



INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA – UAW

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April 9, 2020

TO: PRESIDENTS, VICE PRESIDENTS AND CHAIRPERSONS

SUBJECT: VICE PRESIDENT UPDATE – 4-9-20

Brothers and Sisters:

I'd like to start this message by extending my thanks to you as the leadership in our facilities for your continued dedication to this membership as we work together during these difficult times. The UAW-Ford Coronavirus Task Force continues to meet every day and our top priority remains focused on the health and safety of our members. Everything remains fluid as we move forward, but here are a few of the important topics discussed since the last update:

Manufacturing Startup Timing

- Ford manufacturing facilities remain temporarily closed due to the outbreak. We continue to discuss the best timing to restart manufacturing.

Medical Supply Manufacturing and Volunteers

- Historically, UAW members have always been on the forefront in times of great distress. We, as the UAW, volunteer and work selflessly to help our country and this new pandemic is no different. I am so proud when I see throughout the country, all the efforts by this membership during this extraordinary crisis. Also, Ford and the UAW continue to respond to the COVID-19 crisis by shifting production to facial masks, personal protective equipment, ventilators and respirators. Ford Motor Company has received an overwhelming show of support from our UAW-Ford hourly members volunteering to work at the Rawsonville Plant to produce ventilators while normal manufacturing operations have temporarily ceased. Over 1,000 of our UAW members in Southeast Michigan (Zone 1) have volunteered for this effort. I want to express my gratitude to these members for their courage and dedication and I also want to recognize the brothers and sisters outside of this region who offered their services for this endeavor. Additional announcements pertaining to more of our plants manufacturing PPE will be occurring next week.

Continuous Service

- Upon the request of the UAW, Ford Motor Company agreed that temporary layoffs (TLOs) exceeding thirty (30) days or more as a result of the COVID-19 pandemic will NOT constitute a "break" in continuous service with the Company. Temporary employees have been coded "S" during these temporary layoffs to protect their eligibility toward full-time employment. Furthermore, TLO's will also protect future raises for all members.

Health Care Coverage for Temporary Employees

- Healthcare will continue for temporary employees during the COVID-19 crisis. Furthermore, healthcare will become effective as scheduled for TLO employees who are newly hired and reach their 90 day grow-in period during the COVID-19 crisis.

Optional Life Insurance Payments

- Due to the layoff, members Optional Life Insurance payment for April will not be deducted from their pay. Members who have optional (OLIP, DLIP, OAIP or OLTD) premiums normally deducted from their paycheck will receive a bill/invoice in the mail from Unicare.

National Programs Center

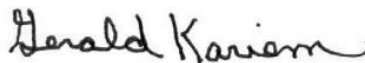
- During the 2019 negotiations, the parties agreed to dissolve the UAW-Ford National Program Center, reorganize its operations, and establish two Taft-Hartley Trust Funds. We continue to meet with the company daily to achieve this tall order and are progressing at a good pace. Joint Programs will remain in full effect during this transition.

COVID-19 Playbook:

- The UAW and Ford Motor Company have developed training content in the form of a “COVID-19 Playbook” for how our facilities are to be restarted. This playbook continues to be discussed and improved upon by the UAW and Ford Motor Company everyday while manufacturing and operations are down. Contents of this playbook include, but are not limited to topics such as:
 - Job Aids
 - Videos
 - Single Point Lessons (SPLs)
 - Enhanced requirements regarding Personal Protective Equipment (PPE)
 - Updated and required cleaning protocols
 - Methods of Communicating changes to all employees
 - Implementing Social Distancing Strategies

Lastly, I do have more tragic news to deliver. The UAW-Ford family had more losses this week caused by this terrible virus. We have now lost six Brothers and one Sister to this pandemic. Their locations are Chicago Assembly, Michigan Assembly ISA, Livonia Transmission (2), Dearborn Diversified, Dearborn Stamping and the Ford EDC1 building. Our support, prayers and sympathies go out to their families and friends. Please stay safe and continue to support one another.

In solidarity,



Gerald Kariem
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UAW National Ford Department

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