

**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 or 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)~~ **The first two full weeks of February,** a notice will be posted reminding employees of who have skilled trades experience and/or qualifications to contact ~~Labor~~ **Employee** 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. **Exceptions to this sign-up period must be mutually agreed upon by the Employee Relations Manager and the Skilled Trades Chairperson.**

b. New hires will have 90 days from hire date to sign up and present qualifications or must wait until the yearly signup.

c. Applications made will be good for the life of the contract.

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 journeyman status, provided, however, that employees on the eligibility list awaiting entrance into an apprenticeship, if they apply and are accepted as Temporary-Changeover Pool employees, will receive appropriate credit for shop experience gained thereby when placed on course as determined by the Joint Apprenticeship Committee.
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 journeymen 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~~ **Employee Relations** office. The Company will determine qualifications **requirements** 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~~ their 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~~ **their** 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~~ **Employee Relations** 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, **motors, transfers,** the conduit, cable or bus duct connecting them. Millwrights will be assigned to assist the electricians ~~only when their special rigging skills are~~ **is** 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, **and** 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. For automated systems, validate, dress, and change caps 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-locks.~~
13. Install and remove motors that do not require the **special** 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, **unless special rigging is required,** 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.~~
- 22. Henrob will be maintained by Electricians excluding punch/dies.**

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~~ **their** 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 **special** 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, powerhouse 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.

12. Henrob punch and dies.

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-, **not to conflict with other skilled trades.**
- 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 purlins 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 re-hosing 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,

Wastewater Treatment facility, 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,~~ **chemicals and additives** used by the power house **and wastewater treatment.** ~~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,~~ **wastewater treatment and boiler rooms in concert with the material and service suppliers** 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 powerhouse operators. **Housekeeping shall also include maintaining 5S Standards in the powerhouse and wastewater treatment/lab areas and boiler rooms.**)

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~~ **Skilled Trades** work is to be performed in the Powerhouse **and Wastewater Treatment**, the Company will assign the proper trade. **Millwrights will be assigned when special rigging skills are required.**
3. When ~~Electrical, Pipefitting or Millwright~~ **Skilled Trades** work is required in the Office Building, the Company will assign the proper trade. **Millwrights will be assigned when special rigging skills are required.**

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. **Prep their weld surface** for quality welds and cleanup. Including ~~C~~chipping slag, **heating, brushing, and grinding.**
5. Cutting and burning maintenance scrap where required.
6. ~~Dolly repair in conjunction with millwright.~~ **Work with Dolly repair as needed.** 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.

INDUSTRIAL TRUCK AND TOW TRACTOR REPAIR

To repair, inspect, maintain, clean, service electric-powered equipment and fuel-driven equipment-used by Material Handling, and 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~~, and burden/personnel carriers. ~~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.)~~ **Shall crimp hydraulic hoses that are used on equipment they service.**
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 powerhouse 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 **and as determined by management.** (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 dynamic~~ units that require the lifting and **special** 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.
- 23. Mount signs to metal, concrete block and sign posts regardless of mounting method. Mount or hang banners.**

AUTO MECHANIC

Once the Auto Mechanic classification is no longer populated, the work will be transferred to the Industrial Truck and Tow Tractor Repair classification:

The auto mechanic performs the work listed below on pool vehicle(s), security vehicle(s), **and** powerhouse vehicle(s), ~~maintenance pick-up(s) and dump truck(s) [salt spreader, snowplow 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~~ **Build and secure** crating for stock material used for production or maintenance.
7. Installation of **drywall** ~~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, mattings, 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, **burden and personnel carriers**, fire trucks, and **PMHV**. ~~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.

24. Apply ready-made signs that are made of a stencil like flexible vinyl tape.

REPAIR – POWER TOOL

Power tool repair will be managed under the lines of demarcation per trade.

- ~~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.~~ **Clean tooling and layout equipment.**

~~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-CORE TRADE 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 tradesman~~men~~person 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~~men~~person.
- Whether the task can safely be performed by the principal tradesman~~men~~person.
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~~25~~25 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~~ **Employee Relations** Resources.

Maintenance Welders – Protective Clothing

In the interest of good Management, ~~adequate~~, approved, protective gear is available for Maintenance **employees** Welders when required, **including foul weather gear** ~~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 **and a radio**. 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~~ **them** of the problem.
- * In no event should you attempt to correct the problem alone.

- * **2 Electricians will be assigned to work on high voltage or switch transfers.**

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

During the 2025 Local Negotiations, the Union expressed concerns regarding the ability of the skilled trades employees to receive the technical training necessary to be equipped to work in a new job assignment or in a new area. Training facilities will be an integral portion of the Ohio Assembly Plant operation as our plant expands. Both the management team and the UAW are committed to the training of our employees. We are also aware of the need for training employees on new equipment as related to future needs and will work on ensuring that opportunities are provided so that our workforce is adequately trained to handle responsibilities needed at the plant. Examples of some of the training areas topics are: technical training, troubleshooting, pneumatics, vibration analysis, robotics, PLCs, fiber optic, etc... The Company commits to creating a Technical Training Steering Committee with members of both the UAW and the Company, to discuss both trades and departmental training needs and to create versatility training matrices.

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.~~ **carpenters shop when feasible.**

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.~~ **The Local Joint Apprenticeship Committee (JAC) will follow the National JAC process and guidelines.**

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.~~

Consequently, if skilled trades employees choose not to work during these shutdown periods, they must submit their sign-off request at least two weeks before the start

of the holiday/shutdown period to ensure coding is correct and employees are paid correctly and on-time.

Infra-red Predictive Technology

~~Infra-red~~ **Predictive** 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

Powerhouse/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 journey ~~persons~~^{man} 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 trades ~~person~~^{man} as long as the apprentice qualifies under the language of the national agreement regarding apprentices working alone.

Apprentices that receive an unsatisfactory review locally will not be allowed to work overtime.

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~~ **they are** 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

16. Overtime in the skilled trades (Appendix "F") classification will be equalized by individual shift only. Employees transferred from one shift to another ~~in~~ the same classification will:

- ♦ Receive the average hours of the classification on the new shift.

17. **Skilled Trades Project Coordinators will be removed from the Overtime Equalization (OTE) group for their base classification and placed in the OTE group for Project Coordinators, receiving the average OTE hours in their new OTE group. When their assignment is over, they will return to their prior overtime equalization group and receive the average hours of the group.**

18. **Apprentice overtime will be equalized amongst individual shift and classification.**

19. 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 Committee ~~manperson~~ or the Skilled Trades Chair ~~manperson~~, 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~~ **12:00 a.m.** 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 **and the Skilled Trades rep and clerk.**
- 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~~ **they** would have been paid.
- If circumstances arise where an employee cannot fulfill ~~his/her~~ **their** 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 ~~you're~~ **the employee's** regular shift. If a replacement is not found, the employee will be double charged.
- If ~~you~~ **an employee** signs off and comes into work unsolicited, ~~you~~ **they** will be doubled charged for the hours paid if management works ~~you~~ **them**.

- When adding daily and weekly overtime during the shift, Management shall make every attempt to schedule the overtime at least ~~one~~ 1.5 hours before the end of the shift. Last minute breakdowns are an exception and abuses should be reported to the ~~Labor~~-Employee Relations Supervisor. Daily overtime solicited after the start of the last scheduled 1.5 hours 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.~~

Subject: New Technology/3D Printing and Training

During the 2025 local negotiations, there were numerous discussions regarding the local notification procedure for new technology applications at Ohio Assembly Plant.

Ohio Assembly Plant will continue to follow the established guidelines and principles set forth by the National parties in the Letter of Understanding dated October 25, 2023 regarding new technology. As provided for in the National Agreement, the Company fully respects the integrity of the contract unit and has no intention of altering its composition by assigning to excluded employees work that

has been performed traditionally and exclusively by included employees. The parties shall seek to identify and provide appropriate training. Both parties recognize that technological progress is essential to the Plant's growth and its ability to compete effectively and to the well-being of our employees.

To: Tim Rowe Jay Kiska
Chairman manperson
UAW Local #2000;

Subject: Outside Contracting Review

During our current the 2025 Local Negotiations, the Union raised the subject of proper advance notification, scope of work, and the review process when of the Company is 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 clearance to insure ensure compliance with the Letters of Understanding and applicable Umpire decisions. The intent of the Company is to work with the Union on all work being done at the facility to ensure that there is open communication, transparency and awareness.

The Company will provide written notice of the Company's plan to let a particular contract involving skilled maintenance and construction work. The Union will be provided the project work scope plans, including 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, as well as any project prints, if applicable. 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. The Company will maintain a working matrix consisting of all current and future planned work, including work that is being contemplated being let. The UAW will be made aware of any planned work at the same time as outside contractors are, except where time and circumstances prevent it. 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~~person, Plant Engineering and ~~Labor~~ Employee 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~~ Employee Relations for the Representative designated by the ~~Chairman~~person, 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~~ Employee Relations Manager for the purpose of resolving misunderstandings that arise under the provisions of Article IV, Section 8, of the Master Agreement.

Concur: ~~Tim Rowe~~ Jay Kiska
~~Chairman~~person
UAW Local 2000

~~Shawn Otto~~ Ryan Perniciaro
~~HR Manager~~ Director, Employee Relations
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~~ **Employee Relations** 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~~ **Jay Kiska**

Subject: Electrical Panel Doors and Guards

This is a reminder that under existing ~~Federal law and~~ Company safety policies, 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 **actively being** performed. **Only qualified/competent personnel may access open electrical cabinets.**

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

Concur: ~~Tim Rowe~~ **Jay Kiska**
~~Chairman~~**person**
UAW Local 2000

Ryan Perniciaro ~~Shawn Otto~~
Director, Employee Relations ~~HR Manager~~
Ohio Assembly Plant

To: ~~Tim Rowe~~ **Jay Kiska**
~~Chairman~~**person**
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~~ **Jay Kiska**
~~Chairman~~**person**
UAW Local 2000

Ryan Perniciaro ~~Shawn Otto~~
Director, Employee Relations ~~HR Manager~~
Ohio Assembly Plant

~~* clarification added - source: Webster~~

To: ~~Tim Rowe~~ **Jay Kiska**
~~Chairman~~**person**
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 **burden and personnel carriers**, AGV's, Industrial Lift Trucks, Tow Motors or Tugs, Stackers, Man Lifts, **and** 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~~ **Jay Kiska**
Chairman **person**
UAW Local 2000

~~Shawn Otto~~ **Ryan Perniciaro**
HR Manager **Director, Employee Relations**
Ohio Assembly Plant

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.

"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.