

In Memory – Former U.A.W. President Paul Strba



Paul was a dedicated member of Local 1250 for over 48 years and a vital part of the Bargaining Team. After losing Paul, seeing his work ethic drove us all to work a little harder to secure a contract for the members we represent.

Paul put countless hours into securing a Local Contract for the members of Local 1250 during his time as U.A.W. Local 1250 President. This included doing research and compiling information to assist the Bargaining Team in this endeavor. His contributions laid the groundwork for us to secure a local contract and we are extremely thankful for his work.

Paul's greatest wish was to negotiate and secure a contract that would lead us into the future and move Cleveland Engine forward. We have secured that contract and it would not have been possible without Paul's efforts. To this end we are truly grateful to Paul and his dedication to the membership of Local 1250.

R.I.P. Brother Strba

U.A.W. Local 1250

Bargaining Team

Helpful Contact Information

Medical	216-676-7311
Emergency	216-676-7211
Security (Gate 4)	216-676-7241
A-Plan	1-800-348-7709
Absence Report Tool (ART)	1-833-278-3673
Harassment Hotline	1-888-735-6650
Labor Relations	ceplabor@ford.com
National Employee Service Center (NESC)	1-800-248-4444
Quality Hotline	216-676-3413
Safety Hotline	1-866-723-3937
UniCare	1-800-572-1581

UAW Committee

Bargaining Rep	216-676-7561
Benefits Rep	216-367-3130
Chairman	216-676-7335
ESSP (Employee Support Services)	216-676-7749
FPS	216-676-3918
Job Security/Standard Rep	216-676-7912
Local 1250 Union Hall	216-267-9900
Local Joint Apprentice Committee (JAC)	216-676-3592
President	216-367-3128
Quality Rep	216-676-7757
Safety Rep	216-676-5658
Skilled Trades Bargaining Rep	216-676-7704

General Agreements and Understandings (White Pages)

Absence Code Adjustments.....	1
Battery Boost.....	1
Bottled Water Dispensing.....	1
Breaks/Lunch – Engine Assembly.....	1
Commitment to Competitive Excellence	1
December Holiday Scheduling.....	2
Designated Parking.....	2
Emergency Phone Calls	2
Employee Leadership/Recognition.....	3
First Offense Counseling - Discipline.....	4
Five-Day Quit Letter	4
Flags - Union	4
Food Service.....	4
Fostering a Positive Workplace Interaction and Culture	4
General Language.....	5
Grievance Procedure	5
Hearings.....	6
Incoming Supplier Quality	6
Intra-Departmental Job Posting Procedure Assembly Departments Only.....	6
Intra-Departmental Job Posting Procedure Machining, Head Assembly and MP&L	7
Inverse Seniority Agreement - Production.....	7
Job Security Job Postings	9
Late Reporting.....	9
Local Job Security, Operational Effectiveness and Sourcing Committee	9
Local Quality Committee	9
Lunches	10
Machining Department(s) Overtime Scheduling	10
Medical Coverage.....	10
Medical Issues	11
Medical Placement	11
Mutual Growth	11

New Hire Process Best In Class	12
New Work.....	12
Occupational Group Seniority Agreement.....	12
Overtime Equalization – Engine Assembly and MP&L	17
Overtime Equalization - Machining.....	17
Overtime – Holiday Weekend - Manufacturing	17
Overtime – Lunch and Relief.....	17
Overtime Prior to Vacation	17
Parking Lot Issues	17
Pay Shortages	18
Perimeter Access Control	18
Production Local Overtime Agreement.....	18
Production Shift/Crew Preference Agreement	22
Promotional Job Posting Procedure	24
Promotions/Non-Promotions	25
Quality	26
Quality Inspections	26
Quality Sorts.....	26
Reduction-In-Force Notification.....	26
Reports.....	27
Return From Inverse/Medical	27
Selection For Promotional Opportunities	27
Seniority Tie Breaker - Production	27
Shared Commitment	28
Sign-Up For Vacation and Summer Shut Down	29
Starting Times	29
Suspensions.....	29
Team Leader Roles and Responsibilities.....	29
Team Leader Selection & Deselection Procedure.....	29
Team Structure.....	30
Temporary Assignments	30
Time Study/MODAPTS	30

Uniform Voucher Program	31
Vacation Receipt	31
Vacation Scheduling Practice	31
Voluntary Overtime Production Supplementation Procedure.....	31
Work Assignments.....	33
Workforce Stabilization	33
World Class Status.....	34
 Skilled Trades Agreements and Understandings (Blue Pages)	
Alternators and Starters	35
Apprentice – Daily Overtime Assignment	35
Apprentice Assignments	35
Apprentice Scheduling	35
Supplement Apprentice Agreement	35
Tool Room Assignment – Machine Repair Apprentice	36
Weekend, Holiday and Shutdown Scheduling of Apprentices.....	36
Welder Apprentice Certification.....	36
Welder Apprentices.....	37
Assignments – General Maintenance of Washrooms, Shower Rooms and Locker Rooms	37
Assignments – Plant Patrol.....	37
Assignments - Retaliatory	37
Assignments Sprinkler Systems	37
Assignments to Accompany Vendor Representative	37
Checkout Procedure – Skilled Trades	38
Cleveland Engine Plant – Skilled Trades Competitiveness.....	38
Communications to the Skilled Trades Chairperson	38
Computerized Plasma Arc Cutter	38
Cushman Vehicle Repairs	39
Cutter Grind	39

Dolly/Trash Hopper/K-Tech Cart Repair	39
Electrical Motors	39
Engraving Equipment	39
Five Day Quit Notifications.....	40
General Skilled Trades Language.....	40
Guard Replacement	41
Health and Safety – Estimated Completion Dates - Manpower	41
Hydraulic Oil Leaks	41
Implementation Steps Prior to Utilization of Supplemental Contractor in the Cleveland Engine Plant #1 on Weekends, Summer Shotdowns and Holidays	41
Industrial Truck Mechanics	42
Inverse Seniority Agreement – Skilled Trades	42
Letter of Understanding, Outside Contracting Checklist Notification of Outside Contracting A.O.C.'s	43
Loan Out Agreement.....	44
Maintenance of Backflow Equipment.....	44
New Work Discussions	44
New Technology.....	44
Non-Traditional Jobs	45
Notification of Outsourced Work	45
Outside Contractors.....	45
Overtime Agreement – Skilled Trades.....	46
Clarification of Area Overtime Scheduling	50
Overtime Assignments Prior to Vacation.....	50
Overtime Scheduling	50
Overtime Walk-Ins	50
Skilled Trades Overtime	50
Pedestal Fans	51
Posting of Manpower Adjustment Sheets.....	51

Production Employees – Skilled Trades Rate of Pay	51
Promotional Job Openings	51
Promotional Openings for the Non-Apprenticable Skilled Trades Classifications	51
Pyrometer and Instrument Installation & Repair New Equipment Training	51
Reassignment of Work from Skilled to Production	52
Rental and Leased Equipment	52
Scrap Out Agreement	52
Seniority Agreement – Skilled Trades	53
Shift/Crew Bump Procedure – Skilled Trades	55
Shift/Crew Preference Agreement - Skilled Trades	56
Shutdown Maintenance Assignment.....	57
Skilled Trades Communication	58
Skilled Trades Construction Team	59
Skilled Trades Leader	59
Skilled Trades Meetings	59
Skilled Trades Planner Position.....	60
Skilled Trades Reduction Notification.....	60
Skilled Trades Supplementation – Changeover Agreement.....	60
Special Placement Option for a Death or Retirement (SPO)	61
Summer Shutdown Scheduling	61
Supplemental Painters.....	61
Technical and Versatility Training	61
Temporary Layoffs During Summer Shutdown	62
Three-Wheel Bicycle Maintenance.....	62
Toolboxes and Tools	62
Toolmaker Competitiveness	62
Tool Room	62
Transporting of Materials	62

Twelve Hour Assignments	63
Vacation Replacement.....	63
Vacation Scheduling.....	63
Vacation Scheduling – Summer Shutdown (working or vacation)	63
Waste Water Treatment Assignments	63
Welders Working.....	64
Work Guidelines Disputes	64
 Safety Agreements and Understandings	
Aerial Lift Operation.....	65
Danger Tags	65
ECPL Local Removal	65
Emergency Response Team	65
Equipment Training - New	65
Ergonomics	65
Ergonomics Day.....	66
Health & Safety Meetings	66
Improve Safety Lock Distribution and Identification Process.....	66
In-Plant Driving.....	66
Isolated Area.....	67
Magna-Fluxing of Lift Truck Forks.....	67
Personal Protective Equipment	67
Pest Control.....	67
PMHV Inspections	67
Safety Audits On Miscellaneous Motorized Vehicles.....	68
Safety Checklist and Machine Guarding	68
Safety Communications	68
Safety Training & Orientation.....	68
Truck Dock Heating.....	69

ABSENCE CODE ADJUSTMENTS

Any absence, that is subsequently justified to the satisfaction of supervision, will be corrected by management to reflect the proper coding and the employee will be provided verification upon request of the changes.

BATTERY BOOST

Battery boost equipment will be available at the main security office. An employee desiring to use the equipment will leave valid identification until the cables are returned.

BOTTLED WATER DISPENSING

Qualified Ford UAW employees will deliver bottles of water.

BREAKS/LUNCH – ENGINE ASSEMBLY

BREAKS

In accordance with the National Agreement employees will not be sent on break during the first hour of the shift and up to one-half hour after lunch. In situations where the Assembly Line does not take a 30 minute lunch, the Company will not pull ahead second break by more than 30 minutes.

It is agreed that employees will not be sent on early break except in emergencies where the line is to be interrupted for 15 or more minutes. The Union will be notified in the event of an early break. Any complaint regarding this issue may be raised by the Chairperson with the Area Manager and/or Labor Relations for resolution.

LUNCHES

The Company shall schedule each employee's lunch period at a regular time. 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. It is understood this provision does not apply in situations where the Assembly Line does not take a 30 minute lunch.

COMMITMENT TO COMPETITIVE EXCELLENCE

Through the ongoing joint efforts of the UAW Local 1250 and Cleveland Engine Plant Management, we strive to be a leader in all aspects of our business. The parties commit to continuous improvement, including implementing Appendix J, Exhibit 1 & 2 and delivering aligned work groups/teams in support of the Global Manufacturing standard.

The parties acknowledge our mutual interest in having the most competitive, highly trained and flexible workforce in the automotive industry supporting profitable growth for all.

Our significant progress in recent years was built upon a competitive business model; leveraging the work, skills and talents of all of our employees.

In order to continue to grow in the competitive global environment, we must employ our people resources more efficiently than our competitors. To that end, the parties agree that all employees will safely work to their capabilities consistent with the following principles:

- The Company will continue to provide appropriate training to ensure all employees can work safely and to their capabilities contributing to efficient operations.
- Employees will build their skills, job knowledge and versatility with on-the-job training which will be leveraged wherever reasonably possible.
- Fully utilize the skills, talents and abilities of the workforce in support of the Manufacturing Operating System.
- Continuous improvement in quality, waste elimination and providing value for our customers are the critical ingredients to long term employment security.

Cleveland Engine Plant's success is dependent upon our ability to attract increased volume and new products. To that end, the parties agree to implement actions necessary to improve HPU to achieve best in world levels or better.

DECEMBER HOLIDAY SCHEDULING

In an effort to allow employees to plan their December holidays, the overtime hours from the pay period ending 2 (two) weeks prior to the start of the December holiday period will be used to schedule employees for the December holiday period.

DESIGNATED PARKING

Our employees' future depends on our ability to produce the best quality engines for Ford cars and trucks. It is the dedication and loyalty of our employees that strengthens the image and opinion the public has towards our products. That loyalty and image from both management and union represented employees must be prevalent at our plant. That image is not portrayed to the community when they can easily see foreign products, except those under the Ford Name Plate, parked in and around the plant. The Ford family vehicles will be provided preferred parking in main parking lots. Non-Ford family vehicles must park in designated general parking areas as specified on posted signs. The company will continue to use the parking pass process to ensure appropriate individuals park inside and outside the gates. Handicapped parking violations may be referred to local law enforcement.

EMERGENCY PHONE CALLS

If an employee cannot be reached via normal means, calls should be directed to the Security office at 216-676-7211. Emergency calls received by the Security Department will be expeditiously communicated to the appropriate department and logged.

EMPLOYEE LEADERSHIP/RECOGNITION

Wilma Thomas
President
UAW Local 1250

The parties discussed the importance of leadership and employee recognition of our workgroups. Individual and/or team leadership in the areas of safety, quality, innovation, problem solving, teamwork, FPS and attendance are some of the contributions that were agreed upon as important to be recognized.

The parties further discussed the scope of diversity of the experienced Cleveland workforce. With an environment of teamwork, mutual respect, and effective communication, the value of each person's experience and knowledge must be utilized as a key resource.

Therefore, the parties agreed to continue our existing recognition and reward process highlighting the many contributions of our employees and to seek new opportunities to recognize employees. It is understood that only through the ongoing dedication and contributions of all employees at Cleveland Engine Plant will we become the benchmark within the Automotive Industry.

Tyra Grier-Coleman
Human Resources Manager
Cleveland Engine Plant

FIRST OFFENSE COUNSELING – DISCIPLINE

During the course of local negotiations, the parties discussed at length what the union perceived as arbitrary formal discipline of employees who had been guilty of an isolated minor offense. Your support and assistance in this regard is requested and should prove to be mutually beneficial to the Company, each of you and our employees. The Company acknowledged that informal counseling of employees with a committee person present, as opposed to formal discipline, with generally the preferred course of action where the offense was minor in nature and had an otherwise good work record. Obviously, when offenses of a more serious nature occur, formal progressive discipline would be imposed. Each case will have to be evaluated on an individual basis.

FIVE-DAY QUIT LETTER

The 5-day quit letter process will continue to be administered in accordance with the Master Agreement.

FLAGS – UNION

The company understands the importance of expressing pride in the UAW's long-standing and important history. UAW flag(s) will be hung at a mutually agreeable location(s) at Cleveland Engine Plant.

FOOD SERVICE

During the course of Local Negotiations, significant discussion took place regarding hot food service. Both the Company and the Union remain committed to improving food service. Both the Company and the Union remain committed to improving all food service at Cleveland Engine Plant.

FOSTERING A POSITIVE WORKPLACE INTERACTION AND CULTURE

During the course of these negotiations, the parties devoted considerable time discussing the importance of improved workplace relationships. Work group effectiveness is an essential building block for the success of our business. The parties recognize essential joint leadership behaviors necessary to be successful in building an effective team-based organization including:

- Respect for people
- Focus on continuous learning, teaching, and improvement
- Focus on process and delivering results

Fundamental to employee morale and the effectiveness of the work groups are the relationships that build and sustain them. We recognize that as leaders, the role of our management team is critical in developing and supporting empowered work groups. The union stated that the relationship that management and the workforce shared was, on the whole, a positive one, there were instances from time to time where individual working relationships did not meet our standards or expectations.

When a supervisor's management style becomes a concern to the UAW, a member of that individual's management team will sit with that person to discuss management style and the concerns that have surfaced. A joint meeting will be held with that individual where specific problems can be raised for resolution. Methods available for remediation will include, but not be limited to, follow up communication/counseling, training and monitoring of problem areas. We also recognized the need to ensure accountability that appropriate leadership behaviors are demonstrated consistently throughout the organization.

The parties discussed that mutual respect, cooperation and dignity are paramount to healthy and productive relationships. The joint parties commit to incorporate discussions regarding potential culture and morale issues affecting Cleveland Engine Plant into an existing Time and Data Management forum.

GENERAL LANGUAGE

This is a "Best Practices" agreement driven by the Cleveland Engine Plant Operating Design Document and Lean Manufacturing principles and processes. The parties will commit to an operating effectiveness philosophy consistent with the manufacturing of a world-leading engine in Safety, Quality, Delivery, Cost, People, Maintenance and Environment.

GRIEVANCE PROCEDURE

During the course of local negotiations, significant discussion took place regarding process improvement opportunities as it relates to the Grievance Procedure at Cleveland Engine Plant. The Joint Parties recognize the mutual interest of eliminating unmeritorious grievances. Recognizing the value and importance of full discussion in clearing up misunderstandings and preserving harmonious relations, every reasonable effort shall be made to settle problems promptly at the first state grievance level through discussion as referenced in Volume 1 of the Collective Bargaining Agreement (CBA), Article VII. Open discussions of a problem's root cause, and rapid disposition of all grievances has served to foster improved relationships between the UAW leadership and management. To continue in this direction, the parties commit further improvement to the process and dedicate the majority of effort towards aggressive pursuit of problems that arise in the plant before they result in a grievance.

The parties recognize the obligations of: (1) PCs, LPCs and Team Managers to give their best efforts at a timely and thoughtful consideration of grievances discussed within the scope of their ability and authority and to make appropriate adjustments when grievances are meritorious and (2) District committeepersons to give timely and thoughtful consideration to the issues and to withdraw grievances that are not meritorious.

Upon grievances entering the 2nd oral stage, the committeeperson and the Team Manager will meet together on the issue for resolution. Additionally, it was agreed upon that weekly meetings in the 2nd oral stage will be scheduled between the Team Manager and the District Committeeperson as necessary.

HEARINGS

The Union and the Company believe that it is preferable that disciplinary hearings be conducted between the supervisor and the committeeperson in most instances. However, to ensure equitable treatment between employees with similar offenses and equal application of the contract, it is recognized that Labor Relations may need to be consulted during the course of conducting such hearings.

INCOMING SUPPLIER QUALITY

During the course of negotiations, significant discussion took place regarding incoming supplier quality and the ability to have certified stock for operations. It was agreed that incoming quality supplier sorts would be contained in a designated area in order to control the disruption to operations. In the event that an incoming quality supplier sort needs to occur outside of this designated area, upfront discussions will be held with the site UAW Quality Representative and the Company representative.

INTRA-DEPARTMENTAL JOB POSTING PROCEDURE ASSEMBLY DEPARTMENTS ONLY

1. When an RTO (non-contingency) opening occurs on a team, a Notice of Job Opening will be posted on the bulletin board or a mutually agreed upon location in the Assembly area where the opening occurs and specify the number of openings, classification title, rate and department of the opening.
2. The Notice of Job Opportunity will be posted for 5 days commencing on the date it was posted.
3. Once the posting is closed, the Lead Process Coach and District Committeeperson will validate the applicant(s).
4. Once selected, the District Committeeperson will notify the selected employee. The employee must accept or decline at that time.
5. Postings will remain active for 45 days from the date of posting.
6. An employee will be eligible to bid for an intradepartmental job four (4) times in a calendar year. However, the employee may bid on promotional job opportunities in accordance with the Job Posting Procedure language.
7. If there is a reduction in force within the first 30 days of the employee being placed on the job, he/she will return to their previous classification/team.
8. The parties agree only the primary opening will be posted per this process.
9. Exceptions to the procedure will be reviewed by the joint parties.

**INTRA-DEPARTMENTAL JOB POSTING PROCEDURE
MACHINING, HEAD ASSEMBLY AND MP&L**

1. When the Company declares an opening in a machining, Head Assembly or MPL&L department, the opening will be posted within the department where the opening occurs first.
2. The Notice of Job Opening (bid) will be posted for 7 calendar days commencing on the date it was signed and posted, to allow for all shift/crews to apply.
3. Once the posting closes, the Process Coach and the District Committeeperson will validate/solicit the applicants.
4. If an acceptable candidate is not selected from within the department, the job will be made available to the bracketed department with the same products first before posting to other bracketed departments.
5. Once an employee is selected to fill the opening, the District Committeeperson and Process Coach (or designee) will notify the selected employees.
6. Postings will remain active for 45 days from the date of the posting.
7. An employee will be eligible to bid for an intradepartmental job four (4) times in a calendar year. However, the employee may bid on promotional job opportunities in accordance with the Job Posting Procedure Language.
8. If there is a reduction in force within the first 30 days of the employee being placed on the job, he or she will return to their previous team.
9. The parties agree that only the primary opening will be posted for this process.

INVERSE SENIORITY AGREEMENT – PRODUCTION

In accordance with Article VIII, Section 21(e) of the Master Agreement, it is hereby mutually agreed between the Ford Motor Company (Cleveland Engine Plant 1) and the United Auto Workers, (Local 1250) that the following provisions shall constitute the local agreement concerning Inverse Seniority.

1. Local Management recognizes that to make inverse seniority applications feasible, it is desirable to provide advance notice of layoffs to which inverse seniority would be applicable. Based on the prior layoff experience at Cleveland Engine Plant 1, Local Management normally can provide advance notice of such layoffs and such notice will be provided to the Union. This excludes layoffs that are occasioned by labor disputes, breakdowns, or any other conditions beyond the control of Local Management.
2. When Management determines that temporary layoffs are required, the length and nature of the layoff period will be designated by Management based on its judgment as affected by the circumstances existing at the time it occurs. The nature, cause and length of such layoff shall be communicated to the Union consistent with paragraph 1, above, so that inverse seniority arrangements could be agreed upon based on Article VIII, Section 21(e) of the Collective Bargaining Agreement. Where the length of the layoff exceeds the period originally designated by Management, affected employees who were laid off by the application of inverse seniority will be returned to work in accordance with Article VIII, Section 18, unless other arrangements are agreed upon by the local parties and approved by the UAW National Ford Department and the Company U.S.

Union Affairs Office. An agreement on other arrangements shall consider the expected additional length of the layoff and the objective of avoiding multiple seniority adjustments for a short period. Any employees who are to be laid off as the result of the return to work of employees under this paragraph will be laid off in accordance with the local occupational grouping agreement and inverse seniority agreements would not apply further with respect to that layoff.

3. Seniority employees will be provided an opportunity to sign an optional layoff form which will encompass (a) a waiver of seniority for short-term layoffs of five (5) consecutive working days or less (b) a waiver of seniority for long-term layoffs of known duration of more than five (5) consecutive working days. Employees may submit changes to their inverse seniority options in the Plant Labor Relations Office at any time. Change of options will go into effect on the first Monday of the following month. The inverse options must be signed at the Labor Relations office the Monday prior to the first Monday of the new month.
 - A. With the exception of unusual business circumstances, an employee who does not sign a new option or change his/her option will be governed by his/her last submission.
 - B. When it becomes necessary to layoff employees, those first to be laid off by classification-group and suffix and by department shall be those employees who have signed a layoff option, starting with the greater seniority employee by classification and laying off the next seniority employee by classification until the number to be laid off by classification has been reached. Failing to obtain the necessary number of employees in classifications by the above method, the employees in the affected classifications with the least seniority will be laid off.
 - C. The following procedure will govern short-term and long-term layoffs described in paragraph three (3) above.
 1. Employees must make one of the following elections for each layoff category:
 - a. An election to bypass seniority and to accept the layoff.
 - b. An election to exercise seniority for the term of the layoff.
 2. An employee who does not make any election will be considered to have elected to exercise seniority and work if work is available.
 - D. Each employee will be provided a copy of his/her options upon request.
 - E. Every reasonable effort will be made to provide the Chairperson five (5) days advance notice where circumstances permit. Some examples of circumstances which would preclude such advance notice are breakdowns, utility failure or shortages, labor disputes, and other conditions beyond the control of Management. The lack of notice shall not be subject to the Grievance Procedure.

JOB SECURITY JOB POSTINGS

All in and out of zone opportunities will be posted in mutually agreed upon area(s).

LATE REPORTING

Employees reporting to work late, who are sent home due to a lack of available work assignments will have their hours coded "P" for the balance of the day.

LOCAL JOB SECURITY, OPERATIONAL EFFECTIVENESS AND SOURCING COMMITTEE

The Local Job Security Operational Effectiveness Sourcing Committee (LJSOESC) will jointly address sourcing matters related to quality, technology, cost, timing, long term job stability, the overall financial stability of affected facilities, and the impact on related operations. The goals of this Committee are to protect jobs for Cleveland Engine Plant employees and utilize our facilities to their operational capacity.

To the end, the operating management of Cleveland Engine Plant agrees to the following:

- The LJSOESC will reaffirm its commitment to actively pursue work for Cleveland Engine Plant.
- The Plant Manager will attend selected sourcing meetings along with the Building Chairperson to re-energize sourcing efforts.
- Upon request, the Controller's Office will work with the UAW Job Security Representative and submit to the LJSOESC appropriate financial reports and data necessary to successfully bid on new work and maintain existing work at our site.
- Prior to sign off on a cost study or request for quote, the assigned financial analyst will present the data necessary to explain the methods used to calculate relevant costs associated with burden and all tooling and investment costs.
- Develop a robust benchmarking process.
- Where feasible, visit a competitor's operations when quoting a product with an unfamiliar process or a product with which the operating management and the UAW at Cleveland Engine Plant has no prior experience.
- Utilize the Quality manager to assist with the Sourcing Committee efforts.
- Meetings will be scheduled in accordance with the Master Agreement and consistent with Time and Data Management.
- Discuss concerns related to rework of Cleveland Engine Plant product.

LOCAL QUALITY COMMITTEE

The National UAW-Ford Agreement calls for the creation of a Quality Committee at all Ford plants. The purpose of this is to over-see quality-related programs and review plant quality issues.

Membership of this committee will be in accordance with Appendix Q. Others may be added to this Committee as appropriate.

In accordance with Appendix Q, this committee will meet monthly consistent with Time and Data Management at a mutually agreed upon location.

LUNCHES

It is the practice of the plants to provide unpaid lunch periods for skilled employees consistent with the provisions of Article X, Section 6, of the Master Collective Bargaining Agreement. A skilled employee will be provided a paid lunch period if he/she is required to work more than (5) consecutive hours, a paid coffee break is not considered a lunch period, following his/her normal starting time. The paid lunch requirement will be waived if the department/team is on a continuous 3 shift operating pattern that includes "lunch out the door."

MACHINING DEPARTMENT(S) OVERTIME SCHEDULING

Machining Department employees choosing not to be considered for overtime opportunities are required to complete a weekly overtime opt out. Employees who decline to opt out will be considered available for all overtime opportunities within their department. Upon ratification of the Local Agreement, the parties will communicate the aforementioned process to impacted employees. Key components for communication to employees regarding their ability to:

- Indicate if they are able to cross shifts
- Make themselves available when they are not at work
- Ensure proper notification
- Only qualified operators are scheduled and employees who refuse training are charged for opportunities they are not qualified to work.

MEDICAL COVERAGE

The Company and Union acknowledge that the environment and manufacturing processes in the plants necessitate the need for expedient professional medical attention. As a result the following are agreed upon:

- Nurses will receive tours of the plant to become familiar with the plant layout.
- A schedule of the upcoming weekend identifying nursing coverage for each shift will be provided to the Union each Thursday.
- A registered nurse will be scheduled on each shift/crew when the scheduled plant employee population exceeds 130 per shift/crew.
- In cases where the scheduled plant population does not exceed 130, nurse coverage may be scheduled as described below:
 - During entries to Confined Spaces presenting high hazard. The Confined Spaces presenting high hazard will be pre-determined by the joint Safety activity in the plant. In case of a disagreement, the determination will be made by a majority vote between the joint Safety activity. In case of a disagreement still, the Plant Manager will make the final determination.

- When extremely high hazard jobs are planned prior to down-time, the joint plant Safety activity will determine the need for nurse coverage. If an agreement cannot be reached, the final decision will include the Plant Manager.
- During cases described above, nurse coverage may be scheduled by overtime or call-in.

MEDICAL ISSUES

- The Company will arrange transportation to and from the plant for employees in need of transportation for non-emergency medical reasons.
- If medical benefits issues remain unresolved by the NESC, employees will be assisted by HR and the Benefits Representative. Any issues pertaining to medical treatment will be resolved by the medical department.

MEDICAL PLACEMENT

The Company has had a long-standing practice regarding placement of medically-restricted employees. When an employee becomes newly restricted, the employee's immediate Supervisor, Human Resources, UAW Health and Safety Representative, Ergonomics Representative and District Committeeperson will attempt to place the employee on appropriate work and are expected to consult with the Medical Sections Staff (i.e., Company Nurse, Nurse Practitioner, Physician), as necessary to clarify the employee's work capabilities. Placements will be made in accordance with Article VIII, Section 27 of the Master Agreement.

MUTUAL GROWTH

During the course of these negotiations, the parties discussed the importance of maintaining an open channel of communications in order to fully resolve mutual concerns. To this end, the Union was advised that a standing invitation exists for the Plant Chairperson to attend the plant's operating committee meeting. In addition, meetings will be scheduled, in accordance with the Master Agreement and consistent with Time and Data Management, between the parties to jointly discuss issues common to all plants. Examples of topics to be discussed may include items such as:

- General operations and business developments
- Implementation of agreements sanctioned by the Master Collective Bargaining Agreement such as, Modern Operating Concepts, Work Teams, New Business Developments, etc.
- Jointly studying employment trends such as retirements, apprenticeship levels, training needs, attendance, etc.
- Evaluation of the competition through joint benchmarking
- Monitoring and improving the labor relations climate
- Long range schedules and product plans
- Work plan for holiday, shutdown and down week periods

- Continuous improvement initiatives to enhance plant safety, quality and delivery
- Major technological changes that will impact the bargaining unit
- Other major events
- New Hire Process

We recognize that maintaining these forums of open discussion will provide the parties an opportunity to address the intense competition that we face in order to improve the competitiveness of our products and the job security of our employees.

NEW HIRE PROCESS BEST IN CLASS

All permanent or temporary hiring should conform to Best-In Class (B.I.C.) requirements. Hiring must comply with Federal AAP and EEOC regulations. Candidates hired must have passed a test administered by an outside concern an interview administered by Human Resources Personnel and a physical, including a drug test. A local process will be used to ensure employee referrals are selected randomly. This process will be monitored to ensure fairness and equity. The process will not be the only source for candidates in order to comply with State and Federal AAP and EEOC regulations. The parties have agreed to adhere to the provisions established in the Corporate Guidelines and the Joint Mutual Growth meetings for the hiring and orientation of new personnel.

NEW WORK

Any new work that begins on site, that is exclusively performed by UAW employees presently and absent any local or national agreement otherwise, will be performed by UAW represented employees.

OCCUPATIONAL GROUP SENIORITY AGREEMENT

1. Functional occupational and service groups are established for Cleveland Engine Plant.
2. Identification of Job Classifications in Occupational Group Structure.
 - A. Designated job classifications are listed individually in each occupational group structure in Groups 2 through 5 for Cleveland Engine Plant and are identified by the group number and a suffix from A through Y.
 - B. In the event of bracketed departments and classifications, Article VII, Section 11 will be applied.
 - C. Certain designated job classifications are related in such a manner that the employees of one can readily perform the duties of employees of another, but not vice-versa. Such classifications are arranged in a step-down manner and are identified in the occupational group and suffix section.
 - D. The classifications placed in the Labor Pool are identified by 4Y0.
3. Exercise of Seniority:

A. Employees in the functional occupational groups for Cleveland Engine Plant affected by a reduction in force will exercise seniority in the following manner:

(1) An employee on a designated classification who is affected by a reduction in force shall follow this sequence:

- Exercise their seniority against the least seniority employee in the same classification-group and suffix.
- The employee thus displaced shall exercise seniority against the least seniority employee in the undesignated classifications/Labor Pool.

(2) An employee on an undesignated classification/Labor Pool in Cleveland Engine Plant who is affected by a reduction in force shall follow this sequence:

- Exercise seniority within their Team
- Exercise seniority within the Department
- Exercise seniority against the least seniority employee in the Labor Pool.

B.(1) Employees reduced from designated job classifications are subject to recall in accordance with Article VIII, Section 11(f), of the Master Agreement. The following principles shall be applicable in those cases where an employee is entitled to recall and who is permitted to waive their recall:

a. Employee reduced from a classification which is bracketed together with other classifications:

An employee who is recalled to any of the classifications in the group of bracketed classifications and who waives recall to the classification, is also deemed to waive recall to the other classifications in that group.

b. Employee reduced from a classification which is bracketed together with other classifications in a step-down arrangement:

An employee who is recalled to any of the classifications in the group of step-down bracketed classifications which is lower in rank than their original classification and who waives recall to that classification is also deemed to waive recall to the other classifications which are lower in rank. If this employee is subsequently recalled to their original classification and is later affected by a reduction in force, they shall not be entitled to exercise seniority into those classifications which they waived.

c. An employee who is permitted to waive recall in accordance with the provisions of the above paragraphs shall sign a form which will indicate the classification to which they have waived recall.

A copy of this form will be made available to the District Committee person.

C. It was agreed that no junior employee would be retained while a senior employee is placed on layoff. The Company will make necessary adjustments within a maximum of five (5) working days to ensure no employee will be retained on a classification while a greater seniority employee is laid off. The placements will be conducted in such a manner that efficiency will not be adversely affected. If such placements affect a substantial portion of a

department's experienced personnel, the Company will meet with the Union to discuss alternative methods to expedite the placement.

- D. Any claimed violation of the provisions of this letter may be brought to the attention of Management. In the event satisfactory action is not taken within five (5) working days, a grievance may be filed in the regular Grievance Procedure provided for in Article VII, Section 3, of the Master Collective Bargaining Agreement.

CLEVELAND ENGINE PLANT OCCUPATIONAL GROUP 2

Classification	Code	Present Group & Suffix	Rates Effective Date: 9-14-20***
CYLINDER BLOCK*			
Engine Machining Technician	5905120	2Y0	\$31.575
MWG (Team Leader)**	6000020	2Y0	\$33.075
CRANKSHAFT*			
Engine Machining Technician	5902120	2Y1	\$31.575
MWG (Team Leader)**	6000020	2Y1	\$33.075
CYLINDER HEAD*			
Engine Machining Technician	5905120	2Y3	\$31.575
MWG (Team Leader)**	6000020	2Y3	\$33.075
CYLINDER HEAD ASSEMBLY*			
Engine Machining Technician	5905120	2Y4	\$31.575
MWG (Team Leader)**	6000020	2Y4	\$33.075

*Engine Machining Technicians-Cylinder Block (2Y0), Crankshaft (2Y1), Cylinder Head (2Y3), and Cylinder Head Assembly (2Y4). In the event of a reduction/elimination of classification will exercise their seniority in accordance with the Occupational Group Seniority Agreement 3(A) (1).

**When affected by a reduction in force employees classified as MWG Team Leader will exercise seniority against the lowest MWG Team Leader in their respective classification. After exhausting seniority in his/her Team Leader classification, they will then exercise their seniority against the least seniority in their base classification. After exhausting their seniority in their base classification, they will exercise seniority in the labor pool in accordance with 3(A) (1).

***Wages are governed by the National Collective Bargaining Agreement and are subject to change.

**CLEVELAND ENGINE PLANT
OCCUPATIONAL GROUP 3**

Classification	Code	Present Group & Suffix	Rates Effective Date: 9-14-20***
MATERIAL CONTROL			
Material Control Specialist (Floors)*	5905170	3Y0	\$31.245
Material Replenishment Coordinator*	5905170	3Y0	\$31.245
Material Control Specialist (Clerical)	5905170	3Y1	\$31.245
M.C.S. (Team Leader)**	5905177	3Y0	\$31.890
MPL-Team Leader (PWG)	6000030	3Y0	\$32.745
Material Control Specialist (Stores)*	5905170	3Y2	\$31.245

*When affected by a reduction in force employees in this classification will exercise seniority in accordance with the Occupational Group Seniority Agreement Section 3(A).

**When affected by a reduction in force M.C.S. Team Leader (5905177 / 3Y0) and MPL-Team Leader (PWG) (6000030 / 3Y0) will first exercise seniority within their base classification and then will exercise seniority in accordance with the Occupational Group Seniority Agreement Section 3(A).

***Wages are governed by the National Collective Bargaining Agreement and are subject to change.

**CLEVELAND ENGINE PLANT
OCCUPATIONAL GROUP 4**

Classification	Code	Present Group & Suffix	Rates Effective Date: 9-14-20****
ASSEMBLY			
Engine Assembly Technician*	5904110	4Y0	\$31.120
Engine Assembly Technician (Prod Specialist)**	5904110	4Y1	\$31.120
PWG (Team Leader)***	6000010	4Y0	\$32.620

*Engine Assembly Technician "4Y0" is identified as the Labor Pool

**When affected by a reduction in force, Engine Assembly Technician (Prod Specialist) will exercise seniority against the least seniority Engine Assembly Technician (Prod Specialist) in group and suffix 4Y1. They will then exercise seniority in their base classification (Engine Assembly Technician) within their department and then exercise their seniority against the least seniority Engine Assembly Technician within the plant.

***When affected by a reduction in force employees classified as PWG Team Leader will exercise seniority against the least seniority PWG Team Leader in their classification in their team. They will then exercise their seniority against the least seniority employee in their base classification in their department. After exhausting their seniority in their classification in their department they will exercise seniority in the labor pool in their current team and current department in accordance with 3(A).

****Wages are governed by the National Collective Bargaining Agreement and are subject to change.

CLEVELAND ENGINE PLANT OCCUPATIONAL GROUP 5

Classification	Code	Present Group & Suffix	Rates Effective Date: 9-14-20**
QUALITY CONTROL			
Inspector Engine Build Up & Test*	0500920	5A1	\$31.775
Quality Technician	5905160	5Y0	\$31.245
Quality Technician (Team Leader) CEP	5905167	5Y0	\$31.890

*Employees classified E.B.U.T. shall exercise seniority against the lowest seniority in their classifications.-After exhausting seniority in their classification, shall exercise seniority against those employees classified as Quality Technician. Thereafter, they shall exercise seniority in the usual manner against employees in the Labor Pool group.

**Wages are governed by the National Collective Bargaining Agreement and are subject to change.

OVERTIME EQUALIZATION – ENGINE ASSEMBLY AND MP&L

This is to confirm our understand that overtime will be equalized by team in the Engine Assembly and MP&L Departments.

OVERTIME EQUALIZATION – MACHINING

This is to confirm our understanding that overtime will be equalized by classification within a department.

The following departments will be considered first for supplemental overtime opportunities:

- The Head and Head Assembly Departments
- The Crank East and Crank West Modules
- The I4 and V6 Block Modules

OVERTIME – HOLIDAY WEEKEND – MANUFACTURING

As a result of discussions held during Local Negotiations, the parties have come to the following agreement upon weekend overtime scheduling over holiday weekends. It is understood that during weekend holiday periods, an employee must have worked the preceding day to be eligible to work the succeeding day of the weekend holiday. When the holiday is the first day of shutdown period, it will be excluded as a qualifying day (e.g., Thanksgiving, Christmas Day, Easter Sunday and Good Friday will not have to be worked to be eligible for the ensuing day).

OVERTIME – LUNCH AND RELIEF

Employees who do not volunteer to work through their relief and/or lunch periods will not incur an overtime charge for declining the opportunity.

OVERTIME PRIOR TO VACATION

Considerable discussion was held concerning the scheduling and charging of production employees on RDO(s)/weekends prior to them going on vacation. As a result of these discussions, it was agreed that, the employee(s) will not be charged for missed over-time opportunity(ies) if they take a vacation equivalent to their base work week schedule. In addition, employees will not be charged for missed overtime opportunities on the RDO/weekend prior to and the RDO/weekend after their equivalent base work week schedule vacation.

PARKING LOT ISSUES

- Parking lots will be cleaned monthly weather permitting
- Wire mesh trash cans will be emptied weekly and replaced if damaged or missing
- If extended post sleeves are used, they will be maintained and replaced if damaged.

- A survey of all parking lots and outside decks will be conducted in the month of April (weather permitting) to determine if repairs are required, and appropriate follow up actions will be discussed between the Union and Company leadership.
- All reasonable means will be employed to plow, salt and maintain all parking lots and sidewalks/entrances to the Plants per the winter preparation and snow removal process.
- Reflectors on end cap rails will be maintained.

PAY SHORTAGES

The Company will take necessary measures to ensure all supervisory and timekeeping personnel are re-instructed as to their responsibilities relative to the prompt handling of pay shortages. A summary of the hours an employee was paid for the preceding payday will be posted in all teams following first break. The employees are responsible for verifying hours paid and notifying their Process Coach of any discrepancies. In an effort to reduce the number of pay shortages, the local parties will meet to review concerns.

Employees shorted in excess of four (4) hours will have the option to have the pay adjustment included in the following week's paycheck or receive a special payment. Timekeeping will contact the paying supervisor in all cases prior to docking an employee.

PERIMETER ACCESS CONTROL SYSTEM

This letter is to confirm our understanding that the purpose of this Perimeter Access Control system is to protect the safety and well being of all employees and to prevent the entry of unauthorized persons onto the site. As discussed, time cards for employees were eliminated in the past; therefore these gates will not serve as a substitute for timecards. No data will be collected concerning entry or exit through these gates, which could be used for disciplinary purposes. This commitment is consistent with the Company's position and commitment to the International Union, National Ford Department. Any National agreements reached regarding the above subject during this contract period will be adopted, if applicable.

PRODUCTION LOCAL OVERTIME AGREEMENT

1. Overtime shall be equalized in accordance with Article IV, Section 6, of the Master Agreement. As a result of different base work schedules, the definition of overtime hours will be in accordance with Article IX and/or Appendix W of the Master Agreement. An employee's overtime record will be maintained on the principle of the hours paid and available overtime hours refused. Overtime will be posted to this record weekly. The overtime records will be posted weekly in a prominent location in the department, unless otherwise mutually agreed to.
2. The scheduling period will be Tuesday through the following Monday and will be based on the overtime records from the prior week's overtime report.

3. Upon the first working day of each calendar year, all production overtime records will be adjusted as follows:
 - A. All Engine Assembly and MP&L department hours will be zeroed out and employees will be placed in seniority order.
 - B. All other department(s') hours will be rolled back by the number of hours assigned to the low houred member of the overtime equalization (OTE) group.
4. CHARGING RULES: The following general rules will be applicable for maintaining the employee's overtime records:
 - A. All overtime opportunities as defined in Article IX and/or Appendix W of the Master Agreement shall be charged as overtime hours worked irrespective of when such overtime is scheduled unless otherwise stated below. However, no employee shall be disciplined for failure to accept an overtime assignment, which is not scheduled in accordance with Article IV, Section 6, Appendix H and Appendix W. An employee must immediately indicate, within a reasonable amount of time if he/she will or will not accept an overtime opportunity upon being scheduled.
 - B. An employee who refuses any overtime assignment will be charged for the hours he/she would have been paid unless otherwise stated in 4(C).
 - C. Employees absent any time during the regular work week shall be charged the amount of overtime hours worked in their department on the crew/shift and classification during such absence providing they would have been scheduled for such overtime work, except for the following absences:
 - (1) Jury Duty (Article IX, Section 18 of the Master Agreement) when advanced notice is given.
 - (2) Bereavement (Article IX, Section 19 of the Master Agreement) for dates for which absences are paid. For employees on an AWS pattern, Appendix W would apply for dates which absences are paid.
 - a) Weekend/RDO and Holiday overtime will not be charged if the days fall between the first and last day of the paid bereavement leave.
 - b) Employees must make themselves available for any weekend/RDO/Holiday overtime within a timely manner upon returning from their paid bereavement leave.
 - (3) Short Term Military Duty (Article IX, Section 20 of the Master Agreement) when advanced notice is given.
 - (4) Vacation and Excused Absence Allowance (Article IX, Section 25 of the Master Agreement) or Family Days (pursuant to the Letter of Understanding entitled Family Days of the Master Agreement) as follows:
 - a) An employee absent due to a pre-scheduled vacation, pre-scheduled excused absence allowance (EAA), or a pre-scheduled family day will not be charged for the overtime hours that he/she would have worked, providing the vacation/EAA or family day is equivalent to the base work schedule for the day.

- b) Employees with approved time off prior to their weekend/RDO(s) must make themselves available for weekend/RDO(s) with their Process Coach on their last day worked utilizing the department notification process.
- (5) Employees on temporary layoff equivalent to their base work schedule for the pay ending will not be eligible to work overtime and subsequently will be charged.
- (6) For departments on a 5x8 operating pattern, an employee notified to come in after his/her quitting time (call-in) for a same day opportunity shall not be charged on the overtime list if he/she refuses. If employees accept overtime and work, they shall be charged.
- D. Employees with less than five (5) hours between scheduled overtime and quitting time of their previous shift, under normal circumstances, will not be considered for the scheduled overtime. However, employees unavailable due to the five (5) hour provision will be deemed available for the next RDO day(s). Employees scheduled for overtime when there are five (5) and up to seven (7) hours from the starting/quitting time between shifts will not be charged in the event they refuse this overtime. Employees who accept the overtime opportunity and work will be charged. (i.e., early/over)
- E.
 - (1) An employee who accepts and subsequently changes his/her availability will be double charged.
 - (2) An employee who is scheduled and has accepted an overtime assignment and is subsequently absent during the overtime period, will be charged double the overtime hours he/she would have worked.
- F. Employees will be given the average overtime hours for the classification in the department in the following situations:
 - (1) Entering or returning to their original department and classification from an Indefinite Layoff Off (ILO),
 - (2) Returning from an FMLA; military, medical or personal leave which exceeded 90 days,
 - (3) Recalled to a classification or department, or
 - (4) Entering a classification due to a promotional job bid
- G. Employees will be given the high OT hours plus one-tenth (0.1) in the following situations:
 - (1) An employee entering a temporary assignment in MPL, Machining or Quality. Determination of OT hours assigned will be based on the high OT hours within the classification within the department.
 - (2) An employee returning from a designated classification to an undesignated classification from a temporary assignment. Determination of OT hours assigned will be based on the high OT hours for the team the employee is returning to.
 - (3) An employee returning from one designated classification to another designated classification from a temporary assignment. Determination of OT hours assigned will be based on the high OT hours within the classification within the department.

- H. All overtime paid in the Grievance Procedure will be charged.
- I. When the overtime schedule is changed during the last hour of the shift, the affected employees will be personally notified.
- J. Employees refusing same day overtime during the last half-hour of the shift will not be charged.
- K. For the purposes of overtime equalization, an employee will not be scheduled to work an overtime assignment in excess of twelve (12) consecutive hours per payroll day.
- L. Employees that are medically restricted and low on overtime will be scheduled to work as long as there is work they can perform within their restrictions.

5. SCHEDULING RULES:

- A. For the purposes of overtime equalization for 5x8 operating patterns, all overtime will be equalized by low hours within the Team first, then within the department by classification. For Crew patterns, overtime will be equalized by low hours within an employee's crew and then by department by classification.
- B. It is recognized overtime differences will exist within a department due to the problem inherent in scheduling overtime assignments among crews/shifts. When weekend production is not scheduled for all shifts within the department, the shift with the lowest hours will be scheduled for the voluntary production using low hour employees within the team regardless of shift.
- C. If it becomes necessary to force overtime for production, employees will be mandated from the shift that is scheduled.
- D. Employees with the low overtime hours within the department shall be scheduled for-holiday(s) and continuing holiday overtime opportunities.
- E. When all shifts within a department are scheduled to work overtime, employees will first be scheduled to work their regularly assigned shift. If it becomes necessary to cross shifts, the employees with the highest amount of overtime hours of those employees scheduled to work will cross shifts.
- F. When scheduling overtime on an RDO for an AWS, employees will be scheduled to work their regularly assigned crew first. If it is necessary to cross shifts, the employees with the highest overtime hours among those scheduled to work will be assigned to cross shifts.
- G. When scheduling holiday overtime for AWS, employees will be scheduled to work by soliciting RDW employees with low overtime hours. If the need for employees is not met, RDO employees will be solicited and scheduled based on low overtime hours.
- H. The Company agreed that reasonable efforts will be made to provide an equitable distribution across the crews/shifts. This may include adjusting the starting time of a particular department.
- I. It is understood deviations from the principles set forth above for reasonable cause are permissible, but such deviations will not change the necessity to equalize overtime. The reasonableness of the cause for such deviations may be subject to the Grievance Procedure.

- J. Those employees who cross crew/shift for purposes of overtime equalization shall revert to their regular crew/shift at the beginning of the new work week without incurring back-up pay for the first day of such work week.
- K. In recognized areas of problems centering on the consistent by-passing of employees for overtime opportunities because the employee is not qualified, or where a certain few employees are considered qualified, the Building Chairperson and the Area Manager or designee will discuss these concerns. If overtime spreads increase due to consistent scheduling or charging inequities, the issue will be discussed in the Weekly Communication Meeting between the District Committeeperson and Team Manager. Specific problems will be identified and necessary adjustments will be made. Overtime spreads for each department will be reviewed in the business meeting on a monthly basis to ensure overtime spreads are being controlled. Supervision responsible for a persistent overtime spread and not showing an improvement trend will be scheduled to meet with the Building Chairperson and Area Manager.

PRODUCTION SHIFT/CREW PREFERENCE AGREEMENT

- 1. Seniority employees shall exercise seniority for shift/crew assignment within their classification by department.
- 2. Seniority employees shall be given preference in assignment of shifts/crews, consistent, however, with recognition of the principle that it is impossible to operate a building efficiently with an imbalance of senior employees on any one shift/crew and, therefore, seniority alone cannot be the sole determining factor. Complaints that Management has not exercised fairness in applying this principle may be processed through the Grievance Procedure.
- 3. A. An employee electing to change his/her shift/crew preference may do so at any time in the plant via the electronic process. In the event there is a malfunction in the electronic process, a manual process will be made available as necessary.
B. Employees making changes to their shift/crew preferences will be provided copies of the Shift Preferences for their personal records upon request.
- 4. In exercising seniority for shift/crew assignment, seniority employees in production and non-production departments (per the department listing below) will first exercise seniority against the least senior employee in the same classification-group and suffix within their own department. Employees exercising their shift/crew preference in the Engine Assembly Departments will first exercise their preference within their team and then within the Department. If an employee is unable to exercise their preference in their current Engine Assembly Department, they will exercise their preference in the other Engine Assembly Department. Team Leaders are not eligible to exercise shift/crew preference between Engine Assembly Departments.

Bracketed Departments:
(4687 V6 Assembly) (4682 I-4 Assembly)

(4624 V6 Receiving & Material Handling)* (4696 I-4 Receiving & Material Handling)*

(4670 Crankshaft Machining - East)* (4667 Crankshaft Machining - West)*

(4676 V6 Head Assembly)* (4675 I4 Head Assembly)*

Non-bracketed Departments:

(4612 Quality)

(4654 Head Machining)

(4660 I4 Block Machining)

(4662 V6 Block Machining)

* For purposes of crew/shift preference, the following departments will be treated as one department:

- 4624 and 4696
- 4670 and 4667
- 4676 and 4675

In the event of re-designation of departments enumerated above, the substantial relationship outlined above will be maintained.

5. In any instance, the employee exercising preferential shift/crew seniority must be able to perform the work of the employee being displaced. An employee will be provided five (5) days to demonstrate the ability to do the job. The District Committeeperson will be contacted regarding problems before final resolution.
6. A. Shifts will be open for bumping the entire year. Employees may update their Shift/Crew Preference at any time in the Labor Relations Office. The minimum time between exercising shift/crew changes is ninety (90) days.
 - A. Shift/Crew adjustments required by the provisions above will be made within two (2) weekends.
 - B. Permanent employees will be given shift preference priority prior to accommodating employees placed on temporary assignments within the same classification and team.
7. All employees are responsible for signing their shift/crew preferences at the plant Labor Relations Office, or other mutually agreed upon location.
8. The provisions of this shift/Crew Preference Agreement do not supersede the agreements outlined in Workforce Stabilization Letter of Understanding
9. Movement between the Assembly Departments and MPL Departments within the EAT/Material Handling classification on the same shift will be limited to 2 times a year per employee. This will be based on a one for one exchange of employees volunteering to change departments. Employees interested in moving departments per this agreement should contact their district committeeperson in order to determine if a swap is available. Employees who move under this provision will not be eligible to exercise their shift preference within any department for 90 days.
10. For all permanent openings the parties will continue to follow the local job posting procedure.

PROMOTIONAL JOB POSTING PROCEDURE

1. When an hourly job opening is expected to be filled by promotion, a Notice of Job Opening will be presented by the Labor Relations Section to the District Committeeperson. Plant Labor Relations will post the Notice on the bulletin boards or by using an online process or other electronic means.
 - A. Bulletin boards will be made available at mutually agreed locations. These bulletin boards will be utilized exclusively for posting promotional job openings. The Job Posting Boards will continue to remain as the official notification process. The parties will continue to pursue acceptable substitutes (e.g., dedicated television monitors, electronic job posting boards) to improve the process.
 - B. The Notice will specify the number of openings, classification title, rate and department in which the opening exists. Once an employee is assigned to a new department, he/she should be temporarily classified in accordance with the Three-day Transfer agreement.—Further, the resulting open position (if promotional) should be posted within two weeks of the transfer, unless mutually agreed on between the Union and the Company.
2.
 - A. The Notice of Job Opening will be posted for one week (168 hours), commencing on the date the notice is signed. Application will be made by completing an online application. In the event there is a malfunction of any electronic application process, a paper application process will be made available as necessary.
 - B. Labor Relations will provide the Union a list of all employees who bid on the job.
 - C. Supervision will make its selection in accordance with Article IV, Section 2, of the Master Agreement, except as otherwise provided in this agreement. The Company retains the right to fill such opening temporarily by loan, temporary transfer, etc. Experience gained by an employee so loaned or transferred shall not be considered as merit and ability in making the final selection.
 - D. When a candidate is selected for a job posting, the supervisor will advise the District Committeeperson signing the initial posting, in writing, of the name, department, seniority and shift of the successful candidate(s) and discuss their reasons for the selection, prior to the employee being placed on the job. The Committeeperson will be given the opportunity to sign the list before it is processed. If the Committeeperson does not sign, the form will be processed as a refusal to sign.
 - E. It is understood an employee may not grieve on more than one (1) job posting during any fifteen (15) day period. If an employee is selected for a job, he/she will be surveyed and must accept/decline at that time.
3.
 - A. Employees voluntarily disqualifying themselves after being placed on the new job will lead to placement on available work, in the Labor Pool. Employees who voluntarily disqualify themselves, or who waive recall, may not apply for the same job for a period of one (1) year or any other job for a period of forty-five (45) days.
 - B. An employee who has been selected for an available job opening shall be

placed on such job within 2 weeks. The selected employee must be released within 2 weeks to fill the job opening unless a different time schedule is mutually agreed upon. An employee in an undesignated or designated classification who has been selected for an available job opening, shall be placed on such job within two (2) weeks or receive the rate applicable for such job when the rate is more than the current hourly rate after the fifth day. Complaints concerning this paragraph will be handled expeditiously between the Labor Relations Office and the District Committee person. Once placed on a job as a result of an available job opening, an employee may not bid on another job for a period of ninety (90) days.

- C. Employees placed on a job pursuant to this agreement that are involuntarily disqualified within thirty (30) days after being placed on the classification shall return to their former classification/position in accordance with their seniority. Employees that are involuntarily disqualified after thirty (30) days will exercise seniority in the Labor Pool or be assigned available work. Employees disqualified will not be eligible to apply for another promotional job opportunity for 45 days.
- D. Shift/crew assignments will be made in accordance with the Shift Preference Agreement.
- 4. Should a reduction in force occur within 30 days of an employee's assignment to the promotional opportunity, the employee will be reassigned to their former classification. However, they will retain recall rights to the classification from which they were reduced.
- 5. A plant wide job posting will be active for 45 days after the posting is removed.

PROMOTIONS/NON-PROMOTIONS

During the current negotiations, the union expressed concern over the use of disciplinary and attendance records in determining the candidates for promotional and non-promotional opportunities. This letter is to advise that there must be a meaningful difference between the records of two employees if that is to be the deciding factor in determining who receives the promotion.

In assessing the labor relations and attendance records, a minor difference between two employees does not, by itself, establish that one of them merits the promotion. If the labor relations record is to be the deciding factor, then there must be a meaningful difference between the two records. For example, an employee with a clear record does not necessarily display more merit than an employee who has one or even two R&Ws, especially if assessed over an eighteen month period.

The parties agreed that in selecting for promotional and non-promotional job openings, an employee's attendance record, unless they have active discipline on their record would not be itself the determining factor for denying the employee the opportunity.

QUALITY

The parties expressed a desire to communicate a mechanism that provides employees with a means to identify work-related quality issues. The Quality Department, in conjunction with the UAW Quality Representative, has developed and implemented a "Quality Hotline" at Cleveland Engine Plant: 1 (216) 676-3413.

The subject of resolving disputes on quality was discussed during local negotiations. It is the desire of both parties that these disputes are resolved internally in a manner that assures the quality of our product and, ultimately, assures the satisfaction of our customers. The Company recognizes the role of our employees in assuring quality parts, and supports the principle that all employees have a responsibility for quality in their work. To that end, employees must be empowered to raise product concerns internally, make the necessary corrections, and stop the operation if required. In cases where these actions are not supported, a meeting will be held with the appropriate personnel and the Building Chairperson or his/her designee, Quality Manager, Plant Manager or the Human Resources Manager to discuss a resolve process to support this objective and to provide an expedient process for review and resolution of those issues that cannot be resolved locally. Quality initiatives will be found in the Plant's charter. It is recognized that there will be instances where part acceptability cannot be resolved by the Process Coach and the employee. The local Quality Hotline was established, in part, for that purpose. As a first step in the issue resolution process, employees are expected to elevate concerns using the local Quality Hotline. In instances where the circumstances require an immediate response, the Process Coach will request the assistance of the Plant Quality Representative to investigate and assist in resolving the issue. Unresolved concerns may be referred to the Quality Steering Committee.

QUALITY INSPECTIONS

The joint parties are committed to building the highest quality engines at the Cleveland Engine Plant. When a critical quality concern occurs within the plant manufacturing operations, the Company and the Union will discuss the appropriate personnel needed to address the quality issue.

QUALITY SORTS

For quality issues, a crib area is identified within the plant for suppliers to sort their own production parts. The results and process will be reviewed with the appropriate UAW representative.

Upon ratification of the Local Agreement, the Company will notify suppliers that they should communicate their sorting intent for a quality issue to the Supplier Quality Leader and Local UAW Quality Representative.

REDUCTION-IN-FORCE NOTIFICATION

In the event that management has determined that a reduction in force within a classification and department is required, a fourteen (14) calendar day advance notice

will be given to the building chairperson and Labor Relations. This notification will be sent via electronic mail by the respective operations.

REPORTS

Seniority, Overtime, and Manpower Popsum reports will be made available to the union leadership upon request.

RETURN FROM INVERSE/MEDICAL

Employees returning from inverse or medical layoff will return to the same job or rotational team as long as they have seniority to hold their job.

SELECTION FOR PROMOTIONAL OPPORTUNITIES

During the course of Local Negotiations significant discussions took place regarding the selection process for promotional opportunities. In the spirit of Continuous Improvement, the parties agree that the current process can be enhanced to ensure the most qualified individuals are selected for promotional openings. Due to the critical nature of work in the machining area(s), the employee must indicate to the process coach and/or committee person within a five (5) day window of their intent to decline the opportunity and return to their previously held department. Upon return to their original department, the employee will be placed on their previously held job.

It was reaffirmed that when merit and ability are equal, the most qualified seniority employee will be selected for the promotional opportunity. Upon ratification of the Local Agreement, the parties agree to review the current process in order to identify and implement improvement opportunities as needed. Reviews will occur in the Local Continuous Improvement Forum (LCIF). It is understood that this review will not include promotional opportunities where selection and assessment processes and procedures have already been established by the National Ford Department and Labor Affairs.

SENIORITY TIE BREAKER – PRODUCTION

When production employees have identical plant seniority dates, the following sequence shall be utilized to determine the senior and junior employee:

1. Plant Seniority
2. Ford Service Date
3. Last four (4) digits of Social Security Number (the employee with the lowest numerical digit is considered the least seniority employee)

The above principles shall be applicable under the following conditions:

1. Exercise of seniority in accordance with the terms of the Production Shift/Crew Preference Agreement
2. When determining the junior employee to be terminated as a result of a reduction in force
3. When determining the junior employee to be affected in the department originating the reduction of force

SHARED COMMITMENT

April 20, 2022

Mr. Paul Donovan
Building Chairman
UAW Local 1250
Cleveland Engine Plant

Mr. Donovan:

The employees, UAW leadership, and Ford management share many common goals. It is understood these goals are the foundation upon which we will continue building a relationship of mutual respect and trust. We are committed to develop a competitive advantage through our workforce, and the alignment of our organization towards becoming the "Manufacturing Plant of Choice" for Ford Motor Company.

We will employ the principles of the Continuous Improvement Agreement, as defined in Appendix J of the Collective Bargaining Agreement and leverage Plant Operating Systems including the Organization Design Document. We jointly commit to an ongoing implementation and refinement of these principles including: improved productivity, flexibility and waste elimination. The key strategies and commitments that we believe will ensure the creation of an environment that fosters continuous improvement are:

- Facilitating effective and efficient communications
- Pushing decision making to the point of use
- Identifying and controlling variance to standards at the source
- Promoting the identification and elimination of waste
- Encouraging continuous improvement

The Company and Union recognize that working together on these strategies is critical to our success and ability to compete for current and future business. The achievement of the above goals will be the foundation upon which CEP will move forward to be considered the "Manufacturing Plant of Choice" for Ford Motor Company.

Eric Blankemeier
Area Manager
Cleveland Engine Plant

Matt Campbell
Area Manager
Cleveland Engine Plant

SIGN-UP FOR VACATION AND SUMMER SHUTDOWN

Seniority employees in undesignated classifications wanting to work as vacation replacements should sign-up in the Human Resources office during May 16th through May 31st. Employees will be selected for vacation replacement and summer shutdown in accordance with the Master and Local Agreements.

STARTING TIMES

During the course of the local negotiations, the parties discussed the possibility of changing starting times on various operations. The Company will discuss starting times with the Building Chairperson and teams in an attempt to satisfy both employee and operating concerns. It is mutually agreed that assembly line employees will be solicited to obtain input on starting time preference, unless it is determined that the new start time will have an adverse affect on the business operations.

SUSPENSIONS

Arbitrary suspension of employees for minor offenses such as Absenteeism, Tardiness or Off the Job without Permission, will not occur. Employees will be suspended and sent home only where there is probable cause for believing that they are guilty of a serious infraction or in situations where the employee poses a hazard to themselves or other employees. It was agreed that there are occasions where it may be necessary to suspend an employee prior to a hearing, such as: Under the Influence, Abusive or Threatening Language, Theft, Assault, Fighting, or Sabotage. If it is determined, following the investigation, the employee is not guilty of any infraction; they will be returned to work and reimbursed for lost time. If, on the other hand, they are found guilty and disciplinary layoff is in order, the time during which the employee was suspended will be applied toward the period of disciplinary layoff.

TEAM LEADER ROLES AND RESPONSIBILITIES

Cleveland Engine Plant will adhere to the corporate guidelines or mutually agreed upon World Class team leader roles and responsibilities.

TEAM LEADER SELECTION & DESELECTION PROCEDURE

In accordance with Appendix J, Exhibit 2 Work Groups/Teams of the National Agreement, the plant will adhere to the Team Leader Selection and Deselection process contained within the Joint Continuous Improvement Charter. Locally, Team Members will select a Team Leader from the qualified candidate list. The qualified candidate list will be the joint interview process two highest assessed employees who have met the minimum threshold.

TEAM STRUCTURE

Cleveland Engine Plant will implement the corporate guidelines or mutually agreed upon World Class team structure. The team structure will include both production and skilled employees working together within their capabilities focusing on achieving competitive levels of Safety, Quality, Productivity, Maintenance and Cost per Unit.

TEMPORARY ASSIGNMENTS

If a need arises for a designated Temporary Assignment, a request will be submitted and approved through the Manpower Requisition process. Temporary job bids should not exceed ninety (90) days in duration. If it becomes necessary to extend beyond the ninety (90) day limit, the job will be reviewed by the Company and the UAW Building Chairperson and may be extended by mutual agreement. Employees on a temporary classification will equalize overtime within the same classification group where the temporary assignment exists for the duration of the Temporary assignment.

Employees temporarily assigned to a designated classification will be governed by the following:

- May be removed and/or may disqualify themselves at any time
- Cannot exercise shift preference against permanently classified employees
- Are not eligible to become permanently classified without successfully completing the job posting procedure

Employees returning from a temporary assignment or vacation replacements of less than ninety (90) days will return to their previous classifications and job assignment. Employees returning from temporary classifications of ninety (90) days or more will exercise seniority in accordance with the Occupational Group Seniority Agreement.

TIME STUDY/MODAPTS

During local negotiations, considerable discussion was held regarding notification to Union Representatives when studies are made that could involve changing the number or nature of an employee's work assignment elements.

When a study is made to evaluate operating work patterns, the appropriate team manager and/or manager will discuss the cause of the re-balance or other work pattern changes with the appropriate Committeeperson. The parties agreed that time study/MODAPTS and line adjustments meetings will be held, on an as needed basis, to discuss work load concerns. These meetings will involve appropriate Management Representatives, Supervisory, Industrial Engineering, Labor Relations, and UAW officials. The employees on the jobs being studied shall be notified at the time the study is to be made. Any problems associated with the issue should be brought to the attention of the Plant Manager by the Building Chairperson.

UNIFORM VOUCHER PROGRAM

During negotiations, uniform vouchers were discussed. An agreement was reached between the joint parties. A program will be offered one-time after the ratification of this agreement.

All eligible employees opting into the program will be offered a \$150 voucher to be used over the life of the contract to purchase apparel through a Company-approved vendor. Eligible employees are defined as hourly employees on the active rolls at the ratification of the agreement.

Once established with the vendor, all eligible employees opting into the program will have a 60-day sign up period. Purchased apparel will be the property of the employees upon receipt; employees will be responsible for their cleaning and maintenance. This agreement will be subject to any terms and conditions outlined and agreed upon by the UAW/Ford National Parties. Questions and concerns including if employees assigned to a specific area are eligible for uniforms under these parameters should be directed to the Human Resources Supervisor.

VACATION RECEIPT

During the course of negotiations, the Company and the Union discussed vacation scheduling and the importance of timely follow-up after a time off request has been submitted. An employee who has submitted for been granted vacation and/or personal time will be given a receipt upon the employee's request.

VACATION SCHEDULING PRACTICE

It has been the practice when consideration is given to an employee's preference for vacation purposes, that total Company seniority is utilized instead of plant or occupational seniority.

VOLUNTARY OVERTIME PRODUCTION SUPPLEMENTATION PROCEDURE

GUIDELINES:

The following general guidelines represent the implementation of the new voluntary overtime procedure. It is recognized that as new problems become evident in the administration of these guidelines, all parties will make a good faith effort to agree upon adoption to new situations in accordance with the letters of understanding.

The following guidelines will initially be used for scheduling employees to work this overtime:

1. The local overtime agreement will provide for scheduling of employees within their team, within their team on the opposite crew/shift, within their department, and within their classification. When it becomes necessary to replace employees who have elected not to work in accordance with the provisions of the memorandum of understanding on voluntary overtime, the Company will take the following action:

- a) Other low employees in the department who are not scheduled to work and who are qualified to perform the work, will be scheduled.
 - b) If there are still insufficient employees to work the required overtime, the Company will schedule other employees in the bracketed department in the classification and then other qualified employees within the bracketed department.
 - c) If there should still be insufficient employees to work the required overtime, the Company will schedule other qualified employees in the plant who are not scheduled to work.
 - d) Administer this provision in accordance with the section of this procedure titled "Administration."
2. Employees will not be charged on their departmental overtime list for supplemental opportunities worked.
 3. There will be no new or added overtime equalization on limitation applications with liability to these supplemental overtime assignments.
 4. Complaints about the operation of the procedure may be taken up with Management. Examples of repeated and flagrant disregard of this process will be addressed to the Human Resources and Plant Manager for resolution.
 5. Recognizing that it is impossible to identify the situations and problems until we gain experience in the implementation of these guidelines, problems incurred in application of these guidelines will be discussed with the Plant Chairperson.
 6. It is understood that no provision of the local overtime agreement or these guidelines shall preclude the Company from supplementing the work force on any operation adversely affected by the employees designated to work overtime.

ADMINISTRATION:

In an effort to distribute supplemental overtime opportunities in a more equitable manner, as discussed in the Local Agreement, the scheduling process for supplemental weekend overtime will operate as outlined below:

1. The list will be available in Labor Relations or alternate agreed upon area for all employees to sign from 7:00 a.m. Friday until 6:45 p.m. Wednesday. The parties may mutually agree to an alternate location or electronic method for sign-up.
2. The UAW will manage the list and coordinate the order in which employees should be offered the overtime opportunities. This eligibility ranking will be determined by the employees' last supplemental overtime opportunity. It is understood that there may be supplemental overtime opportunities which require certain skills and abilities to properly perform a particular job. In these situations, it was agreed that scheduling an employee who has previously worked supplemental overtime may be permissible. When this occurs, the process coach and the District Committeeman should discuss the reasons for the deviation from the Supplemental Overtime List. The Company reserves the right to schedule the appropriately qualified individual if none are available through the Supplemental Overtime Process.

3. Departments requiring employees for the upcoming weekend will communicate their supplemental needs to the UAW by noon on Thursday.

WORK ASSIGNMENTS

During the course of local negotiations, considerable amount of time was spent by the parties addressing the need to improve communication regarding employee work assignments. The following actions were reaffirmed:

- The Company reaffirms its commitment to ensure Process Coaches do not reassign employees to another job for punitive or retaliatory reasons.
- The Company also reaffirms its policy that a Process Coaches' responsibility is to supervise. Performing jobs included in the bargaining unit beyond the extent provided in the Agreement and pertinent decisions of the Umpire, will neither be condoned nor tolerated.
- Confirming the understanding reached during Local Negotiations, Management does not expect employees to be subject to conflicting Process Coach instructions on work assignments. Management recognizes that it is desirable for employees to be responsible to their immediate Process Coach only. Therefore, employees will be notified as to who their Process Coach is for their given area. This does not mean employees have the right to refuse a direct order from a member of management.

WORKFORCE STABILIZATION

In order to realize a stable workforce and achieve a zero unit loss launch while maintaining current product line performance, all skilled trades and production employees selected for a new program will remain on their positions for two (2) years after Job 1. Exceptions may include promotional opportunities, reductions in force, or performance issues. It is understood that the parties may agree to deviations in the local overtime equalization and shift/crew preference agreements to accomplish workforce stabilization. Given the goals outlined in the "Cleveland Engine Plant Commitment to Competitive Excellence" Letter of Understanding, advanced discussions will take place between the joint parties as it relates to the movement of existing skilled trades and production employees to a new program assignment to avoid production losses on existing product lines. Given these two critical objectives, a phased transition process will include deferred movement of critical employees until such transition plan can be executed.

WORLD CLASS STATUS

In order for Cleveland Engine Plant to remain an attractive, cost competitive facility for future programs work, the parties agree to identify and implement the following:
innovative operating patterns to maximize efficient operations and capacity utilization;
operational efficiencies identified in all areas of the business; staffing and structures required to achieve Best In Class results.

DRAFT

SKILLED TRADES AGREEMENTS AND UNDERSTANDING

ALTERNATORS AND STARTERS

The Hi-lo Mechanic will inspect inoperative alternators and starters and perform minor repairs, such as brush replacement.

APPRENTICE – DAILY OVERTIME ASSIGNMENT

1. Apprentices shall be allotted daily overtime opportunities on a ratio of one (1) apprentice for every ten (10) journeypersons by classification in the plant, providing work is scheduled, which an apprentice is qualified to perform.
2. It is understood that in certain classifications other overtime ratios, such existing ratio, may be utilized by mutual agreement.
3. It is further agreed, if the apprentice is not qualified for the eleventh (11th) overtime opportunity, a journeyperson will be so assigned; and the apprentice will work the twelfth (12th) overtime.

APPRENTICE ASSIGNMENTS

During the course of Local Negotiations, the parties discussed the method of assignment to apprentices as well as the availability of qualified journeymen for counseling and guidance. The following represents the Company's position on these various issues discussed:

Under the supervision of journeypersons, supervisors and training personnel, the apprentice advances from simple job assignments to the more difficult and complex requirements of his trade. Any apprentice who is assigned to a job for which he has not received training or which he feels would endanger his safety has a right to seek the assistance of his supervisor or a journeyperson.

APPRENTICE SCHEDULING

An apprentice in a trade populated with less than ten (10) journeypersons will also be scheduled to work when all journeypersons are scheduled or refuse. The same rule will apply to a trade with greater than ten (10) journeypersons.

SUPPLEMENT APPRENTICE AGREEMENT

1. Apprentices shall be allotted weekend and holiday overtime on a ratio of one (1) apprentice for every ten journeypersons by classification in the various departments within a plant, providing work is scheduled which an apprentice is qualified to perform.
2. It is understood that in certain classifications, other overtime ratios, such as the existing ratio, may be utilized by mutual agreement.

3. When an apprentice is transferred to another building for training purposes, such apprentice will be charged with the average overtime hours in the classification, in the new building.

TOOL ROOM ASSIGNMENT – MACHINE REPAIR APPRENTICE

The Company reaffirms that the Machine Repair Apprentice will be schedule Tool Room training hours consistent with the schedule established by the Joint Apprenticeship Committee.

WEEKEND, HOLIDAY AND SHUTDOWN SCHEDULING OF APPRENTICES

For every ten (10) journeypersons requested to work per shift, per day, an apprentice slot will be generated per shift, per day. The apprentice will be scheduled in his/her own area as long as there is at least one journeyperson working in the area with the apprentice. If the apprentice cannot work his/her own area, he/she would then be assigned to work in their department, then outside their department, or to an open apprentice slot generated by a refusal by another apprentice. An apprentice that cannot work his/her own area will not displace another apprentice from his/her area.

For every ten (10) journeypersons working daily overtime per shift, per day, an apprentice slot will be generated*. An apprentice will work his/her own area as long as there is a journeyperson working that area. An apprentice working the overtime will not displace another apprentice working his/her shift and area. If the apprentice cannot work his/her own area he/she would then be assigned to work in his/her department, then outside his/her department or to an open apprentice slot created by a refusal by another apprentice.

*An apprentice will not replace a journeypersons request unless ALL journeypersons have been exhausted. Then the apprentice with low hours will work the generated slots, and high hour apprentice with low hours will work the generated slots and high hour apprentice will take open requests on the floor. The jobs on the floor have first priority. An apprentice in a trade populated with less than ten (10) journeypersons will also be scheduled to work when all journeypersons are scheduled or refused. The same rule will apply to a trade with greater than ten (10) journey persons. The Skilled Trades Office has the right to deviate from the assignments for training purposes.

WELDER APPRENTICE CERTIFICATION

All Welder General Apprentices will be provided training prior to graduation. Welder Apprentices will be provided a certification process for structural steel and pipe.

WELDER APPRENTICES

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

ASSIGNMENTS – GENERAL MAINTENANCE OF WASHROOMS, SHOWER ROOMS, AND LOCKER ROOMS

Two (2) Pipefitters will be assigned to the washrooms and shower room facilities. As long as there are repairs to be performed these Pipefitters will not be removed but will be utilized on other assignments if there are no maintenance issues in these facilities.

ASSIGNMENTS – PLANT PATROL

A pipefitter will be scheduled and assigned to plant patrol on all three shifts when production is not scheduled on those shifts or production support pipefitters are not scheduled.

ASSIGNMENTS – RETALIATORY

During the course of Local Negotiations, considerable discussion was held regarding the transfer of skilled maintenance employees from one area to another area within the department. It was explained to you that transfers for punitive or retaliatory reasons are inconsistent with Company policy and will not be condoned or tolerated. In the event the Union feels such a contemplated move is for punitive or retaliatory reasons, the subject may be brought to the attention of the department manager for an expeditious review and a discussion of the rationale for the transfer in an effort to resolve the issue.

ASSIGNMENTS SPRINKLER SYSTEMS

The appropriate skilled trades person will be responsible for the installation and maintenance of plant sprinkler and CO2 systems. It is understood that inspection and certification of such systems must be performed by a certified state inspector.

ASSIGNMENTS TO ACCOMPANY VENDOR REPRESENTATIVE

When a vendor enters the plant to assist with a problem, the proper trade will accompany the vendor for training and assistance. Furthermore, vendors will not perform included UAW work.

CHECKOUT PROCEDURE – SKILLED TRADES

During the course of Local Negotiations, we discussed the current checkout procedure for skilled trades personnel. The Union's position that employees are expected to be on their job and in the plant during the hours they are being paid. After ground rules are explained to employees, it is their individual responsibility to abide by these rules. Based on these discussions and explicit understandings, Management of Cleveland Engine Plant 1 is willing to implement a "no checkout" procedure for Maintenance Skilled Trades.

CLEVELAND ENGINE PLANT – SKILLED TRADES COMPETITIVENESS

During the course of these negotiations, the Company and the Union discussed the implementation of work groups/teams at Cleveland Engine Plant #1. The parties reiterated their mutual commitment to deliver engaged and aligned work groups/ teams in accordance to the standard outlined in Appendix J of the Master Agreement. The parties recognize a vision for fully integrated, motivated teams who work together to drive operational excellence and continuous improvement. Achieving this vision is only possible with a fully participative skilled trades workforce. Critical skilled trades discussions will occur during Local Skilled Trades Governance Team (LSTGT) meetings. Enabling National Contract Provisions, that will serve as guiding principles for these meetings include, but not limited to, the following:

Appendix J –Exhibit 1: "Skilled Trades Operational Effectiveness"

- Appendix J – Exhibit 2: "Work Groups/Teams"
- Letter of Understanding: "Skilled Trades Competitiveness"
- Letter of Understanding: "Skilled Trades Governance"
- Letter of Understanding: "Skilled Trades Training Resource" As a result of these ongoing joint efforts we will in fact employ the most competitive skilled trades workforce in the automotive industry resulting in profitable growth for all.

COMMUNICATIONS TO THE SKILLED TRADES CHAIRPERSON

The Skilled Trades Chairperson will be provided the following reports: A weekly Seniority run A weekly Overtime run (OMS Offices) A weekly Alphabetical run A weekly Shift Preference run A monthly Inverse Layoff listing.

COMPUTERIZED PLASMA ARC CUTTER

A state-of-the art, computerized, plasma arc cutter was relocated to Cleveland Engine Plant #1. This machine will continue to be operated by qualified UAW skill trades personnel.

CUSHMAN VEHICLE REPAIRS

The parties have agreed that Cushman vehicles will be routed through the Hi-lo Garage for evaluation and repair.

CUTTER GRIND

When the machining areas are running in the engine plant, an appropriate number of Cutter Grinders will be scheduled to support production activities. Cutter Grinders will assist in improving productivity, reduce tool usage and reduce tooling costs. They will be responsible for sharpening reusable carbide tools, precision tool setup, tool transportation and tool inventory. With advances in technology and an ever-increasing demand for precision in grinding and setting tools, the classification of Cutter Grinder demands a certain set of skills that can only be obtained from a four (4) year apprenticeship or eight (8) years of experience.

DOLLY/TRASH HOPPER/K-TECH CART REPAIR

All Industrial Tow Tractor Drivers in Material Handling will be instructed by their supervisor to tag dollies, trash hoppers and K-Tech Carts which have a defective wheel. Utilizing the appropriate qualified trades, a system to repair this equipment will be established which will not add any incremental cost to the operation. There may be times due to critical timing or cost, that repairs need to be made by an external source. Discussions will be held with the Skilled Trades Chairperson prior to sending any dollies, hoppers or K-Tech carts outside for repair.

ELECTRICAL MOTORS

The UAW Skilled Trades guidelines established past practice for transportation and installation of electrical motors as: Millwrights install electrical motors of one horsepower or over. Fractional horsepower motors that one man can reasonably handle are installed by Electricians. The metric equivalent for horsepower will apply to the above disposition. One horsepower and over, or metric equivalent, will be assigned to the Millwright classification. $\text{Kilowatts (KW)} \times 1.34 = \text{horsepower}$.

ENGRAVING EQUIPMENT

Signs that are to be made on site utilizing an engraving machine will be assigned to a qualified skilled tradesperson. Training on the engraver will be provided as needed.

FIVE DAY QUIT NOTIFICATIONS

The Skilled Trades Chairperson will be notified by E-Mail when Hourly Personnel is sending out a Five Day Quit Notice per the National Agreement.

GENERAL SKILLED TRADES LANGUAGE

The parties agree to better reflect the changing technology, needs and conditions associated with the new product equipment and conditions to enhance machine efficiency and up-time. It was agreed that skilled trades work assignments would be made in accordance with the local work assignment guidance practices. Work will be performed in accordance with Exhibit II Skilled Trades Work Assignments of the Master Collective Bargaining Agreement. Management intends to respect the core skills of the trades and to recognize the difference in education, training and, experience and safety of the assigned trade.

- Skilled trades employees will assure their area is clean prior to and after the completion of their work assignment.
- Skilled trades employees will perform lubrication when repairing or replacing parts.
- Skilled trades employees will perform their own minor heating and burning, e.g., burning frozen bolts, fitting bearings.
- This will confirm the plant's position that Supervisors are not to transport maintenance materials. All skilled trades employees can transport their specific maintenance parts and materials utilizing PMHV equipment. Transportation of material requiring rigging, will continue to be assigned to Millwrights.
- Skilled trades employees will work under the "helping hand" concept. The core skilled trades will accept and obtain assistance to efficiently complete the assignments. If the trades assigned to the manufacturing team cannot accomplish the task or require specific core skills not available within the team, they will obtain assistance from building maintenance.
- A selection and de-selections process will be established based on merit and ability to be utilized for a promotional skilled trades leader classification with seniority being tie breaker.
- The teams will "own and operate" their equipment. Machine operators will be expected to operate, clean, and perform minor maintenance in accordance with principles of FTPM. Maximum uptime with "managed" downtime will be the expectation.

Corrective maintenance:

- Following are examples to, of work which can be performed by production team members in the performance of their jobs and in keeping with the tightening, lubricating, inspecting, cleaning and adjusting concepts required for upkeep of their equipment.
- Inspect, tighten, replace bolts, nuts and screws.
- Tighten fittings, clamps, hoses, such as those found on air, lube and hydraulic lines.
- Perform simple machine adjustments on items such as feed dogs, switch arms and actuators, flow controls, etc.
- Change single grinding wheels.

- Clean and touch-up equipment.
- Replace missing or defective lenses, light bulbs, and operator console bulbs.
- When necessary to maintain production, will perform lubrication tasks (such as adding material to oil tanks and air line lubricators).
- Keep machines free of chips and debris.
- Change sockets on bolt run down tooling.
- Replace guarding.
- Keep machines free from sand, resin, chips and debris.

GUARD REPLACEMENT

When safety guards are removed in conjunction with repairs, maintenance, cleanup, etc., such guards will be replaced by the individuals/trade who removed the guards as part of completion of the job prior to the equipment or machines being placed in full production.

HEALTH AND SAFETY – ESTIMATED COMPLETION DATES – MANPOWER

Realistic estimated completion dates (ECD's) will be established on all health and safety items that cannot be completed immediately and their progress will be followed to completion in the issues tracking system. When there is a skilled trades reduction in force being considered, the Health and Safety problem deck will be reviewed to determine whether any ECDs are past due. If there are issues not being worked on and the material is available, sufficient manpower will be retained to perform the work.

HYDRAULIC OIL LEAKS

In order to reduce the amount of hydraulic oil leaks throughout the plant, the Company has instituted an improved internal control program. This program includes the identification of leaks and the preparation and issuance of reports and charts on a regular basis to the appropriate Management personnel to highlight oil leakage problems on equipment. Equipment that is designed by the procedure as containing significant oil leaks will be repaired as soon as the equipment is available. Minor leaks will be tightened by operating personnel and leak repairs other than tightening will be performed by qualified skilled trades personnel.

IMPLEMENTATION STEPS PRIOR TO UTILIZATION OF SUPPLEMENTAL CONTRACTOR IN THE CLEVELAND ENGINE PLANT #1 ON WEEKENDS, SUMMER SHOTDOWNS AND HOLIDAYS

This will confirm that the following steps would be initiated prior to utilizing supplemental contractor employees on weekends/or plant shutdowns:

- Supplemental employees from other shifts in-plant

- Apprentices not scheduled within the plant
- Employees on Inverse Layoff will be offered to return to work
- Laid off skilled trades employees within the plant, working on production who have signed the Skilled Trades Supplemental Work List
- Offer up to 12 hours schedules to only the affected plant trade, unless mutually agreed by the UAW and Company

INDUSTRIAL TRUCK MECHANICS

The Company and the Union agree the Industrial Truck Mechanic classification will be responsible for maintaining all electrical-powered and fuel-powered equipment (i.e., Material Handling PMHV, maintenance and Plant services equipment) used at CEP to include inspections, breakdowns, PM's, repairs and cleaning.

INVERSE SENIORITY AGREEMENT - SKILLED TRADES

1. Seniority skilled trades employees will be provided an opportunity to sign an optional layoff form at any time which will encompass (a) a waiver of seniority for short-term layoffs of two calendar weeks or less and (b) a waiver of seniority for short-term layoffs of known duration of more than two calendar weeks, but not exceeding the maximum number of weeks as specified by the national agreement. This optional layoff form is available in the Labor Relations Office.
2. Any change of options will go into effect on the first Monday of the following month.
3. An employee who does not sign a new option form or change their option form will be governed by their last submitted form.
4. When it becomes necessary to layoff skilled trades employees as outlined in section 1(a) above those first to be laid off shall be those employees by classification and department/team who have signed an optional layoff form, starting with the greater seniority employee until the number to be laid off by classification and department/team has been reached. If the required reduction number was not met, the least seniority will be laid off in the affected departments. When it becomes necessary to layoff skilled trades employees as outlined in section 1(b) above shall be those employees by classification who have signed an optional layoff form, starting with the greater seniority employee by classification and laying off the next seniority employee by classification until the number to be laid off by classification in the plant has been reached. If the required reduction number was not met, the least seniority will be laid off.
5. The following procedure will govern short-term layoffs for two calendar weeks or less:
 - A. An employee may elect to waive seniority and accept the temporary layoff of known duration.
 - 1) An employee who does not make any election will exercise seniority for the term of the layoff.
6. The following procedure will govern layoffs of known duration of more than two calendar weeks, but not exceeding the maximum number of weeks as specified by the national agreement. Each employee must make one of the following

elections for layoffs in this category. This election will be a separate election and will have no application to elections for layoffs of two calendar weeks or less.

- A. An election to waive seniority and accept the temporary layoff of known duration.
 - B. An election to exercise seniority for the duration of the temporary layoff.
 - 1) An employee who does not make an election will be covered by Paragraph 6B.
 - C. Upon exercising the long-term option, employees may return to work the following Monday after being on layoff for at least thirty (30) consecutive days. Employees returning to work must notify Labor Relations prior to Tuesday at noon to return the following Monday. The employees will return to the same department, area and foreman code as long as they have seniority to hold the job. Any employee wishing to exercise shift preference for either his/her first or second choice, may do so providing he/she has seniority to hold their choice.
- 7. Each employee will be provided a copy of their submitted form.
 - 8. Employees can pull their election to waive seniority any time prior to the posting of the Temporary layoff. Once an employee has declined an inverse opportunity, his/her name will be removed from the Inverse Seniority list. The employee may resign and be eligible for an inverse option the following month.
 - 9. Every reasonable effort will be made to provide the Skilled Trades Chairperson 14 calendar days advance notice where circumstances permit. Some examples of circumstances which would preclude such advance notice are emergency break downs, utility failures or shortages, labor disputes and other conditions beyond the control of Management. The lack of notice shall not be subject to the Grievance Procedure.
 - 10. Employees on a temporary layoff will not be displaced by another employee changing inverse options.
 - 11. In the event of recall, the seniority employees will be given the option to return to work prior to the least senior employee. However, seniority employees may return to work anytime after being on layoff at least thirty (30) consecutive days.

LETTER OF UNDERSTANDING, OUTSIDE CONTRACTING CHECKLIST NOTIFICATION OF OUTSIDE CONTRACTING A.O.C.'s

During the course of Local Negotiations, significant time was devoted to the issue of timely notification which would provide sufficient time for the Union to review on particular contracts of skilled trades on site maintenance and construction activities. Consistent with these discussions, the procedure, as developed in 1987, was modified to meet these objectives outlined in 1999 Letter of Understanding (LOU) titled "Outside Contracting" will be followed. The Company reaffirms its commitment to the process outlined in the National Collective Bargaining Agreement. Consistent with this commitment:

- 1. Before letting a contract, plant management will evaluate the ability of the local plant forces to handle a given project.

2. The Skilled Trades Chairman, will be given sufficient notice of the contemplated utilization of an outside contractor in reference to the Outside Contracting letter in Volume IV, Letters of Understanding.
3. Arrangements will be made to provide the opportunity for comment and discussion within the five (5) working days of notification. All reasonable efforts will be made to mutually resolve differences. Summer and Christmas shutdowns will be preceded by meetings between the Skilled Trades
4. Chairperson and the Manager of Facilities & Equipment Engineering, in which they will receive a package of information on all jobs planned for the shutdown.
5. Meetings will be held, consistent with Manufacturing Time and Data Management, between the parties to discuss the future construction activities.

Furthermore, the outside contracting checklist should be used to ensure that the relevant factors related to outside contracting have been considered.

LOAN OUT AGREEMENT

Every effort will be made to loan the least senior trades person from one department/area to another. The parties recognize that on occasion this cannot be accomplished for work of a continuing nature of more than one (1) day. For periods of less than one equivalent base work schedule day the company retains the right to assign work. When deviating from this practice, the District Committeeperson will be advised.

MAINTENANCE OF BACKFLOW EQUIPMENT

The parties agreed during the 2007 Local Negotiations that a State approved, qualified Plumber Pipefitter will perform all inspections on backflow prevention equipment at the plant, when required.

NEW WORK DISCUSSIONS

The parties agree to implement actions necessary to improve HPU to achieve best in world levels. It is jointly agreed that we must continue to improve our competitive position to secure additional new work.

NEW TECHNOLOGY

During these negotiations, the parties have agreed to work locally, per the National letter on New Technology, as it applies at Cleveland Engine Plant and included UAW work.

The Company agrees to developing a training plan with Union Leadership to ensure employees have the sufficient training on new equipment. The Joint Parties will collectively review new opportunities for these items as they develop within the current and future business needs.

NON-TRADITIONAL JOBS

Skilled trades persons accepting a non-traditional job, such as OMS, FPS, FTPM, etc. will return to the department and area they were in prior to accepting the assignment, if they return within two weeks.

NOTIFICATION OF OUTSOURCED WORK

During these discussions, you indicated a serious concerns about the outsourcing of hi-lo and truck repair work. You also indicated awareness of the procedure established in Mr. Luther's communication of August 17, 1984, addressing the notification procedure. Unless superseded by the terms of the new Master Collective Bargaining Agreement, we will continue to provide advance notice and to provide an opportunity for comment on our plans. The plant affirms that all reasonable efforts will be made to minimize outsourcing in these areas. We will monitor the workload over a (6) six-month period, and at that time we will review our findings with you concerning increased manpower and resolve the issue.

OUTSIDE CONTRACTORS

The parties agree that there will be prior notification and a timely review of contemplated outside contracting projects, which may involve skilled trades personnel in these reviews to ensure that included employees have an opportunity to express their concerns and ideas prior to a contract being let. Accordingly, if the local parties deem it appropriate, the Skilled Trades Chairperson or the designated representative can request individuals from the appropriate trades representing the majority of the project work to attend the discussions concerning the contemplated outside contract.

Full Utilization	
Please place a "3" in the "Fully Considered" column after each factor is considered.	Fully Considered
1) Indicate if the contemplated contractor will be performing the work on straight time vs. overtime	
2) Determine whether the contemplated work will be accomplished during the workweek or on the weekend	
3) Identify any plant skilled trades forces on layoff who could be utilized.	
4) State if there are any specialized work skill competencies that the contemplated contractor personnel possess that Company forces do not.	
5) Indicate the number of outside contractor personnel involved in the project.	
6) Determine number of skilled trades employees available/ willing to work O/T required to complete project, consistent with cost and training parameters.	

7) Determine whether affected trades will be working weekend overtime.	
8) Estimate the percentage of affected trades to be assigned work alongside the contemplated contractor.	
9) Assess whether a Skilled Trades Project Coordinator may be appropriate to oversee the contemplated project.	

OVERTIME AGREEMENT - SKILLED TRADES

1. Overtime shall be equalized in accordance with Article IV, Section 6, of the Master Collective Bargaining Agreement. As a result of different base work schedules, identification of overtime hours will be in accordance with Article IX and/or Appendix W of the Master Agreement
2. An employee's overtime record will be maintained on the principle of the hours paid and available overtime hours refused. Overtime will be posted to this record weekly. The overtime records will be posted in a prominent location in the department, unless otherwise mutually agreed to.
3. The following general rules will be applicable for maintaining the employee's overtime records:
 - A. All overtime opportunities will be scheduled eight hours or more on the weekends and Holidays. All Saturday, Sunday, Holiday and daily overtime shall be charged as overtime hours worked irrespective of when such overtime is scheduled. However, no employee shall be disciplined for failure to accept an overtime assignment, which is not scheduled in accordance with Article IV, Section 6.
 - B. Employees who refuse any overtime assignment for any reason will be charged for the hours that would have been paid, except an employee notified to come in after their quitting time shall not be charged on the overtime list if refused. If the overtime assignment is accepted and worked, the employee shall be charged for the overtime hours.
 - C. (1) Employees absent any time during the regular work week shall be charged the amount of overtime hours worked in their department on their crew/shift and classification during such absence providing they would have been scheduled for such overtime work, except employees absent due to military leave or jury duty when advance notice is given. An employee absent due to paid bereavement (per Article IX, Section 19) will not be charged for missed overtime opportunities. An employee will be charged for overtime opportunities while performing military duty for time exceeding two (2) weeks per year for Reserve Training and one (1) weekend per month for Reserve Training.
 - (2) Employees absent due to scheduled vacations will not be charged for the overtime hours that would have been worked, providing the vacation is equivalent to the base work week schedule in the same pay period. Any

vacation hours, including paid personal and paid family days of less than the base work week schedule will result in an overtime charge to the employee for all overtime hours that would have worked including weekend overtime. Further, employees will not be considered available for work on RDO/weekends following vacation equivalent to the base work schedule within the same pay period.

- (3) Employees who have been scheduled for the RDO/weekend and are absent on the day prior, must call their Process Coach and the overtime maintenance office by noon on the day prior to reconfirm their availability. Failure to call in by noon will result in a double overtime charge for the weekend overtime.
 - (a) Employees returning from a vacation equivalent to the base work schedule in the same pay period must also call by noon on the day prior to reconfirm their availability for overtime for the upcoming pay period.
- (4) Weekend Overtime Manpower requirements and tentative schedule will be posted by name on Wednesday by 2:00 PM.
- (5) The OMS will post all overtime scheduled for Saturday and Sunday by Thursday at 1:00 PM. After 1:00 PM, if further requests are received, every effort will be made to follow standard scheduling practices. However, when necessary, additional requests will be assigned to the next available employee.
- (6) An employee who is scheduled and has accepted an overtime assignment and is subsequently absent during the overtime period, will be charged double the overtime hours that would have been worked; except for a qualifying bereavement (as described in 3(C) above).
- (7) The OMS will post all overtime for the upcoming week by Thursday at 2:00 PM.
- D. The company will designate a member of management responsible to address Skilled Trades Overtime issues.
- E. Employees entering or re-entering a classification will be given the highest number of hours on the Classification plus 1/10. However, employees who return to their original classification from a layoff, or personal leave of absence which did not exceed ninety (90) days will be tracked and charged all available overtime hours during their absence. Employees who have fallen off rolls (inactive) will be placed on the overtime list in the same relative position, which they held at the time they were removed from the overtime rolls, upon reinstatement.
- F. (1) Employees scheduled to work overtime on Saturday may also be offered to work on Sunday, if overtime is available on Sunday within their classification and department. An employee unavailable for Saturday overtime will also be deemed unavailable for Sunday overtime work. If the Sunday overtime requirements exceed the number of employees scheduled on Saturday, Management will notify the additional employees prior to the weekend.
 - (2) During the Christmas holiday period, as defined in Article IX, Section 22(a), of the Master Agreement, employees will be scheduled to work the entire overtime

available in their classification, unless mutually agreed by the parties. An employee unavailable for any portion of the Christmas holiday overtime, except for Christmas day and New Year's Day, is deemed unavailable for the total period. In the event manpower requirements for this period are not met, employees will be scheduled on the basis of their overtime hours. Manpower required for the Saturday and Sunday following Christmas Day will be included as part of the Christmas holiday period. The option to "refuse Saturday and accept Sunday" will not apply during the Christmas holiday period.

(3) During weekend holiday periods, an employee must have worked the last scheduled day preceding the holiday to be eligible to work the holiday overtime. (Easter Sunday, Thanksgiving, Christmas and New Year's Day will be excluded as qualifying days).

- G. At the beginning of a new year, the overtime record will show the total difference in overtime opportunity for the past year; e.g., the record will be adjusted by subtracting the lowest number of hours for all employees on the same classification and the difference in hours carried forward.-The Skilled Trades Chairperson will designate someone who will provide these hours to the OMS.
- H. When the coded overtime list schedule is changed resulting in employees being assigned to a different shift, employees will not be double charged if they subsequently refuse. If the overtime list is changed during the last hour of the shift, employees will be personally notified of the change by the department that changed the schedule.
- I. Employees who trade shifts among themselves for weekend overtime will be double charged.
- J. If an employee requests to be excused from a RDO/weekend overtime opportunity, such request must be made to the overtime maintenance office by Wednesday the first four (4) hours into of the shift.
- 4. The following provisions will govern the equalization of overtime consistent with the provisions of Article IV, Section 6, of the Master Agreement.
 - A. It is recognized overtime differences will exist in some classifications due to the problems inherent in scheduling daily overtime assignments on a shift or among shifts/crews. The Company will affect one or more of the following assignment practices as necessary to minimize such differences:
 - (1) Assignment of the low overtime employees on the classification on the shift/crew to the areas scheduled to work daily overtime for an indefinite period.
 - (2) Reassignment of the low overtime qualified employees at the end (or beginning) of their normal shift/crew to other operations within their classification which are scheduled for sporadic daily overtime.
 - (3) Employees accepting daily and weekend overtime opportunities, will notify the overtime maintenance office by the first four (4) hours of their shift on the second to last day of their work week for the following work week. Employees returning from vacations, medicals, or TLO, must notify the overtime maintenance office by the 4th hour of their shift on the last day of their work week

Friday to make themselves available for any overtime opportunities the following work week.

(4) Employees scheduled over or early will not displace a permanent employee who works in the area.

(5) Employees assigned to non-traditional jobs will equalize all overtime in their classification for daily and weekend opportunities.

B. (1) Employees with the low overtime hours, on a classification, shall be scheduled for weekend, weekend holiday, and continuing holiday overtime opportunities.

(2) Employees with the low overtime hours on a classification, on a shift/crew, shall be scheduled for holiday overtime opportunities for a single holiday. Employees on inverse layoff for the entire week are not eligible for overtime opportunities for that week.

C. Those employees who cross shift/crew lines for purposes of overtime equalization shall revert to their regular shift/crew at the beginning of the new work week without incurring backup pay for the first day of such work week. Based on discussions during Local Negotiations, the following reflects the overtime charging practices for employees with less than seven (7) hours between the quitting time of their previous shift and scheduled overtime:

- Employees with less than five (5) hours between scheduled overtime and the quitting time of their previous shift, under normal circumstances, will not be considered for the scheduled overtime.
- Employees scheduled for overtime when there are five (5) to seven (7) hours from the quitting time will not be charged in the event they refuse this overtime. Employees who accept the overtime opportunity and work will be charged.

D. 3rd shift employees bumping to 1st shift and skilled trades in crews going from 3rd shift to 2nd shift will not be eligible and/or charged for any overtime on the day prior to the effective date of the bump, that would affect them reporting to their new assignment.

E. It is understood deviations from the principles set forth above for reasonable cause are permissible, but such deviations will not change the necessity to equalize overtime. The reasonableness of the cause for such deviations may not be subject to the Grievance Procedure.

5. The following special provisions shall govern weekend overtime rotation in the specific classifications indicated. To effectively administer this sharing of overtime opportunities, it is recognized that there will be some overlapping of duties in the classifications involved during overtime periods. Such overlapping will not be the basis for a grievance protesting improper overtime assignments.
6. Crew employees must indicate their 7 shift preferences for each pattern in Labor Relations. During Summer/Christmas shutdowns, Crew employees will be scheduled based on their 5x8 shift preference.
7. All overtime hours paid through the grievance procedure will be charged accordingly.

CLARIFICATION OF AREA OVERTIME SCHEDULING

During Local Negotiations, the parties agreed that it was advantageous for the skilled trades to work on equipment and operations that they were familiar with on a daily basis. Therefore, the parties agreed it was in our best interest to have trades work overtime opportunities in their home area before leaving the department.

Cleveland Engine Plant has traditionally scheduled by area and will continue this practice for weekend overtime opportunities.

OVERTIME ASSIGNMENTS PRIOR TO VACATION

During Local Negotiations, considerable discussions were held concerning the scheduling of skilled trades employees on RDOs/weekends prior to them going on vacation. As a result of these discussions, it was agreed that would not be charged for missed overtime opportunity(ies) if they take a vacation equivalent to their base work schedule. In addition, employees will not be charged for missed overtime opportunities on the RDOs/weekend prior to or after (not to exceed 9 days total) their equivalent base work week schedule vacation.

OVERTIME SCHEDULING

All skilled trades overtime scheduling and hours will be maintained through the Maintenance Overtime Office.

OVERTIME WALK-INS

Considerable discussions were held during negotiations related to the subject of overtime violations as they concern supervision working "walk-in" employees that are not previously scheduled or on the plant supplemental list. The parties recognize that this is a joint problem that requires action from both the company and the union.

The company agreed to counsel supervision related to this overtime violation and direct them to review the timekeeping system and supplemental overtime list before working a "walk-in."

The union agreed to discourage the practice of employees walking in for an overtime opportunity.

SKILLED TRADES OVERTIME

UAW Skilled Trades may be scheduled for daily overtime on their assigned jobs (or areas) if the overtime spread within the classification is less than 100 hours on the shift. If there is more than a 100 hour spread, overtime will be equalized on a plant-wide basis within a classification. All weekend and holiday overtime will be equalized plant-wide to the 100 hour spread.

PEDESTAL FANS

Consistent with existing practices, qualified UAW skilled trades personnel will be assigned the initial installation or replacement of cooling fans. If new fans are not purchased pre-assembled, the assembly of parts, excluding motors and electrical components, will be performed by qualified UAW skilled trades personnel.

POSTINGS OF MANPOWER ADJUSTMENT SHEETS

It is the intent of the Company to notify the UAW Skilled Trades Chairperson as far in advance as possible for any anticipated reductions in force or manpower adjustments. To this end, the Company will review the required skilled trades adjustments and explanation in writing with the Skilled Trades Chairperson or his/her designee and post on Wednesday. If adjustments have not been posted on Wednesday, they will be deferred to the following week unless mutually agreed to.

PRODUCTION EMPLOYEES – SKILLED TRADES RATE OF PAY

Prior to a production employee receiving a skilled trade rate of pay, it will be reviewed with the Skilled Trades Chairperson.

PROMOTIONAL JOB OPENING

When it is anticipated a Skilled Trades promotional job will be filled from within, a Notice will be posted. Employees shall have seven (7) working days from the date Labor Relations presents the Skilled Trades Chairperson the Notice of Job Opening to apply for the open job. Interested employees may apply for such opening with their district committeeperson. The Skilled Trades Chairperson will be provided a list of the candidates prior to selection. Should a selected skilled candidate wish to disqualify themselves before ninety (90) days have passed, they will return to their prior assignment provided his/her seniority prevails.

PROMOTIONAL OPENINGS FOR THE NON-APPRENTICABLE SKILLED TRADES CLASSIFICATIONS

When a non-apprenticeable Skilled Trade classification are to be filled internally, the opportunity will be posted for seven (7) working days. The Skilled Trades Chairperson will be notified prior to posting a non-apprenticeable job.

PYROMETER AND INSTRUMENT INSTALLATION & REPAIR NEW EQUIPMENT TRAINING

Due to the age of gage equipment and the impending task of replacing obsolete gage related components within this equipment, there may be a need and technological

advantage to upgrade, improve and install new gauging processes, systems and equipment rather than repair current equipment. As we move forward, Pyrometer and Instrument Installation & Repair personnel will receive training and support in the areas of start-up, operation, preventive maintenance, troubleshooting, repair, and programming for this equipment, processes and systems. Such training will give Pyrometer and Instrument Installation & Repair personnel a technological edge over the competition, increase reliability of equipment repairs, decrease downtime and confirm quality commitment to our customers

REASSIGNMENT OF WORK FROM SKILLED TO PRODUCTION

The parties held lengthy discussions during Local Negotiations concerning the reassignment of work to the production employees or other skilled classifications. The Company and the Union agreed that changes in traditional work assignments in the skilled trades classifications will be mutually agreed with the Skilled Trades Chairperson prior to being implemented. However, this does not preclude the Company's right to make changes through new technology to become more efficient and remain competitive in today's market place.

RENTAL AND LEASED EQUIPMENT

All short term leased and rental equipment will be inspected according to Ford standards prior to being placed in operation. On the limited occasion where this equipment requires the service of the leasing agent, every feasible effort will be made to service the equipment off-site. This equipment will be acquired for abnormal conditions only such as plant construction and during peak work periods, etc. this acquisition is not intended to avoid repairing in-house equipment on a timely basis.

SCRAP OUT AGREEMENT

This scrap out procedure is intended to be used for large scale tear out of operations, lines and facilities being eliminated. When an operation or facility is being scrapped out, the appropriate trade (e.g. Pipe fitters, and/or Electricians) will be utilized to initially make the operation safe, by disconnecting and removal of necessary services. Millwrights and Welders will then be assigned for the total scrap removal. In the event machines or equipment are to be salvaged or sold, the appropriate trade will be assigned to the task. At times there may be a need to deviate from this agreement with the mutual approval of the Skilled Trades Chairperson and Management. All Maintenance Supervisors will be informed of this procedure. The Skilled Trades Chairperson will be notified prior to an operation, line or facility being scrapped out.

SENIORITY AGREEMENT - SKILLED TRADES

1. Seniority in the Skilled Trades shall be on a plant-wide basis, except as provided otherwise in this agreement.
2. An employee who entered a skilled classification subsequent to September 3, 1954, but prior to November 3, 1967, accumulated seniority on that classification from date of entry after working three (3) consecutive months thereon. A seniority employee entering into a skilled classification subsequent to November 3, 1967, accumulates seniority on that classification from date of entry after working one (1) month thereon.
3. In the event of a reduction in force, employees who have exhausted their seniority in their present classification shall exercise their seniority in accordance with the provisions of this agreement.
4.
 - A. No employees will be permitted to accumulate seniority in more than two (2) classifications, one of which must be their basic classification and the other the most recent promotional classification occupied.
 - B. An employee having seniority on a skilled classification listed in the skilled groups defined in Paragraph 9 below who, in accordance with their seniority rights, has exhausted their seniority upon reduction in force and accepts available work in one of the other skilled classifications, shall be credited with the date-of-entry temporary seniority on the new classification. It is understood such transfers are subject to the provisions of other skilled trades agreements. Upon leaving the classification, the temporary seniority shall be voided. Upon recall, such an employee shall return to their basic or promotional classification.
5. An employee who has held more than one skilled classification shall be subject to the provisions of Paragraphs 4A and 4B.
6. An employee having total seniority within the Skilled Trades groups, defined in the agreement as Group 97, Group 98 and Group 99, who has exhausted their seniority in their group, will be placed according to the National Collective Bargaining Agreement - Appendix N, Memorandum of Understanding Preferential Placement Arrangements.
7. An employee having total seniority in the production occupational groups, who in a reduction in force, has exhausted their seniority in their skilled trades classification will exercise seniority in their production classification in the department, in the plant, where they last held the production classification prior to their reclassification to skilled trades.
8. A procedure for administration of short-term temporary layoffs is attached and is part of this agreement.
9. Employees affected by any disqualification from a promotional skilled classification, within ninety (90) days of entry, will exercise seniority against the least seniority employee in their basic classification. Employees disqualified after ninety (90) days will exercise seniority against the least seniority employee in their basic classification.
 1. When employees in a promotional classification are affected by a reduction in force, they will exercise seniority against the least seniority employee in their

promotional classification in. Employees thus affected will exercise seniority in their basic classification against the least seniority employees.

2. Should a selected skilled candidate wish to disqualify themselves before ninety (90) days have passed, they will return to their prior assignment per local agreement.
10. The following represents the sequence to be utilized to determine the senior and junior employees for those skilled trades employees having identical date-of-entry seniority in their classification as provided in the Local Skilled Trades Seniority Agreement:
 1. Occupational Seniority (Date of Entry, D.O.E.)
 2. Ford Service Date (F.S.D.)
 3. Last Four (4) Digits of Social Security Number (the employee with the lowest numerical digit is considered the least seniority employee)

The above procedure is applicable only for the purposes of exercising seniority for shift preference, reduction in force, and in conjunction with the Skilled Trades Plant Transfer Procedure.

11. The skilled groups are herein defined as Group 97, Attachment 1; Group 98, Attachment 2; and Group 99, Attachment 3, which are part of this agreement.

ATTACHMENT 1
GROUP 97

Classification	Code	Rates Effective Date:
Welder – General*	5570430	9-14-20** \$35.590

*Where certification is required for high pressure welding, incumbents of this classification who are certified to perform such work, will be paid 8¢ per hour above their base rate for the time they are assigned to perform such work.

**Wages are subject to change per the National Collective Bargaining Agreement.

Classification	Code	Rates Effective Date:
Industrial Truck Mechanic	2571200	9-14-20** \$35.490
Carpenter – All Around	2570440	\$35.490
Millwright	2571660	\$35.590
Plumber – Pipefitter	2572340	\$35.590
Sheet Metal Worker*	2572950	\$35.590
Waste Disposal Equipment & Minor Maintenance*	2572800	\$35.490

*Classification designated as Will Not Be Repopulated. The parties will continue with current local practices for such classifications until work is transitioned to the appropriate classification in accordance with the National Agreement.

**Wages are governed by the National Collective Bargaining Agreement and are subject to change.

ATTACHMENT 2 GROUP 98

Classification	Code	Rates Effective Date:
Cutter Grinder*	5070250	9-14-20** \$35.590

*Classification designated as Will Not Be Repopulated. The parties will continue with current local practices for such classifications until work is transitioned to the appropriate classification in accordance with the National Agreement.

**Wages are governed by the National Collective Bargaining Agreement and are subject to change.

ATTACHMENT 3 GROUP 99

Classification	Code	Rates Effective Date:
Inspector – Tooling & Layout	0670300	9-14-20* \$35.885
Machine Repair	2571370	\$35.885
Pyrometer – Cleveland	3670060	\$35.885
Toolmaker & Template Maker	5072050	\$35.885

*Wages are governed by the National Collective Bargaining Agreement and are subject to change.

SHIFT/CREW BUMP PROCEDURE – SKILLED TRADES

We identify those Employees who are Affected By the shift/crew Bump (EABB) (This includes those who are coming new to the shift/crew, and those who have been displaced from their departments but have enough seniority to hold their present shift). We also identify Employees who will be Leaving the Shift (ELS). As a cross check, this rule applies on a shift/crew in a plant the ELS plus new open jobs, minus jobs reduced should equal the EABB.

NOTE:

If there is a reduction in a department on a shift, the least seniority tradesperson in the classification in the department on the shift will be reduced out. They will then exercise their seniority in the plant they work by being placed in the group identified as “people

affected by the bump” (EABB) in seniority order. If they do not have seniority to hold the plant they work in, they will be placed in the EABB in the plant which they exercise seniority.

2. A tradesperson will then be assigned to the new dept. by the following rules:

A. BUMP (high bumps low) on a shift/crew, the most senior person on the EABB will be assigned to the area that the least senior person worked on the ELS List. However, the person bumping must have seniority over the person being bumped. Further, the person who is being bumped must not be reduced from an area due to a reduction in manpower in that area. Also, the person being bumped cannot be backfilling for someone on inverse, medical or special assignment unless the person being bumped no longer can hold the shift. This process will continue until no one on the EABB has seniority over anyone on the ELS.

B. REPLACE (high replaces high) on a shift/crew if a person does not have seniority against anyone left on the ELS then the greatest seniority tradesperson left on the EABB will be assigned to replace the greatest seniority employee on the ELS. This process will continue until all employees on the ELS has been replaced.

C. FILL (high by dept./area) on a shift/crew if there are open jobs created.

SHIFT/CREW PREFERENCE AGREEMENT - SKILLED TRADES

1. In exercising seniority for shift/crew assignment, employees classified on skilled trades classifications will exercise classification seniority in accordance with this agreement.
2. Seniority employees shall be given preference in assignment of shift/crew consistent, with the principle established in Article VIII, Section 28 (a), of the Master Collective Bargaining Agreement.
3. An employee with no shift/crew preference could be bumped off the shift/crew, regardless of seniority. The employee exercising preferential shift/crew seniority must be able to perform the work of the employee they are displacing.
4. Employees may submit a shift/crew preference change to the Labor Relations Office at any time. The new election will be exercised within the plant. Shift /Crew preference bumps will be completed with an effective date for the 1st Monday of each month. Shift/Crew preference must be submitted by noon on the last Tuesday of each month. Once a seniority employee changes shift/crew, for their first (1st) preference only, another change cannot be made for ninety (90) days.

A. In the event of a reduction in force, tradespersons will initially exercise their right to shift bump at each RIF event.

5. A weekly list will be made available containing a permanent record of each employee's shift preference and their current shift. A master list indicating the above information for all employees will be given to the Union and is available in Labor Relations.
6. Those employees who cannot obtain their first choice will exercise seniority to attain the shift of their second choice.

A. Any protest concerning shift adjustments made as a result of the provisions of Paragraph 6A above must be submitted to Labor Relations

by the District Committee person within two (2) weeks following the date of adjustment.

- B. Employees may change shifts/crews only under the provisions of this agreement.
 - C. Seniority employees who are not placed on the shift of their preference, or who are removed from the shift of their preference during the ensuing year, will exercise their shift preference during the year. Such employees will exercise seniority against the least seniority employee in their classification within the building to which they are assigned.
7. An employee with a medical restriction will exercise shift/crew preference seniority in accordance with the terms of this agreement providing they can perform the job on the shift and in the area to which they are being transferred. The Company will make the final determination regarding the medically restricted employee's qualifications to fill a particular opening. If a medically restricted employee is displaced by a senior employee they will be transferred to the shift of the least seniority employee in their classification where they will remain until the next shift preference period.
 8. Any employee who has exercised preferential shift/crew seniority during a shift bumping period and who is still assigned to the shift/crew of his/her choice shall not have the right to exercise preferential seniority or change his/her choice of shifts/crews during the same shift/crew bumping period.
 9. An employee returning to skilled trades from a production classification or to a production classification from skilled trades may submit a new Shift/Crew Preference Card in the Plant Labor Relations Office within one week after the effective date of such transactions.
 10. In the event an employee is reduced from an area or department and another employee is placed in that same area or department within 2 weeks; the first employee reduced will return to his/her original area or department regardless of seniority, as long as the employee has seniority to hold the shift.

SHUTDOWN MAINTENANCE ASSIGNMENTS

During the course of Local Negotiations, considerable discussion was held regarding the scheduling of skilled maintenance employees within the building, during the two (2) week summer shutdown or during any non-premium plant shutdown. Accordingly, in the event of reduced manpower requirements in specific Maintenance Departments, the seniority employees will be scheduled in their normally assigned departments, while the lesser seniority employee will be made available in other departments.

April 20, 2022

To: Mr. Pat Smith
UAW Skilled Trades Chairperson
Cleveland Engine Plant

From: Tyra Grier-Coleman
Human Resources Manager
Cleveland Engine Plant

Subject: Skilled Trades Communication

During the course of Local Negotiations, significant discussion took place regarding the importance of improved communication so as to resolve skilled trades issues. As discussed, we have identified the mutual interest of leveraging the various contractually mandated forums as the appropriate vehicle to elevate, discuss, and resolve skilled trades issues.

Tyra Grier-Coleman
Human Resources Manager
Cleveland Engine Plant

SKILLED TRADES CONSTRUCTION TEAM

During the course of Local Negotiations, the parties discussed the use of skilled trade construction team(s) during periods of construction. With a viable business case, the parties will discuss the use of construction team(s), including establishing specific timing and cost objectives.

The parties acknowledge that successful construction team(s) may include the following:

- Team size should be determined by the scope of work
- A project coordinator will be assigned, if applicable per the Master Agreement Letter of Understanding "Expansion of Skilled Trades Project Coordinator Classification"
- Personnel trained in "Effective Bidding and Estimating"

Construction team(s) will be governed by the following parameters:

- Overtime will be equalized within the Construction Team
- In the event of a shift in project timing, availability of materials, or other unforeseen events, short term layoffs of 30 days or less will be confined to the affected construction team
- Once a skilled trade construction team has been established, skilled trades assigned to the team are exempt from provisions of the Local Skilled Trades Shift Preference Agreement with the exception of shift preference within their construction team
- At the conclusion of the construction assignment or a reduction in force notification, skilled trade employees will exercise their seniority in accordance with applicable Local Agreement provisions.

SKILLED TRADES LEADER

Skilled Trade Leader responsibilities will include, but are not limited to, coordinating the completion of work, ensuring the necessary materials, supplies and equipment are ready and available for the job, and that safety and standard processes are followed. Skilled Trade Leaders will work and perform jobs as a skilled trade in addition to performing their Leader role. As such, skilled trade leaders will equalize within the overtime equalization group of their respective base trade.

SKILLED TRADES MEETINGS

The Company recognizes the valuable contributions of all individuals who administer the contract provisions as they relate to the well being of the plant workforce. In particular, the Skilled Trades Chairman plays an important roll in administering relevant contract rules to insure an orderly handling of bumps, work assignments and insure the overall well being of the skilled trades workforce. To assist the Skilled Trades Chairman in this role, the parties agree to arrange meetings between the Chairman and the Skilled Trades workforce on a once a month basis, based on a mutually agreed to schedule, that does not pose an unnecessary hindrance to the efficient operation of the plant. These meetings will replace the regularly scheduled team meetings. The intent of these meetings is to improve communications and resolve open issues and concerns between the workforce and Company leadership. After the conclusion of negotiations, the parties will discuss and determine the actual meeting arrangements, appropriate to the operational necessities of each of the Cleveland Site plants.

SKILLED TRADES PLANNER POSITION

During the 2007 local negotiations, it became evident that an effort was needed to improve the utilization and effectiveness of the Skilled Trades workforce. The roll of the UAW skilled tradesperson plays an integral roll in the success of the Cleveland Manufacturing Site. To this end, the parties discussed actions that could be taken to achieve this goal.

The Planner position, as considered, will hold accountable the operational and administrative aspects of the skilled trades work group. Employees who show interest in this position will be jointly selected through the review of the applicant's work history and selection based on merit and ability with seniority acting as a tie breaker. Shift preference will not be a consideration in respect to this position. The responsibilities of this position include, but are not limited to:

- Plan, schedule and facilitate project work group meetings.
 - Interpret and implement applicable blueprints and work orders.
 - Liaison with salary supervisors and engineers.
 - Provide information and advice to Management and outside contracting subcommittees.
 - Plan, arrange and provide appropriate training.
 - Obtain materials and supplies for the group.
 - Be knowledgeable of all operations within the project work group and provide coverage for group members who are away from the work area.
 - Maintain team records.
 - Participate in Management meetings and communicate the needs of the team.
- Issues arising from implementation of this agreement will be reviewed by local management and the UAW Skilled Trades and Building Chairman.

SKILLED TRADES REDUCTION/TEMPORARY LAYOFF NOTIFICATION

In the event that Management has determined that a skilled trades reduction-in-force (RIF) or a temporary layoff is required, the Company will attempt to provide a fourteen calendar day advance notice, except in emergency situations, to the Skilled Trades Chairperson. This notification procedure can be administered through Labor Relations by completing and submitting a RIF notification form during the weekly manpower planning meeting.

SKILLED TRADES SUPPLEMENTATION – CHANGEOVER AGREEMENT

The Company reaffirms its commitment to the Master Agreement provisions titled "Skilled Trades Supplemental Agreement Between Ford Motor Company and UAW" and "Guidelines for Temporary – Changeover Pool Agreements." All Qualified Employees, as outlined in these provisions, may make application in the Labor Relations Office for potential supplementation/changeover opportunities.

SPECIAL PLACEMENT OPTION FOR DEATH OR RETIREMENT (SPO)

When an opening occurs, approved by a requisition, in an area or department due to a death or retirement, the seniority employee in the plant, within the classification may volunteer to move there if they bring it to the Union's attention. The vacancy left by the volunteer will not be filled by this procedure. Employees on Medical or Layoff have an option to sign for a SPO.

SUMMER SHUTDOWN SCHEDULING

Vacation scheduling for all skilled trades will commence the week following April 1, after the company's notification of the dates for summer shutdown and the establishment of prime time vacation allowances. Trade lists by Ford Seniority Date will be posted to make elections for summer vacations. The tradesperson is required to request his/her vacation within twenty-one (21) calendar days before summer shutdown. It will be our intent to have all summer prime time vacations scheduled by June 1st of each year. Once employees' vacations have been approved, they will receive a receipt confirming the vacation dates.

SUPPLEMENTAL PAINTERS

In the event additional painters are required, after discussion with the skilled trades chairperson, non-classified employees may be utilized up to their capabilities to safely perform the work.

TECHNICAL AND VERSATILITY TRAINING

Pursuant to discussions in negotiations with respect to Skilled Trades Training needs, the Company and the UAW agree that continuing to provide critical Technical Training is paramount if we are to meet and/or exceed our objectives.

During Local Negotiations, considerable discussion took place regarding the identification of specific technical and versatility training needs for our UAW skilled trades employees. In addition, the parties agree to continue pursuing available funding mechanisms to support the practice of having vendors provide technical training on new equipment or machines entering our plant.

In addition, a tracking system to record all employee participation in the various training programs including but not limited to virtual training will continue. UAW Skilled trades technical training discussions will occur in the UAW Local Skilled Trades Governance Team (LSTGT) meetings.

Within 90 days of ratification the Company and Union will jointly work together on a training plan to address the training needs within the plant for current and future equipment utilized in the plant.

Issues requiring resolution may be escalated to the National Ford Department and Labor Affairs.

TEMPORARY LAYOFFS DURING THE SUMMER SHUTDOWN

If a situation arises where employees will be temporarily laid off during the Summer Shutdown, then the seniority employees that haven't already been approved for vacation will be surveyed for temporary layoff elections, rather than utilizing the Temporary Layoff Procedure listing.

THREE-WHEEL BICYCLE MAINTENANCE

Major repairs will be done by Industrial Lift Truck garage personnel.

TOOLBOXES AND TOOLS

This confirms our understanding that retiring skilled trades employees may retain one Company provided toolbox designated by the Company that will become the property of the employee.

The parties will jointly review and resolve issues regarding toolboxes during the Local Joint Skilled Trades Governance Team meetings.

Further, the Company will replace employee tools and toolboxes which are damaged on Company premises with a replacement at a reasonable value. This pertains to damage due to causes outside of the employee's control, including personal tools that are lost in the performance of their job and such loss is substantiated by a member of Management.

TOOLMAKER COMPETITIVENESS

The parties reaffirmed their objective of reducing costs while providing timely service to production operations through the continued implementation of the competitive work practices that will allow for additional opportunities to retain and insource work.

TOOL ROOM

During the 2019 Local Negotiations, the parties discussed future work for the Tool Room. The parties will continue to identify ways to improve plant competitiveness and efficiency. Tool Room opportunities can be reviewed as part of the Local Job Security, Operational Effectiveness and Sourcing Committee (LJSOESC) process.

TRANSPORTING OF MATERIALS

This will confirm the plant's position that Supervisors are not to transport maintenance materials. All skilled trades employees can transport their specific maintenance parts and materials utilizing PMHV equipment.

TWELVE HOUR ASSIGNMENTS

When a trade has been on a seniority layoff for a period exceeding one month, the Company will not consistently work the employees in that trade twelve (12) hours. A bi-monthly joint review will be conducted with the Skilled Trades Chairperson and Operations Manager to evaluate overtime concerns. Where it is found that a trade is consistently working twelve (12) hours, other options, including recall, will be considered. The provisions of this letter are not applicable in those instances when a skilled trade employee(s) base work schedule is 12.0 hours per day.

VACATION REPLACEMENT

In an effort to avoid employee shortages during peak vacation periods and to provide supervision with additional latitude to grant vacation/paid personal days from June through August, the OMS and Central Maintenance Senior Process Coach will evaluate and review with the Skilled Trades Chairperson on an annual basis, the number of vacations scheduled per week and arrange for sufficient replacements.

VACATION SCHEDULING

The subject of skilled trades vacations was discussed at length during these negotiations. Consistent with Article IX, Section 25, of the Master Agreement, the Skilled Trades Chairperson will be notified no later than February 1, if a shutdown will be scheduled and also notified no later than April 1, of the dates if the vacation shutdown. No later than May 1, the OMS and Central Maintenance Senior Process Coach will meet with the Skilled Trades Chairperson to review vacation schedules, prime time periods and the number of tradespersons to be on vacation by trade.

VACATION SCHEDULING – SUMMER SHUTDOWN (working or vacation)

The process that determines if an employee works the shutdown, instead of taking vacation, is determined by date of entry (DOE) into the trade, not company seniority. This is contrary to what determines who is allowed to take vacation, which is driven by company seniority. If more employees want vacation during the summer shutdown than the company can allow, the employee with the higher company seniority, regardless of shift, will be granted the vacation. At all other times, vacations are scheduled by company seniority on each respective shift. A younger employee within a trade who does not have enough vacation to cover summer shutdown will not displace a seniority employee.

WASTE WATER TREATMENT ASSIGNMENTS

Current technologies have changed the Waste Water Treatment plant operating requirements. As a result, waste water treatment tasks, currently assigned to the Waste

Disposal Equipment Operator, will also be assigned to qualified Plumber-Pipefitter as deemed operationally necessary. It is understood that Waste Water Treatment Overtime Assignments will first be offered to the Waste Disposal Equipment Operator. This arrangement will continue until the Waste Disposal Equipment Operator classification is vacated. At that time qualified Ford UAW Plumber-Pipefitter classifications will assume operationally required tasks.

WELDERS WORKING

During these negotiations, the parties discussed instances when employees working with hood down may be subject to potential safety hazards. In this event, another employee will be within sight of the employee.

WORK GUIDELINE DISPUTES

A skilled trades employee will be made available one (1) day/week to work with the Skilled Trades Chairperson and appropriate Company personnel to resolve long-standing skilled trades guideline disputes.

SAFETY AGREEMENTS AND UNDERSTANDINGS

AERIAL LIFT OPERATION

The Company recognizes the necessity of assigning a second included person as mandated by the Aerial Lift Standard (FAS08- 111). Any issues related to this topic will be addressed by plant Safety.

DANGER TAGS

Danger tags are not to be removed until repairs have been accomplished. In the case of PMHV, vehicles tagged out of service for safety reasons, will not be released until reviewed by appropriate expertise.

ECPL LOCK REMOVAL

The ECPL abandoned lock removal procedure will be adhered to at all times.

EMERGENCY RESPONSE TEAM

Emergency preparedness remains a priority at Cleveland Engine Plant 1. Key factors associated with this program to continue its vital role are:

- Training schedule will be made available by the second week of January each year.
- Training and practice drills will include all requirements to maintain an ERT (Emergency Response Team) status as determined by law, Corporate Policy and plant bylaws.
- The Union H&S Rep. and Company Safety Engineer will be advised in cases when employees are not permitted to join the ERT and if ERT members cannot be released for training/ meetings due to business conditions.
- During their regular work hours, full-time nurses will be invited to participate in training/meetings pertaining to their specific function(s) of the ERT.

EQUIPMENT TRAINING – NEW

Training on servicing and operating new or different equipment will be provided to the maintenance and production employees, utilizing and/or repairing the equipment.

ERGONOMICS

The Company and Union agree to continue the support of the Local Ergonomics Committee (LEC) in in the following manner:

- LEC members will be given the opportunity to receive training in order to fulfill Ergonomics requirements

- The LEC will operate in accordance with Ford guidelines.
- Cleveland Engine Plant 1 is committed to evaluating / supporting LEC projects.

ERGONOMICS DAY

Ergonomics is an important part of the Company's health and safety program given the impact that ergonomics has on employees and their ability to work safely, efficiently, and effectively. Given the importance of ergonomics as we near program launch, the Company agrees to establish an annual 'Ergonomics Day'. During this event salaried personnel and UAW elected that have a direct relationship to the line, such as Engineers, Process Coaches and Team Managers, will perform, for a predetermined amount of time, a job that is normally done by an hourly employee. Our objective is to raise the level of consciousness of salaried employees relative to ergonomics and its impact on health and safety, productivity and quality. It is hoped that by allowing participants to experience ergonomic issues first hand, they will be better equipped to address potential issues and take the necessary corrective action to ensure the health and safety of all employees.

HEALTH & SAFETY MEETINGS

In order to document and expedite H&S issues, the following are the minimum requirements:

- A meeting is to be scheduled and held each week.
- Each area of the plant will be represented as needed, including the Safety Engineer.
- The Chairperson and Bargaining Committee may attend the meetings.
- The Health & Safety Representative may change this after conferring with the Safety Engineer and Unit Chairperson

IMPROVE SAFETY LOCK DISTRIBUTION AND IDENTIFICATION PROCESS

Safety locks are distributed from the crib. The plant will have the responsibility for maintaining and updating a system which will permit the owner of a particular safety lock to be determined.

IN-PLANT DRIVING

The transfer of parts manufactured by the Cleveland Plants and transferred from one plant to another on Company property will be performed by included employees.

ISOLATED AREA

Certain areas are deemed isolated and may require the assignment of a second person to be present, if work to be performed presents certain hazards, as identified in the Site Isolated Areas Policy. Any issues related to this policy will be addressed by the joint Safety activity.

MAGNA-FLUXING OF LIFT TRUCK FORKS

The Company will adhere to the procedure of inspecting lift truck forks. This procedure provides for forks to be magna-fluxed once each eighteen (18) months. It is the intent of the Company to utilize its Hi-lo Mechanics to perform magna-fluxing. In the event it becomes necessary to utilize other methods to meet the eighteen (18) months commitment, the Company will confer with the Skilled trades Chairperson or his/her assistant.

PERSONAL PROTECTIVE EQUIPMENT

The Company will maintain an adequate supply of all Personal Protective Equipment (PPE). In the event that the proper PPE needed to perform a task is not available, the task is not to be assigned until the necessary PPE can be obtained. The UAW Health & Safety Representative must sign off on any change involving PPE.

- If washed gloves are not available new gloves will be used without the need of a requisition.
- Prescription glasses that are lost or damaged in the course of employment will be replaced at no cost to the employee, provided that the claim can be substantiated by a member of supervision. The Company Safety or Labor Relations office will provide the proper documentation for this process.
- Foul weather gear for rain and snow/cold conditions will be inspected, for condition, the proper mix of sizes and supply including insulated coveralls, will be evaluated by September 1st of each year.

PEST CONTROL

- Bird and bird waste issues will continue to be addressed and a meeting will be held if requested.
- Fumigation of locker rooms will take place as needed. The plant will set guidelines to address the frequency.
- Issues that cannot be resolved will be addressed by the HR department, Union and Company Safety.

PMHV INSPECTIONS

The Company reaffirms its' commitment to completing PMHV inspections in accordance with Corporate Standards.

SAFETY AUDITS ON MISCELLANEOUS MOTORIZED VEHICLES

During Local Negotiations the parties agreed that a short-term lease is considered to be 200 hours or less. Engineering and/or Production Control personnel will be notified not to enter into service contracts beyond this period of time. Accordingly, long-term lease equipment will be incorporated into the computer P.M. System and scheduled for safety audits. In times where specific specialized equipment will be leased beyond 200 hours and will require vendor servicing; the Engineering function will discuss the issue with the Skilled Trades Chairperson or his/her designated representative.

SAFETY CHECKLIST AND MACHINE GUARDING

- Process Coach/ Team Leader responsibility– daily checklist to be completed per NJCHS guidelines and any imminent safety issues to be addressed prior to operation start-up.
- All employee's responsibility:
 - Inspect the work area and equipment for any safety hazards that may present an imminent danger.
 - Do not remove machine guards unless authorized to do so, and only after performing Energy Control and Power Lockout procedures as required.
 - When guards are removed for repair or maintenance, ensure that they are replaced before the machine is operated.
 - Take immediate corrective action to repair/replace defective/ missing machine guards or safety devices as reported on individual workstation documentation.
 - Check daily to ensure that emergency stop buttons and stop cords are in good repair and easy to identify.
 - Check area daily to ensure that interlocked guards and point of operation devices have not been defeated.

SAFETY COMMUNICATIONS

The Company and Union agree that Safety Communications are an integral part of an effective safety program. The parties agreed to the following:

- Safety communications will be provided during the regularly scheduled team meetings.
- All safety communications will be documented, including the names and signatures of every team member in attendance.
- All sign-in sheets will be maintained by the Team.

SAFETY TRAINING & ORIENTATION

All employees must receive all mandatory and plant-specific training prior to being assigned to the plant floor.

The Company will ensure that all employees have completed the required number of

training modules in Hazardous Communications for the manufacturing processes in the respective plant. The employee training record will be reviewed prior to the employee being assigned to the floor. As new chemicals are introduced into the plants, the necessary training will be available on an ongoing basis for the appropriate personnel to meet these needs and requirements.

Employees will review Operator Instructions Sheets (OIS) and Job Safety Analysis (JSA) for work being performed as outlined in the FAS08-037 Safety Standard. The intent of the standard is to ensure work is being performed according to pre-established methods (e.g. OIS/JSA) and applies to newly assigned, transferred or loaned employees as well as employees on jobs that have had process changes.

The parties recognize the importance of employee knowledge and understanding to work being performed as well as safety related information associated with the work. As referenced in Volume I of the Collective Bargaining Agreement (CBA), Appendix J, Team Leaders are responsible for ensuring required training is met within the team.

Adherence to the standard will ensure all employees are provided what is needed to safely build a world class quality engine for our customers.

Issues concerning cycle time should be raised to the Process Coach and/or Area Manager.

TRUCK DOCK HEATING

During the course of Local Negotiations, significant discussion took place regarding opportunities to improve truck dock heating at Cleveland Engine Plant #1. The Company will begin the improvement process by relocating and installing available torpedo heaters at mutually agreeable locations.

Settlement Stipulation of Agreement
March 29, 2022


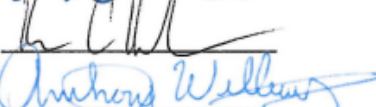

In final and complete resolution of all outstanding issues and to successfully conclude these local negotiations between UAW Local 1250 and Ford Motor Company, The Cleveland Engine Plant, the following is agreed:

The following facility improvements to be completed by dates identified (beginning 90 days after ratification of the agreement)

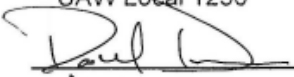
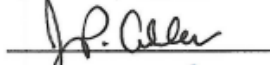



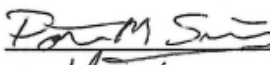
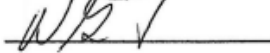
- UAW Office Area(s) improvements including 5 offices with desks plus 1 conference area and 1 printer (by year end 2022)
- Locker Room improvements including shower area leak ceiling repair and paint (by end of October, 2022)
- Market C Restroom ventilation improvements (by end of August, 2022)
- Ceiling fans in Ergo Lab (by end of July, 2022)

The foregoing constitutes a full and complete settlement of all issues discussed during local negotiations. This is subject to final ratification by the membership.

FORD MOTOR COMPANY

UAW Local 1250



HOLD - FINAL SIGNATURE PAGE

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