 Die Sinkers vs. Die Makers - Performing work on EDM

#### **SKILLED TRADES ASSIGNMENTS DECIDED BY UMPIRE HANLON**

##### PDH

- 9 Millwright vs. Die Cast Diemaker - adjustment of arms on Die Cast Rim Rack machine
- 14 Tool & Die Makers and Machine Repair vs. Millwrights - changing certain parts on Staker Machine
- 19 Diemakers vs. W.F.R. - construction work on "C" frame fixtures
- 21 Electricians protest Contracting out to Philco Ford, repair work on Coordinatograph machine
- 22 Toolmaker vs. Pumpman - certain work on a compressor
- 23 Tinsmith vs. Millwright - removal of sheet metal guard plates
- 24 Toolmakers vs. Millwright - certain fabrication work

#### SKILLED TRADES UMPIRE DECISIONS

- 29 Automation Millwright vs. Welder Machine and Welder Fixture Repair-construction and installation of a loader
- 30 Millwright, Plumber, Pipefitters and Welders vs. W.F.R. modification of some table top welding fixtures
- 31 Carpenter vs. Crater and Bracer - installation of flooring
- 43 Painters vs. Hilo Repair - cleaning Hilos in preparation for painting
- 93 Millwrights vs. Machine Repair - transporting major press parts
- 94 Millwrights vs. Machine Repair - moving two press surge tanks
- 95 Millwrights vs. Machine Repair - removing steel support beams
- 96 Millwrights vs. Machine Repair - transporting of crank shafts
- 98 Lift Truck and Tow Tractor Repair vs. Industrial Lift Truck Operator—transporting disabled Griptows
- 109 Welder Machine and Welder Fixture Repair vs. Diemakers - building outriggers for “C” frame welders
- 111 Millwrights vs. Machine Repair - use of overhead crane to move press parts
- 126 Hydraulic Repair vs. Welding Machine and Welding Fixture Repair - disconnecting and removing a hydraulic cylinder.
- 146 Millwrights vs. Hilo Drivers and Line Feeders - assembly of racks
- 198 Refrigeration and Air Conditioning Machine Operators vs. Oilers - certain oiling and greasing work
- 201 Maintenance Millwright vs. Automation Millwright - construction of catwalk attached to automation equipment

#### SKILLED TRADES UMPIRE DECISIONS

- 213 Plumber-Pipefitter vs. production employees - removal and replacement of small air operated pumps
- 265 Millwrights vs. excluded Fire Security Personnel-hanging fire extinguishers
- 281 Tool and Diemakers and Welding Machine and Welding Fixture Repair vs. Inspector Tooling & Layout - checking the location of locator pins on new fixtures
- 299 Plumber-Pipefitter vs. Security Guards - checks on equipment during the Christmas downtime period
- 306 Painters vs. Laborers - application of modified epoxy
- 317 Power Electricians vs. Building Electricians - locating and installing 100 Amp bus plug
- 344 Millwrights and Welder Generals vs. Welder Repair - certain frame construction work
- 371 Millwrights vs. Machine Repair - installation and assembly of certain new machinery
- 393 Welder Repair vs. Diemakers - maintenance, repair and revisions to in-line production checking devices
- 396 Electrician vs. Industrial Light Truck Repair - removing, recharging, and cleaning batteries
- 397 Pipefitter vs. E-Coat Operator - removing, cleaning, and reinstalling certain filters

SKILLED TRADES UMPIRE DECISIONS

**SKILLED TRADES ASSIGNMENTS  
DECIDED BY UMPIRE GOETZ**

RG

- 9 Welder Fixture Repair vs. Tool and Diemakers - certain maintenance work on holding fixtures for a robotic welding operation
- 27 Skilled Trades Journeymen - use of industrial lift trucks by skilled tradesmen at Walton Hills
- 38 Millwrights vs. Set-Up - certain work on movement of a Destacker Unit
- 67 Millwrights vs. Machine Repair - certain maintenance and repair work on vacuum assembly suction cups
- 68 Tool and Diemaker vs. Die Finisher - certain die finishing work requiring the use of "spotting racks"
- 78 Machine Repair vs. Die Tryout - reworking of transfer arms on Transfer Press Lines
- 83 Toolmaker vs. Jobsetter - readjustment and alignment of V-blocks on Horizontal Drilling Machines

**SKILLED TRADES ASSIGNMENTS  
DECIDED BY UMPIRE HALES**

EH

- 23 Millwright vs. Hydraulic Repair - repacking glands on hydraulic vehicle hoist
- 34 Millwrights vs. Plumbers - Pipefitters - installing pipe on a metal chip conveying system