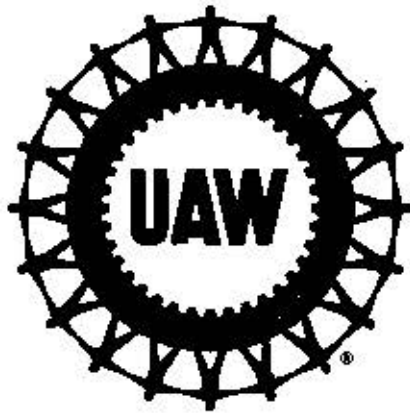




Administrative Letters

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Administrative Letters

2023 Administrative Commitment for Continuous Improvement

XX/XX/XXXX

Mr. Chuck Browning
Vice President and Director
OAN, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Browning:

Subject: 2023 Administrative Commitment for Continuous Improvement

During the 2023 negotiations, the parties discussed at length the importance of the revitalization of their commitment to Continuous Improvement and Total Cost (CI/TC), particularly in light of the ever-changing needs of the business. The parties agreed to utilize the existing National Continuous Improvement Forum (NCIF), as outlined in Appendix J, to develop and launch key elements discussed during these negotiations.

As a result of the discussions, the parties agreed to the following:

- Review and revise, if necessary, the standard interview guide and associated scoring sheet for the Production Work Group, Maintenance Work Teams, and Manufacturing Work Group Team Leader positions.
- Hold, at least annually, conferences and meetings sponsored by NCIF to provide training and education improving the focus on CI/TC initiatives, problem solving methodologies and waste elimination. Attendees will be approved in advance by the NCIF.
- Upon ratification, existing and new FPS coordinators will be retitled to CI specialists. In addition, it was agreed that eighteen (18) CI Specialists will be added within one year of ratification or by the end of 2024, whichever is sooner. These 18 specialists will be placed at the following locations: one (1) at Buffalo Stamping, one (1) at Chicago Stamping Plant, one (1) at Cleveland Engine Plant, one (1) at Dearborn Diversified Manufacturing Plant, one (1) at Dearborn Engine Plant, one (1) at Dearborn Stamping Plant, one (1) at Dearborn Truck Plant, four (4) at Kansas City Assembly Plant, one (1) at Kentucky Truck Plant, one (1) at Lima Engine Plant, one (1) at Ohio Assembly Plant, one (1) at Rawsonville Plant, one (1) at Rouge Electric Vehicles Center, one (1) at Sterling Axle Plant, one (1) at Woodhaven Stamping Plant. The NCIF considered the following business factors in its placement decision: business needs; production complexity; population; and shift patterns.

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2023 Administrative Commitment for Continuous Improvement

- Future increases to CI Specialists can be requested by the Local Continuous Improvement Forum (LCIF) to the NCIF. The NCIF will review the business case submitted and approve or reject the request prior to any selection action beginning by the LCIF.
- Develop a joint standardized process to select CI Specialists. The standardized process will include, but is not limited to, standardized job posting, interview guide, scoring materials, and a de-selection process. Additionally, standardized processes and structures will be defined for overtime equalization, training requirements and a CI Specialist issue escalation process for unresolved matters and concerns. NCIF will deploy all standardized process materials and roles and responsibilities to the LCIF, the ERC and the local Master Black Belt (MBB) or Assistant Plant Manager (APM) for administration.
- When performing position responsibilities, CI Specialists will work jointly with ERCs, supervised by MBB or APM, with oversight from the LCIF. Additionally, the LCIF will ensure the key roles and responsibilities are performed as outlined by the NCIF.
- The Company recognizes the role CI Specialists play in FPS and that they are a vital part of productivity and best-in-class efforts. In the event the Company needs to reduce the CI Specialist role based on business conditions and/or productivity efforts, the Company will notify the NCIF and the affected LCIF prior to any reduction. Reduction process will be handled locally.
- Research reward and recognition programs related to the Cost Save Idea Process as outlined in Total Cost Letter of Understanding (Vol. IV-A).

Timing of these commitments will be determined by the NCIF considering, such constraints as, plant labor and overhead budgets, annual tasks, training development timing and production demands.

Very truly yours,

Scott Britton,
Executive Director
U.S. Labor Affairs

Concur: Chuck Browning

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ADMINISTRATIVE LETTER

XX/XX/XXXX

Mr. Chuck Browning
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Browning:

Subject:

~~Mr. Rory L. Gamble~~
~~Vice President and Director~~
~~UAW-Ford Department~~
~~8000 East Jefferson Avenue~~
~~Detroit, Michigan 48214~~

~~Dear Mr. Gamble:~~

Subject: 201923 Collective Bargaining Agreement

The purpose of this letter is to confirm ~~the past practice of the parties for the Education Development and Training Program (EDTP) Company to~~ will pay for the publication and distribution of the 201923 Collective Bargaining Agreement.

Very truly yours,

Kevin Legel,
Vice President
Labor Affairs

~~Very truly yours,~~

~~William P. Dirksen,~~
~~Vice President~~
~~Labor Affairs~~

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Concur: Rory L. Gamble
Concur: Chuck Browning

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**2019 2023 SETTLEMENT AGREEMENT
BETWEEN FORD MOTOR COMPANY AND THE UAW**

As of this XX day XX XXXX at Dearborn Michigan, FORD MOTOR COMPANY, a Delaware Corporation, (hereinafter referred to as the Company) and the INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, UAW, an unincorporated voluntary association, (hereinafter referred to as the Union) hereby agree as follows:

1. NEW COLLECTIVE BARGAINING AGREEMENT

A ~~2019~~ **2023** Collective Bargaining Agreement with Appendices, supplemental agreements and other agreements and employee benefit plans is agreed to, which shall be the same as the Collective Bargaining Agreement with Appendices, supplemental agreements and other agreements and employee benefit plans dated ~~November 5, 2015~~ XX XX, XXXX, except that they shall be revised as shown on the pages which are initialed by the parties and attached hereto, and shall all have the same date as the **2019 2023** Collective Bargaining Agreement. Included are the following Appendices, supplemental agreements and other agreements and employee benefits plans, as modified, supplemented or added:

- A ~~2019~~ **2023** Skilled Trades Supplemental Agreement, including its Exhibit I, Apprenticeship Standards.
- A ~~2019~~ **2023** Agreement concerning Retirement Plan and an amended Retirement Plan.
- A ~~2019~~ **2023** Agreement concerning Supplemental Unemployment Benefit Plan and an amended Supplemental Unemployment Benefit Plan.
- A ~~2019~~ **2023** Agreement concerning Profit Sharing Plan and an amended Ford Motor Company Profit Sharing Plan for the Hourly Employees in the United States.
- A ~~2019~~ **2023** Agreement concerning Tax-Efficient Savings Plan for Hourly Employees and an amended Tax-Efficient Savings Plan for Hourly Employees.
- A Memorandum of Understanding concerning Legal Services benefits provided for UAW-Represented Hourly Employees of Ford Motor Company in the United States.
- ¹The amended Memorandum of Understanding, Voluntary Overtime, identified as Appendix H of the ~~2019~~ **2023** Collective Bargaining Agreement.

¹ Language moved up in bulleted list to reflect alphabetical order
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A.H. (circled)
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D.K.
P.D.

- The amended Memorandum of Understanding, Continuous Improvement Forums, identified as Appendix J of the 2019 2023 Collective Bargaining Agreement provided that it shall continue to be a "living agreement."
- The amended Memorandum of Understanding, Temporary Employees, identified as Appendix K of the 2019 2023 Collective Bargaining Agreement.
- The amended Memorandum of Understanding, Job Security Program, identified as Appendix M of the 2019 2023 Collective Bargaining Agreement.
- The amended Memorandum of Understanding, Preferential Placement Arrangements, identified as Appendix N of the 2019 2023 Collective Bargaining Agreement.
- The amended Memorandum of Understanding, Return to Basic Unit, identified as Appendix O of the 2019 2023 Collective Bargaining Agreement.
- The amended Memorandum of Understanding, Sourcing, identified as Appendix P of the 2019 2023 Collective Bargaining Agreement.
- The amended Memorandum of Understanding, "Best-in-Class" Quality Program, identified as Appendix Q of the 2019 2023 Collective Bargaining Agreement, provided that it shall continue to be a "living agreement" and not subject to Article X, § Section 10 or Article XI, §§ Section 2, 3 and 4 of the 2019 2023 Collective Bargaining Agreement.
- The amended UAW-Ford Memorandum of Understanding for the Health and Safety of Employees, identified as Appendix S of the 2019 2023 Collective Bargaining Agreement.
- The amended Memorandum of Understanding, Employee Tuition Plans, identified as Appendix T of the 2019 2023 Collective Bargaining Agreement.
- The amended Memorandum of Understanding, Employee Support Services Program identified as Appendix U of the 2019 2023 Collective Bargaining Agreement.
- ~~The amended Memorandum of Understanding, UAW Ford Wage and Benefit Agreement for Seniority Non-Skilled Employees Hired On or After November 19, 2007 identified as Appendix V of the 2019 Collective Bargaining Agreement.~~

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- The amended Memorandum of Understanding, Alternative Work Schedules identified as Appendix W of the ~~2019~~ 2023 Collective Bargaining Agreement.
- The Memorandum of Understanding, UAW-Ford Joint Diversity and Inclusion Program identified as Appendix X of the ~~2019~~ 2023 Collective Bargaining Agreement.

2. OTHER AGREEMENTS, LETTERS OF UNDERSTANDING

New supplemental agreements, appendices, and letters of understanding, in addition to those referred to above, are agreed to and shall be the same as those currently in effect except that certain of them shall be canceled or revised and new ones agreed to as shown on the pages which are initialed by the parties and attached hereto.

3. OTHER CONFORMING CHANGES

In addition to the pages initialed by the parties and attached hereto, (1) language in the ~~2019~~ 2019 agreements that had only temporary effect may be deleted; (2) dates may be appropriately updated; (3) cross references may be corrected; and (4) references to position titles and other provisions may be updated and made consistent. These may be done by agreement of designated representatives of the parties, even though no initialed page showing such change is attached hereto. Such representatives may also determine whether it is feasible to reduce the number of gender-specific references or whether to include a provision that such references are deemed to apply to either sex.

4. COLLECTIVE BARGAINING AGREEMENT CHANGES OR WAIVERS

It is agreed that it may be beneficial for local unions and local management to consider and implement innovative programs, pilot projects, experiments or other changes to promote human resource development, enhance competitiveness, and improve job security and related matters at selected Company locations. It is further agreed that, in order to facilitate and encourage such changes, it may be necessary to change or waive certain provisions of the ~~2019~~ 2023 Collective Bargaining Agreement, supplemental agreements and appropriate local agreements at such locations. It is understood that any such changes or waivers would not be effective unless agreed to by the local parties involved and approved in writing both by the Labor Affairs Staff of the Company and the National Ford Department of the Union. Such changes would be effective only at the location(s) specifically designated.

5. CHECK-OFF OF DUES

It is agreed that, for dues and other lawful union security purposes, an appropriate portion of lump-sum payments under the Letter of Understanding relating to the Up Front Lump Sum

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~~Payment, Inflation Bonus Lump Sum Payment, Skilled Trades Tool Allowance, Transition Lump Sum Bonus, and under~~ the Profit Sharing Plan shall be considered as wages those employees authorizing the check-off of union dues under Article III and Appendix A of the 2019 2023 Collective Bargaining Agreement.

6. TEMPORARY EXTENSION OF OLD AGREEMENT

The terms of all agreements covered by the Union's notice of termination to the Company dated ~~June 26, 2019~~ July 5, 2023 and the Company's notice of termination to the Union dated ~~March 18, 2019~~ July 7, 2023 are extended until such date as the ~~2019~~ 2023 Collective Bargaining Agreement shall become effective as provided in paragraph 7 hereof.

7. EFFECTIVE DATES AND RATIFICATION

The ~~2019~~ 2023 Collective Bargaining Agreement and related agreements shall become effective on the first Monday following the date of receipt by the Company from the Union of written notice on or before ~~XX/XX/XXXX~~, that any proper ratification procedure required by the Union has been completed, all as more fully set forth in Article XI, Section 1, of the ~~2019~~ 2023 Collective Bargaining Agreement attached hereto and made a part hereof, and shall be executed and dated as of such date (herein referred to as the "Effective Date"), and shall continue in full force and effect thereafter in accordance with their respective terms. The term "Effective Date" as used also in the ~~2019~~ 2023 Collective Bargaining Agreement and any other agreement, letter or other document supplementary or related thereto or associated therewith means such Effective Date. No provision of the new Agreement shall be retroactive prior to the date such agreement becomes effective, unless otherwise specifically stated therein. With respect to those plants at which local issues appropriate for local bargaining in ~~2019~~ 2023 have not been disposed of in local settlements as of the Effective Date, the Company will waive, as to such issues, the provisions of the ~~2019~~ 2023 Collective Bargaining Agreement prohibiting or limiting the right to strike. No such strike shall be authorized or called, however, without at least five (5) working days prior notice from the National Ford Department to Labor Affairs Staff of the intention to authorize any such strike. Such waiver shall be for the duration of the continuance of the strike at such plant.

8. COUNTERPART SIGNATURES

The signatures and names hereon shall be applicable to each of the various agreements attached hereto in the same manner and with the same effect as if physically subscribed thereon.

IN WITNESS WHEREOF, the parties hereto have duly executed this Agreement as of the date first above written.

INTERNATIONAL UNION,
UNITED AUTOMOBILE, AEROSPACE AND

FORD MOTOR COMPANY

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AGRICULTURAL IMPLEMENT WORKERS
OF AMERICA, UAW

~~Gary Jones~~ Shawn Fain

~~William C. Ford, Jr.~~

~~Rory L. Gamble~~ Chuck Browning

~~James P. Heskett~~ Jim Farley

~~Steve Zimmerle~~ Brandon Keatts

~~Joe Hinrichs~~ Kumar Galhotra

~~Mike Stone~~ Benjamin Dictor

~~Gary Johnson~~ Bryon Currie

~~Jimmie D. Williams~~ Scott Eskridge

~~William T. Dirksen~~ Kevin Legel

~~Darryl Goodwin~~

~~John Savona~~

~~Tony Richard~~

~~Kevin Legel~~ Janny Torony

~~Brett Fox~~ Mike Baydoun

~~Bernie Swartzout~~ Chuck Monastra

~~Bernie Rieke~~ Mark DePaoli

~~Bill Rooney~~ Scott Britton

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Jenny Terony

Anthony Richard Brandon
Reisinger

Frederick Teney Melanie
Stinson

Larry Stewart Scott Elliott

Jason Short

Tommy Kettalis Steve Gonzales

Mario Spadafora

Jon Jagers Dwayne Glass

Helmut E. Nittmann

Mike Donovan Darrin Andrews

Michele DeTombour

Greg Tyler Paul Donovan

Scott Britton

Mike Beydoun Al Strussione

Deb Ockerman

Dale E. Rogers Frank Murray

Peeri Faison

Roger Haag Ja-Vonna Akins

Tom Paradise

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ADMINISTRATIVE LETTER

XX/XX/XXXX

~~Mr. Rory L. Gamble
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214~~

~~Dear Mr. Gamble:~~

~~Subject: A One-Time Review of the Nano Line Operations at Lima Engine~~

~~During the course of the 2019 negotiations, the parties agree to conduct a deep dive review of the Nano Line Operations, specifically for Lima Engine, utilizing a cross-functional joint team facilitated by the Powertrain Manufacturing Engineering (PTME) organization.~~

~~This review will be completed within ninety (90) days of ratification of this Agreement. All issues identified (including Manage the Change execution) will be reviewed with the Lima Engine joint leadership team. After concurrence, the facility will ensure the items are placed in the appropriate tracking matrix based on the agreed to identified issue such as: CFA for safety or ErgoRx for ergonomic concerns. Open issues will be tracked to completion and discussed at the plant Safety Process Review Board meeting.~~

Very truly yours,

Kevin Legat,
Director
U.S. Labor Affairs

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ADMINISTRATIVE LETTER

XX/XX/XXXX

~~Mr. Rery L. Gamble
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214~~

~~Dear Mr. Gamble:~~

Mr. Chuck Browning
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Browning:

Subject: ~~Sourcing~~— Advanced Manufacturing, Product Intelligence and Sourcing Alignment

Since the 2007 negotiations, the Union has become integrated into the Product Development and Powertrain present and future product planning activities. Through this integration there has been greater clarity to the future product sourcing alignment activities. This letter builds on to those activities.

The parties discussed the Union's request to have early and direct involvement in the Powertrain and Vehicle Operations product programs of the Ford Global Product Development System (GPDS) process, which includes access to the following functions: Business Planning, Marketing, Purchasing, Design, Engineering, Manufacturing. Early involvement will optimize timely communication between the parties regarding issues that may have an impact on UAW-represented employees, including job security, sourcing decisions, new technology, electrification, autonomous vehicles, alternative propulsion vehicles, product development and transformation, and new business opportunities.

To this end, the future product sourcing activities will include, but not be limited to:

- Participation in Program Management Team (PMT) meetings;
- Participation in Program Steering Team (PST) meetings;
- ~~Participation in Sourcing Program Activity Team (SPAT) meetings;~~
- ~~Participation in Manufacturing Program Activity Team (MPAT) meetings;~~
- Participation in the development of early sourcing and helping to define alternatives;
- Participation in the Innovation Forum Meeting with the Advanced Manufacturing Director;
- Contributing to the analysis of criteria by which selective sourcing decisions will be guided;
- Assisting with identification of manufacturing strategies and issues, and participating in the development of timely and efficient solutions;

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- Fostering development of manufacturing technology opportunities;
- Providing input to product development/manufacturing processes;
- Access to future Powertrain Architectures and Technology Bundles;
- Access to Research & Advanced Engineering;
- Participation and involvement in future Manufacturing Technologies;
- Participation and involvement in future Product Technologies;

The parties agree that sharing information on the future of work will be a regular agenda item in the National Job Security, Operational Effectiveness and Sourcing Committee (NJSOESC) meeting, with additional attendees invited as required. This agenda item should include mapping out the process and product transformations occurring within the automotive industry due to new technologies and ways to find solutions to the challenges and opportunities these changes will create. Technologies to be reviewed include but are not limited to electrification, autonomous vehicles, alternative propulsion vehicles, industry 4.0, and virtual manufacturing.

The parties will continue to define and implement the Union's integration into the above activities in order to enhance communications about the business. Data shared through these collaborations will assist the UAW Advanced Manufacturing/Product Intelligence Representatives in providing input on UAW concerns and in formulating recommendations to the Company.

~~Very truly yours,~~

~~Kevin Loyal,
Director
U.S. Labor Affairs~~

Very truly yours,

Scott Britton,
Executive Director
U.S. Labor Affairs

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ADMINISTRATIVE LETTER

XX/XX/XXXX

Mr. Chuck Browning
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Browning:

Subject: Apprentice Mentoring Program

During these negotiations, the parties discussed challenges experienced by new apprentices acclimating to the requirements and other demands of the UAW-Ford Apprentice Program. With ongoing changes to our hourly workforce, the parties realize that aspects of the program and its supporting organizational infrastructure may also need to evolve. Both the UAW and Ford are committed to improving the employee experience and better equipping new apprentices so they can transition successfully into a skilled trades career. To this end, the parties agreed to pilot an Apprentice Mentoring Program with the goal of providing an avenue for Apprentices to seek advice, get candid feedback, and gain a better understanding of their required roles as skilled trades in their facilities.

The parties commit to assembling a joint team, comprised of members of the National Joint Diversity, Equity, and Inclusion Committee and the National Joint Apprenticeship Committee. This team will design, launch, and evaluate the Apprentice Mentoring Program. Expansion of the program will be contingent upon evaluation and feedback from both Mentees and Mentors participating in the pilot.

Very truly yours,

Jenny Torony,
Executive Director
U.S. Labor Strategy

Concur: Chuck Browning

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ADMINISTRATIVE LETTER

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Mr. Chuck Browning
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Browning:

Subject: Assembly Plant Work During the EV Transition

During the 2023 Negotiations, the parties had extensive discussions about the impact of the EV transition on future assembly work and volumes. Additionally, Kansas City Assembly Plant and Chicago Assembly Plant were specifically reviewed. The Company agreed to meet quarterly with the Vice President and Director of the UAW, National Ford Department to review assembly volumes.

The current Sales Program forecast supports the Kansas City Assembly Plant and Chicago Assembly Plant operating patterns during the life of the agreement.

Very truly yours,

Kevin Legel
Vice President
Labor Affairs

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ADMINISTRATIVE LETTER

XX/XX/XXXX

Mr. Chuck Browning
Vice President and Director
8000 East Jefferson Ave.
Detroit, MI 48214

Subject: Clarification of Weekly OT Threshold Calculation

The purpose of this communication is to clarify changes to the existing weekly overtime threshold calculation in certain situations. Pursuant to the 2019 Collective Bargaining Agreement, Volume I, Art. IX, Section 7, time and one-half will be paid for time worked over forty (40) compensated hours per week. The parties discussed situations when an employee works outside their regular, base schedule and schedules contractual, compensated time off during their same regular, base schedule workweek. The parties also discussed situations where employees are ineligible for holiday pay due to not having three months' continuous employment, and work over their base schedule during the same workweek as a holiday.

The Company agrees the goal of the weekly overtime threshold was to curtail overtime premium payments to employees who were absent without excuse during their regular, base schedule workweek. The weekly OT threshold provision, as agreed in 2009, was not intended to disadvantage employees who work or use their contractual, compensated time off for their excused absence or leave. The Company also agrees the intent of the weekly overtime threshold is not to disadvantage employees who are unable to reach their weekly overtime threshold during a holiday week due to not being scheduled on the Company holiday(s) or due to not having three months' continuous employment.

Effective immediately, the hours worked by employees outside their base schedule during a workweek in which they have contractual, compensated time off scheduled, will count toward the employee's weekly overtime threshold.

In addition, effective immediately, holidays for which an employee is not scheduled to work or for which an employee is ineligible for holiday pay due to lack of seniority or three months' continuous employment, will count toward the employee's weekly overtime threshold.

The parties agree any overtime premium payments that result from the above scenarios will be brought to the Company's attention by the employee or their UAW representative and will be reviewed by the Company's Wage Administration department and if necessary, rectified via a past period adjustment. Additionally, the Company will research the feasibility of implementing programming modifications to payroll systems in order to automatically generate these payments.

Sincerely,

/s/
Debra Ockerman
Manager, Arbitration and
Wage Administration

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ADMINISTRATIVE LETTER

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Mr. Chuck Browning
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Browning:

Subject: Evaluation of Dock Equipment

During the 2023 negotiations, the parties discussed the condition of aged dock equipment over 20 years old. The company agrees to identify and evaluate condition of dock equipment aged 20 years or more, Manufacturing and Non-manufacturing, to determine if in need of repair or replacement.

Very truly yours,

Jenny Torony,
Executive Director
U.S. Labor Strategy

Concur: Chuck Browning

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ADMINISTRATIVE LETTER

XX/XX/XXXX

Mr. Chuck Browning
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Browning:

Subject: Fitness-For-Duty Assessment Process - Pay

During these negotiations the parties discussed employees removed from duty by the Company due to behaviors inconsistent with the workplace and why it is critically important these employees follow the Hourly Fitness-For-Duty Assessment process. Compliance with the process helps ensure such employees are connected to the mental health support services needed to help the employee get back to work.

Under this process, employees are encouraged to apply for benefits under the Disability Benefit Plan, which applies a 7-day unpaid waiting period and includes additional eligibility requirements that must be met in order to receive benefits under the Disability Benefit Plan. Employees who do not meet the Disability Benefit Plan eligibility requirements may receive benefits under the Supplemental Unemployment Benefit (SUB) Plan if they do not meet the Disability Benefit Plan requirements; SUB pays benefits from the first day of absence. This disparity may disincentivize employees to seek mental health support and pursue benefits under the Disability Benefit Plan.

The parties further recognize that Benefit Plans and their eligibility requirements are not subject to the grievance process. As such, the 7-day waiting period of the Disability Benefit Plan cannot be grieved.

In cases where an employee:

- has received benefits under the Disability Benefit Plan;
 - a 7-day waiting period was applied; and
 - has been deemed able to return to work by a psychologist
- the local parties may escalate the case to U.S. Union Affairs, Arbitration and Wage Administration, for review of the facts of the case and determine what, if any, compensation outside of the Benefit Plans, is due the employee.

JS
4.12.23

This process would only apply to those employees who are eligible for benefits under the Disability Plan and have a 7-day waiting period, but would not apply to employees who may not seek treatment with their physician for several weeks, and may not be paid disability benefits until they have treated.

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ADMINISTRATIVE LETTER

The parties also agree the National ESSP Committee will refresh the labor department and ESSP representatives on the Hourly Fitness-For-Duty Assessment process, annually during the 2023 contract.

Very truly yours,

Jenny Torony,
Executive Director
U.S. Labor Strategy

Concur: Chuck Browning

JJ

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FITNESS FOR DUTY - PAYMENT OF SUPPLEMENTAL UNEMPLOYMENT BENEFITS (SUB)

ADMINISTRATIVE LETTER

~~XX/XX/XXXX~~

~~Mr. Rory Gamble
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214~~

~~Dear Mr. Gamble:~~

XX/XX/XXXX

Mr. Chuck Browning
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Browning:

Subject: Fitness for Duty - Payment of Supplemental Unemployment Benefits (SUB)

During the course of these negotiations, the parties discussed situations involving employees who display behaviors inconsistent with workplace health and/or safety standards. In some situations, the employee is removed from duty until an independent medical evaluation can be completed to assess the employee's "Fitness for Duty." Employees removed from duty at the direction of the Company Medical Department for the purpose of a Fitness for Duty evaluation, may not return to work until such an evaluation is completed and the employee is determined to be fit to return to work.

*M 8-28-23
JMD*

Employees removed from duty and referred for a Fitness for Duty evaluation are not paid wages after being removed from duty. An employee who is removed from duty may become eligible for disability benefits under the Group Life & Disability Insurance Plan (GL&DI Plan) if the employee establishes care and treatment with a treating physician, and establishes disability that is approved by the disability carrier. For employees who have been removed from duty, but for whom disability has not been established or approved, the parties have agreed that the Company will place the employee on a temporary layoff until the narrative report is received, and will provide SUB benefits under the Supplemental Unemployment Benefit Plan (SUB Plan). Such SUB benefits will be payable from the date such an employee is removed from duty until the earlier of: (i) the date the employee becomes eligible for disability benefits under the GL&DI Plan, or (ii) the date Company Medical receives the narrative report from the employee's Fitness for Duty evaluation. If at any time an employee

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FITNESS FOR DUTY - PAYMENT OF SUPPLEMENTAL UNEMPLOYMENT BENEFITS (SUB)

fails to comply with the Fitness for Duty evaluation process described in this letter, the employee will no longer be eligible for benefits under the SUB Plan.

This agreement does not alter the established eligibility requirements under the SUB Plan or the GL&DI Plan. In order to receive SUB benefits under this agreement, employees must qualify for coverage under, and continue to meet all of the eligibility requirements of, the SUB Plan, including application for, and receipt of, state unemployment benefits.

The Company will make best efforts to open the unemployment claim for the employee, but the employee will retain responsibility for their individual unemployment claims and the Company will not be responsible for any unemployment claim denials.

~~Very truly yours,~~

Bernie Swartzout,
Director
Compensation & Benefits
Very truly yours,

Laura Swartzmiller,
Vice President
Total Rewards

On 8-28-23
JMK

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ADMINISTRATIVE LETTER

XX/XX/XXXX

Mr. Chuck Browning
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Browning:

Subject: Future Diversity, Equity, and Inclusion Initiatives

During the 2023 Negotiations, the parties held discussions on several Diversity, Equity, and Inclusion (DEI) topics. The Company commits to continue discussions with the UAW-Ford National Joint Diversity, Equity, and Inclusion Committee (NJDEIC) on several initiatives post-negotiations, including but not limited to:

- Respectful Workplace training for New Employee Orientation
 - LGBTQ+ Awareness
 - Refresher training for tenured employees
- Review of Ford's Employee Engagement team's Playbook

The Company commits to continuing discussions on these initiatives and collaborating on new ideas to positively impact DEI efforts within the manufacturing and PS&L organizations.

Very truly yours,

Jenny Torony,
Executive Director
U.S. Labor Strategy

Concur: Chuck Browning

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ADMINISTRATIVE LETTER

XX/XX/XXXX

Mr. Chuck Browning
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Browning:

Subject: Gender-Neutral Restrooms

The parties discussed the need for gender-neutral restrooms in manufacturing and PS&L facilities. The Company is currently reviewing the status of gender-neutral restrooms across all operations and developing a plan for at least one gender-neutral restroom in every manufacturing and PS&L facility by the close of the 2023 agreement. Upon completing the review and receiving funding approval, the Company will meet with the UAW-Ford National Joint Diversity, Equity, and Inclusion Committee no later than December 31, 2023.

Very truly yours,

Jenny Torony,
Executive Director
U.S. Labor Strategy

Concur: Chuck Browning

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ADMINISTRIVE LETTER

XX/XX/XXXX

Mr. Chuck Browning
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Browning:

Subject: HVC-34 Totes

During the 2023 Negotiations, the parties discussed the importance of
having totes in proper working condition. The parties agree on the
importance to educate and train employees on how to determine if a
tote is safe or unsafe to use. This will include a stand down to
discuss the SPL that demonstrates and explains the inspection and
rejection process at all PS&L locations. This will be completed within
90 days after ratification.

Very truly yours,

Jenny Torony,
Executive Director
U.S. Labor Strategy

Concur: Chuck Browning

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IMPORTANCE OF QUALITY TRAINING

XX/XX/XXXX

Mr. Chuck Browning
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Browning:

Subject: Importance of Quality Training

During these negotiations, the parties discussed the importance of quality training for our new and existing hourly employees. As a result of those discussions and for the duration of this agreement only, the National Quality Committee (NQC) is committed to the following actions:

- Review and update all Quality Targeted Training modules within the first 180 days post ratification of the 2023 agreement and provide updated quality training sections to be utilized in the New Employee Orientation (NEO)
- Work with appropriate Company organizations to provide updates to the quality training sections of the NEO materials yearly
- Use the targeted training modules, to train and/or re-train the hourly workforce on quality as needed, in a cost-effective manner as determined locally

This letter is to reinforce the training commitments already outlined in Appendix Q, Section IX.

Very truly yours,

Scott Britton,
Executive Director
U.S. Labor Affairs

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ADMINISTRATIVE LETTER

XX/XX/XXXX

~~Mr. Rory L. Gamble
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214~~

XX/XX/XXXX

Mr. Chuck Browning
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Browning:

~~Dear Mr. Gamble:~~

Subject: Line Work Experience for Engineers

During the course of these negotiations, the parties agreed that real world experience on the production line would greatly benefit those who engineer, design and implement new processes and equipment.

Accordingly, the Company will select engineers involved in such activities and will provide the opportunity to work production jobs and perform related tasks for a full shift for a minimum of two consecutive days. Experiencing the production dynamics including time constraints, physical demands, and space/logistics challenges will offer great insight into helping provide tools, equipment and processes that not only achieve quality objectives, but also maximize our ability to reduce risk and injury to workers.

It is understood that a UAW represented employee will be present with any/each engineer while performing line work and the engineer will not be utilized to displace a UAW member.

The parties will discuss other applications of this concept, where feasible, to provide insight and experience into the challenges faced by production operators to others who could benefit, such as process coaches.

*AS & KE
8/18/23*

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Very truly yours,

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ADMINISTRATIVE LETTER

Kevin Legel,
Director
U.S. Labor Affairs

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ADMINISTRATIVE LETTER

XX/XX/XXXX

~~Mr. Rory L. Gamble
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214~~

~~Dear Mr. Gamble:~~

Mr. Chuck Browning
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Browning:

Subject: Outsourcing Moratorium

During these negotiations, the parties discussed a proposal to extend the Outsourcing Moratorium agreed to during 2007 bargaining.

Through these discussions, the parties have agreed to extend the Outsourcing Moratorium on current products for the life of the ~~2019~~ 2023 UAW-Ford Agreement, ~~notwithstanding exceptions already discussed.~~

It is understood that should circumstances arise in which the outsourcing of existing work would result in actions that would further enhance the job security of the UAW-represented workforce and maintain or exceed overall employee levels, such opportunities can be brought forth to the UAW National Ford Department. If the National Parties concur that the intent of this letter is met, such suggested actions will be implemented.

The parties will continue their collaborative history and address issues that arise relative to this Moratorium, in a timely and professional manner to their mutual benefit.

The parties also agreed~~r~~ that should any provisions of Appendix P or related letters of understanding conflict with the spirit and intent of the Outsourcing Moratorium, the issues will be discussed and resolved by the Company and the UAW, National Ford Department.

Very truly yours,

Kevin Legel,

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Vice President
Labor Affairs

~~Very truly yours,~~

~~Kevin Legel~~
~~Director~~
~~U.S. Labor Affairs~~

~~Concur: Rezy L. Gamble~~
~~Concur: Chuck Browning~~

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ADMINISTRATIVE LETTER

XX/XX/XXXX

~~Mr. Rery L. Gamble~~
~~Vice President and Director~~
~~UAW, National Ford Department~~
~~8000 East Jefferson Avenue~~
~~Detroit, Michigan 48214~~

~~Dear Mr. Gamble:~~

Mr. Chuck Browning
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Browning:

Subject: Product and Investment Current And Future Product Commitment

During the ~~2019~~ 2023 Negotiations, the Company and the Union held extensive discussions on maintaining a strong manufacturing presence in the U.S. and the need to secure and protect jobs for UAW members.

In these discussions, the parties recognized major changes within the global automotive industry. The external environment has evolved dramatically, with changing customer preferences, growth in battery electric vehicles (BEVs) with uncertain demand and timing, significant supply chain disruptions, new competitors with new business models, and uncertainty in government regulations and incentives.

Amid these changes, Ford's business is strong, with growth in internal combustion engine (ICE) vehicles and new products and services. The Union has acknowledged the Company's commitment to investing in the US, which has led to Ford having more US hourly employees than any other vehicle producer. The UAW and called upon the Company to commit to even greater levels of investment within the U.S. and to secure UAW jobs. The Company shares the Union's concern regarding long-term stability for its employees. It is mutually understood that viability for the Company and job security for its employees can only be forged in the production of profitable vehicles. The parties realize that Ford's ability to maintain its manufacturing presence in the U.S. with the commitment of future investment is predicated on

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market demand to support volume, favorable business cases (including factors such as government incentives, etc.), competitive local agreements, profitable vehicles, and stable market segments. ~~As a result of these discussions, the following product commitments have been made. The total impact of these commitments is estimated at over 8,500 new or secured jobs and over \$6 billion of investment by the end of this Agreement.~~

Inclusive of investment made prior to the commencement of the 2023 negotiations, and as a result of these discussions with the union, the Company has made product and investment commitments in the U.S. estimated at more than \$8B by the end of this agreement. Including:

- a. Assembly Operations: \$6.7B investment
- b. Engine Operations: \$0.2B investment
- c. Transmission & Driveline Operations: \$0.8B investment
- d. Stamping Plants: \$0.4B investment

The Company agreed to continue detailing product and investment decisions throughout the course of the agreement. Further product commitments by facility are laid out at the end of this letter.

The parties understand that the expected conditions upon which these commitments were based can change, potentially affecting the product and/or components discussed.

If anticipated conditions change, the Company may adjust these commitments or move these products and components between our UAW-Ford Collective Bargaining Agreement U.S. facilities, but such an adjustment and/or move must be preceded by the discussions described below. The parties agree that prior to the Company making a final decision on these modifications the Company must have discussions with the Union in advance detailing the rationale for the change (e.g. unexpected volume changes due to the ICE to BEV transition, better utilization of existing equipment at a facility, unanticipated model changes, space constraints, etc.) and consider alternative solutions that will best address the original intent and outcomes of the product and investment commitment.

The long-term viability of both the Company and Union rests upon our ability, together, to find opportunities to profitably grow the business. These opportunities have not been exhausted. During the term of this Agreement, the parties commit to continue the work done during the course of the previous agreement and to continue to secure the future of both Ford and the UAW.

Any issues that arise relative to the interpretation of this Agreement or the implementation of the commitments contained herein will be discussed and resolved by the Company and the UAW, National Ford Department.

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~~Very truly yours~~

~~Kevin Legel
Director
U.S. Labor Affairs
Very truly yours,~~

Kevin Legel,
Vice President
Labor Affairs

Concur: ~~Rory L. Gamble~~ Chuck Browning

Assembly Operations

Chicago Assembly Plant

- ~~o Explorer will continue, including HEV~~
- ~~o Aviator will continue~~
- ~~o Police Interceptor will continue~~

Dearborn Truck Plant

- ~~o All new F 150, including HEV~~
- ~~o All new F 150 BEV~~
- ~~o F 150 BEV Battery Build Up~~
- ~~o All new Raptor~~

Flat-Rock Assembly Plant

- ~~o All new Mustang, including derivatives~~
- ~~o Lincoln Continental will continue through its product lifecycle~~

Kansas City Assembly Plant

- ~~o All new F 150~~
- ~~o Transit will continue~~
- ~~o All new Transit BEV~~
- ~~o New Schuler press~~
- ~~o Stampings for all new F 150 will be added~~

Kentucky Truck Plant

- ~~o All new Super Duty~~
- ~~o All new Expedition / Navigator, including HEV~~

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Louisville Assembly Plant

- ~~o Escape will continue, including HEV/PHEV~~
- ~~o Corsair will continue, including PHEV~~

Michigan Assembly Plant

- ~~o All new Ranger~~
- ~~o All new Bronco will be added~~
- ~~o Additional Sub Assemblies to be added~~
 - ~~* Bronco - Hoods & Swinggates~~
 - ~~* Ranger - Hoods, Tailgates & Fenders~~
- ~~o Stampings for all new Mustang will be added~~
- ~~o Bronco/Ranger Mod Center~~
- ~~o Additional AV Upfitting Mod Center work to be added~~

Ohio Assembly Plant

- ~~o New product to be added in 2023~~
- ~~o Medium Truck will continue~~
- ~~o E-Series Cutaway and Stripped Chassis will continue~~
- ~~o All new Super Duty Chassis Cab~~

Engine Operations

Dearborn Engine

- ~~o New engine will be added~~

Cleveland Engine

- ~~o 2.3L GTDI engines will continue, with upgrades~~
- ~~o 3.5L GTDI V6 engine will continue, with upgrade~~
- ~~o New Machining Modules will be added~~

Lima Engine

- ~~o 2.3L/3.5L Cyclone engine will continue, with upgrade~~
- ~~o 2.7L/3.0L Nano engine will continue, with upgrade~~

Reno Engine

- ~~o 6.2L Machining and Assembly will continue through its product lifecycle~~
- ~~o 5.0 Liter Con Rod & Block spillover volume will cease as product demand declines~~
- ~~o Duratec Machining Modules and the 5.2L Niche Line will be consolidated into other US plants~~

Woodhaven Forging

- ~~o Current Engine family forgings will continue~~

Transmission & Driveline Operations

Livonia Transmission

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- ~~o 6R80 transmission will continue~~
- ~~o 10R transmission will continue, with upgrades~~
- ~~o 8FM transmission will continue~~
- ~~o New BEV e-trans gears will be added~~

Shoreville Transmission

- ~~o 6R80 Gears will continue~~
- ~~o 6R140 transmission and gears will continue~~
- ~~o 8F57 Gears will continue~~
- ~~o New HF55 gears will be added~~
- ~~o 10R80 will continue, with upgrades~~
- ~~o 10R140 will continue, with upgrades~~
- ~~o New 10R100 will be added~~

Van Dyke Transmission

- ~~o HF45 transmission will continue~~
- ~~o 6F55 transmission will continue~~
- ~~o New 8FM Machining will be added~~
- ~~o New HF55 transmission will be added~~
- ~~o New Bev e-Transaxle Machining & Assembly will be added~~
- ~~o New EV Motor Manufacturing will be added~~
- ~~o 8F57 will continue~~
- ~~o New Machining Modules will be added~~

Transmission & Driveline Operations (Continued)

Rawsonville

- ~~o FHEV Batteries will continue, with upgrade and added capacity on GEN IV Batteries~~
- ~~o Coil on Plug, AIS, and Carbon Canisters will continue~~
- ~~o 6F55 Kitting will continue~~
- ~~o 6R140 Oil Pump will continue~~
- ~~o 10R140 Oil Pump will continue~~
- ~~o Trucking Operations will balance out~~

Sterling Axle

- ~~o Legacy axles will continue~~
- ~~o Investment in Mustang, F-Series, and Super-Duty Axles~~

Stamping Plants

Buffalo Stamping Plant

- ~~o Stampings for Edge / MKX will continue on current model~~
- ~~o Stampings for all new Edge will be added~~
- ~~o Stampings for Econoline / Medium Truck will continue~~
- ~~o Stampings for F-150 and Super Duty will be transferred to other US stamping facilities~~

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~~Chicago Stamping Plant~~

- ~~o Stampings for Explorer and Aviator will continue~~
- ~~o Stampings for Transit and Super Duty will continue, with upgrades~~

~~Dearborn Stamping Plant/ Dearborn Diversified Manufacturing Plant~~

- ~~o Stampings/hydroforming and sub assemblies for F-150 will continue~~
- ~~o Stampings/hydroforming for all new Super Duty~~
- ~~o Stampings for Expedition / Navigator will continue, with upgrades~~
- ~~o Stampings for all new Bronco to be added~~

~~Woodhaven Stamping Plant~~

- ~~o Legacy stampings will continue, with upgrades~~
- ~~o Stampings for all new Mustang will be added~~

The parties understand that the expected conditions upon which these commitments were based can change, potentially affecting the product and/or manpower discussed. If any changes are anticipated, the parties will discuss the situation in advance.



During the last four years, the parties have successfully insured over 1,400 jobs through joint cooperation and trust. Completion of this effort was accomplished through a collaborative, inclusive approach where all parties understood the value of job creation and competitiveness. The long term viability of both the Company and Union rests upon our ability, together, to find increased opportunities to profitably grow the business.

The opportunities to profitably grow the business have not been exhausted. During the term of this Agreement, the parties commit to continue the work done during the course of the previous agreement and to continue to secure the future of both Ford and the UAW.

Assembly Operations

Chicago Assembly Plant

- o Current Explorer will continue, including HEV and Police
- o Aviator will continue thru its product lifecycle

Dearborn Truck Plant/REVC

- o F-150 will continue, including HEV and Raptor
- o F-150 Lightning will continue thru its product lifecycle
- o All new EV truck will be added

Flat Rock Assembly Plant

- o Mustang will continue
- o Pending program approval new product will be added

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Kansas City Assembly Plant

- o F-150 will continue, including HEV and Police
- o Transit will continue
- o Transit EV will continue thru its planned product lifecycle

Kentucky Truck Plant

- o Super Duty will continue
- o Expedition will continue, including HEV
- o Navigator will continue, including HEV

Louisville Assembly Plant

- o Escape will continue thru its planned product lifecycle
- o Corsair will continue thru its planned product lifecycle
- o All new EV product will be added

Michigan Assembly Plant

- o Current Ranger will continue, including Raptor
- o Current Bronco will continue, including Raptor
- o 3rd production crew will be added

Ohio Assembly Plant

- o All new EV van to be added
- o Medium Truck will continue
- o Super Duty will continue
- o E-Series Cutaway and Stripped Chassis will continue

Engine Operations

Dearborn Engine Plant

- o Duratec engine will continue
- o 5.2L SC engine will continue
- o All new EV Battery Pack

Cleveland Engine Plant

- o Duratec engine will continue
- o Cyclone engine will continue

Lima Engine Plant

- o Cyclone engine will continue
- o Nano engine will continue

Woodhaven Forging Plant

- o Current Engine family forgings will continue
- o Forged Steel Crankshaft for 7.3L Engine Program will be added

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Transmission & Driveline Operations

Livonia Transmission Plant

- 10R transmission will continue
- 8FM transmission will continue
- 6R transmission will continue thru its planned product lifecycle
- Current gears will continue

Sharonville Transmission Plant

- 10R transmission will continue
- Current gear families will continue
- 6R transmission will continue thru its planned product lifecycle

Van Dyke Electric Powertrain Center

- All new EV Power unit will be added
- Current EV Power unit will continue
- 8F57 transmission will continue
- 8F55 transmission will continue
- 6F & 8F45 will continue thru their planned lifecycles

Rawsonville Components Plant

- GEN IV Battery will continue and add additional capacity
- BEV H and BEV G batteries will continue thru their planned lifecycle
- All new hybrid battery
- AIS, Carbon Canisters, Sequencing and 10R oil pump will continue
- Coil on Plug and 6R Oil Pump will continue thru their planned lifecycles

Sterling Axle Plant

- Axle production will continue for the following vehicles: F150, Super Duty, Mustang, Expedition, Navigator, Explorer, Transit with Aviator axle production continuing thru its product lifecycle

Stamping Plants

Buffalo Stamping Plant

- Stampings for Edge and Nautilus will continue thru their planned product lifecycles
- Stampings for all new EV will be added
- Stampings for Super Duty, Expedition, Navigator, E-Series and Medium Truck will continue

Chicago Stamping Plant

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- Stampings for Explorer, Transit, and Super Duty will continue
- Stampings for Aviator will continue thru their planned lifecycles

Dearborn Diversified Manufacturing Plant

- Hydroforming for F-150, Expedition, Navigator, and Super Duty will continue
- Axis, shock, tire and wheel, front wheel end assembly for F-150
- Tire and wheel will continue for Edge thru planned lifecycle

Dearborn Stamping Plant

- Stamping for F-150, Expedition, Navigator, Bronco, and Super Duty will continue
- Stampings for Lightning will continue thru their planned lifecycle
- Stampings for all new EV at REVC

Michigan Assembly Plant - Integral Stamping and Assembly (ISA)/Body Stamping Unit (BSU)

- Stamping for Mustang, Bronco including Raptor, Ranger including Raptor, F-150, Expedition, Navigator, and Super Duty will continue
- Stamping for Escape, Corsair will continue thru their planned lifecycle

Woodhaven Stamping Plant

- Stampings for Explorer, Bronco, Mustang, and service parts will continue
- Stampings for new EV will be added
- Stampings and hot metal forming for Escape, Corsair, and Aviator will continue thru their planned lifecycle
- Stampings and hot metal forming for Explorer will continue

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ADMINISTRATIVE LETTER

XX/XX/XXXX

~~Mr. Rory L. Gamble
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214~~

Mr. Chuck Browning
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. ~~Gamble~~ Browning:

Subject: PS&L and Manufacturing Governance

During these negotiations, the parties discussed the benefit of strengthening opportunities for collaboration within ECSD and Manufacturing. ~~The goal is to create synergies and aligned Company strategy.~~

~~In the spirit of creating tomorrow together, The parties reconfirmed their commitment to having a regular the parties plan to establish a quarterly cadence to meet and discuss topics of interest to both skill teams.~~

Topics such as, but not limited to, ~~the following may be considered~~ will be discussed:

- Strategies and investment required to maintain and expand capacity for growing EV components while continuing to support the ICE business
- Sourcing Opportunities such as, stamped service parts
- ECSD supplier challenges (eg. packaging, etc.)
- Performance and operations trends
- Labor and union relations strategies
- Best practice sharing

The following leaders, or their designees, ~~would~~ will be invited to attend this quarterly forum:

- Vice President, UAW Ford Department

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- BK
- JO
- A.M.
- SE
- AS
- DA
- Yell
- MD
- SG
- W

- International UAW Representative - PS&L
- Local UAW 600 President
- Other participants as deemed required by the Local 600 President and the Vice President, UAW Ford Department
- ~~Chief Manufacturing and Labor Affairs Officer~~
- Vice President of Manufacturing and Labor Affairs
- Vice President of Labor Affairs
- Vice President, Global FCSD
- Global Director, PS&L

Continued partnerships between these organizations will uphold the working together concept. Both organizations are committed to create an open environment for ongoing discussion and unified decision-making.

~~Very truly yours,~~

~~Kevin Legal,
Director
U.S. Labor Affairs
Very truly yours,~~

Kevin Legal,
Vice President
Labor Affairs

Concur:

~~Rory L. Gamble~~ Chuck Browning

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Handwritten initials and signatures: PDD, MB, BK, JJA, R., SG, AS, WA, and others.

PS&L Administrative Letter

XX/XX/XXXX

Chuck Browning
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Browning:

Subject: PS&L Commitment Letter - Dealer Visits

During these negotiations, the parties agreed to the following:

The Company commits to following the guidance listed in the PCSD Local Quality Committee (LQC) Charter to permit the location UAW Quality Representative to accompany the Building Manager in conducting Dealer visits at least once per quarter, provided the Building Manager makes a Dealer visit in that quarter.

Sincerely,

Erhan Yengulalp,
Director, Distribution & Logistics,
Americas & Dubai, UAE
Parts Supply & Logistics
Ford Customer Service Division

Concur:

Chuck Browning

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Handwritten initials and signatures: CAR, D.G., S.G. JJ, A.L. JA, AS, DR, AD, MB, BOK, FA, and other illegible marks.

PS&L Administrative Letter

XX/XX/XXXX

Chuck Browning
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Browning:

Subject: PS&L Commitment Letter - Medical Appointments

The Union expressed concern that the Brownstown Medical Department was scheduling medical treatment for employees who suffer compensable work injuries outside of normal working hours. Although the Company is not aware of any such situation, it reiterates that it will continue to follow the "Medical Treatment Time Outside Employees' Normal Working Hours" Letter of Understanding in Volume IV-A of the collective bargaining agreement. Issues regarding application of this letter can be raised with the Division Operations Director and Division HR Manager for resolution.

Sincerely,

Erhan Yengulalp,
Director, Distribution & Logistics,
Americas & Dubai, DAE
Parts Supply & Logistics
Ford Customer Service Division

Concur:
Chuck Browning

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~~UNPUBLISHED~~

~~September 16, 1986~~

~~Mr. Ernest Leffler
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214~~

Dear Mr. Leffler:

XX/XX/XXXX

ADMINISTRATIVE

Mr. Chuck Browning
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Browning:

Subject: Skilled Trades Utilization at Ford Motor Land Services Corporation (FMLSC) Commercial Facilities

During these negotiations, the parties discussed the utilization of UAW-represented employees at Ford Motor Land Services Corporation (FMLSC) owned buildings. It was agreed that the Company will assign skilled maintenance employees to FMLSC owned buildings which are considered "commercial/site 2" and more than 50% occupied by Ford Motor Company employees under the following conditions:

~~A joint study team will be developed comprised of representatives of Labor Affairs, FMLSC, and the UAW National Ford Department. The study will focus on benchmarking skilled maintenance employee staffing levels of various commercial buildings to determine a competitive~~

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~~staffing level for the Regent Court facility.~~

~~A site management concept will be utilized to establish and manage competitive staffing levels for applicable buildings (50% or greater Ford Occupancy) in the following commercial sites: which will include the World Headquarters, Ford Motor Credit, Quality, Manufacturing and Purchasing, and Regent Court buildings.~~

~~Competitive commercial staffing levels will be established for those applicable buildings (50% or greater Ford occupancy) in the following sites:~~

- ~~Commerce Park South~~
- ~~Fairlane Business Park~~
- ~~Fairlane Office Centre~~
- ~~Fairlane Plaza~~
- ~~Fairlane Office Park West~~

- o Commerce Park North II
- o Diagnostic Service Center 1
- o Fairlane Business Park 2 Connected Car Innovation Center
- o Fairlane Business Park 3
- o Fairlane Business Park 5
- o Fairlane Circle
- o Ford Talent Center
- o Information Tech HQ - A
- o Information Tech HQ - B
- o Information Tech HQ - C
- o Information Technology Business Innovation Center
- o Records Storage (Ford Health & Fitness Center)
- o Fairlane Plaza North
- o Fairlane Plaza South
- o Corporate Crossings
- o WHQ-World Headquarters
- o Ford Credit Building
- o VSC - Vehicle Service Center

~~Competitive staffing levels will be established and managed by utilizing a site management concept which will include the above sites and the Research and Engineering Center.~~

~~In the event one of these "commercial" buildings is sold, the Letter of Understanding entitled Sale of Operations, dated September 15, 1993, will not apply.~~

~~A revised SEN approach will be explored by the parties for application at the above sites.~~

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FMLSC will review the current portfolio, including population percentages, with the UAW National Ford Department and Chairperson from the impacted local unit.

Very truly yours,

PHILLIP A. DUBENSKY, Director

U. S. Union Affairs Office

Labor Affairs

Concur:

Ernest Lofton

Very truly yours,

Scott Britton,
Executive Director
U.S. Labor Affairs

Concur: Chuck Browning

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Handwritten notes and initials: FID, MB, BOA, A.R., S.G., AS, JA, and other illegible scribbles.

ADMINISTRATIVE LETTER

XX/XX/XXXX

~~Rory L. Gamble
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214~~

~~Dear Mr. Gamble:~~

Mr. Chuck Browning
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Browning:

This confirms our understanding reached during these negotiations regarding additional funding under the Ford-UAW Supplemental Unemployment Benefit Plan. In the event, during the term of the ~~2019~~ 2023 Agreement, the Company and Union determine that funding is inadequate, the Company will provide for continued operation of the Plan and the provision of full benefits for the term of the ~~2019~~ 2023 Agreement.

~~Very truly yours,~~

~~Bernie Swartout,
Director
Compensation & Benefits~~

Very truly yours,

Kevin Legel,
Vice President
Labor Affairs

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9/16/23

Concur: _____
Rory L. Gamble
Concur: Chuck Browning

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ADMINISTRATIVE LETTER

XX/XX/XXXX

~~Mr. Rery L. Gamble~~
~~Vice President and Director~~
~~UAW, National Ford Department~~
~~8000 East Jefferson Avenue~~
~~Detroit, Michigan 48214~~

Mr. Chuck Browning
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Gamble Browning:

Subject: UAW-Ford Joint Programs - Community Initiatives

As part of the 2019 National Agreement, the parties have agreed upon the continuation of joint programs through the establishment and operation of two Trust Funds. The joint programs have a demonstrated history of engagement in community work and promotion of the Company's quality products, developed and assembled by employees. While the operative Letter of Understanding concerning Joint Programs provides that assets of the Trust Funds shall not be used for charitable or other non-program activities, the parties recognize that certain community engagement initiatives and promotional efforts have not relied upon donations or transfers of joint program funds to separate charitable entities or organizations (e.g., ~~ramp programs~~, community initiatives, veterans welding program, etc.). This letter shall confirm that the parties shall continue to support and fund such community engagement and promotional efforts through the Joint Programs subject to review and approval of the Joint Governing Body and in accordance with the Letter of Understanding - Joint Programs.

Very truly yours,

Kevin Legel,
Director
U.S. Labor Affairs

Concur: *JH 9/22/23*
~~Rery L. Gamble~~ Chuck Browning

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09/20/23

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[Handwritten signatures and initials: JH, MB, SG, JO, MD, AS, BK, D]

WORKING HOLIDAYS/EXCUSED ABSENCE
ALLOWANCE CONVERSION OPTION

XX/XX/XXXX

Mr. Chuck Browning
Vice President and Director
UAW, National Ford Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Browning:

Subject: Working Holidays/Excused Absence Allowance Conversion Option

Generally, the vast majority of employees that elect to convert holiday pay to Excused Absence Allowance, will do so in order to take other days off at their discretion. Therefore, pay-in-lieu is projected to be an infrequent occurrence and would cause considerable systems reprogramming to accommodate a no pay-in-lieu process.

In addition, due to the time period of the Easter Holidays, May, and November holidays which fall just prior to the employee's June or December eligibility dates, the Company will allow those respective converted holidays to be carried over into the employee's next vacation eligibility period.

Very truly yours,

Kevin Legel,
Vice President
Labor Affairs

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