

Joint Return to Work Memo and Kevin Kalinowski update from May 6, 2020

UPDATE as of 5/6/2020:

- * TENTATIVE return to work date is May 18th. TENTATIVE but looking more solid every day.
- * The lists will be posted when they are finalized.
- * You will receive a ROBO call at least 5 days in advance of when you should return to work.
- * We have employees in the plant getting it ready for a safe return for the membership.
- * The Return to Work Playbook also contains all of the established safety standards. You can read it here:
https://www.at.ford.com/content/dam/atford/fna/documents/PDFs/MFGPlaybook/Ford_ReturnToWork_COVID-19_Playbook_ME.pdf
- * When you are notified to return to work, remember to take the survey every day before your shift. Take the survey here: <https://www.covid19survey.ford.com/>
- * There will be a safety stand down when you return to cover all procedures.
- * If you are June eligible and have vacation/personal business remaining it will be paid out. You do NOT have to claim this if you are still on UE because it is not wages earned that week.
- * Shutdown - National Ford Department agreed to extend the deadline for notification until June 1st.
- * The final step of the hierarchy was completed. Five out of zone skilled tradesmen elected to come to CEP1 as production workers. This means 25 TFT's will transition to in-progression in the very near future. Those 25 will be eligible for the remainder of the \$9000.00 signing bonus (\$5500.00).
- * There will be a plant wide inverse layoff based on your April 27th layoff preference.
- * The company will notify all employees who are scheduled to work.

THE CURRENT PLAN IS:

* 1 shift -I4, V6, Block, Head Assembly, and MP&L- This will be DAY shift with staggered start times to limit unnecessary exposure.

* I4 will operate as V6 currently does- Straight 8 hour shift, lunch out the door.

* Crank & Head Machining will work DAY CREWS ONLY (A&C).

* Skilled trades will be called back to work in the areas that are scheduled as well as areas of the plant where there is additional skilled trades work.

* Apprentices will be called back according to contractual language, you will be notified by the company.

The plant you left on March 19th will look and operate very differently when you return. Although change can be difficult for some, it is necessary to ensure the safety of our entire membership and their families.

In Solidarity,

Kevin Kalinowski
Building Chairman – EP 1
UAW Local 1250

KK: tm/opeiu1794



Date: 5/8/2020

Team,

We hope that you and your family are staying safe in these uncertain times. We want to update you on the plan for restarting our plant. It's been mentioned before that all Ford Motor Company facilities have gone through deep cleaning and sanitizing. Please be assured that our plant is no exception and crews have worked tirelessly to clean all areas including workstations, restrooms and common areas.

The way we live and work has changed considerably in recent months. As we return to work, let us not forget the basics of stopping the spread of germs - remember to wash your hands, cough and sneeze into your elbow if a tissue is not available, and remember social distancing. Our cleaning crews will continue to clean and sanitize all areas of the plant as we move toward a sense of normalcy.

BEFORE YOU RETURN TO WORK

To prevent the spread of COVID-19 and reduce the potential risk of exposure to our workforce, you will be asked to pass a simple screening every day. Your participation is important to help us take precautionary measures to protect you and everyone in this facility. To access the screening go to www.covid19survey.ford.com or scan the QR code below. We request that you complete the survey at least 30 minutes prior to the start of your shift. Based on your response, you will be informed if you should report to work.

Employees will access the facility through Gate 1 or Gate 4 where they will need to:

- Self-Attest
- Complete the temperature scan
- Obtain a Face Mask
- Receive the COVID-19 Manufacturing Return to Work Guide
- Re-entry to the facility requires self-attestation and a temperature scan
- Food services will be limited to vending only and all areas will be on a Lunch Out the Door (LOTD) schedule

Once we have confirmation of the business resumption plan, the Plant Labor Relations Office will contact your phone number on record to provide your return to work date and time.

We want to assure you that as we move forward, your health and safety is of the utmost importance to both the UAW and Ford Motor Company. We will continue to share updates on any changes or new information through our communications channels.

Thank you for all that you do every day. Your dedication is greatly appreciated.

Thank you,

Kevin Kalinowski, UAW Chairman

Kevin Heck, Plant Manager



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