

LOCAL AGREEMENT

between



UAW LOCAL 2000

and



**OHIO ASSEMBLY PLANT
Avon Lake, Ohio**

November 15, 2015

NEGOTIATING COMMITTEES



LOCAL 2000

Tim Rowe
Chairman

Herb Bennett
Bargaining Rep.

Mark Wells
Bargaining Rep.

Brian Maust
Bargaining Rep.

Pete Filiaggi
Chairman, Skilled Trades



OHIO ASSEMBLY PLANT

Shawn Otto
Manager, Human Resources

Ryan Perniciaro
Supervisor, Human Resources

Mike Gerken
Team Manager, Body

UAW LOCAL 2000 PHONE NUMBERS

UNION HALL	934-3151
TIM ROWE - CHAIRMAN	933-1321
HERB BENNETT - BARGAINING	933-1085
MARK WELLS - BARGAINING	933-1180
BRIAN MAUST - BARGAINING	933-1035
PETE FILIAGGI - SKILLED TRADES	933-1016
DENISE WEDEMAN - BENEFITS	933-1071
NATIONAL EMPLOYEES SERVICE CENTER (NESC)	1-800-248-4444
UNICARE INSURANCE COMPANY	1-800-843-8184
UNICARE: TO OPEN A CLAIM	1-800-572-1581
TESPHE	1-800-248-4444
BRIAN MITCHELL - HEALTH & SAFETY	933-1373
STEVE WONDER - ERGONOMICS	933-1341
TOM ROWE - PRODUCTION STANDARDS	933-1015
CHRIS LADIKOS - QUALITY	933-1435
TANYA DE ALMEIDA - E.S.S.P.	933-1423
CHARLIE BEEDLE/GREG BREEDING - FPS COORDINATORS	933-1881
AMY JAYNES-BROWN - EMPLOYEE RESOURCES COORDINATOR	933-1244

COMPANY PHONE NUMBERS

REPORTING ABSENCE (ATS)	1-866-893-0576
FIRE/EMERGENCY	933-1215
PLANT SECURITY	933-1215
HUMAN RESOURCES	933-1208/1502
MEDICAL	933-1201
COMPANY SAFETY REPRESENTATIVE	933-1164
WORKERS COMPENSATION	933-1107
HOURLY PERSONNEL	933-1577
FORD MOTOR CREDIT	1-800-727-7000

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IMPORTANT SUGGESTIONS

1. Read the bulletin boards daily and know the Plant rules and where the job posting bids are located.
2. Your Process Coach has an obligation to call your Union Representative if you so request.
3. Do not sign any papers without first reading them carefully. Employees, upon request, shall receive a copy of any document they sign.
4. **VERY IMPORTANT** - Keep the Union and the Company informed of your correct address and telephone number. This is your responsibility. It could affect the status of your employment.
5. **5-Day Notice** - If at any time you should receive a 5-Day notice (Certified Mail), contact Labor Relations immediately and report the reason for your absence and get the name of the person to whom you are reporting. This applies even if you are on Medical Leave of Absence. Should you fail to properly respond to a 5-Day notice, you can be terminated as a 10 Day quit. The proper coverage for a 5 day notice is to have an active (non-expired) medical leave or to return to work.
6. **3-Day Absence** - If an employee with less than six (6) months seniority is absent three working days without properly notifying the Company and giving a satisfactory reason for his or her absence, unless it is not possible for him or her to do so, they will be subject to loss of seniority under Article VIII, Section 5 of the National Collective Bargaining Agreement.
7. Attend the regular business meeting of your Local Union on the 2nd Sunday of each month. Vote in all Union Elections. You have an obligation to let the Leadership know your position. Vote in all Local, State and National Elections.

Bereavement Pay

The Company and Union recognize that the bereavement provisions of the National Agreement are in place to support the needs of our extended Ford family during periods of personal loss. To this end, the National Agreement and associated Letters of Understanding describe the specific cases and circumstances where this policy is to be applied.

Further information is available in the National Agreement Volume 1 or Volume IV concerning application of bereavement pay.

Call-in/ Check –In Procedure

The Attendance Tracking System (ATS) (1-866-893-0576) has been established for any unscheduled absences or potential tardiness. This system will allow Management to better track absenteeism and allow Process Coaches to better plan daily staffing in their areas.

You are expected to report any unscheduled absences or potential tardiness at least 30 minutes prior to your scheduled start time. You will reach an automated service, which will ask you questions about your absence.

Employees returning from any absence that was not pre-scheduled will be required to report to the Labor Relations office before the start of their scheduled shifts to complete the check-in procedure.

RULES AND REGULATIONS

FOR THE PURPOSE OF PROMOTING THE SAFETY OF EMPLOYEES AND PROPERTY, AND MAINTAINING ORDER AND EFFICIENCY, RULES AND REGULATIONS ARE ESTABLISHED AS NECESSARY CONCERNING CONDUCT ON COMPANY PROPERTY AND THE USE OF FACILITIES. SOME OF THE VIOLATIONS WHICH REQUIRE CORRECTIVE ACTION OR DISCIPLINE ARE AS FOLLOWS:

- THEFT FROM FELLOW EMPLOYEES OR THE COMPANY
- ASSAULT, BRAWLING, FIGHTING, HORSEPLAY, RUNNING OR SCUFFLING
- POSSESSION OF DANGEROUS OR ILLEGAL WEAPONS
- ANY ACT OF THREAT
- DESTRUCTION OF COMPANY PROPERTY
- UNDER THE INFLUENCE OF OR IN POSSESSION OF INTOXICANTS OR CONTROLLED DRUGS
- SMOKING WHERE PROHIBITED
- FAILURE TO WEAR PROPER WORK CLOTHING AND PROPER FOOTWEAR. FULL-LENGTH PANTS OR COVERALLS MUST BE WORN PLUS A SHIRT WITH LONG SLEEVES IN THE BODY AND PAINT DEPARTMENTS. IN ALL OTHER DEPARTMENTS, EMPLOYEES WILL BE PERMITTED TO WEAR TANK-TOPS, SHIRTS, AND SHORTS NO HIGHER THEN FOUR INCHES ABOVE THE KNEE (EXCEPTING SAFETY OR QUALITY ISSUES) IF NOT WEARING COVERALLS. T-SHIRTS ARE PERMITTED IF THEY HAVE LONG SLEEVES.
- CARELESS WORKMANSHIP
- GAMBLING OR POSSESSION OF GAMBLING PARAPHERNALIA
- REFUSING TO PERFORM THE JOB ASSIGNED
- SLEEPING OR LOAFING
- DISRESPECTFUL BEHAVIOR
- DISTRIBUTION OR POSTING OF LITERATURE ON COMPANY PROPERTY WITHOUT PERMISSION
- MAKING COLLECTIONS OR ANY TYPE OF SOLICITATION OR SALE WITHOUT PERMISSION
- FALSIFICATION

- ABSENTEEISM OR TARDINESS
- WASHING, PREPARING TO LEAVE OR LEAVING THE JOB OPERATION BEFORE THE PROPER TIME
- IMPROPER USE OF LOCKERS, VENDING MACHINES, CAFETERIA OR OTHER FACILITIES INCLUDING THE REMOVAL OF COMPANY OR VENDOR PROPERTY FROM THE CAFETERIA OR CANTEEN AREA
- FRAUDULENTLY APPLYING FOR OR COLLECTING UNEMPLOYMENT COMPENSATION, SUB, OR OTHER COMPENSATION
- UNAUTHORIZED POSSESSION OF COMPANY PROPERTY
- FAILURE TO OBSERVE RULES OF SAFETY AND FIRE PREVENTION
- RETURNING LATE FROM LUNCH OR RELIEF
- POSSESSION OR USE OF CAMERAS, PERSONAL APPLIANCES, OR RADIOS ON PLANT PREMISES WITHOUT PERMISSION.
- POSSESSION OF COMPANY RECORDS, FORMS OR EQUIPMENT UNLESS AUTHORIZED
- DEFACING COMPANY PROPERTY
- HARASSMENT, CATCALLING OR BOOING
- SITTING OR LOUNGING ON STOCK OR CONTAINERS WHETHER IN RACKS, ON PALLETS OR ON THE FLOOR
- DISPOSING OF GARBAGE IN COMPANY EQUIPMENT OR PRODUCTION UNITS
- BEING IN UNAUTHORIZED AREAS ON COMPANY PROPERTY.

APPROPRIATE ACTION MAY BE TAKEN WITH REFERENCE TO ANY OTHER FORMS OF MISCONDUCT ON COMPANY PROPERTY.

In the course of our current 2015 Local Negotiations, both parties reaffirmed their mutual determination, to ensure full implementation of the intent of the provisions of the local understandings.

In keeping with this objective, Ohio Assembly Plant Management will confer with local Union Representatives to review and consider any misunderstandings regarding the matters covered by the local agreements and will come to an immediate understanding.

Resolution of Policy and Contractual Obligations

During the course of the 2015 Local Negotiations, the Union Bargaining Committee raised concerns regarding management's timely fulfillment of policy and contractual obligations in cases of grievance resolution, pay shortages, supervision working and other similar events.

It is our intention in such cases that when an individual member of management is repeatedly deviating from such policy or contractual obligations, a meeting will take place with the Area Manager, the individual, Salaried Personnel, and the associated Committeeperson and/or Chairman. The intent of the meeting is to assure problem resolution, prevention of further infractions and appropriate corrective action.

UAW Reward and Recognition Program

During the course of the 2015 Local Negotiations, the topic of employee recognition was discussed at length. Upon ratification, the Union Chairperson and HR Manager will implement a joint leadership committee to develop a specific process to recognize any employee who proposes a successful idea or takes an action that improves safety, quality, or delivery.

Emergency Call Procedure

The process (as listed below) will be followed when the Plant Security Office receives an emergency call:

- Plant Security will notify the employee's department Process Coach of the emergency call.
- Process Coach will notify employee of emergency call and make arrangements for the employee to return the call.
- The Process Coach will confirm with Security that the employee has been notified of the emergency call within 15 minutes.
- Security will log the time of the emergency call and the time of verification.
- If the employee is required to leave the plant, he/she will advise his/her Process Coach and/or Labor Relations of their intention to leave.

In addition, during the 2015 Local Negotiations the parties discussed the impact of new technology (cell phones, etc.) on the Emergency Call procedure. It is understood that employees receiving emergency calls not originating from the Security office will still advise their Process Coach and/or Labor Relations of their intentions to leave the plant.

During the term of this agreement, the parties agree to review this procedure as needed to ensure it meets the needs of all Ohio Assembly Plant personnel.

OHIO ASSEMBLY PLANT/UAW LOCAL 2000 RATE AND CLASSIFICATION AGREEMENT

It is mutually agreed between Ford Motor Company, Vehicle Operations, Ohio Assembly Plant and the International Union, UAW, Local 2000 that the following provisions will govern the Occupational Group Agreement.

1. The jobs in each Occupational Group shall be Designated and the remaining job classifications in the Group shall be Undesignated as noted in the attached Occupational Groupings.
2. All employees in the first instance shall have seniority by job classification within that department.
3. Employees on all designated classifications when reduced from the classification shall revert to their previously held classification and exercise seniority as any other employee on the classification in that group.
4. When an employee on a Designated classification is reduced from the classification, the employee shall first exercise seniority against an imbalance identified in accordance with Paragraph 6 below, within the Designated classifications in his own department. If no imbalance exists in the employee's own department, the employee would exercise seniority against the youngest employee in the Undesignated classification in that department.

If there is no employee with less seniority in the Undesignated classifications in that department, the Designated employee shall exercise seniority against the least seniority employee in the Undesignated classifications plant wide, unless there would be an imbalance identified by the Company to the Union Chairman in fulfilling the required obligation of Paragraph 6 below.

If imbalances have been identified in accordance with Paragraph 6, the employee would first exercise seniority against an imbalance in the employee's own department. If no imbalance exists in the employee's own department, the employee would exercise seniority against any other imbalance identified in the plant.

If the identified imbalance is a Utility Group No. 3, Paint Repair, or Metal Touch Up and Repair, that imbalance may be filled by either promotion, non-promotion, or by transfer without regard to seniority, mutually agreed upon by the Company and the Union.

5. When an employee on an Undesignated classification is reduced from the classification, the employee shall exercise seniority against the least seniority employee in the Undesignated classifications in that Group (Department/Plant).

If there is no employee with less seniority in the Undesignated classifications in that department, the Undesignated employee shall exercise seniority against the least seniority employee in the Undesignated classification plant wide, unless there would be an imbalance identified by the Company to the Bargaining Committee person and Union Chairman in fulfilling the required obligation of Paragraph 6 below.

If imbalances have been identified in accordance with Paragraph 6, the employee would first exercise seniority against an imbalance in the employee's own department. If no

imbalance exists in the employee's own department, the employee would exercise seniority against any other imbalance identified in the plant.

6. In reference to Article VIII, Section 16(d)(1), and related letters, this Occupational Group Agreement provides for the adjustment of seniority imbalances concurrent with the reduction in force. Last hired, first laid off.
7. Exercise of seniority in case of same date will be as follows:
 - a. Date of entry (Appendix "F" only)
 - b. Plant Seniority
 - c. Ford Service
 - d. Last four (4) digits of Social Security Number, with high number having high seniority.

This agreement shall be effective concurrently with the effective date of the new Collective Bargaining Agreement which replaces the 2007 Collective Bargaining Agreement and shall remain in effect for the same period as the new Collective Bargaining Agreement except as otherwise expressly provided herein.

This Local Agreement is signed subject to the approval of the National Ford Department of the UAW and the Human Resources Staff of the Company, in accordance with Article VIII, Section 14 of the Master Agreement pertaining to local occupational group agreement.

OCCUPATIONAL GROUP 2 (BODY CONSTRUCTION)

Designated:	Occ. Code	Rate
Utility General Body Construction Group 2	5800099	29.330
Utility Body Construction Group 3	5800169	29.330
Metal Touch Up & Repair	3800190	29.335
Welder, Arc, Acetylene & Gas	5400170	29.225
Repair General	3800260	29.335
Statistical Process Control (SPC)	5800520	29.335
Dinger	3800960	29.760
Inspector Final Line Utility	0501809	29.445
Team Leader	5800010	\$1.50 above current
Undesignated:		
Welder - Spot & Gun - Sub -Assembly	5400550	29.085
Assembler - Body	0102660	28.970

OCCUPATIONAL GROUP 3 (PAINT)

Designated:

Utility General Paint Group 2	5800139	29.330
Utility Body Construction Group 3	5800169	29.330
Polisher - Paint -Wheel	7200230	29.225
Paint Sprayer	4300510	29.225
Metal Touch Up & Repair	3800190	29.335
Dinger	3800960	29.760
Paint Mixer	4300320	29.085
Paint Solution & Process Equipment Operator	4300550	29.335
Checker - Receiving	0500260	29.085
Behr Automatic Enamel Spray Equipment Operator	4300910	29.625
Statistical Process Control (SPC)	5800520	29.335
Team Leader	5800010	\$1.50 above current

Undesignated:

Paint Sprayer - Chassis	4300610	29.085
Assembler Paint	0102710	28.970

OCCUPATIONAL GROUP 5 (FINAL)

Designated:

	Code	Rate
Utility General Body Construction Group 2	5800099	29.330
Utility Body Construction Group 3	5800169	29.330
Repair General	3800260	29.335
Repair Motors	3800520	29.585
Inspector Final Line Utility	0501809	29.445
Dinger	3800960	29.760
Team Leader	5800010	\$1.50 above current

Undesignated:

Assembler - Final	0102660	28.970
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OCCUPATIONAL GROUP 6 (PRODUCTION CONTROL)

	Occ. Code	Rate
Designated:		
Checker-Receiving	0500260	29.085
Clerk-Misc.	0800290	29.085
Crib Attendant-Head*	1200170	29.085
Industrial Lift Truck Operator	5200360	29.045
Line-Up Man Scheduler	0401380	29.085
Checker-Assembly Stock	0500130	29.335
Utility General Body Construction Group 2	5800099	29.330
Driver-Car & Truck	5200560	28.970
Team Leader	5800010	\$1.50 above current

Undesignated:

Line Feeder	2700220	29.045
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During the course of the 2015 Local Negotiations, the parties had discussions around vehicle flow in the Final Assembly Departments (Trim, Chassis, and Pre-Delivery).

The geographical definition of the Garage department will begin at the end of the Chassis flat-top (drive off) and end at the entrance of the waterline.

Based on future product needs, the production departmental structure will be altered to accommodate additional facility requirements.

OCCUPATIONAL GROUP 7 (MAINTENANCE)

Designated:

Oiler*	2501760	29.225
Sealer Pump Man*	2300900	28.970
Clerk - Maintenance	0800270	29.225

Appendix "F"

<u>Appendix "F"</u>	<u>Occ. Code</u>	<u>Rate</u>
Carpenter -All Around	2570440	33.250 – 33.450
Electrician	2570770	33.625 – 33.825
Industrial Lift Truck & Tow Tractor Repair	2571200	33.250 – 33.450
Millwright	2571660	33.350 – 33.550
Stationary Steam Engineer	3570170	33.625 – 33.825
Plumber-Pipefitter	2572340	33.350 – 33.550
Sheet Metal*	2572950	33.350 – 33.550
Tool Repair*	1670250	33.125 – 33.325
Inspector-Tooling and Layout	0670300	33.625 – 33.825
Welder-General	5570430	33.550 – 33.550
Toolmaker	5072050	33.625 – 33.825
Auto Mechanic	2571620	33.250 – 33.450

Seniority within the Skilled Appendix "F" Classifications shall be classification only.

An employee with seniority rights in another occupational group in the Ohio Assembly Plant who was or is transferred to a skilled trade Appendix "F" classification shall have date of entry seniority. Such employee shall, at the same time, retain and accumulate seniority in his basic group.

In a reduction in force, an employee on one of the above classifications will:

1. Exercise his/her seniority by classification only
2. At his/her option, either
 - a. Take a layoff, or
 - b. Return to his/her former Appendix "C" classification

In the event he/she selects Option B and he/she was hired directly into Appendix "F" or for any other reason does not have a former Appendix "C" classification to return to, he/she will then exercise his/her seniority against the employee with the least seniority in the Undesignated Group plant wide.

Classifications and Loans

The local Union raised the issue of appropriate classifications for specific assignments throughout the plant and employees working out of their proper classification.

This is to confirm that the Company will conduct a Wage and Classification Audit within 90 days following this Agreement. The Local Union will be informed of any discrepancies noted and adjustments made.

Production Work Group Agreement

It is mutually agreed between the parties that Appendix J in the Master Agreement, and all associated letters in the Letters of Understanding will provide direction concerning the implementation of Continuous Improvement Initiatives, including Team and FPS implementation at our facility. The following provisions apply to the operation of direct labor production groups with the understanding that these agreements will not conflict with or supersede the intent of the Master Agreement LOU entitled "Work Groups /Teams."

The intent of this agreement is to empower every member of our workforce in a self-directed team environment. The Company and the Union recognize the interdependent relationship of quality, operating efficiency, employee empowerment, and job security to achieve the goals of the plant, the Company, and the membership, achieving best-in-class competitiveness globally.

Team Leader Selection

Team Leaders will be selected based on the following local procedure, in alignment with the National agreement:

Step 1: All open positions for Team Leaders will be bid

Step 2: Nationally defined selection criteria will be applied, which currently includes a joint interview process. Local deviation, where allowed, will be mutually agreed to between the parties.

Team Member Roles and Responsibilities

Team Member Roles and Responsibilities will be defined and applied per National Continuous Improvement Forum agreement. Any deviations allowed within the National Agreement will be mutually agreed to between the parties.

Team Leader Roles and Responsibilities

Team Leader Roles and Responsibilities will be defined and applied per National Continuous Improvement Forum agreement and posted on each team communication board in each area. Any deviations allowed within the National Agreement will be mutually agreed to between the parties.

Ford Production System (FPS) Group Size

When the national parties determine group size, we will adhere to those ratios at a local level. In instances where conditions necessitate a group greater or smaller than the nationally recognized FPS team leader to group ratio, the Bargaining Committee, FPS leadership team, and the Company agree to mutually determine the appropriate size for that particular situation.

SHIFT PREFERENCE AGREEMENT

It is mutually agreed between the parties that the following provisions will govern the local Shift Preference Agreement. This provision will be implemented within 60 days of ratification of the local agreement.

1. For the purpose of allowing seniority employees to exercise shift preference, an individual's shift assignment can be exercised on a weekly basis. Once shift preference has been exercised, an employee can reapply to change their shift after 6 months.
2. Seniority employees desiring to exercise shift preference shall submit their requests in writing in Labor Relations. The skilled trades shift preference book will be separated from production sign-up and will be maintained by the current maintenance clerk. After determining which applicants have sufficient seniority to move to their preferred shift, the Company will make the moves during the three weeks following the week in which applications were made.
3. Shift preferences shall be on the basis of seniority by classification within their Department.
4. Exercise of seniority for shift preference will be as follows:
 - a. Date of entry (Appendix "F" only)
 - b. Plant Seniority
 - c. Ford Service
 - d. Last four (4) digits of Social Security Number with high number having high seniority.
5. Shifts will be adjusted following a temporary layoff or reduction in force by reassignment within two (2) weeks in accordance with the provisions of this agreement.

This agreement shall become effective concurrently with the effective date of the new Collective Bargaining Agreement and shall remain in effect for the same period as the new Collective Bargaining Agreement except as otherwise expressly provided herein.

In accordance with Article VIII, Section 28 of the Master Agreement pertaining to shift assignment and rotation, this agreement is signed subject to the approval of the National Ford Department and the Human Resources Staff of the Company.

JOB POSTING AGREEMENT

It is mutually agreed between Ford Motor Company, Vehicle Operations, Ohio Assembly Plant, and the International Union, UAW Local 2000, that the following provisions will govern the Local Job Posting Agreement.

1. When a permanent hourly opening is to be filled, a notice of the job opening will be submitted to the Union immediately, and then placed on the bulletin boards by identified employee entrances within 2 days. The notice will specify the number of openings, classification titles, rate, shift, and department in which the opening exists. This notice will also be broadcast on the Ford Communication Network (FCN).
2. Selection for these openings will be based upon the selection provisions of Article IV, Section 2(a) of the Master Agreement. Selection shall be based primarily upon merit and ability, but where these are equal; the employee having the greatest seniority shall receive preference. The employee's work record will be reviewed by the Process Coach and district representative prior to considering the next candidate.
3. Employees will have three (3) working days from the date the opening is posted to apply in the Human Resources Office. Company supervision of the department in which the job opening occurs shall make its selection based upon the provisions of Paragraph 2 (above). After the three day period, upon notification by management of the applicant, the district representative will make his/her recommendation for filling the position. The UAW agrees when mass job postings may occur that we will work together to ensure postings will go up in a timely manner where feasible. The Company shall have the right to fill such openings temporarily by loan, temporary transfer, etc.
4. Employees accepting a job bid will be moved no later than fifteen (15) working days from the date the employee accepts the position.
5. Employees who accept and are placed in accordance with this agreement will have a 6 month waiting period between successful job bids. Each employee shall sign and date job solicitations immediately as accepted or declined upon review with management. An eligible employee who signs and refuses three (3) job bids shall be ineligible for all job bids for six (6) months.
6. If an employee voluntarily elects to disqualify him/herself within three (3) days, they will return to their previous base operation.
7. When employees have been placed on a job for which they have applied as a result of a posting, and if within two (2) weeks they are disqualified by the Company, they will be placed back in the department from which they came and placed on available work in their classification. After the 2 week period, if there is a disqualification, an employee will be placed on available work within undesignated classifications in the department from which they were promoted. Employees will be provided adequate training opportunity. Unsatisfactory progress will be reviewed with the district representative prior to disqualification.
8. A job vacated by employees transferred in accordance with this agreement will not be cause for the issuance of a further job posting notice to fill the vacancy so created. Vacancies resulting from filling jobs pursuant to this provision may be filled by mutual agreement between the District Representative in the area, Process Coach, Bargaining Representative and the Area Manager.

9. At such times when numerous postings may be required because of major model changes, line speed increases, a vehicle line new to the plant, etc., Management and Bargaining Unit or designee shall meet to establish limitations in the application of this agreement.
10. This agreement does not change the Company's rights under Article IV, Section 1.

Job Bid Procedure – Reductions in Force

In instances where reductions in a classification in the plant or department are required, Labor Relations will confirm that no postings have been filled for that position within the last 45 days. If it is found that positions were posted in that classification within the last 45 days, those individuals who were placed on the job as a result of the posting will be the first to be reduced, regardless of seniority.

45-Day Recall Rights

Employees reduced from a designated classification will be recalled by seniority if the company identifies a need to repopulate that classification within 45 days of said reduction. Reduced employees accepting a job bid will relinquish any recall rights under this provision. This does not apply to openings in classifications resulting from natural attrition. Employees when reduced under this provision will immediately qualify for designated job bids.

Department to Department Transfers

The Union has expressed concern during the 2015 local negotiations about the ability of seniority employees in the assembler classification to transfer to more desirable positions from one department to another. While recognizing its rights under Article IV, Section I of the National Collective Bargaining Agreement, the Company has agreed to discuss with the Union when these opportunities arise.

Under normal operating conditions, those employees who have expressed interest in moving to open assembler classifications will be considered for placement provided that they have not taken such a move in the preceding six month period. Employees placed in accordance with the above process will not have the option to revoke this decision.

In instances where significant churn is expected in the plant (e.g.: launches, shift adds, RIFs, etc.), the Union and the Company agree to review opportunities to flexibly evaluate placement in the plant in more desirable departments.

Signup opportunities for the assembler classifications will occur in the first full week of April, August and December. This department to department signup book would be made available in Labor Relations and employees must reapply during each eligibility period. In order to be considered for this opportunity, there shall be agreement between the parties on the transfer.

The Company has agreed to evaluate these opportunities with the Union when they arise. Open positions traditionally bid will continue to utilize the provisions of the Job Posting Agreement.

LOCAL OVERTIME AGREEMENT

It is mutually agreed between Ford Motor Company, Vehicle Operations, Ohio Assembly Plant and the International Union, UAW, Local 2000 that the following provisions will govern the Local Overtime Agreement.

1. When in the judgment of management overtime is necessary for employees on a given classification within a department, the employees regularly performing the operations shall work such overtime periods. Where such overtime is of a continuing nature, management, insofar as is practical, will rotate such overtime among qualified employees within the department/classification.
2. All overtime hours paid will be recorded on an overtime list, which will be posted in prominent locations in each department. Overtime hours will, therefore, be recorded on the basis of hours paid and not hours worked.
3. Records will be posted by department Process Coaches within two working days following receipt of the overtime register from the Payroll Department. (This overtime register will be available by Tuesday morning of each week and department posting should, therefore, be completed no later than Thursday of each week and will accurately reflect all hours paid in the immediately preceding week.)
4. Challenge slips will be made available by the Company for use by any employee who questions the accuracy of the posted hours. If the employee subsequently desires to put his challenge into the form of a grievance, such grievances will be considered timely if the challenge slip itself was presented within three working days following the overtime posting. Overtime challenges will be reviewed on a weekly basis and adjustments will be made accordingly.
5. An employee who refuses overtime work for any reason shall be charged the number of hours they would have been paid had they accepted and worked the overtime excluding voluntary overtime opportunities declined at a location more than 50 miles from the home plant.
6. An employee who accepts overtime work and fails to report for any reason will be charged double the number of hours he/she would have been paid (the same applies to mandatory).
7. An employee absent for any reason with the exception of bereavement, jury duty, and military duty will be charged for overtime hours he/she would have been paid during the period of his/her absence. Employees on training assignments either in-plant or outside of the plant will be charged for all available overtime hours.
8. Hires, rehires, reinstates, transfers and classification changes are assigned the average hours of the employees on that list.
9. An employee granted overtime as a result of a grievance settlement will be charged with the number of hours awarded. The Company will notify the Maintenance clerk of adjustments made for Maintenance employees.
10. All Stationary Steam Engineers overtime will be equalized among Stationary Steam Engineers on a common overtime rotation list.

11. In order to maintain good overtime imbalance on the individual overtime rotation Overtime equalization will be included in the weekly agenda at the Departmental Good and Welfare Meeting. If overtime imbalances are not resolved, they will be discussed in the monthly meetings attended by the Labor Relations Supervisor and Operations Manager. This does not preclude filing of grievances if the District Representative feels improvements are not forthcoming.
12. Overtime lists will be posted by Labor Relations and on the OHAP webpage for review by employees.
13. Within forty five (45) days following the effective date of this agreement, overtime will be adjusted as follows: One (1) individual will be reduced to zero in any given classification. The lowest number of hours accrued on all shifts in any one classification will be subtracted from all individual's accrued hours in that classification.
14. In those instances where an overtime imbalance exists between shifts, the Company and Union will refer to Article IV, Section 6 of the National Agreement.
15. Within 90 days following the effective date of this agreement, Process Coaches and Team Leaders will be trained on proper overtime charges and coding methods to ensure a proper reflection of overtime hours is maintained. A bi-annual assessment of training needs will be conducted by the joint FPS leadership team to determine if and when additional training needs will be implemented.

This agreement shall become effective concurrently with the effective date of the new Collective Bargaining Agreement and shall remain in effect for the same period as the new Collective Bargaining Agreement except as otherwise expressly provided herein.

In accordance with Article IV, Section 6 of the Master Agreement, pertaining to the assignment of overtime, this agreement is signed subject to the approval of the National Ford Department of the UAW and the Human Resources Staff of the Company.

Overtime Imbalances

It has been agreed that should misunderstandings arise which cannot be resolved locally concerning the maintenance of reasonable overtime imbalances, representatives of the National Ford Department and Division Labor Relations will meet to resolve the issue.

A procedure will be established consisting of meetings between the Union and affected management members as follows:

- Overtime imbalance issues will be initially discussed in the weekly good and welfare meeting between the District Representative, Team Manager and Labor Relations representative.
- Failing resolution, the Bargaining Representative, Operations Manager, and Human Resources Supervisor will meet.
- Overtime issues not resolved will be discussed by the Plant Manager or his designated representative, the Human Resources Manager and the UAW International Representative, UAW Chairman, Bargaining Representative and District Representative.

Weekend Schedule - Production Overtime

When manpower is set for the weekend and plans set by the last regular production day (for example: based on current AWS - Thursday) there will be prior notification to the union of any changes.

RELIEF AND PREPARATORY TIME AGREEMENT

It is mutually agreed between Ford Motor Company, Ohio Assembly Plant and Local Union No. 2000, UAW on October 12, 2007 that under current operating conditions the Company will provide relief men in a ratio sufficient to provide the following special relief allowances per 8-hour shift.

<u>Classification</u>	<u>Minutes</u>
Wax Booth-Foam Operators Left & Right	56
Paint Sprayer (Clean Room Booth Only)	72

It is further agreed that the Preparatory Time will be allowed for the following classifications as indicated:

<u>Classification</u>	<u>Minutes</u>
Paint Sprayer (Clean Room Booths)	18

Those Utility type employees who are required to prepare themselves to be ready prior to start of the shift as absentee replacements will also receive the prep time for their specific job as stated above. If problems arise concerning the intent of this paragraph, Human Resources personnel will promptly investigate the matter and notify the Union of their findings.

Should the specific conditions, which require the above relief and preparatory time change, the preparatory or relief allowance would also be subject to change.

This agreement shall become effective concurrently with the effective date of the new Collective Bargaining Agreement and shall remain in effect for the same period of the new Collective Bargaining Agreement except as otherwise expressly provided herein.

Good and Welfare Issue Resolution Process

During the course of the 2015 Local Negotiations, the parties reaffirmed the importance of the need for a joint Good and Welfare issue resolution process. The parties agreed that this process has successfully resolved numerous plant and departmental issues.

Possible discussion topics include, but are not limited to:

- Absenteeism
- Vacation Scheduling
- Facilities Items
- Loaning employee's one department to another and other seniority matters
- Obtaining personal time off

- Filling job openings
- Industrial Engineering matters
- Assignment and overtime hours
- Relief assignments and practices
- Supervisory methods and practices
- Supervisor Working
- Work schedules and related overtime
- Health & Safety practices
- Medical placements
- Plant ventilation
- Man cooling fan repair
- Spot Spraying
- Clean-up schedule
- Overtime imbalances
- Inspection of plant equipment
- Cafeteria subjects
- In-plant equipment control
- Stock racks
- Other issues that may want to be discussed by either party
- Skilled Trades training/absentee coverage

Plant Wide Good and Welfare Communications

Plant wide Good and Welfare meetings will be held monthly to promote understanding, improve relationships, and prevent disputes by providing for ongoing, constructive and cooperative problem discussion. Meetings can be rescheduled as necessary through mutual agreement.

Departmental Good and Welfare Communications

During the departmental Good and Welfare meetings, the Team Manager and designated UAW representative will discuss any departmental issues requiring joint input. Issues unable to be resolved during the weekly departmental Good and Welfare meeting should be brought to the plant wide forum for resolution.

Possible discussion topics include, but are not limited to:

- Weekly transmittal of temporary classification changes
- Permanent classification changes
- Overtime imbalances
- Or other departmental problems

It is intended that these meetings will be conducted in a private location where the participants will not be disturbed except for emergency conditions. Team Manager and their replacements are expected to participate in these meetings in the spirit of the agreement to resolve issues where possible.

MEDICAL

Medical Restrictions

This is to ensure that the Company will make every effort in the placement of medically restricted employees in accordance with the Master Agreement.

Medical Leaves of Absence

The process for opening a medical leave of absence is as follows:

- The employee will call Unicare at 1-877-475-9652 to initiate the medical leave process.
- The employee will be sent a 5166 form to the last address on record by Unicare.
- The employee is responsible for ensuring his/her physician completes a 5166 form and returns a completed copy to Unicare
- The employee is responsible for contacting Unicare by telephone (1-800 572-1581) to initiate disability benefits.

A complete step by step process is posted on UAW Local 2000 web page as well as the Ohio Assembly Plant website at www.ohioassy.ford.com under the Human Resources Department link. Hard copies of the process will continue to be available in the Labor Relations department. Any changes to the above Corporate Policy, that take place during the course of the Agreement, will be communicated to the workforce and will govern this provision of the agreement.

Medical Appointments

The Company will release employees for scheduled appointments with the Plant physician. The Company will continue the current practice of scheduling appointments during the employee's normal scheduled working hours.

Release for First Aid Treatment

The Company recognizes its responsibility to release employees within a reasonable period of time as the situation dictates. It is understood that there may be those occasions wherein employees with minor complaints may be delayed. When an employee requests a pass to the medical department for Occupational related reasons, the area Process Coach will meet the employee in the medical department to assist with any issues resulting in the occupational medical visit. Abuse of this process should be referred to Labor Relations and the Bargaining Unit if necessary, for resolution.

Medical Treatment During Working Hours - Time Allowance

This is to confirm the Company's policy of adhering to Article IX, Section 15 of the Master Agreement, entitled 'Medical Treatment During Working Hours' which currently reads:

Where an employee who suffers a work injury or contracts an occupational disease in the course of his employment by the Company leaves his work with permission of supervision and is given medical treatment by the Company during work hours, he shall be compensated for the working time lost on the day in question when approved by the designated representative of Management.

A claim that such approval has been improperly withheld may be processed through the Grievance Procedure.

Transportation

It is recognized that on certain occasions, an ill or injured employee may require transportation to their home furnished by the Company. On these occasions, the decision to furnish such Company transportation will be made by the Medical and/or Labor Relations department in the event alternate arrangements for such transportation are not available.

Electric Ambulance

An electric ambulance is located on the premises and it is adequately equipped to handle in-plant emergencies. Qualified employees are available to provide assistance in emergencies.

Medical Department:

During the 2015 Local Negotiations, the Union and Company held extensive discussions regarding the conduct of medical personnel when addressing employees visiting the Medical Department for medical treatment. It has been and continues to be the Company's policy to provide competent, concerned medical personnel within the Department. At the conclusion of the 2015 Local Negotiations, Chairman, Plant Physician and Human Resources Manager will meet to further discuss Union medical concerns. Issues regarding this subject should be brought to the attention of the Human Resources Manager.

Physicals and Medical Surveillance

As discussed in Local Negotiations, the Corporate Medical Surveillance Scheduling System has been established at Ohio Assembly Plant. This system generates a report each month to ensure all employees are given surveillance exams on a timely basis. The report is received by the Safety Engineer and Plant Medical Department and Process Coaches of personnel scheduled, are contacted via electronic mail system with follow-up by Human Resources to ensure compliance

Medical Department Requirements

When an employee is injured and reports to the medical department, he will be told of his rights under Ohio law.

HEALTH & SAFETY

Providing Information to the Union Health and Safety Representative

The Union expressed concern, during the course of local negotiations, of providing information to the Union Health and Safety Representative. This is to assure the parties concerned that the Union Health and Safety Representative will be provided with information as outlined in Article VI, Section 8, of the National Agreement. Additionally, information regarding recordable OSHA related injuries would be available in the Plant Medical Office for his review.

In-Plant Speed Limit

The existing five mile-per-hour in-plant speed limits will be strictly enforced.

It is a requirement that all PMHV vehicles in the plant have a governor to control speed. Hi-Lo mechanics are authorized to set governors in accordance with the manufacturer's standards. During the weekly inspection of industrial tractors by the Company Safety Engineer and Union Health and Safety Representative, governors will be checked. Those requiring repair will be immediately impounded.

Issuance of In-Plant Production Unit Driver's Licenses

In accordance with the in-plant driver's licensing process, a driver's license is required to operate production units at the Ohio Assembly Plant. Assignments to drive these vehicles shall not be made unless the employee has a state issued vehicle operator's license to drive specified vehicles. In the case of emergencies or unusual circumstances, temporary licenses may be issued at the judgment of the plant Safety Engineer Process Coaches, Safety and Security will check that employees are properly licensed.

Facilities Safety Issues

During the course of the 2015 Local Negotiations, the parties reviewed concerns raised by the Union in regards to facilities safety. As a result of these discussions, the parties agreed that all guardrails, steps, and hand railing will be repaired and painted as identified jointly by the Union Health and Safety Representative and the Company Safety Engineer. This work will be performed in a timely fashion as agreed to between the parties.

Carbon Monoxide

During the course of the 2015 Local Negotiations, the Union raised concerns regarding the levels of carbon monoxide in certain areas of the plant. Given that a safe environment for our workforce is a priority to the parties, the local Union and Management team have agreed to maintain installed Carbon Monoxide detectors in the pre-delivery area where mutually agreed upon by the Union Health and Safety Representative and the Company Safety Engineer.

Employee Safety Training

Employee safety training will continue in accordance with corporate and regulatory requirements, plant safety rules, and the provisions of Appendix S as outlined in the Master Agreement.

The Company reaffirms that applicable Company and governmental regulations in the following areas will continue to be enforced:

- * Power Lock Out
- * In-plant Speed Limits
- * Material Handling Safe Practices
- * Rail Car Door Opening Procedure
- * Electrical Panel Doors
- * Hazardous Waste Handling
- * Confined Space
- * GRASP Program

Training on the above topics will be provided to employees jointly identified by the Area Manager and Union Representative.

Equipment Safety

Unsafe equipment will not be released from the Industrial Lift Truck/Tow Tractor Repair Area. In addition to this statement, each driver of equipment in the plant has attended and completed (PMHV) Powered Material Handling Vehicle training. In addition to safe use and handling of equipment, all equipment operators will complete a daily checklist after inspecting the vehicle they are using for the day. If there is an unsafe condition, operators have been trained that equipment should not be operated until it is in safe operating condition

Contractor Equipment

All contractor equipment on Company property must meet OSHA and Ford Motor Company safety standards. Contractors will be instructed to remove any piece of equipment not in compliance with the above

Heat Stress Program

The plant Heat Stress Program includes the requirements to jointly review plant ventilation needs such as fresh air, exhaust, and personal cooling fans to identify potential problems prior to May 15 of each year. The annual heat stress informational stand down will be distributed through the normal communication channels (plant bulletin boards, FCN, and email).

H&V Units

During downtime when conditions of hi-temperature and humidity exist, at least 60% of H&V units and proportionate exhaust fans will remain in operation in production areas where employees are working. Additionally, these H&V units will remain operational during the short period of time between production shifts.

Hygiene Testing

The Company will continue to work with Corporate Industrial Hygiene to sample operations based on risk assessment and the judgment of the Company Safety Engineer and Union Health and Safety Representative.

Plant Ventilation

Periodic inspections of fresh air equipment are made to maintain such equipment in a normal operating condition. Climatic conditions warranting, the equipment shall be adjusted by May 15 and October 15, as required. Four (4) weeks prior to completion dates a progress will be reviewed during the monthly Safety Process Review Board (SPRB) meeting.

Evacuation Procedure/Cleanroom

Emergency evacuation routes have been posted in all work zones and throughout the clean room to provide instructions for safe exit in the event of an emergency.

EMS and Employee Safety

Conservation of energy is an important goal for the EMS or Energy Management System. However, this goal shall not conflict with employee safety or prevention of injury.

The EMS can easily be over-ridden to provide manual control over lighting, man-cooling fan operation, and plant exhaust H&V control is available via computer at various locations in the plant where maintenance Process Coaches and coordinators have access.

Towing Disabled Industrial Lift Trucks and Tow Tractors

As outlined in the Industrial Truck Safe Practices booklet, "disabled vehicles shall be towed whenever practical. If this is not practical, a tow tug may push the rear of the disabled vehicle or a fork truck may push another fork truck counterweight to counterweight providing the disabled vehicle still has braking and steering capability. Never use the forks to push a vehicle."

Material Safety Data Sheet Locations

The following is a list of locations where M.S. catalogs are located:

- Human Resources Office (Safety)
- Plant Union Office (UAW H&S)
- Central Maintenance Office (Environment Engineering)

In addition, MS are available on the Ohio Assembly Plant web page, along with an instruction sheet on how to access them, which is accessible from PCs located throughout the facility.

<http://www.ohioassy.ford.com/ohap/safety/>

Propane Tank Storage

Signs stating, "TURN OFF ALL VALVES ON TANK BEFORE PUTTING IN STORAGE RACKS" will be maintained on tank storage racks.

Company policy requires that propane tanks be exchanged at the storage area outside of the plant. Concerns regarding this procedure should be brought to the attention of the Company Safety Engineer.

Penthouse Bridge

Two (2) signs will be kept at the Paint Penthouse bridge specifying a load limit of 11,756 lb. and the bridge limits checked once a year.

Personal Protective Equipment

The Company shall provide all Personal Protective Equipment (PPE), with the exception of safety rated shoes.

Each department will maintain an adequate quantity of aprons, rags, hand cleaner, and glass cleaner with tissue and dispenser.

Extreme Cold Weather Coveralls

Insulated coveralls will be provided to those employees who are required to work outside during extreme weather conditions. These coveralls will be maintained in General Stores and will be released as directed by the employee's Senior Process Coach.

White Metal Handling

Production employees handling white metal will be required to wear appropriate gloves and/or proper sleeves to ensure the safe handling of these parts.

Framing Grating

Missing or damaged grating in the framing areas will be repaired or replaced as necessary.

Pest Control

The Company will continue to utilize a plant pest control program. The following steps should be taken to identify problem areas:

- The employee should notify their immediate Process Coach regarding the pest issue.
- The Process Coach should contact the Labor Relations Department immediately
- The Labor Relations Department will log the complaint with the exterminator vendor who will address the pest control issues

Air Quality

During the risk assessment follow-up, air quality items will be reviewed with Ford Occupational and Environmental Health Services to determine any potential hazards and sampling will occur, if necessary.

Blocked Aisles/H.V. UNITS

It is common and necessary practice at assembly plants for stock dollies to be temporarily left beside the rack or area to which the stock will be ultimately warehoused or line fed. If the stock represents a Health or Safety hazard, the area Process Coach will contact the MP&L department for immediate removal. Complaints regarding this procedure should be directed to the Labor Relations Department or Company Safety Engineer.

Stock Placement Affecting Airflow

In the event stock is blocking H.V. units or air movement of fans, the area Process Coach will contact the MP&L Department for immediate removal.

Sealer Barrel Access

Sealer barrel locations will be maintained to provide access for barrel changing. If the area is blocked, appropriate action will be taken to free the area for changing the barrels. Areas in question are to be directed to the Plant Safety Engineer.

Preventive Maintenance Review

As discussed in the course of Local Negotiations, the Company will continue the Preventive Maintenance Program. Preventive Maintenance data will be provided upon request to the Union Health and Safety Representative.

BODY DEPARTMENT

Conveyor Chains

Conveyor chains will be lubricated regularly to reduce noise and assure smooth operation. The delivery conveyor over the #3 metal line will be equipped with an automatic chain lubricator. Additional lubricators will be installed where needed.

Noise - Body Shop Hydraulic Pump Screens

The existing screens will be maintained and cleaned and in any areas identified by the local Union and Company Health and Safety, screens will be added.

Body Shop Robot Exhaust Filters

Filters must be maintained and changed according to a Preventative Maintenance schedule.

Welding Sparks

Welding spark screens are required to minimize pedestrian spark exposure. Periodic body shop surveys will be conducted between the UAW Health and Safety Representative and Company Safety Engineer to determine the continued and additional need for spark screens. Any concerns regarding spark screens should be addressed at the departmental Good and Welfare meeting.

CMM Room Exhaust Filters

These filters will be maintained on the Body Area clean-up schedule and changed as required.

Metal Repair Area

The Company will maintain: 1) curtains on the east and west side of the #2 Repair Line and 2) four (4) fans to disperse the air north to south from this area.

Line Storage Boxes

Lockable boxes will be located at the appropriate work stations for the Metal Touch Up and Repair, General Repair, and Dinger persons working on Body production lines.

GENERAL

Use of General Utility Employees

1. The primary responsibility of General Utility employees is to cover open jobs due to absenteeism.
2. When there is an open job in a group, an unassigned operator will be assigned within their classification, to the operation first, as long as the operator has the versatility to perform that job.
3. The General Utility will be used to cover remaining open jobs in a group.
4. If there are no remaining open jobs, the general utility may be loaned to other groups or departments prior to unassigned assemblers.

Versatility Training

Within 30 days of ratification, per the FPS process, a versatility matrix for each team will be prepared. The list will then serve as a training matrix and every effort will be made to train the teams on jobs for which they need training. This list will be tracked and reviewed by the Team Manager and Union Representative during the departmental Good and Welfare meeting.

Temporary Classifications

The utilization of a temporarily classified employee is normally to either augment a particular classification or to replace an employee on a different classification for a period of time. Employees temporarily assigned (for three days or more) to a different classification should utilize a temporary "MAT" form to process the appropriate back-pay. The existing transmittal form will continue to require Union and employee signatures where classification and wage rates are affected.

For better control in the use of this procedure, temporary classification submissions should not exceed a thirteen (13) week period. In the event extenuating circumstances require that the period of time be extended beyond the thirteen (13) week period, the district Union Representative will be notified prior to the expiration of the thirteen (13) week period and resubmission of the extension of time. Complaints of alleged abuse of this procedure should be brought to Labor Relations for appropriate follow-up and correction.

Handicapped Parking

The parties discussed the process for ensuring that the Ohio Assembly Plant was in compliance with applicable regulations related to the required number of handicapped parking spaces. The Company commits to maintaining the current number of handicapped spaces.

The Company will issue a bulletin, on an annual basis, reminding employees of their responsibilities as it relates to authorized use of a handicapped parking permit.

To ensure that ample spaces are made available for those employees requiring handicapped parking, vehicles parked illegally in the handicapped spaces will be towed at the owner's expense. Security will periodically check these areas to ensure compliance.

The plant-wide Good and Welfare process will continue to be the forum to resolve potential issues related to handicapped parking.

Vending Machines

Food, snack, and drink vending machines will be located throughout the plant based on need, determined by the cafeteria committee. The vendor will be notified of the requirement to stock sufficient supplies in each machine. All requests will be made in writing to the cafeteria committee.

After local negotiations, all vending areas will be evaluated for continued service. Vending machines will be maintained where cost justified. Before the removal of a vending machine, the service provider will provide sufficient data to the cafeteria committee, to agree on machine removal based on profitability.

Covered Lifts/Tugs

Covered Industrial Lift Trucks and covered Tugs are available for outside use.

Mutual Respect

During the 2015 Local Negotiations, serious discussion took place regarding the importance of mutual respect between all salaried and hourly employees at the Ohio Assembly Plant. The parties reaffirmed their shared vision of a workplace that encourages every individual to contribute fully to the success of the plant.

It is the goal of both parties to continue to foster a harmonious environment that results in positive working relationships among all employees. As such, the parties will continue to uphold the intent, the letter, and the spirit of the Company's Anti-Harassment Policy. Abusive actions in the workplace by any individual will be dealt with in accordance with a Zero Tolerance mindset.

Dual Supervision

During the 2015 Local Negotiations, the parties discussed concerns over employees' confusion resulting from conflicting instructions given by two or more members of management. The Company recognizes it is desirable for employees to take instruction from their immediate Process Coach. When it is necessary for someone other than the immediate Process Coach to change an employee's instructions, it is incumbent upon that individual to communicate this to the immediate Process Coach and the employee.

Weekly Activity Report

The Union will be given a weekly activity report that reflects the on-roll count and all transactions such as transfers, promotionals and non-promotionals, in addition to the information now included on the weekly activity sheet.

Copies will be provided to the Financial Secretary and Chairman.

Grievance Disposition

During the course of the 2015 negotiations, the parties discussed the need to factually address grievances in the first stage. As such, it was agreed that writing "denied" on a grievance would no longer be an acceptable answer to a grievance.

Before returning a grievance to the Committeeperson, the Process Coach will provide a complete answer in the appropriate section of the form addressing the allegations in the grievance. The intent is to obtain a complete disclosure of the facts as early as possible in the procedure to facilitate timely resolution of issues.

Grievances improperly dispositioned will be returned to the Area Manager for proper disposition and the Human Resources Manager will be made aware to assure the appropriate training, counseling, or corrective action takes place.

Persistent abuse of this provision will be addressed by the HR Manager and Area Manager. If violations continue this issue will be addressed by mutual agreement between the HR Manager and the Building Chairman.

Grievance Payments

The Union will be provided a completed copy of the appropriate payroll document.

Grievance Procedures

- Once a grievance has been initiated it is in the aggrieved, as well as the Union's and Company's best interest to resolve the grievance in a timely manner.
- The parties agree it is our mutual interest to avoid backlogs and delays in the lower stages of the grievance procedure and to seek solutions when the procedure does not appear to be functioning effectively. The parties also agree that we have the responsibility to meet regularly on grievances in accordance with the terms of the Collective Bargaining agreement.
- Therefore, the Chairman and Labor Relations Supervisor will meet monthly to review the status of grievances filed under Article VII concerning regular and special procedure grievances. Concerns regarding the processing/disposition of grievances that are merely denied without supporting facts will be addressed by the Company.
- When a member of supervision changes shifts, this person will still be responsible and make themselves available to resolve issues or grievances with the committeeperson that were generated on the prior shift. This is to be done as needed in accordance with the grievance procedure guidelines.

Discipline

During the course of these negotiations, there was much discussion regarding formal disciplinary action. While recognizing its right under Article IV, Section 3 of the Master Agreement, the Company supports meaningful discussion between Union and Management, with Labor Relations involvement where an impasse exists between the parties, prior to disciplinary action being taken.

The discussions centered around disciplinary actions being punitive rather than corrective. The Company reaffirms its commitment to exercising good judgment while reviewing each case upon its merits and does not intend to act in haste in exercising its contractual rights. Recognizing that

disciplinary action should be considered on a case-by-case basis, the Process Coach, during the initial stage of incident investigation, is expected to coach and counsel the operator. Investigation of cause will be completed prior to determining if there is a need for disciplinary action.

Additionally, it is mutually recognized that a timely approach to issue resolution is the joint responsibility of both Union Representatives and members of Management. Concerns regarding this responsibility will be brought to the attention of the Human Resources Manager and Union Chairman for appropriate resolution.

Locker inspection

When a general locker inspection by the Security Department is to be performed, a letter announcing the inspection will be posted for employee information with a copy to the Union.

Replacement Coveralls

Employee coveralls will be provided on a frequency determined by operation assignment. These coveralls will be placed in employee's lockers. In the event an employee needs replacement coveralls, the employee may report this problem to his Process Coach and will be provided replacement coveralls through General Stores. Adjustments will be made and coveralls will be put into employee's locker within 5 days and maintained within the replacement schedule. Concerns with this process should be addressed at the Departmental Good and Welfare meetings.

Employee Uniforms

The employee uniform program will be discontinued as of September 1, 2007. A letter will be issued to all employees to that affect.

Shoe Mobile

The shoe mobile visits the plant on a regular basis and is staffed by a sales representative with knowledge in appropriate safety shoe information. They are available for questions and can take catalog orders. The monthly Shoe-mobile schedule will be published on FCN.

Human Resources Office Hours

During local negotiations, the Union raised the issue of what hours the Human Resources Office would be open. This is to confirm our understanding reached during local negotiations that the Human Resources Office would be open for business when Production departments are operating, Monday through Friday.

Office hours are maintained to assure timely and effective customer service for all plant employees and their representatives. Human Resources' professionals will be available to provide effective and expeditious customer service. Issues of concern regarding customer service deficiencies should be immediately brought to the attention of the Labor Relations Supervisor or Human Resources Manager.

Authority for Decisions

During the course of local negotiations, the Union expressed concerns regarding the decision making authority in the absence of the Area Managers. The Flow Manager and the Department Team Managers on the off-shifts are empowered to make decisions in place of the Area Managers, relative to Health & Safety, Quality, Standards and Production Schedules.

Communications of these decisions will be extended to the U.A.W. Bargaining Representative on that shift.

Canteens

All Televisions, Monitors, and Ice Machines in all canteens and cafeterias will be maintained and fully functional during the life of the 2015 agreement. Repairs and replacements are to be completed within 30 days of notification of equipment failure.

Camera Surveillance

The purpose of camera surveillance within the plant is to monitor equipment and facilities, and not individual employees.

Behr Auto Color Enamel Spray Equipment Operator

Absentee replacement for these operators will be guided by the Versatility Letter included in the local agreement. Considerable discussion was held on the appropriate rate of pay for those employees replacing Behr Auto Enamel Spray Equipment Operators. In accordance with the general requirement that employees should be paid for the work they perform, the Company intends to comply with the provisions of the three-day transfer Agreement, which states that an employee assigned to work on another classification for more than three days must be temporarily reclassified to receive the appropriate rate of pay. If this temporary assignment exceeds thirteen (13) weeks in duration, the provisions of the letter "Temporary Classifications" will be invoked.

Employee Development and Training Program

The EDTP program is available to all qualifying employees through the National Agreement. Terms and conditions of the EDTP program are defined in the National Agreement Appendix T.

Distribution of Local Agreements

During the course of the 2015 Local Negotiations, the parties discussed additional digital options for the distribution of local contract books. Local contract books will be printed upon ratification by a union print shop to supplement the electronic version. In the event additional books may be needed, they will be purchased up to the number of employees.

Upon ratification the Company and Union will work together to facilitate the expeditious printing and delivery of the contract books. It is understood that an electronic version will be made available within 90 days after the ratification.

Trailer Load Heights

The trailer train load heights are limited to 110" from the floor, with the wheel immediately behind the driver limited to being just one high. There is also a load limit per wheel, so even though some containers might be doubled under the 110" height limit criteria, due to the weight of the material in them they should only be one high when under load. The weight capacity of the dolly wheels is currently 2000 pounds per wheel and 8000 pounds for all four on a nine-foot dolly. A review of the current container heights was completed and provided to the Union.

Computer Training

Computer training will be evaluated for the Union Structure at the conclusion of local negotiations.

Retired Supervisors

During the 2015 Local Negotiations, the Union expressed great dissatisfaction with the use of "Retired Supervisors" at the Ohio Assembly Plant. The Company has committed to the local Union leadership that it expects that retired supervisors working at the Plant will not be abusive, intimidating or unjust in their dealings with the hourly workforce. Concerns of this nature will be discussed between the Bargaining Representative and Area Manager for resolution. If the problem is not resolved, the issue will be elevated to the Chairman and Human Resources Manager. If it is mutually agreed that facts support it, this meeting will result in the release of the retired supervisor. Additionally, a procedure is established that includes the Union Chairman in the orientation of new salaried Process Coaches, including "Retired Supervisors".

Pay Shortage Procedure

The following provisions will help eliminate and rectify pay shortage concerns at the Ohio Assembly Plant:

- Area Process Coach will provide the DROT's (Daily Reporting of Time) to the Team Leader who will post the DROT's in a designated location within the first 2 hours of the start of shift.
- Any pay concerns employees have should immediately be brought to their Process Coach for correction.
- If a correction is warranted, the Process Coach will facilitate the correction within the same business day.
- If an error is discovered in subsequent weeks, a past period adjustment (PPA) form should be submitted to the Central Payroll Office (CPO) for correction. This will be primarily the responsibility of an employee's immediate Process Coach.
- Following either form of correction, an employee may request documentation supporting completion.
- Any recurring problems will be brought to the attention of the department Team Manager, Human Resources, Bargaining Representative and/or the Area Manager for resolution.

In some unique and exceptional circumstances a "Quick Check" may be issued to employees. Please be advised, "Quick Checks" are taxed at a rate of 40%.

Paystub Online

As provided for in the National Collective Bargaining Agreement, the paystub online was implemented on June 6th, 2010 at the Ohio Assembly Plant. The Company will make available all applicable tools for hourly employees for accessing their paystub. These tools are available online at the Ohio Assembly Plant webpage at www.ohioassy.ford.com and at the Labor Relations Office.

Any changes to the above corporate process that takes place during the course of the Agreement will be communicated to the workforce.

To: Tim Rowe
Chairman
UAW Local 2000

Subject: Process Coach - Working

As discussed in local negotiations, it is management's intention to assure that Ohio Assembly Plant Process Coaches do not work on hourly jobs beyond that extent provided in the Master Agreement. Accordingly, the following letter is designated for all Process Coaches of hourly-rated employees by the Labor Relations Supervisor.

As you know, the Master Agreement and related Umpire Opinions prohibit Process Coaches from performing included (hourly) work except as specified in Article X, Section 3.

I expect all parties to adhere to our Company's policy and the Master Agreement in this area.

Process Coaches who continue to violate the Agreement by performing including (hourly) work will be interviewed by the Labor Relations Supervisor, Chairman, and the Area Manager. This interview is intended to emphasize the serious nature of Process Coach working violations and the problems created for the workforce, management and the Union.

This letter will be reissued to all Process Coaches upon ratification

Concur: Tim Rowe
Chairman
UAW Local 2000

Shawn Otto
HR Manager
Ohio Assembly Plant

ERGONOMICS

Comfort Flooring

General Stores will maintain an adequate amount for expedient placement in the plant as determined by the Company. When the stock is depleted, a replenishment order will be submitted.

Ergonomics Committee

During the 2015 Local Negotiations, the parties discussed the joint Local Ergonomics Committee. This Committee consists of a designated number of Union and Management personnel and includes individuals such as the Plant Physician, Safety Engineer, Ergonomist, Local Ergonomics Representative (in accordance with Appendix S of the Master Agreement), and the Union Health and Safety Representative. This committee works to resolve concerns associated with items such as: repetitive, forceful or prolonged exertions of the hands; frequent or heavy lifting, pushing, pulling, or carrying; overhead work; hot/cold working conditions; and prolonged awkward positioning.

Ergonomics is the science of fitting workplace conditions and job demands to the capabilities of the working population. Effective "fits" assure high productivity, avoidance of illness and injury risks, and increased satisfaction among the workforce. Although the scope of Ergonomics is much broader, the term here refers to assessing those work related factors that may pose a risk of musculoskeletal disorders and recommendations to alleviate them.

Ergonomics Day

Two calendar days per year will be set aside for an ergonomics day for the life of the agreement. There is a joint selection process to determine which job assignments will be given to members of management on Ergonomics day.

PLANT SERVICES/CLEANUP

Clean-up (Housekeeping) Issues

During the 2015 Local Negotiations the Union and Company conducted extensive discussions regarding clean-up (housekeeping) issues within the plant. The Company has the responsibility to ensure that good housekeeping is maintained at Ohio Assembly. The following joint tours are in place to monitor this responsibility and ensure that safety and housekeeping concerns are resolved on a timely basis.

A weekly Safety Committee tour is conducted with management and the Union to address safety issues that are observed. The items observed are noted and a recap of all unresolved items is sent to all Area Managers and the Operating Committee for correction, with a copy to the UAW.

- Weekly Area Safety Tour: On a weekly basis each Area Manager, Manufacturing Engineering Manager, Material Handling Coordinator, Plant Safety Engineer, and UAW

Health and Safety Representative will tour the Manager's Area of responsibility to ensure compliance with safe practices and good housekeeping. Agreed upon concerns identified during these tours will be placed on an Area matrix for resolution.

The matrix will be reviewed each week by the tour participants to ensure identified concerns are being resolved on a timely basis.

- Plant Safety Tour: In addition to individuals listed in the "Weekly Area Safety Tour" the Human Resources Manager, Plant Safety Engineer, Material Handling Superintendent and the UAW Health and Safety Representative(s) will participate in the rotational Plant Safety Tour. The purpose of these tours is to review the overall safety and housekeeping status of the Area scheduled for review.

In addition to safety items, Area housekeeping items such as those listed in the following examples will be reviewed by the tour participants to determine the Area's housekeeping status:

- | | |
|--------------------|-------------------------------|
| • Working Surfaces | • Zone Centers |
| • Aisles | • Cafeteria |
| • Trash Gondolas | • Offices |
| • Tooling fixtures | • Pits |
| • Grind Booth | • Locker Rooms |
| • Water Fountains | • Man Cooling Fans |
| • Restrooms | • Steps Leading to Clean room |
| • Canteens | • Filters |
| • Paint Booths | • Polish/Repair Area |

The housekeeping matrix status will also be reviewed at the Monthly Safety Process Review Board meeting. In addition to the Company's obligation to maintain good housekeeping, continued ISO 9001 certification requires the on-going maintenance of good housekeeping. The Bargaining Unit will continue to be furnished with a Paint clean-up schedule.

Cleaning

During the 2015 Local Negotiations, the parties discussed the importance of maintaining a cleaning program. Listed below are the critical components of the program.

Body Department

- Body Shop floor trenches will be cleaned regularly to an agreed to frequency.
- Framing areas 1, 2, 3, and 4 will be cleaned 6 times per year.
- Body shop non-skid paint areas will be reviewed monthly and repainted as needed.
- Body Shop large conveyor pits (11 total) will be pumped out on a frequency of one pit per month.
- Automation tools and robot cells will be cleaned of liquid spills

Facilities

- Locker rooms will be cleaned once per operating shift.
- Restrooms, toilets, and urinals will be cleaned once per operating shift.

- Canteens will be cleaned once per operating shift.
- Disinfect walls and floors, as needed
- Strip and wax floors, as needed
- Replace broken floor tiles, as needed
- Repair or replace any broken stall locks and/or stall doors, as needed
- Repair or replace any broken mirrors, as needed
- Repair or replace any broken soap dispensers, towel dispensers, toilet paper dispensers and toilet seats, as needed
- Repair or replace any broken urinals or toilets, as needed
- Repair or replace any broken chairs or benches, as needed
- Repair or replace and disinfect bird baths, as needed
- Paint as needed
- The shipping and receiving office and restrooms will be deep cleaned twice per year
- The restrooms and canteens will be deep cleaned twice per year

In addition, a disinfectant will continue to be used when cleaning all restrooms. A copy of the cleaning schedule will be provided to the Union, upon request.

Hand Sanitizers

Upon ratification a joint survey will be conducted to determine strategic locations where hand sanitizer will be made available for employees.

PAINT DEPARTMENT

Blackout Booth

The filter in the black out booth will be changed when gauge readings reach maximum specifications. The regular PM check of filters and gauges included verification of gauges. Gauges are recalibrated whenever the readings conflict with actual filter conditions.

Penthouse Filters

All filters will be replaced as indicated by the gauges. The regular PM check of filters and gauges includes verification of gauges. Gauges are recalibrated whenever the readings conflict with actual filter conditions.

Paint Steps

Paint Steps will be cleaned on a weekly basis. Steps are from the boot room to Clean Room.

Paint Clean Room Restrooms

The Paint Clean Room restrooms will be equipped with wall air conditioning units and will be maintained.

Sprayers' Lockers

Paint Sprayers have been provided with two (2) side-by-side lockers in the new paint locker room, both opening with the same key. Clean coveralls will be supplied in a Change-o-matic locker for each sprayer and a bin for the collection of dirty coveralls.

Sprayer Boots

Special boots have been supplied for each sprayer. These eight-inch high boots have a white rubber sole and include an instep strap, snaps, and elastic top for firm fit. Clean boots will be available daily in the boot room prior to entering the work area.

Paint Department - Heat Issues

Four cooling ducts have been installed from the north end of the cooler approximately 80' to the top of the incline. Ducts are approximately 24" diameter and to have nozzles to direct cool air onto body carrier.

Two supply air ducts have been installed for cooler air house. Ducts are just below truss and to run out 20" east and west of air house. Ducts are approximately 10' x 3' with 5' x 6' drop into the roof of the unit. Each return duct has a manual opposed blade damper at the roof of the air house for summer/winter control. The above will be maintained by the Company.

Heat Issues

Three (3) H&V makeup units will be maintained with evaporated cooling units in the Sealer and E-Coat Scuff areas and additional ductwork will be maintained to direct airflow to employee workstations.

Mask Operation Ventilation

There are four (4) down comers off the fresh air ductwork that blow directly onto the work platform. In addition, two (2) pedestal man-cooling fans have been installed and all the above will be maintained by the Company.

Spot Spraying

The following will be observed in spot spraying of units outside booth:

- A sign has been posted: "No areas in excess of 10" diameter will be sprayed."
- No area in excess of 10" diameter will be sprayed.
- 10" spots are not a continuous series of 10" spots on a specific area of the unit, e.g. six 10" spots on the hood.
- When assignments are made to spray areas in excess of the 10" spot are violated those abuses of this section will be brought to the attention of the Human Resources Manager
- Any spot repairs in excess of 10" must be made in an area that meets OSHA ventilations standards and EPA regulations.

Ergonomic Chair

Ergonomic chairs will be provided for the Behr operators and will be replaced as necessary as determined by the Health & Safety Representative and Company Safety Engineer. Should these chairs be found in any paint booth enclosure, they will be removed from the department.

Boot Room Fans

A total of four (4) pedestal fans, two (2) per boot room, will be maintained.

Clean Room Benches

Benches have been provided for employee's use in the Paint Area Clean Room.

Caps - Paint Department

The Paint Department will furnish baseball type hat to its employees and replace as required.

Behr Versatility

Behr versatility and overtime equalization charts will be reviewed monthly by Behr tender reps to confirm effectiveness of versatility training implemented by the Paint Department. In addition, the designated Behr tender "crib" will be maintained for access to job related tools and training information, as needed.

Behr Tender Duties for Robotic Applications

The following are basic tasks of the Behr Tenders responsibilities, but not to be considered all inclusive Lines of Demarcation on application robots within the paint shop:

- a) Monitor robot process output, such as sealer or paint spray applications, sealer or paint spray film thickness, sealer or paint spray location according to process.
- b) Make path adjustments to improve quality of paint or sealer applications as needed.
- c) Update and maintain process data to ensure best quality application of sealer or paint.
- d) Jog the robots for the purpose of recovering from "crash" conditions or for scheduled or unscheduled tasks of the Behr operator such as nozzle or gun cleaning, installing disposable protective covers and scheduled PM.
- e) In cases of equipment malfunction will check for loose hoses, loose cables, loose guns, loose nozzles, checking teach pendants or operator's consoles for alarms in order to help supervision determine the proper skilled trade to call for assistance.
- f) Aid skilled trades in troubleshooting by functioning equipment for them, giving general direction to possible causes of equipment malfunction based on past incidents that have had similar symptoms, relaying any specific data they may have, but will not perform any work inside controllers or PLC panels.
- g) Clean, grease and maintain the current PM checklist of robots assigned to the Behr tenders.
- h) In the case of the sealer robots, due to the vintage of the robots, the startup procedure requires the use of some of the buttons and key switches on the robot controller. The only way to start these sealer robots is to use the controllers as the operator's console.

Paint Quality

Where safety concerns are not involved, there are no plans to restrict employees due to facial hair (beards, etc.).

FACILITIES

Motorcycle Parking

A 150' x 40' motorcycle parking area is located in the parking lot. This area is enclosed by guardrail with six (6) openings for ingress and egress, which are 6'8" wide for easy maneuverability. The motorcycle area has a concrete floor and posts in the center, which will enable motorcycles to park and be secured to a post. This area will be maintained and monitored by T.V. surveillance.

Employee Communications

The parties conducted an audit to verify that bulletin boards are located at key positions throughout the plant. The Company will maintain enclosed secure bulletin boards with locking doors for the purpose of displaying job postings, overtime and Company or Union communications bulletins.

Bicycle Rack

All bicycle racks will be placed and maintained in a mutually agreed upon locations.

Restrooms and Canteens

All restrooms and canteens will be maintained throughout the life of this agreement. All canteens will provide table/chair sets for 24 employees and will have the following services; full vending products, microwave, suspended T.V., FCN monitor, water fountain, and telephone. Air conditioning will be provided.

Union Offices and Furnishings

Union office equipment and furnishings will be maintained throughout the duration of the Agreement. The offices will be painted as needed, not to exceed more than once a year.

Roof Leaks

During the course of 2015 Local Negotiations there was considerable discussions concerning roof leaks in the manufacturing departments. The Company agreed with the Union that a significant need existed. Over \$800,000 has been invested this year in areas the Union and Company identified as the most critical locations. The Company will continue to complete roof repairs and leaks through the use of a tracking matrix. New leaks should be immediately reported to the central maintenance manager for inclusion on this matrix. Concerns with this process should be brought to the plant wide Good and Welfare meeting.

Microwaves

The Company will maintain two (2) microwaves to ensure one day replacement service in canteens and cafeterias.

Air Conditioners

The Company will keep two new A.C. units on hand to assure prompt servicing of ventilation needs.

Benefits

During the course of 2015 Local Negotiations, the parties reaffirmed the need to make the benefits representative available to all OHAP hourly employees, both active and retired. Given the clear recognition that the safety and security of our active employees is a priority, an office for the benefits rep will be maintained to help facilitate both active and retired employee access.

Walking and Working Surfaces – Snow Removal Process

During 2015 Local Negotiations, the parties discussed the need to continue with a snow removal process as a critical component for improving the walking and working surfaces for our employees during inclement conditions. Consequently, the Company is reaffirming its commitment in this area by:

- Conducting the annual snow removal process meeting with the selected vendor and representatives from the UAW, Central Maintenance, and the Safety Office.
- Leveraging technology to monitor weather forecasts for enhanced preparedness
- Patrolling, by Plant Security, for the purpose of monitoring both walk and roadways
- Maintaining, in the Plant Security Office, a current snow removal contact list for notification purposes

Furthermore, Plant Security patrol documentation related to the above will be available to the Plant Chairperson upon request.

Parking Lot

Currently personnel are assigned to regularly collect trash and empty barrels in the parking lot. Plant Services supervision will be responsible to see that the parking lot will be cleaned as required.

Roving Security patrols are recorded in the Plant Security Office and may be reviewed by the Chairman, upon request through the Labor Relations Section.

Auto Start Assistance

Two (2) sets of auto jumper cables and a portable battery booster are available in the Plant Security Office for employees' use in the parking lot. Employees must return the cables immediately after use. Each employee who utilizes the cables will be required to leave his Ford I.D. card with Security while using the cables and will be required to pay the full cost of replacement of the cables if the employee fails to return them.

Bank Machine

Through the efforts of the local Bargaining Unit, an automatic teller machine has been installed for employee use. An additional automatic teller machine has been added to the east cafeteria.

United States Flag, POW Flag and Ford/UAW Flag

A United States, POW and Ford/UAW flag will be displayed at the main employee entrance to the plant. The condition of the flag will be monitored by a member of the Bargaining Unit and the Human Resources Manager. These two individuals will select a position of honor to reflect the pride all employees of Ohio Assembly have in their country and its flag.

Fans, Water Fountains, and Bubblers

Cooling fans, water fountains, and bubblers will be placed in convenient locations throughout the plant as part of an ongoing joint commitment to the Health and Safety of employees at Ohio Assembly Plant. Additional locations will be installed through mutual agreement as necessary.

Cooling fans, water fountains, and bubblers will be monitored during the daily/weekly GRASP walk. Cleaning schedules will be identified through the annual Heat Stress Program. Problematic cooling fans, water fountains, and bubblers should be addressed through the Good and Welfare Process.

For prompt replacement of the above items, six (6) man cooling fans, two (2) pedestal fans, and four (4) bubblers will be maintained in General Stores. Upon removal of these items, a requisition should be immediately placed for replacement supply.

Traffic Control Lanes

Traffic Control Lane striping has been painted in the roadway lanes entering and exiting the parking lot and will be repainted as identified by the safety pedestrian committee.

MATERIAL HANDLING/STOCK DEPARTMENT

Material Handling Racks

Material Handling Operating Procedure pertaining to damaged wire racks (containers) will continue to be communicated on a twice annual basis. In addition, this process will be available on the Ohio Assembly Plant web page and posted in a location to which all MP&L employees have access.

An employee responsible for transporting wire racks who observe damage that makes the rack unsafe to be transported in the Plant will notify his supervisor. The supervisor will review the rack and determine if the rack can be transported. Where disagreements occur, the Safety Engineer and UAW Health and Safety Representative will make the final decision. This procedure is designed to ensure that unsafe racks do not reach line.

The condition of Material Handling racks should be reviewed in the Weekly Departmental Safety Tour that involves the UAW Health and Safety Representative, Area Manager, and Material Handling Process Coach.

If concerns persist they should be brought to the departmental Good and Welfare meeting.

PMHV Safety Checks

Unsafe equipment will not be released from the Industrial Lift Truck/Tow Tractor Repair Area. All PMHV operators are required to perform safety checks on the powered equipment they operate. PMHV operators will perform these safety checks at the beginning of their regularly scheduled starting time. After completing these inspections, employees will report to their assigned work areas.

Plant PMHV Inspection Status

The Union Health and Safety Representative, designated Bargaining Representative along with the Company Safety Engineer will conduct monthly inspections of all PMHVs to ensure their proper maintenance. Defective equipment will be designated for repairs and unsafe equipment tagged out.

Material Handling will publish a weekly equipment inspection status report. The Bargaining Unit and UAW Health and Safety Representative will receive copies of the report along with a detailed explanation upon request. Also, it is expected that a Material Handling salaried representative will discuss in detail the report status with a UAW Health and Safety Representative upon request. Concerns regarding the status of equipment inspections should be discussed for resolution with the Material Handling Area Manager. The status of equipment inspections will be reported at the monthly Safety Process Review Board meeting.

Vehicle Safety

During the course of the 2015 Local Negotiations, the parties discussed in some detail safety concerns revolving around units running while inside the plant proper. This will confirm that the parties agree that vehicles that are running while in the plant will not be left unattended, and work will be conducted on vehicles while running will only be done when there is a requirement to do so (i.e.: for diagnostic purposes).

Material Handling – Pay practices

Material handling employees will be paid the highest number of hours that they are scheduled to stock as of the schedule set by the fifth hour.

Drop Off Zones

All material handling drop off areas will be painted and updated on an as needed basis. A list of these zones will be available for review by the Bargaining Unit and Union Health and Safety Representative.

Moving of Scrap

To insure that only safe scrap loads are moved through the plant, operators will be instructed on proper use of containers, and to secure their loads prior to moving it.

General Stores

In cases where the hourly General Stores person is unable to verify material received, he will notify his supervisor of this situation and stamp and initial the packing slip based on the approval of his supervisor

General Stores – Hours

As discussed during local negotiations, the General Stores Department will be open 24 hours during production days. During vacation shutdowns, holidays and down weeks, the crib attendant head will be scheduled as needed.

PRODUCTION STANDARDS

To: Tim Rowe
Chairman
UAW Local 2000

Subject: Rebalance Period

In order to help position OHAP to be the most cost competitive Vehicle Operations Facility in the world, the Company held extensive discussions with the Union concerning rebalance. The Union contended the rebalance process should be eliminated entirely, and that the Company should not engage in rebalance activities at all – once a job is established, it should stay as designed without changes to work elements until a significant product change is implemented (e.g.: major model or new model change). The Company recommended modeling the local rebalance process in alignment with the Powertrain organization which has a year round rebalance, to which the Union strenuously disagreed.

Due to future product opportunities at OHAP, the Union and the Company agreed to the following adjustments to the Rebalance process in order to position Ohio Assembly in the most competitive position possible.

The Union and the Company agreed to the following clarifications to OHAP's rebalance process:

- The process could be initiated during the first quarter of each calendar year.
- Consecutive annual rebalance periods will never run concurrently.
- No more than one Rebalance period will be initiated per calendar year
- It is the commitment of both parties to complete the rebalance cycle within the 4 month window.
- In principle, the Company recognizes the importance of distributing PECs levelly throughout the rebalance period.
- The Company commits to reading PECs and moving elements no later than the first day of the last week of the rebalance period.
- Jobs or job elements not successfully established by the end of the 4 month period will be resolved by the end of the rebalance period.

- All disputed jobs will be placed in the local procedure called “Special Procedure for Settlement of Work Standard Disputes - Ohio Assembly Plant” and will be resolved in the last two weeks of the 4 month period. No elements will be moved from the disputed jobs to other existing operations after the 4 month period.

Concur: Tim Rowe
Chairman
UAW Local 2000

Shawn Otto
HR Manager
Ohio Assembly Plant

Special Procedure for Settlement of Work Standards Disputes - Ohio Assembly Plant

This special procedure for settlement of work standards disputes at the Ohio Assembly Plant will be utilized with the understanding that the Company will avoid taking disciplinary action against employees who are experiencing problems in the performance of their operation until this procedure has been exhausted. In return, the Union will withhold initiating a grievance protesting the employee's workload until the procedure has been exhausted.

Procedure

1. The procedure will be set in motion as a result of:
 - a. A complaint from an employee to his/her Process Coach, either directly or through their District Representative, or
 - b. At the request of supervision where an employee is continually not completing the operation.
2. Upon request, a committee composed of at least a department Industrial Engineer, Process Engineer and production Process Coach will jointly conduct an investigation of the operation in question. The District Representative will be notified in advance of the investigation.
 - a. A discussion with the employee to determine the exact nature of his/her problem, if any.
 - b. Assurance that the employee has been properly trained in the correct method.
 - c. A check for proper tooling and process.
 - d. A check of the quality and location of stock.
 - e. Assurance that the employee has time and room to perform his/her operation in his/her work station.
 - f. Assurance that the employee can physically perform the operation; e.g., physical size of employee.
 - g. Check for a mix problem.
 - h. Assurance that the best method and sequence is being utilized.
 - i. Check for possible usage or mechanical assistance, if possible.
 - j. Assure that the operation is being performed in accordance with the production standard as established.
3. Upon completion of the investigation, the findings will be discussed with the appropriate District Representative in an attempt to resolve the dispute.

4. If the dispute cannot be resolved at that level, it will be considered at a meeting attended by no more than three Company representatives from production, industrial engineering, and industrial relations and no more than four Union representatives including the District Representative, Production Standards Representative, the Chairman or persons to be designated by the Chairman to handle work standards disputes.
5. While no time limits are spelled out, the success of the procedure is dependent upon both parties exhibiting a spirit of cooperation through timely handling of each dispute.
6. If the matter still remains unresolved, it may then be appealed through the regular grievance procedure.

Production Standards Communication

- No later than one month prior to the rebalance period, Company Representatives, the UAW Production Standards Representative and/or designated UAW Representatives will meet to discuss the known extent of the model change, the extent of the added or deleted content, and any other factors that add to the complexity of the rebalance process.
- No later than 2 weeks prior to the rebalance period the Production Standards, Bargaining and District Representatives will be provided a preliminary proposal of the rebalance plan.
- Throughout the Procedure for Review of Work Assignments, designated Company and UAW Representative(s) will meet on an ongoing basis to work toward resolution of production standards issues, mix issues, and mix resolution agreements. A working matrix of issues and agreements will be maintained.
- During the rebalance period a weekly status meeting between department Area Managers and the Bargaining Unit will take place to discuss any issues related to the bullet points listed under "Production Standards Process Principles."

Changes in Line Speeds

The procedure provides that an assigned electrician, in the presence of a representative of the Engineering Department and the Union, will make all line speed adjustments. The electrician will record any adjustments made in a log provided for that purpose. In addition, the Engineering Department will immediately advise the Union of such adjustments.

The Industrial Engineering Department will publish a line speed chart to the Union showing the maximum average cycle times on conveyors. The Engineering Department and a Union Representative will regularly check line speeds to ensure strict enforcement. A log will be maintained to track these changes. This log will be available to designated Union Representatives upon request.

Planned Mix Pattern

The Company agrees to supply the Union, upon request, with its daily production schedules and the line speeds to achieve such schedules, together with the body mix, spacing, etc. Where the schedule remains unchanged, this information shall not necessarily be furnished daily. In the event of a change, the Union shall be notified.

The Company will take immediate corrective action, using any of the methods identified below, whenever the mix pattern varies from the planned pattern for those employees adversely affected.

Whenever departures are made from the planned mix pattern, the employee responsible for scheduling these units is required to immediately notify a designated member of supervision who will arrange for action in conformity with the 1949 Strike Settlement Agreement.

This Settlement Agreement provides for adjustments where necessary by one or more of the following means:

- * addition of manpower
- * greater spacing of units
- * reducing speed of line
- * stopping line momentarily (ISPC)
- * adjusting employee work assignments

The Ohio Assembly Plant Quality Operating System (QOS) is utilized for product quality and improper mix. The Lead Process Coach of the area affected will have the name of the operation for which mix assistance is required by the daily mix letter. If additional manpower is utilized to address the adverse mix condition, the Lead Process Coach will identify the employee assigned to that operation used for mix assistance upon request.

Mix agreements, under current mix conditions, between the Company Industrial Engineering Manager and UAW Production Standards Representative will remain in effect throughout the current model run unless operating conditions change (e.g. line speed change, tooling and layout, etc.). Those job specific mix instructions will be identified on the OIS.

A planned mix pattern is to be lived up to in all departments.

Standard Reviews

The UAW Production Standards Representative will continue to use various methods for time study evaluations to best serve the memberships needs during job evaluations. Any job analysis information utilized by the Company will be shared with the UAW Production Standards Representatives.

Balance to Build

Balance-to-Build statistics will be available to the Bargaining Unit beginning 30 days prior to Job 1 and updated as required.

CAFETERIA

Cafeteria Postings

A cafeteria bulletin board will be maintained for the posting of daily and weekly menus, including prices. These will also be posted on the FCN.

Cafeteria Services Committee

Concerns were expressed during 2015 Local Negotiations regarding facilities and procedures available through the plant Cafeteria Services. A committee has been formed comprised of a designate from the Chairman, the Cafeteria Manager, and a designate of the Human Resources Manager.

Discussions and resolutions will include problems or complaints that may arise during the course of this agreement.

The formation of this committee expresses the intent of the Company to resolve issues presented in a manner that will be in accord with the best interest of the parties.

Main Cafeteria Grille

The ventilation boxes in the cafeteria grille areas will be cleaned and serviced regularly by the cafeteria service provider and maintained in good working order.

LUNCH PERIODS

Mid- Point Lunch Scheduling

During recent negotiations, the Company explained that when a department is on an overtime schedule, it is Company policy to schedule lunch periods near the midpoint of the shift.

In reference to relief men during lunch periods, this is to confirm that our position is in line with the policy as contained in the Sidney F. McKenna letter, dated December 7, 1970.

"It is the policy of the Company that the relief men in the car and truck assembly plants are not required to take personal relief during the lunch period of the employees they relieve except in emergency situations."

The Company has previously explained that when a department is on an overtime schedule, it is Company policy to schedule the lunch period near the midpoint of the shift. One example of a lunch period would be as follows:

<u>Shift No.</u>	<u>Starting Time</u>	<u>Lunch Period</u>	<u>Quitting Time</u>
2	6:00 a.m.	11:00 a.m.	4:30 p.m.
3	5:30 p.m.	11:00 p.m.	4:00 a.m.

Working through Lunch Periods

The Company reaffirms the provisions of Article X, Section 6 of the Collective Bargaining Agreement. However, to maintain production requirements some employees may on occasion work rather than take a lunch. The Company agrees this will not be done without the employee's consent. This provision is not intended to prohibit the Company from altering an employee's lunch period, pursuant to the provisions of Article X, Section 6(b). Individual employees declining to work through lunch will not have their lunch period moved solely for that reason.

The Bargaining Unit may raise any concerns regarding this issue with the Area Manager and Union Chairman for resolution.

Early Lunch and Relief Shutdown

During the 2015 Local Negotiations extensive discussion was held concerning the early shutdown of operations for lunch, and relief shutdowns, and its effect on employees. The discussion centered on the importance of a robust communication process at these times.

The Union has been given assurance that the following process will take place prior to early shutdown for lunch or relief:

- When it is determined during the analysis that the breakdown is anticipated to impact a regularly scheduled break, the department Senior Process Coach, Team Manager, or Area Manager will contact the Union District Representative of the affected department to inform them of the status.
- Labor Relations will be notified by the parties involved. A log of this downtime will be available for the Bargaining Unit to review upon request. The log will include date, area, shift, time of notification, cause of breakdown, estimated and actual duration, and notifying Company agent.
- Regularly scheduled relief cycles will not begin until one-half hour after the end of the regularly established lunch period.
- Except in emergencies, an employee's regular lunch period shall not be advanced or delayed by more than one hour unless the employee agrees to such change.

In reviewing the issue of early shutdown for lunch, the practice has been that Zone Supervisors were making individual decisions in shutting down their areas of responsibility, based upon the condition of their zones. The Union has been given assurance that appropriate controls will be instituted immediately to return this decision to the Department Manager or Shift Production Manager level. The Zone Supervisor will no longer shut down that zone for early lunch for anticipated breakdown of 20 minutes or less without the approval of the Manager and then only after review of the factors causing the necessity of shutting down early for lunch. The Department or Shift Production Manager with the area Committee person will call Labor Relations with a complete explanation to be logged for review by the union.

In the event the Union considers that either the early lunch shutdown or relief shutdown procedure has not been followed on a specific shift, the complaint should be immediately brought

to the attention of Labor Relations for immediate review and/or resolution. This subject will be discussed during the Good and Welfare Meeting with the Area Superintendent.

RELIEF

Relief Schedules

Relief shall be scheduled in line with the number of hours scheduled. However, whenever possible, relief will be adjusted to provide the proper relief when schedule changes are made. The Company recognizes the desirability of scheduling relief so as to provide relief periods both before and after the lunch period.

Tag Relief Coverage

Manpower requirements will be maintained to support tag relief needs.

Emergency Relief

During 2015 Local Negotiations, the Union discussed the issue of releasing employees from the line for emergency-type relief. The Company recognizes its responsibility in providing emergency relief of this nature and the methods of providing such relief. Process Coaches will be instructed by the Human Resources Manager of the importance of maintaining appropriate procedures of providing such relief, and abuses should be directed to the Area Manager, who will be held accountable for any undue delays or Human Resources for correction.

Production Schedules - Fifth Hour Agreement

Production line schedules a minimum of one day in advance. This pre-established schedule is re-evaluated during the fifth hour of production to determine if adjustments are required. If adjustments are required at this time because of parts shortages, breakdowns, etc., all necessary action is taken, including providing necessary manpower to make adjustments to the tag relief schedules. Once adjustments are made during the fifth hour, the schedule will be followed. The only exceptions will be as a result of conditions beyond the control of local management. The Company has a contractual obligation to provide employees relief and to have relief men available for relief purposes. This fact is important to the employee, the Union and the Company.

Relief Ratios/Assignments

Prior to any readjustment of the existing relief assignments, the Company will notify and discuss such adjustments with the Bargaining Unit before implementation of any changes in the relief assignments.

Alternative Shift Patterns

During the 2007 Negotiations the Union and the Company discussed other alternatives to layoff the membership due to changes in production volumes, sales/increase, etc. In order to help

secure the membership at OHAP the Company and the Union agree to sit down and discuss options such as alternate shift patterns.

PLANNED DAY-OFF SCHEDULING PROCESS

It is mutually agreed between the parties that the following provisions will govern the Planned Day-Off Scheduling Process.

1. Employees requesting days off will use the Planned Day-Off Application, which can be found on the OHAP web page.
2. Completed forms should be submitted to Team Leader. Completed forms will include the requested date, the type of leave requested, and the total hours.
3. The application will be reviewed with the department Senior Process Coach and Team Leader. A copy will be returned to the employee, with a determination and explanation, within the next 3 working days. Department supervision and employees will be expected to maintain copies for future reference.
4. Failure to respond within the time frame will result in automatic approval of the request
5. The area Union Representative will conduct a daily review of applications with the department Senior Process Coach to help address any issues or concerns as they arise.

In addition to the above outlined process, the following will apply:

- Team Leaders will initially have read-only access to departmental vacation and excused absence calendars to assist in the process.
- Excused Absence Allowance (EAA) days can be scheduled in accordance with the above, or utilized in accordance with the National Attendance Program.
- Applications will be granted on a "first-come, first-served" basis. In the event more than one employee makes application at the same time seniority will be the determining factor for priority.

Upon ratification the parties have agreed to develop and pilot a vacation scheduling process to be managed by a Team Leader(s) and their team(s) in an effort to provide the teams with greater flexibility.

LETTERS

PLANT SUPPLIERS

During the 2015 Local Negotiations the Bargaining Unit raised issues concerning suppliers performing rework in the Plant. The parties agree that suppliers are responsible for providing the Plant with quality products and are responsible for responding to Plant concerns regarding the shipment, packaging, quality, etc., and overall performance of their product. In an effort to address the Union's concerns regarding the nature, amount and where the rework of the supplier's product is performed. Plant management will take necessary steps to assure that each supplier (vendor) does not interfere with or assume the responsibilities of an Ohio Assembly employee.

The Company will, provide information to the Union of the need for suppliers to work on premises along with the nature and scope of such work and outside suppliers will perform their responsibilities in designated areas or elsewhere on Plant premises. Under current operating conditions, the Company agrees that no suppliers of production related parts/material shall perform any re-work or inspect parts/material while it is installed on a production unit unless accompanied by a Union Representative or QOSCs, when available. Normal included inspections/repairs of production units will continue to be performed by UAW Local 2000 personnel.

Vendors who are on property to handle non-conforming parts or defective supplier components to meet product quality levels acceptable for a world-class quality level vehicle will be required to log in at the Incoming Inspection Office and sign in at the Human Resources office.

The UAW Quality Representatives are responsible for reviewing this log daily and reporting vendor activity to the Bargaining Unit. The UAW Quality Representative will contact and be advised by VQA personnel daily where vendor rework is occurring. The Representative should review these areas and report concerns to the Bargaining Committee and VQA Representatives.

Vendors must comply with Plant rules and regulations. The UAW Quality Representative and QOSCs should interface with Area Managers on vehicle Quality issues. Concerns associated with vendors will be identified by the Quality Representatives and QOSCs and factually presented for discussion at the Plant Quality Leadership Meeting, which includes the Bargaining Unit and Plant Operating Committee Representatives.

A vendor re-work area has been identified in the building. It is also agreed that if it is necessary for vendors to perform re-work in the assembly line areas, they will be accompanied by an Ohio Assembly Plant hourly employee.

Abuses of this procedure should be brought to the attention of the Human Resources Office.

Non-Ford employees on premises

All vendors while on site shall display their security ID badges or a visitor's pass. All other employees shall have a visitor's pass available and visible.

Vendors Working/Supervising & Safety

Vendors are not to engage in hourly included work. If issues of concern arise regarding vendors, the Union may discuss them in the Plant Wide Good & Welfare meeting.

All vendors, contractors, consultants and visitors must comply with all Ford Motor Company's safety rules while on Company property. Furthermore, non-Ford personnel will not directly supervise Ford employees.

Monthly Joint Quality Committee Meeting:

Jointly, the parties will meet monthly to discuss the quality status of our products. Committee membership will include the Bargaining Unit, Operating Committee, QOSCs, ERC's, and Quality Representative. The Quality Manager and UAW Quality Liaison Representative will be responsible for coordinating the resolution of Local Quality Committee matters and reporting the results to the Co-Chairs of the Local committee between scheduled meetings.

This committee will discuss and review quality information and indicators concerning the Plant's products and services and joint actions that could be taken to encourage and support improvement. In addition, this committee has the responsibility to establish a process locally that allows employees to raise product quality concerns, make the necessary correction, and stop the operation, when necessary. This process must ensure that the concerns are immediately addressed, appropriate containment measures implemented, and the operation restarted.

We recognize that continuous improvement in the quality of the Company's products and services to meet customer needs and values is essential to securing our long term success in the marketplace and real job security for our employees.

To: Tim Rowe
 Chairman
 UAW Local 2000

Subject: Use of Temporary Employees

This communication concerns our local agreement to utilize temporary employees. They will provide coverage during periods of vacations or major launch periods. Any deviation from the foregoing sentence will be discussed between the Union and Management and will not be implemented without mutual agreement.

Where this agreement does not conflict with the Master and Local Agreements, these individuals will be hired for short duration employment. Their employment will be terminated prior to achieving seniority.

During the current negotiations, the Union has sought assurances with respect to the use of probationary employees when production standards are being established. The Company has agreed that they will first establish a standard with the regular operator on the opposite shift.

Concur: Tim Rowe
Chairman
UAW Local 2000

Shawn Otto
HR Manager
Ohio Assembly Plant

To: Tim Rowe
Chairman
UAW Local 2000

Subject: Pre-Delivery Audits

The parties are jointly committed to providing a high quality product to our customers. The Company along with the QOSC and UAW Quality Representative will review current quality audits practices being conducted in Pre-Delivery and make every effort to minimize the operator impact of having additional personnel in congested areas.

Concur: Tim Rowe
Chairman
UAW Local 2000

Shawn Otto
HR Manager
Ohio Assembly Plant

To: Tim Rowe
Chairman
UAW Local 2000

Subject: Expiration and Reopening letter

The current 2015 Local Agreements shall remain in effect for the same period as the new Collective Bargaining Agreement subject to such re-opening clause as is agreed to by both parties.

Prior to new product sourcing discussions for Ohio Assembly Plant, the parties agree to reopen local negotiations and discuss modifying, amending, and/or supplementing existing contractual language to ensure market competitiveness and efficient integration of the new product into the plant.

Any changes to contractual language are subject to membership approval.

Concur: Tim Rowe
Chairman
UAW Local 2000

Shawn Otto
HR Manager
Ohio Assembly Plant

To: Tim Rowe
Chairman
UAW Local 2000

Subject: Returnable Containers

During the course of the 2015 Local Negotiations, the parties discussed the increased emphasis the Company is placing on environmental issues and the impact that has on the plant, specifically with respect to the increase in the number of returnable containers. The key to successful implementation of this effort lies in the upfront discussions of the impact to the workforce.

With respect to returnable containers, it is recognized that Material Handling generally is responsible for the handling and transporting. When new containers are introduced, it may make sense to assign certain tasks to the production employees in the affected area. When this is necessary, advanced discussions will be held with the UAW. This does not preclude the Company from periodically assigning this work to any non-skilled employee and, if applicable, a new work standard will be established for the operation.

Concur: Tim Rowe
Chairman
UAW Local 2000

Material Planning & Logistics Mgr.

**SKILLED TRADES
SUPPLEMENTAL
AGREEMENT**

CHANGEOVER AGREEMENT

It is mutually agreed between the parties that the following provisions will govern the Changeover Agreement.

During the course of local negotiations, the Union discussed the use of changeover employees (commonly referred to as C.O.T) to fill in on a Monday-Friday basis within the skilled trades. We also discussed the functioning of the Changeover Agreement, which is designed for use during major changeovers or other major facility activities at the Ohio Assembly Plant. It is agreed and understood that periods exist when it becomes necessary to place additional employees on skilled classifications of work when journeypersons are not available. This agreement, in conjunction with Volume IV of the National Agreement, is entered into to define the application of "changeover" classifications when workers are not available in journeypersons' classifications in the Maintenance Department.

This is to confirm that the Company will have advance discussion with the building Chairperson the Skilled Trades representative prior to utilizing changeover personnel. This also confirms that the Company will not utilize changeover personnel on a Monday-Friday basis for purposes other than defined in this agreement.

Pursuant to Appendix H, Part B, Paragraph 3(c), the following guidelines shall be applied in the negotiation of Temporary-Changeover Pool agreements:

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 tradesperson declining overtime opportunities under the provisions of Appendix H of the Agreement.

1. Procedures are to be developed locally for receiving applications from employees who wish to be included in the supplementation pool see Overtime Supplementation Appendix F (Skilled Trades) letter. All applications will be reviewed by the Company and selection shall be based upon the qualifications of the applicants.
 - a. At least twice a year (December and June) a notice will be posted reminding employees who have skilled trades experience and/or qualifications to contact Labor Relations and present evidence of their qualifications. An up-to-date file will be maintained for each respective trade and that file will be periodically reviewed.
2. 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.
3. Time worked as a Temporary-Changeover Pool employee shall not be credited toward attaining journeyperson 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.
4. 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 the skilled trades assignments within the various Appendix F (Skilled Trades) classifications.

5. 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 journeypersons and apprentices on the particular trade in accordance with the applicable local overtime agreement.
6. 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.
7. 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.

VOLUNTARY OVERTIME SUPPLEMENTATION APPENDIX F (SKILLED TRADES)

It is hereby agreed between the parties that overtime assignments of Appendix F (Skilled Trades) employees shall be governed by the following provisions.

Pursuant to the provisions of Part B © of Appendix H, Memorandum of Understanding, Voluntary Overtime, Appendix F (Skilled Trades), employees have elected, as a group, to have their overtime governed by the provisions of Paragraph 3 thereof. Without limitation upon the rights of either of the parties under any of the terms of the Agreement and related memoranda, the parties agree to the following methods and procedures to help meet skilled manpower needs resulting from skilled tradesperson declining overtime opportunities under the provisions of Appendix H.

In an effort to supplement needed manpower in the Skilled Trades affected by voluntary overtime provisions, in the first instance.

1. The specific trade required to cover the opt off would be requested from abutting shifts to work up to 12 hours to fill the void of the opt off tradesperson(s) in that trade on that shift. These tradespersons will be utilized on a one-for-one basis.
2. Next, apprentices of the affected trade will be offered the same opportunity as in (1) above.
3. Employees who fit the definition of Journeyperson as defined in the agreement* will be utilized prior to any other employee that has made application for the supplemental pool.
4. Non-Appendix F personnel who possess qualifications that are acceptable to support the work required, may sign up in the Employment office. The Company will determine qualifications and size of the pool.

This supplemental pool will be established by semi-annually posting the Skilled Trades classifications for Unit wide application by employees who possess qualifications that are acceptable to support the work required. The Company will determine employee qualifications and size of the pool.

This posting will be up for one (1) month and employees failing to make application during this period will not be considered until the next.

The Union will be provided with a list of qualified employees by trade in seniority order. Employees utilized for supplementation will be selected in order from this list. Non-appendix F employees may sign up for only one trade.

This group will consist of individuals who have applied, and in so doing, indicate that they are willing to work any and all overtime so requested and required as a result of opt offs under Appendix H of the agreement.

There will be no overtime equalization or rotation obligations or requirements with respect to these overtime assignments and hours.

These supplementation pools will be utilized on the shift of the opt-off employee(s).

*Journeyperson Definition

The term "journeyperson" means any person. :

- a. Who held a journeyperson classification on _____.
- b. Who has served a bona fide apprenticeship which meets the standards established by the Federal Committee on Apprenticeship, and has a certificate which substantiates his claim of such service, or
- c. Who has had the eight (8) years practical experience in the trade and can establish satisfactory proof thereof.

Cross Department Versatility

During The 2015 Local Negotiations, the Union and Company had a significant amount of discussion pertaining to departmental overtime. The Union has contended that area overtime was unnecessary, and has stated that training all of the electricians on such equipment will achieve versatility and therefore nullify the need for individualized departmental overtime. The Company pointed out that the funding to sufficiently train all electricians on all problematic pieces of equipment is not feasible based on economy of scale. Furthermore, the Company explained that the exposure to this equipment would be minimal after training, and that such decreased exposure would eventually lead down the same path to a decreased working knowledge.

The Union disagrees with the amount of benefit of such an agreement, but does recognize that there are certain pieces of equipment that are problematic, and in certain instances the Company would benefit from an area electrician manning such operation in the absence of the normal area electrician. It is agreed that if such a need arises, the Union will be notified verbally on the specific need and reasoning for it. The Union also contends that some form of training can take place in multiple electrician areas by utilizing the lower overtime individual as a second or third person in the multiple electrician areas. Although not as efficient as formalized training, it will eventually increase efficiency and versatility of electricians during the absence of the normal area individual. It is also agreed that the following conditions will be attempted prior to any such use of a departmental electrician in lieu of the lowest overtime electrician:

1. The area Process Coach will make every reasonable attempt to follow the overtime list by rearranging his area manpower to suit such situation, prior to utilizing any departmental individual who is higher in overtime hours.
2. In areas with two or more electricians, there will be no need to bypass, as the lesser hours individual can be utilized on other area equipment and train on the specialized equipment with the other area electrician(s) as faults arise. It is recognized that they will be expected to, within a reasonable period of time, support and learn the specialized equipment whenever time allows between other area calls.
3. Any individual electrician who accepts overtime for one of the assignments made in item two (2) above and who fails to support and learn the operation will be coached and counseled on due diligence concerning their role in the work assignment. Further infractions will be cause for that individual to be marked as a refusal for such subsequent solicitations.

The Union and Company agree that the use of this privilege should not be an ongoing need, and where it is documented as such, they will mutually identify training funds and training requirements along with a specified timeline in order to sufficiently disperse the need to repeatedly bypass.

It is also agreed that management will not abuse this privilege, and that any such claims of abuse will be brought to the attention of the HR Manager for resolution, including proper remedy to the aggrieved.

LOCAL AGREEMENT DEFINITION OF PAST PRACTICE

The following definitions of past practice have been agreed upon by representatives of Local 2000, UAW and Ford Motor Company, Ohio Assembly Plant pursuant to Paragraph 6 of the Skilled Trades Supplemental Agreement. It is understood that these definitions are subject to the provisions of Paragraphs 5 and 6 and Exhibit II of the Skilled Trades Supplemental Agreement and the Company's letter to the Union dated December 7, 1970, subject, Skilled Trades Work Assignments.

These Definitions of Past Practices shall not prejudice either party with respect to work assignments which were discussed, but which did not result in agreement definition. We reserve the right in the future to include practices that are not discussed herein.

ELECTRICIANS

1. Installation and maintenance of electrical power distribution systems to include master power panels and disconnects, the conduit, cable or bus duct connecting them. Millwrights will be assigned to assist the electricians only when their special rigging skills are required to help move equipment into position.
2. Lighting systems to include distribution panels, duct, conduit, electrical components of limit switches, fixtures, emergency lighting, and connection and lighting transformers.
3. Motor control center and/or motor starters to include control stations, indicator lights and connections.
4. Electrical signal systems to include master clock systems but to exclude that which is presently covered by service contract, the conduit wiring of the Honeywell systems, the conduit for telephone lines and signaling devices for the railroad.
5. The electrical components of Plant machines and equipment to include automatic lowerators, press welders, toe-in machines, conveyors, railroad access doors, cranes, railroad bridges and air compressors.
6. Use portable wrenches, electrical or hand-driven, for the pulling of wire into or out of conduit, manholes, ducts, etc.
7. Repair, replace, adjust and set brushes, clean commutator and/or slip rings on generators and motors except as covered under Powerhouse Engineers.
8. Dress and change welding gun points and adaptors.

9. Cover and recover secondary welding cables and shunts.
10. Set speeds of conveyor and production lines.
11. Set weld controls and transformer taps.
12. Make electrical repairs on West Coasters, Cushman and Lift-a-lofts
13. Install and remove motors that do not require the lifting and rigging skills of the Millwright trade.
14. Millwrights and Electricians will be assigned to work together on electrical hoists when such work involves both mechanical and electrical components. This is based on the assumption that Millwrights will repair the mechanical components and electricians the electrical components; however, it is understood when such tradesmen are so assigned as a team, this does not preclude one trade from assisting the other trade to complete the job.
15. Electricians will make the original determination as to the difficulty and if the electrical portion has to be removed to get at the air cylinder, the electrician will remove the air cylinder for repair by plumber/pipefitter. If the electrical equipment does not have to be removed, the plumber/pipefitter will work on the air cylinder in station. At no time will the electrician work on the interior of the air cylinder itself.
16. Shim spot weld guns whether portable or stationary.
17.
 - a. The exterior of electrical equipment shall be cleaned by the Plant Services classification when it can reasonably-be-assumed that there is no hazard of electrical shock.
 - b. The general cleanup of sub-stations and sub-station equipment shall be performed by electricians.
 - c. Lighting fixtures shall be cleaned by electricians.
18. Electric motor repairs shall be performed by electricians but shall exclude that which is assigned to the Hi-Lo classification.
19. Electricians shall install and/or remove transformers used for portable gun stations. They shall perform electrical functions for same. Install and remove transformers and trolleys when assignment involves a total unit.
20. Delivery and/or storage of conduit from LCL area to storage areas or job site
21. The installation and maintenance of the Ethernet within unit 1 areas of responsibility.

SHEET METAL

1. Assembly prefabricated equipment such as spray booths, air filtration systems, install sheet metal panel on ovens, washers, dryers, when often gauge or lighter sheet metal.
2. Repairing and maintenance of stainless steel cafeteria sheet metal.
3. In performing work within his classification, operate equipment and machinery necessary for shearing, punching, forming and spot welding sheet metal.

4. Rigging of stacks and ducts will be done by tinsmiths unless the rigging skills of a Millwright are required on the job. Management will exert every effort to fully utilize the Tinsmiths before augmenting the workforce.
5. Layout, fabricate, install, assembly, repair and remove sheet metal parts for plant equipment such as stacks, pipes, ducts, guards, industrial truck equipment, ventilators, caps, louvers, transitions, bins, racks, flashing, gutters, and oven panels. Rework or modify office panels, lockers, desks, and cabinets.
6. In general, sheet metal is designated as ferrous and non-ferrous metals, ten gauge or lighter.
7. The sheet metal repairs on bodies of maintenance trucks and industrial equipment.
8. The adjustment of louvers in heat ducts.
9. The disposing of scrap pertaining to Tinsmith trade to scrap area or container.

TOOLMAKERS

1. The fabrication, installation, maintenance, alterations, removal of fixtures, jigs, hand tools, gauges and layout of same that pertain to the construction of the automotive unit.
2. The precision maintenance of machinery pertaining to the construction of the automotive unit.
3. Maintenance work which calls for precision tolerances, e.g., press welder slides, indexes piston and cylinders in air compressors, scraping and fitting bearings and stands to bucks, etc.
4. Machining of parts for industrial trucks, power house and other crafts.
5. Machining of metals, fibers, plastic, etc., the cutting of stock and handling to perform our work.
6. The operation, maintenance, repairing of machine shop equipment and precision tools in the machine shop. Machine shop equipment, Lathes, radial drill, milling machine, surface grinders, broachers, shaper, vertical boring mills, etc.
7. Metal rebushing of spot weld guns that need to be resized and altered.
8. Precision maintenance, fabrications, installations, alterations of details, clamps, locators, arms on the transfer system.
9. Make any shim changes pertaining to tooling used in auto production.
10. The measuring of locators, details, etc., for master checking fixtures (excluding layout room gauges).
11. The new installation of clamping devices or "add on" kits on fixtures, including makeup and mounting of stands for same to base plate.

PLUMBER/PIPEFITTER

1. The layout, fabrication, installation and maintenance of various types of air, steam, gas and liquid receivers, changers, headers, tanks, circulating systems, humidifying and dehumidifying systems, refrigeration, air-conditioning condensate equipment, vacuum systems, appliances, conveying and controlling devices throughout the plant to include pump repairs.
- 1a. Conveying herein specified means pipe, hoses, tubing made from metals, tile, glass, rubber, plastic, fiberglass or lead, or any other material manufactured into pipe or tubing, usable in pipefitter classification, regardless of shape or size.
2. Fabricate and install brackets, hangers, supports, clamps and trolleys used in pipefitter classification excluding headers, rails and perlins as used by millwrights.
3. Cover and insulate piping and tubing.
4. Silver soldering and soft soldering of pipe and tubing.
5. Repair of quick-disconnect air and fluid couplers.
6. The installation and maintenance of air balancers.
7. Delivery and/or storage of pipe, used in pipefitter classification, from LCL area to storage areas or job site.
8. The disposing of scrap to scrap area or container pertaining to plumber/pipefitter trade.
9. The hosing and rehosing of portable gun stations.
10. The layout, handling and installation of various types of air receivers, liquid tanks up to and including a maximum of thirty inches diameter.

STATIONARY STEAM ENGINEERS

The licensed Stationary Engineers operate and perform the necessary maintenance and adjustments of the following equipment and systems at the Power House Compressor Building, Waste Treatment, Propane Buildings, and Fire Water Storage Tank and Pump Houses.

1. Boilers - including package units and their related equipment, appurtenance and supporting auxiliaries.
2. Condensate return stations and their auxiliaries. This is to include starting and stopping, pumps, repacking pumps, setting float levels and the use of by-pass systems.
3. Stationary air compressors, rental air compressors used as auxiliaries to the compressor building, and their related air chillers, dehumidifiers, dryers, separators, receivers, valves, filters, traps, and gauges.
4. Waste water treatment and related equipment, tanks and pumps.
5. Propane systems, control valves, vaporizers, compressors, regulators, and flare stacks.

6. The loading and unloading of fuels used by the power house such as propane, butane, fuel, oil, coal and/or their substitutes and additives or mixtures.
7. The loading and unloading of chemicals and additives used by waste water treatment plants at the power house and waste treatment.
8. Electrical maintenance and repairs to be performed by maintenance electricians at the power house, waste treatment plant and propane building. The cleaning of commutators on powerhouse equipment will continue to be done by powerhouse operators.
9. Make required utility readings.
10. Be responsible for varied housekeeping activities in and around power house, propane, waste treatment and pump house areas.

(Housekeeping shall be considered as wiping down pre-assigned equipment, cleaning up oil spills and chippings and shavings created by the performance of normal maintenance functions performed by power house operators.)

Powerhouse Skilled Trades

The following statements represent the Company's position concerning the Skilled Trades items raised during local negotiations.

1. The Company fully intends to abide by the Company-Union Agreement regarding the assignment of Skilled Trades.
2. When Pipefitting, Electrical, or Millwright work is to be performed in the Powerhouse, the Company will assign the proper trade.
3. When Electrical, Pipefitting or Millwright work is required in the Office Building, the Company will assign the proper trade.

The above is not to conflict with Powerhouse Lines.

WELDERS

1. Welding, tacking, heating, and brazing of ferrous and non-ferrous metal whether by electrical fusion, acetylene, oxygen, helium, hydrogen, or thermite.
2. Gas and arc cutting of metals for erection or repair.
3. Hard soldering of metals not to conflict with plumber/pipefitter assignments.
4. Chipping slag.
5. Cutting and burning maintenance scrap where required.

- 6 Dolly repair in conjunction with millwright. The welder to perform those functions in line with #1 above.
7. Skid repair when welding of details is required and/or heating is required to straighten skid. The welder shall perform the above work in conjunction with the assigned millwright.

INDUSTRIAL TRUCK AND TOW TRACTOR REPAIR

To repair, inspect, maintain, clean, service electric-powered equipment and fuel-driven equipment-used by Material Handling, Maintenance and Plant Services, such as: LIFT TRUCKS, TOW TRACTORS, GASOLINE-POWERED IN-PLANT FIRE TRUCK, KALAMAZOO WELDING MACHINES, SERVICE TRUCKS, JLG LIFT, MOTO-TRUCKS, STACKERS, POWER SWEEPERS, POWER SCRUBBERS, STOCK PICK-UP, STOCK CARGO VAN, MAINTENANCE PICK-UP AND STAKE TRUCKS. Excluding electrical repairs on Cushman and Westcoaster electrical-powered vehicles. To consist of the following work:

1. Chassis, springs, and component parts.
2. Brakes, wheels and tires including the removing and replacing of flats and the pressing on of solid type tires.
3. Differential assemblies and rear axle assemblies.
4. Transmissions and clutches.
5. Motors:
 - a. Repairs to fuel powered motors to include tune-ups, carburation, ignition and rebuilding of said components.
 - b. The repairs of D.C. electric motors and charging units on included equipment.
6. Hydraulic units:

The repair of and maintaining of hydraulic assemblies, including the removing and replacing of hydraulic hoses. (The hoses to be made up by pipefitter trade.)
7. Make electrical repairs (not to conflict with electrician trade).
8. Maintain and repairing of cooling systems.
9. Repair of lift assemblies.
10. The loading and unloading of industrial truck equipment.
11. The scrapping of industrial truck scrap.
12. Make up and expedite repair parts orders to give to shift Process Coach; pick up and expedite parts at General Stores.
13. Maintain and repair pool cars, security vans, and power house vehicles.

MILLWRIGHT

1. The moving, unloading, uncrating and storing of heavy machinery, motors, power transformers and other heavy equipment, when the size or unbalanced nature of the load is such as to require the skills of this trade. (Not to conflict with other trades).
2. The layout and moving of machinery and equipment into working position. This is to include leveling, anchoring and grouting, if required. When grouting is required and fixed forms of steel are used, they will be installed by the millwright.
3. Install and maintain mechanical portions of power conveyors, transfers, turntables, lift tables, elevators, and roll tables.
4. The fabrication and installation of limit switch actuator arms either air or electrical. Adjustment of actuator arms to be done by electricians inside welding machines only; others to be adjusted by millwright.
5. The fabrication and/or make up and installation and removal of safety chains, cables, body and small parts hoods in station, carriers, transformer hooks, trolleys, rails, runways, and any other mechanical devices related to the installation or removal of gun stations. This includes bridge rails and stops for same.
6. The layout, construction, and maintenance of lift tables, gear reducers and drives.
7. The layout, fabrication and installation of structural or supporting metal used as primary support hangers. Final hangers, beam clamps, pipe clamps and brackets, etc., used by other crafts in their lines of work, will be installed by the trade using them. Unistrut when used to support lighting fixtures will be installed by electricians.
8. The installation, removal and maintenance of sprockets, couplings, pulleys, sheaves, belts, rollers, chains, conveyor chains and shafts, not to conflict with other trades installation.
9. The installation and removal of electrical motors and dynamatic units that require the lifting and rigging skills of the Millwright trade. Initial installation of motors when motor is to be aligned with related machinery.
10. The installation and removal of safety cables, chains or other mechanical safety devices on machinery, blowers or any type of equipment.
11. The dismantling, assembly, installation and moving of cribbing, prefabricated offices and prefabricated lockers, timecard racks, and cabinets, unless the skills of a tinsmith are required.
12. The layout, fabrication and installation of metal guard rails, hand rails and metal catwalks.
13. The installation and maintenance of the mechanical components of building windows and louvers.
14. The installation, removal and maintenance of mechanical balancers. The installation and removal of hoists. The mechanical maintenance of electric hoists.
15. The pouring and finishing of concrete to include laying of blocks, bricks, steel dock plates and other masonry work. The cutting, busting and removal of concrete and earth excavating.
16. The maintenance of cables, springs, pulleys, guide rails, and rollers on building doors.

17. Rework and maintenance of metal body skids.
18. The handling of scrap or salvage pertaining to millwright trade. Each trade will handle own scrap to designated scrap area. Loading of scrap into rail cars or designated scrap containers will be performed by millwright trade. Excluded will be production scrap.
19. Fabricate, installation, and repair of bales on spot weld guns.
20. Repair stock and rubbish dollies.
21. Installation of hooks for portable fixtures and weld guns.
22. Millwrights and secure floor plates to storage racks when required.

AUTO MECHANIC

The auto mechanic performs the work listed below on pool vehicle(s), security vehicle(s), powerhouse vehicle(s), maintenance pick-up(s) and dump truck(s) [salt spreader, snow plow vehicles and road sweeper]:

1. Chassis springs, consisting of U-bolts, spring hangers and exhaust systems.
2. Brakes (excluding drum turning), wheels, tires, including removing, replacing and repairing of flat tires (to include the skid tractors and body haul tractors).
3. Differential assembly and rear axles.
4. Manual transmissions, clutches and automatic transmissions. Replacement of electrical motors and two-speed changing systems to include 12 volts.
5. Repairs to fuel engines, including carburetor tune up, and replacement of component parts to same.
6. Removal and replacement of power steering units, water pumps, master cylinders (brake systems), alternators, distributors, fuel pumps and engine hoses (such as heater, vacuum, radiator) and fan belt(s).
7. Oil filters, air filters, fuel filters and preventative maintenance of same.
8. Repair of electrical wiring and systems pertaining to the above components.
9. Service: Body haul tractors – skid tractors
 - a. Oil and oil filters, fuel filters and lube jobs.
 - b. Inspect and maintain garage service brake system, including air hoses and lines.
 - c. Inspect and maintain electrical system lights, turn signals, brake lights, ICC lights and wiring from tractor to trailer including the plugs for same.
10. Replace manufactured parts: hoods, doors, fenders, grills and bumpers.
11. All early Monday morning engine starting of body haul tractors and greasing of 5th wheels.

CARPENTER - ALL AROUND

1. All concrete forms constructed of wood to be set in or taken out of excavated pit. Also the setting of any concrete forms for retaining walls, curbs, bulkheads or grating stakes.
2. Repairing of wood (other than sheet metal) office furniture, such as desks, chairs, filing cabinets, desk locks, casters, hinges, etc.
3. All pedestrian exit and office doors (including metal), wood or metal sash to be removed, maintained or installed for same, and all locks, latches, hinges, door closer (repair and maintenance of), and stops thereon.
4. All materials used to make the aforementioned doors and windows airtight. To include all storm windows and screens framed with wood.
5. To install all wood, carpet, felt, Masonite, leather, canvas, rubber, Formica that is fastened thereon to any type of racks, table holding fixture, desk or bin (not to conflict with other trades).
6. All crating for stock material used for production or maintenance.
7. Installation of Gypsum wallboard, joint compound, and taping of same.
8. The laying of all types of flooring tiles, including rubber or plastic base molding. Installation of acoustic ceiling tiles of all types and preparation of metal ceiling strips.
9. All fabrication and maintenance of dunnage where wood is used.
10. Installation and maintenance of bulletin boards. Mount signs, pictures and any framed material to all doors, wood, drywall, plywood and Masonite (not to conflict with Painters).
11. All cutting of fiberboard and plastics (not to conflict with other trades).
12. Fabricating and assisting in the hanging of wood doors on trailers.
13. The handling, cutting of, removal and installation of all types of wood, siding, paneling, Masonite, hardboard, Transite (corrugated or flat) flat and corrugated plastics.
14. Installation of all types of insulating materials such as fiberglass, matting, roll, Gypsum board, felt paper, rock wool and cork on roofs, walls, and ceilings.
15. Installation and repair of roof shingles.
16. All plant painting, both exterior and interior. This includes, but is not limited to, fences, partitions and fire hydrants.
17. Painting of all building structures, spray booths, ovens, conveyors, stock racks, benches, tables, lockers, machinery, rubbish barrels, tugs, lifts, grip-tows, Cushman, fire trucks, sweepers, snowplow, and semi-trailers.

18. Painting of all stock lines, smoking area lines, color coding and fixtures, sealing and painting of floors.
19. Replace and install all broken windows and glazing of same. Install and replace all broken windows in lifts, tugs, etc.
20. Repairing of holes and cracks in plaster, wood or drywall, prior to painting (not to conflict with Carpenters).
21. Removal of paint from previously painted surfaces via scraping, sandblasting, sandpaper, grinding or approved chemical remover.
22. Painting and stenciling of all signs and stenciling of all equipment, vehicles and fixtures.
23. All painting, striping and stenciling of parking lot.

REPAIR – POWER TOOL

1. Pneumatic rotary or oscillating vanes, reciprocating pistons (one or more) that develop a turning motion, drilling, a squeezing or spreading motion, a lifting or lowering motion, or a hammering or chipping action, in the form of a portable, semi-portable, or stationary assembly power tools and hoists (except air balancers) not to conflict with other trades.
2. Maintenance of said equipment shall start at the supply inlet and entail the equipment as a whole, as is necessary for proper function.
3. Inspect parts for wear and defects, re-pack, oil and reassemble air tools after determining that they are in good condition for safe and efficient operation. Keep these power tools in good working condition. Make any necessary adjustments for the proper operation of power tool(s) in regards to torque and or R.P.M.
4. Pneumatic tools hung with a safety latch can be removed and replaced by tool repair. In cases where a safety device such as a cable is used, a Millwright shall remove and reinstall said equipment.
5. Power tooling that is maintained by tool repair and requires no special accuracy in positioning other than the holes and adapters used for mounting shall be removed and installed by the tool repairmen.
6. When necessary power tool repairman will deliver and pick up hoists. Millwrights shall hang and remove said hoists.
7. The maintenance of portable, stationary and mechanically mounted spray and flow guns (air, airless or electrostatic type) used for the application of materials of varying viscosities, not to conflict with other trades. To include repair and testing of the internal electrical components of electrostatic spray guns.
8. To include assembly tools that have AC-DC power, 50 volts and lower.

INSPECTOR – TOOLING AND LAYOUT

1. Inspection of gauges and tooling (not to conflict with other trades).
2. Utilization of inspection gauges and or fixtures necessary for checking assemblies or sub-assemblies of production parts.
3. Utilization of special test equipment such as Rockwell and Brinell hardness testers, metal flow and stress test equipment, coordinate measuring machine (C.M.M.), P.D.Q., Optical Comparator, etc. used for inspection of production parts.
4. Prototype assembly or disassembly of production or pre-production material (excluding welding).
5. Initial or prototype fabrication of templates or hand inspection fixtures via band saw, hand grinder, sander, bench drill press (not to conflict with Toolmakers).
6. All layout of, drilling, screwing and scribing of all blue buck units (screw and scribe) and removal of said screws.
7. Verification of accuracy of all quality control checking fixtures and gauges.
8. Operate and maintain gauges - excepting repairs or modifications calling for use of tooling shop machinery. Otherwise, minor repairs and shimming of layout gauges is agreed.
9. Verify locations and sequence of assembly, welding and drilling of automotive sheet metal operations.
10. Installation of model kits to Quality Control checking fixtures, to include location of details into correct position. Drilling, doweling and hand tapping not to conflict with other trades.
11. Utilization of prime-lundy for layout points to be verified by C.M.M. Operations or surface plate layout. Also filing and cross referencing of prints.
12. Creation of all charts created from C.M.M. measurements such as plotter charts, histograms, whisker charts, etc., excepting hand charts created by data furnished to S.P.C. groups.

SIGNS AND BULLETIN BOARDS

Create and apply stencil, apply ready-made signs that are made of a stencil-like flexible vinyl type or paper material with a self-adhesive peel off backing with the exception of group boards.

Carpenter –All Around: Mount signs, pictures and any framed material to doors, drywall, wood, plywood, Masonite. Mount bulletin boards to any surface. Bulletin boards requiring metal legs shall be mounted to the legs by the carpenters. If metal legs need anchoring to floor or welded to another structure, Millwrights and a Welder will be involved.

Millwrights – Mount signs to metal, concrete block and sign posts regardless of mounting method (not to conflict with the Carpenter – All Around). Mount or hang banners.

Sign, 3: A notice publicly displayed for advertising purposes or for giving direction or warning.
(Merriam – Webster, Inc.)

The above agreement is understood and agreed to as binding by the Skilled Trades elected Representatives to resolve the ongoing conflict of overlapping capabilities and incidental work associated with signs and bulletin boards.

In consideration of the Local Agreement, Definition of Past Practices, the parties continue to be guided by the principles set forth in Exhibit II, Skilled Trades Work Assignment of the UAW-Ford National Agreement. That Exhibit contains the factors to be considered in making job assignments, and those factors are as follows:

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 principle job, the following points must be considered past practice or normal scope of the trades 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.

Production Breakdowns

During the course of 2015 Local Negotiations, the Company reaffirmed its commitment to minimize the distractions placed on skilled trade employees working on a production breakdown. Both parties recognize the importance of a safe work environment for all employees.

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.

Data Collection by Skilled Trades

During local negotiations, the parties had discussions concerning requirements to document and track preventative maintenance, predictive maintenance, inventory management and welding activities. The burden of proof for performance is the obligation of the Ohio Assembly Plant.

As a result of these discussions, it was agreed that the use of computerized technology as well as manual data collection systems is essential to providing the required data. These functions require signing documentation and entering quantifiable data regarding work content. The Company recognizes the need to train skilled trades in the use of these tools and that this information will not be used against any individual, but for equipment and process improvements.

Jumper Procedure

The "jumper log" procedure will be continued in a modified manner conforming to the revised V.O. jumper procedure. This procedure is designed to protect life and health of our employees and the integrity of our tools and facilities.

It is a requirement of this procedure that whenever a jumper is applied or removed, the appropriate data is recorded by the individual who performed the work including entering the information into the maintenance management system in use at the plant.

All plant personnel will follow the approved V.O. jumper procedures including documentation and tracking.

Abuses of this procedure will be directed to Human Resources.

Maintenance Welders - Protective Clothing

In the interest of good Management, adequate, approved, protective gear is available for Maintenance Welders when required for special welding assignments.

Weld Flash Shields

Maintenance employees will be instructed to use proper shielding when welding. Weld flash shields will be used when employees are working in the immediate area or outside of weld booths. Questions concerning this subject may be directed to the UAW Health and Safety Representative or Company Health and Safety Engineer.

Roof Assignments

- The Company recognizes that most assignments on the roof are hazardous in nature and require the presence of two employees. Should the specific assignment involve gas-fired heaters, the following procedure must be strictly adhered to in every instance:
 - * In the event there is a detection of odor of gas, shut off gas supply. DO NOT SHUT OFF HEATER.
 - * Leave the roof immediately and contact your Process Coach and inform him/her of the problem.
 - * In no event should you attempt to correct the problem alone.

Skilled Trades – Temporary Layoff

During the course of local negotiations, the Union inquired about a procedure for temporary layoffs for Skilled Trades classifications.

The Agreement under Article VIII, Section 21(d) states, in part, that “Deviations from the terms of Subsections (a), (b), and (c) of this Section may be made by agreement between local Management and the unit affected for a particular temporary layoff.”

Maintenance Lockers

Six lockers have been made available in the Maintenance Shop for the storage of foul weather clothing.

Maintenance Training Centers

Training facilities will be an integral portion of the Ohio Assembly Plant operation as our plant expands. Examples of some of the training areas are:

Self-paced Computer Lab (Former Computer Room)

- Introduction to Computers
- Interactive Video Systems
- Word Perfect
- Technical Training
- Troubleshooting
- Relay Logic
- Hydraulics

- Pneumatics
- Vibration Analysis

Robotics Training Lab (Former Main Locker Room)

- Hands-on Robotics Training
- Robot
- Nagoya Weld Timer
- Allen Bradley PLC-5 Training Simulator
- Electronics Lab
- Air Logic Simulator

All 2nd Floor Rooms (Former Administration Building)

- Training Offices
- Classrooms
- Hydraulic Lab
- Pneumatic Lab
- Video Library

Mechanical Lab

- Hands-on labs to include motors, gears, bearings, etc.

The Skilled Trades trainer will have a desk and chair in the Training Offices and access to the computer facilities, etc.

Leased Equipment

The Industrial Lift Truck Repair classification will continue to maintain equipment, e.g., lifts, tugs, etc., as outlined in the published, "Definition of Past Practice".

Stencil Machines

The stencil machine for Carpenter-All Around will be kept and be operated in the central maintenance office.

Central Maintenance Assignments

Concerns with central maintenance manpower assignments should be discussed during the weekly Skilled Trades Good and Welfare meeting. The Bargaining Unit can request a meeting with the Area Manager and Human Resources Manager, if necessary, to resolve issues or concerns arising from future manpower reassignments associated with Central Maintenance.

Apprentices

After ratification of the local agreement, the Local Joint Apprenticeship Committee (JAC) will request the National JAC to initiate the testing procedure for a new apprenticeship waiting list, if appropriate.

Apprentice or Appendix F new hire tool boxes

Apprentice and “Appendix F” new hire tool boxes will be provided in accordance with the National CBA Letter of Understanding entitled, “Apprentice Tool Box.”

Hi-Lo ABC Matrix

The Hi-Lo department will continue their current practice of developing the work schedule to maintain current level of ABC completions in a timely manner.

Hi-Lo Cleanup

Regular cleanup will be performed in the Hi-Lo shop during operation shifts.

E-Mail

The Industrial Lift Truck & Tow Tractor Repair Classification employees will continue to have access to electronic mail in the performance of their jobs.

Advanced Discussions

In order to afford plant forces greater opportunity for involvement, the Company and the Union agree that information will be shared with the Skilled Trades Representative at the inception of design and build actions initiated at the plant and as soon as practical. The Company and the Union will continue to meet weekly to discuss maintenance plans for weekends, shutdowns, and major projects.

Summer and Christmas downtimes will be preceded by meetings between the Skilled Trades Representative and Clerk and the manufacturing manager from each department, in which the Skilled Trades Representative and Clerk will receive a package of information on all jobs planned for the shutdown(s). These meetings, held in May and November, will then be followed by weekly meetings as updates are warranted.

Infra-red Technology

Infra-red detection equipment will be used by the appropriate skilled trades in the predictive maintenance process and within the premises of incidental work.

Production Aids

When production aids are developed for the Ohio Assembly Plant, plant forces will be afforded the opportunity to bid on the manufacturing and supply of said aids.

Electrical Training

Area representatives will meet with the Skilled Trades Representative to develop a training needs assessment for new technology associated with robot controllers and PLC. The parties agree that the training will be targeted to those employees who have the highest usage of these skills in their current positions. Training will be scheduled based on the identified need. Certification through the training department will be utilized to demonstrate proficiency of skills gained through training Electrician High Voltage and Substation Training

Area representatives will meet with the skilled trades representative to develop a training needs assessment for high voltage and sub-station training for Central Maintenance Department electricians. The parties agree that the training is to be targeted to those employees who have the highest usage of these skills in their current positions, including backups who regularly perform the work. Certification through the training department will be utilized to demonstrate proficiency of skills gained through training.

Chemical Tanks/Paint Basin

Power house/waste treatment personnel are responsible for the testing and monitoring of chemical content and feed within the waste treatment and booth water system in concert with the material and service suppliers.

Electrical "Floater" Overtime

During the course of 2015 Local Negotiations the subject of abuse of the electrical "floaters" was discussed. The Company reaffirms that the provisions of the National Agreement dealing with equalization of overtime were intended to fairly and equitably distribute overtime within a given classification. It must however, be understood that there will be periods where the "floaters" must be utilized in lieu of another electrician. It is understood that these events must be justifiable, and both parties expect to see the frequency of such incidents substantially decreased. Where abuse of overtime bypass by the electrical "floaters" is claimed and are not driven by production losses or safety concerns, and the scheduling out of rotation is found to be unjustified, the Union is assured that proper remedy will be made to the aggrieved electricians.

Apprentice(s) Overtime

No apprentice shall work overtime unless all journeyman in the same trade have been given the opportunity of working, except as follows: For production coverage where the apprentice is the last recourse on the abutting shift, an apprentice may work over to cover an opt-off tradesman as long as the apprentice qualifies under the language of the national agreement regarding apprentices working alone.

When an apprentice is near completion of hours, tasks, and schooling, and is placed in a final position and shift deemed jointly by the Skilled Trades Committee where he/she is to be used as a journeyman, the apprentice shall be averaged into the appropriate shift's overtime record as such for the purposes of overtime equalization.

Overtime – Skilled Trades

During the course of 2015 Local Negotiations the parties discussed ways to fully leverage the knowledge, skills and abilities of our Skilled Trades workforce to improve equipment "up time" and improve the competitive position of Ohio Assembly Plant. Skilled Trades overtime will be administered as stated below.

16. Overtime in the skilled trades (Appendix "F") classification will be equalized by individual shift only. Employees transferred from one shift to another on the same classification will:
 - ◆ Receive the average hours of the classification on the new shift.

17. On a weekly basis a mandatory meeting, to be determined by the parties involved, will be held by the Skilled Trades Representatives representing the Electricians, Millwrights, Plumber-Pipefitters and Toolmakers, J.A.C. Representative or other Appendix F trades as called for by the Skilled Trades Chairperson, the Skilled Trades District Committeeman or the Skilled Trades Chairman, Area Manufacturing Engineering Managers and a representative of Employee Relations to discuss and resolve overtime issues that are associated with the overtime equalization status, such as, the overtime list, overtime challenges, relative qualifications of the Appendix F skilled trades, work schedules and other issues concerning the Appendix F skilled trades. This is a mandatory meeting, which occurs on Wednesdays at 8:30 a.m.

Skilled Trades - Overtime

When manpower is set for the weekend and plans set by Thursday, there will be prior notification to the Union of any changes.

The weekend work schedule for all maintenance employees will be posted no later than 2PM Thursday of that week.

- Sign offs for the weekend overtime must occur before 4:00am Thursday morning.
- If the Company adds or reduces manpower after the final schedule is posted, it is the responsibility of Management to notify the affected employees.
- Employees added after the final schedule is posted will be able to refuse but will be charged for all hours they would have been paid.
- An employee who refuses overtime work for any reason shall be charged the number of hours they would have been paid had they accepted and worked the overtime.
- An employee who accepts overtime work and fails to report for any reason will be charged double the number of hours he/she would have been paid.
- If circumstance arise where an employee cannot fulfill his/her daily overtime commitment, to backfill the overtime slot and avoid double charging, notification must be made to the Process Coach four hours prior to the end of your regular shift. If a replacement is not found, the employee will be double charged.
- If you sign off and come into work unsolicited, you will be doubled charged for the hours paid if management works you.
- When adding daily and weekly overtime during the shift, Management shall make every attempt to schedule the overtime at least one hour before the end of the shift. Last minute breakdowns are an exception and abuses should be reported to the Labor Relations Supervisor. Daily overtime solicited after the start of the last scheduled hour of work shall not be charged.

Outside

- The roof and all facilities associated to include all HV units, Exhaust Fans, Sub Stations and Cooling Towers.
- Parking lots, fire mains, lighting, outbuildings and all services and utilities coming into the building.

Inside

- Old Administration building complete.
- Body office and restrooms, Final Office, South LCL office including the restrooms and Hi-Lo restroom.
- All main services from the bottom cord of truss up to including the high bay lighting. All services from the mains to the process tooling and facilities e.g. buss plugs and taps to main air and city water to be managed by department requiring the services. All weld water mains (process facilities) to be managed by the respective production departments.
- All outside walls to include doors, docks and associated facilities.
- All rail facilities including bridges.

To: Tim Rowe
Chairman
UAW Local #2000;

Subject: Outside Contracting Review

During our current Local Negotiations, the Union raised the subject of proper advance notification and review of the Company contemplating the contracting out of maintenance and construction work. This is to advise the local committee that any project for which an outside contractor is being considered, as in the past, will receive a labor relations evaluation to insure compliance with the Letters of Understanding and applicable Umpire decisions.

The Company will provide written notice of the Company's plan to let a particular contract involving skilled maintenance and construction work. This notice will describe the 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. The Union will be given an opportunity to comment on the Company's plans. The Company will give appropriate weight to those comments in the light of all attendant circumstances. This advance discussion, except where time and circumstances prevent it, will take place before any final decision has been made as to whether the work should be contracted.

Jointly, the parties (Union/Company) will establish regular reviews to review outside contracting projects as they occur. 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 also cover the utilization of Ford skilled trades employees. In addressing the issue of full utilization, the parties have discussed the fact that the definition of full utilization will vary from location to location depending on the circumstances of each contract, including the number of outside 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. The Skilled Trades Representative or other representative designated by the Chairman, Plant Engineering and Labor Relations Representatives are the individuals responsible for finalizing projects associated with the outside contracting review procedure at the Ohio Assembly Plant.

The local parties (Union/Company) have deemed it appropriate to establish a subcommittee composed of individuals from the appropriate trades representing the majority of the project work who may attend the discussions concerning the contemplated outside contract. Furthermore, quarterly reviews will be conducted by Labor Relations for the Representative designated by the Chairman, the Bargaining Unit and Plant Engineering Representatives on the provisions of Article IV, Section 8 and the appropriate letters concerning job security and outside contracting to ensure that the in-plant contracting procedure is in compliance with the National Agreement.

This letter confirms the willingness of the Company to meet with the designated members of the committee to discuss the general nature and scope of Company plans regarding the contracting of skilled maintenance and construction work.

Abuses of this procedure may be brought to the attention of the Human Resources Manager for the purpose of resolving misunderstandings that arise under the provisions of Article IV, Section 8, of the Master Agreement.

Concur: Tim Rowe
Chairman
UAW Local 2000

Shawn Otto
HR Manager
Ohio Assembly Plant

During the 2015 Local Negotiations, the Company and Union discussed the provisions of Article IV, Section 8, Job Security and outside contracting, of the Collective Bargaining Agreement. The Local Union expressed its concerns about advance notification, full utilization, and Warranty and Service contracts. To this end, all employees involved in the outside contracting review process at Ohio Assembly Plant will be made fully aware of all the provisions of the Collective Bargaining Agreement and associated Letters of Understanding concerning this topic, including the adoption of the outside contracting checklist. This outside contracting checklist serves to clarify and reaffirm the parties joint understanding regarding advance notification, full utilization and Warranty and Service contracts related to outside contracting. Each party should sign this checklist, acknowledging such a review has occurred. This checklist should be utilized as a planning tool to ensure that those relevant factors related to outside contracting are fully considered prior to a decision to let a contract involving skilled maintenance and construction work to an outside contractor.

Outside Contracting Checklist

Advance Notification and Clearance Procedure

- 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.
- 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.
 - 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

- 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 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.
- 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

- 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.
- 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.

This letter confirms the Company's intent to abide by the provisions of Article IV, Section 8 and associated Letters of Understanding concerning outside contracting. Abuses of this procedure may be brought to the attention of the Human Resources Manager for resolution of any misunderstandings.

To: Tim Rowe
Chairman
UAW Local 2000

Subject: Project Coordinators

The Company will work with Local Union to implement the utilization of the newly established Skilled Trades Project Coordinator classification as described under the terms of the 2003_National Agreement.

Concur: Tim Rowe
Chairman
UAW Local 2000

Shawn Otto
HR Manager
Ohio Assembly Plant

To: Maintenance Department

cc: Tim Rowe

Subject: Electrical Panel Doors and Guards

This is a reminder that under existing Federal law and Company policy, it is a requirement that all electrical panel doors be kept closed except when troubleshooting. Guards on equipment intended to eliminate pinch points must remain in position except when maintenance work is performed.

Complaints regarding abuse of these requirements should be directed to the Safety Engineer for immediate action.

Concur: Tim Rowe
Chairman
UAW Local 2000

Shawn Otto
HR Manager
Ohio Assembly Plant

To: Tim Rowe
Chairman
UAW Local 2000

Subject: Package Boilers

This letter concerns package boilers as they apply to "Powerhouse" Definition of Past Practice. The practice listed under number one (1):

"Boilers - including package unit and their related, equipment, appurtenance (appendage - accessory objects *) and supporting auxiliaries" is work performed by licensed Stationary Engineers which does not conflict with the Definition of Past Practices associated with other skilled trades.

Concur: Tim Rowe
Chairman
UAW Local 2000

Shawn Otto
HR Manager
Ohio Assembly Plant

* clarification added - source: Webster

To: Tim Rowe
Chairman
UAW Local 2000

Subject: Battery Powered Equipment -
Servicing and Maintenance

With the introduction of battery powered lift trucks into our local work force, there is a need to clarify the Definition of Past Practices for the Industrial Lift Truck and Tow Tractor Repair and Electrician classifications that will perform work on these units.

Industrial Lift Truck and Tow Tractor Repair will service and repair all battery-powered equipment (except golf-type personal carriers), such as AGV's, Industrial Lift Trucks, Tow Motors or Tugs, Stackers, Man Lifts, Grip Tows, Power Scrubbers. The Industrial Lift Truck and Tow Tractor Repair mechanic will also change batteries and put same on charge in the central battery charging area. Electricians are responsible for repairing and servicing all battery chargers, their cables and plugs. Electrical repairs and battery changing on golf-cart type personal carriers.

Concur: Tim Rowe
Chairman
UAW Local 2000

Shawn Otto
HR Manager
Ohio Assembly Plant

To: Nick Gallogly
From: Shawn Otto
Subject: CMM Letter

During 2007 contract talks, the Union proposed that the Tooling and Layout Inspectors commonly known as the C.M.M. Inspectors, will follow the practice of paying that said group of employees the highest "line time" in Automation.

Shawn Otto, Manager
Human Resources

"AVAILABLE WORK PROCEDURES" – APPENDIX "F" SKILLED TRADES

To minimize the use of contractors, Ford Motor Company and Local 2000 Unit 1 , have agreed to enter into an agreement to make work available to all Appendix "F" employees.

If any Appendix "F" employees are scheduled to work in their "Home" Unit, they will not be required to "travel", nor can they be forced to "travel".

Appendix "F" employees who elect to travel into "available work" will be represented by their "Home" Skilled Trades Chairperson.

Hours worked in another Unit will be charged in Home Unit. Hours refused will be charged in Home Unit.

Those Appendix "F" employees electing not to sign up for available work in the other unit will be deemed unavailable for supplementation and will not be charged for overtime.

SAFETY ACCEPTANCE PROCEDURE FOR SUPPLEMENTAL

RENTAL/LEASE EQUIPMENT

Before any equipment that is not routinely safety inspected by the in-plant industrial truck mechanics per the ZA21 standard (or, if not applicable, the manufacturers recommended safety protocol checks) can be accepted for operation on plant premises, the following safety acceptance procedure will be followed and strictly enforced:

1. Supplier must include at the time of delivery, a supplier maintenance check sheet and all pertinent inspection information.
2. The Company shall get assurance from the vendor that each piece of equipment shall conform to the appropriate American National Standards Institute (ANSI) as a condition of the rental agreement.
3. The Industrial Truck Mechanic(s) shall inspect and approve of all said equipment before it is put into use (contractor/vendor owned or leased equipment is excluded. If any contractor/vendor equipment is found to be unsafe, it will be removed from the premises immediately).
4. The Company shall order all rental/lease or supplemental equipment with manufacturer's standard safety features.
5. The vendor shall be required to provide the necessary training for unique equipment. The training shall be made available to all employees operating or maintaining the equipment.
6. Contractor equipment, used, rented or owned by the contractor is not to be used, moved, or inspected by Ford personnel.