



## Tool & Die Unit Members

On September 25, 2024, the Local Agreement between the Tool & Die Unit and Ford Motor Company was tentatively settled. Your bargaining team went into this round of negotiations with the goal of addressing as many of the membership's resolutions as possible. After many meetings with the company, and as with all contract bargaining, some demands were obtained, some were not. However, the team was able to obtain some key items that will give our members a more secure future in this ever-changing work environment. This agreement provides for:

- Higher transparency with the Union regarding DTD Workload and future vehicle programs and sourcing
- Commitment to the Die Construction Plan Letter of Understanding
- The ability to secure external work from the outside
- New Technology, specifically 3D Printing, recognized as a task performed by the Tool & Die Unit
- Specialized Wage Rate Parity – Die Tryout Rate for all employees working in the Tool & Die Maker Classification
- Respect Trade Seniority when it comes to Manpower Movement
- No Charge for Working Supplemental Overtime Opportunities

Please review the attached language pages that are provided. All published change pages are included. They can also be viewed under the “Tool & Die” Tab on the Local 600 website ([uawlocal600.org](http://uawlocal600.org)). The Ratification Vote will take place on **October 3 & 4**, beginning at **4:30 am Thursday** morning until **11:00 pm on Friday** in the **Tool & Die Unit Committee Room**. Please bring your badge/ID to cast your ballot.

In Solidarity,

Bob “Breeze” Brezovsky – Douglas Tobiczyk – Harvey “Smitty” Smith



Ms. Maria Watson  
Human Resources Director  
Rouge Site Human Resources

This notice officially recognizes that the Local Agreement between the Ford Rouge Tool and Die Unit of Ford Motor Company and the UAW Local 600 Tool and Die Unit is tentatively settled on September 25, 2024.

All issues and demands pertaining to these talks have been satisfactorily settled.

Sincerely,

A handwritten signature in black ink that reads "Robert Brezovsky". The signature is fluid and cursive, with the first letter of each word being capitalized and larger than the others.

Mr. Robert Brezovsky  
UAW Local 600  
President and Chairman  
Tool and Die Unit

September 25, 2024

Mr. Robert Brezovsky, Chairman  
Tool & Die Unit  
UAW, Local 600

Dear Mr. Brezovsky,

Subject: Skilled Trades Wage Rate Administration – UAW Local 600 Tool and Die Unit, Rouge Complex

During these negotiations, the parties discussed the UAW-Ford National Collective Bargaining Agreement, Skilled Trades Agreement and Letters of Understanding (LOU) titled “Skilled Trades Classification Consolidation Implementation Guidelines” dated November 3, 2007.

The application of this LOU for affected skilled trades classifications resulted in certain employees retaining a personalized (red-circled) wage rate that is higher than the negotiated wage rate of their consolidated skilled trade classification.

The parties discussed and acknowledged that the administration of wage rates is a topic covered by the National Master Agreement. Furthermore, the parties discussed the unique circumstances of the Tool and Die Unit representing employees in every facility of the Rouge Complex, including the possibility of the transfer of Tool and Die Unit employees between the facilities within the Rouge Complex.

Due to the uniqueness of the Rouge Complex Tool and Die Unit, the parties agree that all Tool and Die Makers within the Unit will be paid the personalized, or red-circled, wage rate for their consolidated skilled trade classification while they are assigned to the Tool and Die Unit within the Rouge Complex and upon their transfer out of the Tool and Die Unit to another Unit with “personalized” Tool and Die Maker wage rates (e.g., FRAP).

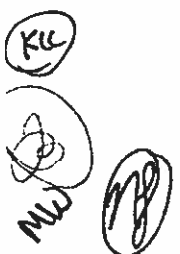
The parties understand the application of the personalized skilled trade wage rate will also apply to Tool & Die Apprentices while assigned to the Tool and Die Unit upon achievement of journey person status in their respective skilled trade classification.

Upon transfer out of the Tool and Die Unit to within the Rouge Complex to any other Ford Facility, Tool and Die Maker employees will be paid the negotiated wage rate of their consolidated skilled classification unless they are eligible to continue to receive a personalized wage rate in accordance with the UAW-Ford National CBA Letter of Understanding titled “Skilled Trades Classification Consolidation Implementation Guidelines” dated November 3, 2007.

The parties acknowledge and agree nothing in this letter overrides, expands, or contracts the rights of either Party pursuant to the administration of wage rates nor does it expand the issues appropriate for local bargaining covered by the “Skilled Trades Classification Consolidation” dated October 30, 2019, “Skilled Trades Classification Consolidation Implementation Guidelines” dated November 3, 2007, or other provisions in the National Master Agreement.

Sincerely,

Maria Watson  
Human Resources Director  
Rouge Site





September 25, 2024

Mr. Robert Brezovsky, Chairman  
Tool & Die Unit  
UAW, Local 600

Dear Mr. Brezovsky,

Subject: Die Construction Plans

The Parties discussed and acknowledged that Die Construction plans is a topic covered by the National Master Agreement. Specifically, in the UAW-Ford National CBA, Skilled Trades Agreement and Letters of Understanding (LOU) entitled Die Construction Plans, dated September 15, 2003, and the 2023 UAW-Ford National CBA Skilled Trades Agreement and Letters of Understanding (LOU) New Die Construction, dated October 4, 1979.

The continuing adherence to ensuring the parties hold the quarterly reviews and the information available to the Union was a topic of discussion.

This letter serves as a reaffirmation to continue conducting quarterly reviews with the National Ford Department representatives, and local Union leadership to discuss die construction sourcing forecasts, the status of current and planned programs and any circumstances that may have an effect on that status.

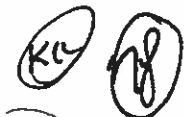
The Company committed to providing program details of the products planned, machined and produced at the Dearborn Tool & Die Plant. Programs shared will be limited to those communicated to National Ford Department per the cycle plan review. The program details will contain the following:

- The die program by program number and name, if available.
- All die construction hours associated with each program, by calendar year.
- All machining hours associated with each program.
- Total DTD plant workload hours, including direct labor hours.
- Total DTD plant manpower capacity by die construction hours.
- Part (panel) listing for each program.
- Timing of each program milestone per the GPDS.
- Die Construction Supplier name.

The Parties acknowledge and agree that nothing in this letter overrides, expands, or contracts the rights of either Party pursuant to Die Construction Plans nor does it expand the issues appropriate for local bargaining covered by neither the Die Construction Plans or the New Die Construction LOUs or other provisions in the National Master Agreement.


Sincerely,

Maria Watson  
Human Resources Director  
Rouge Site





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September 25, 2024

Mr. Robert Brezovsky, Chairman  
Tool & Die Unit  
UAW, Local 600

Dear Mr. Brezovsky,

Subject: Additional Work

The Company is committed to secure additional work which would enable future viability for the Dearborn Tool and Die Plant (DTD). Any external work brought into DTD would be within the skillset of the skilled trades at DTD.

Any external work secured, will not interrupt normal Ford scheduled program work assigned to DTD as of the date of this letter and in the future. The decision to source additional work will occur when there is capacity available in a particular trade or department, and required tools and equipment are available. Further, any additional work would be assigned by the Company.

The parties agree that DTD resources are prioritized for Ford work, and incremental work may be returned to the original source or another source. Prior to that return, local discussions will be held on the rationale for the return to ensure available capacity or opportunity to continue to perform the work.

The company is committed to work with the UAW to secure work being performed on the outside. Details of these opportunities will be discussed and reviewed in the quarterly meetings as detailed in the UAW Ford National Collective Bargaining Agreement Skilled Trades Agreement, dated September 15, 2003 or as required as far in advance to secure such work. Any issues that arise locally with this letter will be escalated to the National Ford Department and Labor Affairs for resolution.

Sincerely,

Maria Watson  
Human Resources Director  
Rouge Site

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PA/AB

September 25, 2024

Mr. Robert Brezovsky, Chairman  
Tool & Die Unit  
UAW, Local 600

Dear Mr. Brezovsky,

Subject: New Technology – 3D Printing

During these negotiations, the Union expressed concerns related to new technologies, specifically 3-D printing, and the ability to design, develop, fabricate and produce Prototype and production parts that would traditionally be fabricated by members of the Tool & Die Unit.

The Parties discussed and acknowledged that new technology, including 3D printing, is a topic covered by the National Master Agreement. Specifically, in the UAW-Ford National CBA, Skilled Trades Agreement and Letters of Understanding (LOU) entitled New Technology, the national parties recognize that advances in technology may alter, modify or otherwise change the job responsibilities of included employees at plant locations and that a change in the means, method or process of performing a work function including the advancement of computers or other new or advanced technology will not serve to shift the work function normally and historically performed by included employees to excluded employees.

With the advancement of technology (i.e. 3D printing) there is no intent to take work traditionally performed by skilled trades employees. The Company recognizes the use of 3D printing within the Rouge Site is a task performed by Tool and Die Unit skilled trades employees; When appropriate, the Tool & Die Unit members will service and maintain the 3D printers as well as the parts manufactured by the 3D printers that require modification; however the Company and Union agree to the terms of the New Technology Letter of Understanding does allow for other classifications / organizations to utilize 3D printing technology.

This letter reaffirms the Local Parties commitment to the discussion, process and training necessary prior to and during implementation of new 3D printing technologies in the plants within the Rouge Complex.

The Company agrees to meet with the UAW Tool & Die Unit leadership when addressing new work, manpower needs, new equipment, and its intended use as it pertains to the implementation of new 3D printing technology. The Parties acknowledge and agree that nothing in this letter overrides, expands, or contracts the rights of either Party pursuant to New Technology nor does it expand the issues appropriate for local bargaining covered by the New Technology letter or other provisions in the National Master Agreement.

Sincerely,

Maria Watson  
Human Resources Director  
Rouge Site




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Mr. Robert Brezovsky, Chairman  
Tool & Die Unit  
UAW, Local 600

Dear Mr. Brezovsky,

Subject: Facilities Agreement, 2023 Negotiations

During the 2023 local negotiations, the parties discuss and agreed upon the following facility item:

- The Company will purchase jackets that are mutually agreed to (similar to launch jackets purchased at other buildings on the Site) for the Dearborn Tool & Die Plant building employees on roll as of the effective date of this agreement. Jackets will be purchased in the calendar year 2025.

Maria Watson  
Human Resource Director  
Rouge Site

Concur:  
Robert Brezovsky \_\_\_\_\_

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Mr. Robert Brezovsky, Chairman  
Tool & Die Unit  
UAW, Local 600

Dear Mr. Brezovsky,

Subject: Dearborn Tool & Die Plant Study

During the 2023 local negotiations, the Company and the Union discussed the effects of high and low temperatures on the employee experience during the summer and winter months.

The Company commits to conduct a study of the Dearborn Tool & Die Plant by the end of the first quarter of 2025 to review possible solutions to address this concern. This study will include a review of the current water fountains and fans for repair or replacement. Upon completion of these studies, all findings will be reviewed with the Local Union and Management Leadership.

The Company is committed to providing all employees with a safe and productive work environment.

Maria Watson  
Human Resource Director  
Rouge Site

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Robert Brezovsky, Chairman  
Tool and Die Unit  
UAW Local 600

Subject: Dearborn Tool and Die Plant Supplemental Heat

Dear Mr. Brezovsky:

Upon the request of the Tool and Die Unit Chairman, the Company and Union will meet to discuss the concerns and the Company will consider options for supplemental heat in the Dearborn Tool and Die Plant.

Sincerely,

David Cantagallo  
Human Resource Director  
Rouge Site

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~~October 16, 2015~~ XXXX XX, XXXX

Robert Brezovsky, Chairman  
Tool and Die Unit  
UAW Local 600

Subject: Posting and Scheduling Vacation

Pursuant to the provisions of Article IX, Section 25(b) of the Master Agreement, a plant electing for vacation shutdown period(s) will have made that determination and provided notice of employees working to the Union by April 1<sup>st</sup>.

Separate from the vacation shutdown procedure, departmental processes for requesting and approving pre-scheduled time off will remain unchanged. Pursuant to the guidelines in Article IX, Section 25(c), if more employees working for the same process coach request the same day off than can be accommodated, the employee(s) who requested off first will be granted the day off. If requested at the same time, determination will be made by Total Ford Seniority. Where Total Ford Seniority is equal, the Company will utilize the last four (4) digits of the employee's social security number to establish seniority order with highest last four (4) given higher seniority.

Thereafter, any changes to approved time off will not be cancelled or changed without the consent of the employee.

Sincerely,

~~Donna M. Rawlings~~ Maria Watson  
~~Human Resources Manager~~ Director  
~~Dearborn Tool & Die Plant~~ Rouge Site HR

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Robert Brezovsky, Chairman  
Tool and Die Unit  
UAW Local 600

Subject: Non-skilled MPL Openings at the Dearborn Tool and Die Plant



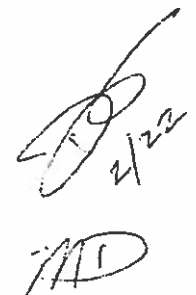
Dear Mr. Brezovsky:

When a non-skilled MPL opening occurs at the Dearborn Tool and Die Plant and management deems it necessary to fill it, the opening(s) will be posted to the Rouge Site Production Units. If a successful candidate is not identified for the Dearborn Tool and Die opening, the National Job Security process identified in the Master Agreement will be followed.

Sincerely,

Jennifer McRae  
Human Resource Manager  
Rouge Site

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January 14, 2020 XXXX XX, XXXX

Mr. Robert Brezovsky, Chairman  
Tool and Die Unit  
Local 600, UAW  
10550 Dix Avenue Dearborn, Michigan 48120

Subject: Machining Specialist Classification

During local negotiations, the skill of the Machining Specialist classification was discussed and recognized as key to the throughput of the building and a source of future competitiveness for the plant. New technology and new program applications are under constant review for opportunities to improve timing and delivery to our customers. The fundamental skills of machining are common to several classifications; however, training of new Machining Specialist operators is a long process due to the complexity of the equipment and programs. The Company must maximize the investment in the training and leverage the skills of employees in the present workforce.

To streamline the training process, shorten the learning curve for this classification, and experience a return on the investment of training, the parties have agreed to the following:

Applicants for the machining specialist classification will be interviewed. Article IV, Section 2(a) of the Master Agreement will govern the selection process, with employees who demonstrate merit and ability, prior experience in running this equipment, or appropriate training through accredited institutions as preferred.

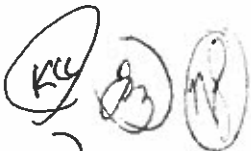
Employees new to the classification will not be scheduled to work overtime until they have demonstrated capability on the equipment.

Employees, who accept the classification through the bid process and request to voluntarily disqualify themselves from the position within the first two weeks from entering the position, will be allowed to return to their prior classification, if available, or return to available work within their base trade. **Beyond the 2 week period, employees, including base trade Machinists, will retain their rights outlined in the Manpower Movement Site Wide – Skilled local agreement language in accordance with their base trade seniority.**

The Company and the Union have mutually agreed that the employee selected for the position of Machine Specialist is entering into a unique and complex position. Given the complexities of this position, i.e. training, it is expected that once an employee accepts the classification, the Company, in return, is expecting the employee to remain on the classification to maximize the investment in their training. The Company and the Union agree to offer enhanced training for machining specialists (New software, process and equipment).

Sincerely,

~~Shad Bean~~ Maria Watson  
~~HR Supervisor~~ Human Resource Director  
~~Rouge-Rouge Site~~







## IMPORTANT INFORMATION YOU SHOULD KNOW

1. Read the agreements, both master and local, carefully. If you have any questions, contact your Union Representative(s).
2. Keep informed. Read monitors, plant newsletters, posting boards and attend Union and Plant Town Hall meetings.
3. Discuss any complaints you may have with your process coach and committee person immediately.
4. In accordance with the guidelines set forth in Appendix S of the Collective Bargaining Agreement, ALL SAFETY CONCERNS should be reported to your process coach immediately. If additional follow up is required, you should also contact the UAW and Company Health & Safety Representatives.
5. DO NOT sign any papers without first reading them. Be sure of what you are signing.
6. VERY IMPORTANT: Keep both the Union and the Company informed of your correct address and telephone number. This is your responsibility. It could affect the status of your employment.
7. 5-DAY QUIT NOTICE: If, at any time, you should receive a 5-DAY QUIT NOTICE (registered mail), contact the Labor Relations Office immediately and report the reason for your absence. Also, get the name of the person to whom you are reporting. This applies even if you are on medical leave of absence. Should you fail to properly respond to the 5-DAY QUIT NOTICE, you can be terminated as a 10-DAY QUIT.
8. IN-PLANT INJURIES – In accordance with Article IX, Section 15:
  - Employees are required to report all work related accidents and injuries, no matter how minor/severe, to their process coach and the Medical Department IMMEDIATELY for evaluation. If medical is not available, all injuries should then be reported to SECURITY immediately. FAILURE TO REPORT ACCIDENTS AND INJURIES UPON OCCURRENCE AFFECTS COMPENSATION AND COULD LEAD TO DISCIPLINE.
  - Record the date and witnesses of accidents and injuries for future reference.
  - Report all work-related injuries to the Workers Compensation Representative immediately.
  - After twenty-eight (28) days from the inception of medical care for an occupational injury, an employee may treat with a physician of his or her own choice if the employee properly notifies the Worker's Compensation Representative. The Company may file a petition objecting to the selected physician.
  - If an employee is sent to an outside medical facility by the Gate 4 Company Medical Department for testing and/or evaluation by an outside physician, the employee is required to report back to the company medical department immediately upon return from the outside physician. If the Gate 4 Medical Department is closed, employee must report back to whichever Rouge Site medical facility is open at the time (schedule to be posted weekly). But in no case should anyone report back later than the beginning of the next business day, regardless of alternate work schedule.

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- If due to unforeseen circumstances an employee is unable to physically report to Gate 4 Medical upon the release from the outside medical facility, s/he MUST call Gate 4 Medical and speak with a nurse or Doctor. Gate 4 phone number is: (313) 32-30045.
  - The employee must provide the Company medical facility with any/all paperwork obtained while being evaluated by the outside facility. The Company Medical Department makes the final determination on course of treatment for an in-plant injury.
  - FAILURE TO COMPLY WITH THE ABOVE MAY RESULT IN AN INDUSTRIAL INJURY BEING CONSIDERED PERSONAL WITH A LOSS OF COMPENSATION.
9. ABSENCES: It may be necessary for you to be absent from work. When you know in advance, you should request permission for the time off from your process coach. If an emergency arises and you are unable to give advance notice, you should telephone the Attendance Tracking System Reporting Tool (ATSRT) at 1-866-893-0576. Be sure to write down the confirmation number that is given to you upon completing the call-in process.
  10. During discipline hearings, your process coach has an obligation to call your committee person if you so request.
  11. DROTS will be available daily for employees to view, if not available, notify your process coach.
  12. Your process coach has the responsibility to correct errors regarding pay shortages; along with notifying you when your wages are docked.
  13. The Company will continue to allow wash up time where the current practice exists.
  14. Harassment hotline 888-735-6650

If you have questions regarding insurance or benefits, contact your UAW Benefits Representative (313) 390-3290.

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## TOOL & DIE UNIT SKILLED SENIORITY AGREEMENT

It is mutually agreed between the Ford Motor Company and the International Union, UAW, Local #600, Tool and Die Unit at Dearborn, Michigan on ~~January 14, 2020~~ XXXX XX, XXXX that, in the event of a reduction in force, other than a temporary layoff as defined in Article VIII, Section 21, the seniority of employees in the Tool and Die Unit shall be exercised as follows. Deviations from this agreement will follow Article VIII, Section 16 of the Master Agreement.

### SKILLED TRADE CLASSIFICATIONS

The basic trades in the Tool & Die Unit are: Tool & Diemaker and Machine Repair. The classifications listed below follow the classification consolidations per the ~~2007~~19 Collective Bargaining Agreement:

- Cutter Grinder (non-apprenticeable – not to be repopulated)
- Inspector – Tooling & Layout – (non-apprenticeable)
- Machine Repair
- Machining Specialist (non-apprenticeable)
- Machinist (non-apprenticeable)
- Tool & Diemaker
- Welder General (Tool & Die Plant Only) that performs Hardener – Tool & Die/heat treat related work

An employee on any of the Tool & Die Unit skilled classifications, who may be subject to layoff, shall be permitted to exercise their seniority against the employee with the least seniority in their classification and then to base trade on a site-wide basis or as otherwise provided by local agreement. Those employees who were not previously classified as Tool & Diemaker or Machine Repair shall exhaust seniority in their classification only.

Employees holding the classification of Leader shall maintain their journeyman seniority date. In the event of a reduction in force, they shall exercise seniority on a site-wide basis first within their Leader classification and then in accordance with the Seniority Agreement. All leaders shall be reduced concurrent with the existing leader to journeyman ratio according to local agreement language.

### TOOL & DIEMAKER

The Tool and Diemaker classification shall be on a common site-wide seniority list for layoff and recall purposes. Similarly, the Tool and Diemaker Leader shall be on a common site-wide seniority list for layoff and recall purposes.

#### Tool & Diemaker Leader Reductions:

1. The employee will fill open requisitions for Tool and Diemaker Leader.
2. The employee will displace the least seniority Tool and Diemaker Leader.
3. The employee will displace the least seniority Tool and Diemaker.

Any Tool and Diemaker Leader who is laid off shall be eligible for recall to Tool and Diemaker Leader work the employee can perform before a new leader is promoted to such work.

#### Tool & Diemaker Reductions:

In a reduction in force, Tool and Diemakers shall exercise seniority in the following manner:

1. The employee will fill open requisitions for Tool and Diemakers.
2. The employee will bump the least seniority employee on the common site-wide seniority list.

3. Partial week reductions will be accomplished by crew/shift, trade seniority, then total Ford seniority.

Based on the 2007 Collective Bargaining Agreement skilled classification consolidation, those employees who were not previously classified as Tool & Diemaker or Machine Repair, shall exhaust seniority in their classification only. Additionally, previous classifications of Scale Repair and Locksmith will not be repopulated.

Tool & Diemaker Vacancies:

During the term of this agreement, a graduating apprentice creates a vacancy which may be filled, by trade seniority, by a Tool & Diemaker Leader or Tool & Diemaker employee from the non-promotional bid list. All Tool & Diemaker Leader vacancies will be filled from the promotional bid list with provisions of the Leader Agreement.

MACHINE REPAIR

The Machine Repair classification shall be on a common site-wide seniority list for layoff and recall purposes. Similarly, the Machine Repair Leader shall be on a common site-wide seniority list for layoff and recall purposes.

Machine Repair Leader Reductions:

1. The employee will fill open requisitions for Machine Repair Leaders.
2. The employee will displace the least seniority Machine Repair Leader.
3. The employee will fill open requisitions for Machine Repairman.
4. The employee will displace the least seniority Machine Repairman.

Any Machine Repair Leader, who is laid off, shall be eligible for recall to Machine Repair Leader work the employee can perform before a new leader is promotion to such work.

Machine Repair Reductions:

In a reduction in force, Machine Repair shall exercise seniority in the following manner:

1. The employee will fill open requisitions for Machine Repair.
2. The employee will bump the least seniority employee on the common site-wide seniority list.
3. Partial week reductions will be accomplished by crew/shift, trade seniority, then total Ford seniority.

Machine Repair – Vacancies:

During the term of this agreement, a graduating apprentice creates a vacancy which may be filled, by trade seniority, by a Machine Repair Leader or a Machine Repair employee from the non-promotional bid list. All Machine Repair Leader vacancies will be filled from the promotional bid list with provisions of the Leader Agreement.

MACHINING SPECIALIST

Machining Specialist-Leader Reductions:

Upon a reduction-in-force, the Machining Specialist-Leader will exercise seniority first against the Machining Specialist classification. Lacking sufficient seniority, incumbent leaders will exercise seniority on their basic classification Rouge wide, if applicable.

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Machining Specialist Reductions

Incumbents on the Machining Specialist classification, upon a reduction-in-force, will exercise seniority first on their classification, then on their basic trade Rouge wide.

Machining Specialist Leader Vacancies:

Machining Specialist Leaders will be assigned on an as needed basis from the Machining Specialist classification. The number of leaders is expected to vary with construction schedules and the exigencies of production, with a minimum of one (1) Leader per shift. Employees selected will be granted total Tool and Die skilled date of entry seniority on the classification.

1. When there is a need for a temporary Leader an existing Leader in the department will be asked to cover a prescheduled (32 hours minimum in advance) vacancy first, and then a temporary Leader will be placed by canvassing employees by seniority on that shift in the department.
2. It may not, at times, be possible to utilize a journeyman as a temporary Leader. Deviations from this will be discussed prior to the event by the joint parties.

Machining Specialist Vacancies:

Machining Specialist will have recall rights before going to the bid list. Those employees who have been or are currently on the basic trade of Tool & Diemaker or Machinist classifications will be eligible to bid on the Machine Specialist classification. Cutter Grind may also be eligible to bid on Machine Specialist openings so long as they meet the required criteria.

INSPECTOR – TOOLING & LAYOUT

Inspector – Tool & Layout Reductions

1. In the event of a reduction in force, employees classified as Inspector-Tooling & Layout shall be allowed to exercise their seniority in their own classification (date of entry) first and then shall be allowed to exercise their base trade Tool & Diemaker seniority in accordance with this agreement.
2. Employees classified as Inspector-Tooling & Layout who were not previously classified as Tool & Diemaker, who are affected by a reduction-in-force, shall exercise their seniority in their existing classification. If seniority is exhausted on the existing classification the employee will have the option to receive date of entry into the Tool & Diemaker classification if holding a valid Tool & Diemaker journeyman card.
3. Partial week reductions will be accomplished by crew/shift, date of entry as a layout inspector, trade seniority, then total Ford seniority.

Inspector – Tooling & Layout - Vacancies

1. Inspector Tooling & Layout employees will be selected first from the recall list, and will retain original date of entry, or
2. Will be placed from the bid list, will come from the Tool & Diemaker base trade, and will receive date of entry seniority.

Inspector/Inspector Leader –Tooling & Layout

All employees on above classifications will be placed on a common list for overtime purposes. Leaders will be assigned on an as needed basis from the department.

MACHINIST

(Formerly known as Grinder-All Around & Tool Machine Operator)

Per 2007 National Collective Bargaining Agreement – Skilled Classification Consolidation Place Process:

1. "Employees holding previous apprenticeable skilled trades seniority have the option of returning to their base trade and retaining their original skilled trades Date of Entry or maintain their current classification.
2. Work performed by incumbent employees in the machining classifications consolidated into the Machinist classification will transition as follows: employees in the Machinist classification may be assigned to any machinist operation within this consolidation classification based on verified ability. Further, as attrition occurs, the equipment used will become a "tool of the trade" and the work will be absorbed by the Tool and Die Maker classification."

Reductions: In the event of a reduction in force, an employee on the above classification shall exercise their seniority, in the first instance within this classification Rouge-wide. After exhausting seniority rights on this classification, the employee shall revert and exercise seniority on their base trade.

#### CUTTER GRINDER

Per the 2007 National Collective Bargaining Agreement – Skilled Classification Consolidation Process:

"The work performed by employees in the Cutter Grinder classification will transition to the Tool and Die Maker classification or the parties will continue with current local practices."

1. The Dearborn Tool & Die Plant Only:
  - Machining Specialists are an available trade to perform needed Cutter Grinder Work.
2. In the event of a Reduction in Force, the Cutter Grinder classification will have seniority on their classification only.
3. Upon attrition, this classification will not be repopulated.

#### SALARIED TO HOURLY SENIORITY:

Employees returning from a salaried position will exercise seniority under the provisions outlined in Article VIII, Section 34 of the Master Agreement, and the Tool and Die Unit Agreement; however, Rouge Labor Relations Office will have prior discussions with the Tool and Die Unit regarding the placement of salary employees returning to the hourly employment rolls.

#### SENIORITY TIES:

The following order shall be followed in determining the employee with the greatest seniority for all skilled classifications except the Inspector – Tooling & Layout.

1. ~~First, e~~Classification seniority;
2. ~~Secend, e~~Company seniority;
3. ~~Third, t~~The employee with the highest last four social security numbers.

Inspector – Tooling & Layout classifications will use the following order in determining the employee with the greatest seniority.

1. Inspector Tooling & Layout date of entry seniority;
2. Company seniority;
3. Tool & Diemaker trade seniority;
4. The employee with the highest last four social security numbers.

- ~~On skilled classifications where two or more employees on the same classification have identical date of entry seniority, then Company seniority shall be used to break ties. If Company seniority fails to break the tie, then it will be broken by the use of Social Security numbers.~~
- For this purpose, the last four (4) digits of the employees Social Security number will be used. The employee with the highest last four (4) such digits of the employee's social security number will be considered to have the greater seniority: (i.e., the employee whose with the last four digits are 2238 would be considered to have greater seniority than the employee whose with the last four digits are 2235).
- In the event the last four digits of two or more employees with the same plant seniority date are identical If a tie still remains, the last five digits will be used, or then the last six, etc., if necessary.

18  
AFC  
NB

AS  
RB

MANPOWER MOVEMENT SITE WIDE – Skilled

It is mutually agreed between Ford Motor Company and the International Union UAW, Local 600, Tool & Die Unit on January 14, 2020 ~~XXXX XX,XXXX~~ at Dearborn, Michigan, that the following provisions will govern all manpower movement throughout the Rouge Complex as accomplished through the Promotional, Non-Promotional, and Lateral Transfer/Mutual Trade processes.

In the event a skilled trade job opening occurs, and the location with that opening has a desire to fill the vacancy, an Hourly Personnel Requisition will be initiated by the location with the opening and appropriate Plant Management approvals obtained. The completed and approved requisition will then be submitted to Site Wide Labor Relations for consideration and the Tool & Die Bargaining Unit notified of the open position and requisition received.

1. Openings in the following skilled classifications are considered Promotional site-wide, and such openings will be filled through the Promotional Job Openings procedure:
  - Leader – Tool & Diemaker
  - Leader – Machine Repair
  - Machining Specialist
  - Inspector – Tooling and Layout
2. Openings in the following skilled trades classifications are considered Non-Promotional site-wide, and such openings will be filled through the Non-Promotional or Lateral Transfer/Mutual Trade procedure:
  - Tool & Diemaker
  - Machine Repair
  - Machinist
3. Mutual Trades will continue to be conducted independent of the skilled trade job opening procedures, the process for which is outlined herein.
4. Eligible employees, who wish to be considered for any of the manpower moves indicated (Promotional, Non-Promotional, Lateral Transfer or Mutual Trade), must complete the respective cards which will be available in the Labor Relations Office in the plant in which the employee is working.
5. Rouge Labor Relations will handle all manpower moves within the site.

SIGN UP PERIOD – Promotional, Non-Promotional, and Lateral Transfer/Mutual Trades

1. Two (2) sign up periods will be open each year for two (2) weeks beginning with the first Monday in April and again for two (2) weeks beginning with the first Monday in October. Promotional, Non-Promotional, and Lateral Transfer/Mutual Trade cards can be completed only during these periods with the following exceptions:
  - a) Employees who are on vacation, seniority layoff, medical leave of absence, personal leave of absence, Jury Duty, disciplinary layoff, and short term military leave for the entire sign-up period will be allowed to sign up within one week of their return.
  - ~~b) An apprentice who graduates between sign up periods will be permitted to sign up within one (1) week from the date of their graduation.~~

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-e) b) Newly hired seniority employees, or employees new to the unit, and graduated apprentices must wait until the next sign-up period.

2. The Promotional, Non-Promotional and Lateral Transfer/Mutual Trade lists generated from the April sign-up period goes into effect on May 1<sup>st</sup> and is in effect through October 31<sup>st</sup>. The Promotional, Non-Promotional and Lateral Transfer/Mutual Trade lists generated from the October sign-up period goes into effect November 1<sup>st</sup> and is in effect through April 30<sup>th</sup>.
3. Promotional bid sign-up:
  - a) Employees must fill out two (2) cards or electronic when available (1) card and make a copy; the original card is to be turned in to plant labor relations and a copy for their own personal records. Both cards must be date stamped at the same time to show identical date on both cards.
  - b) It should be noted that an employee should only bid for classifications for which they are eligible and qualified.
  - c) Rouge Labor Relations will compile a list of bidders by classification and department from the completed promotional bid cards. A copy of the lists will be forwarded to the Bargaining Committee of the Tool and Die Unit and to the Human Resource departments of each facility, as requested.
4. Non-Promotional and Later Transfer/Mutual Trade sign-up:
  - a) To be eligible for a Non-Promotional move an employee must be in a Promotional classification as indicated above.
  - b) Employees who wish to be considered for a move must complete a non-promotional and/or lateral transfer/mutual trade card. The completed card must be turned in to plant labor relations office. The card(s) will be date stamped and the employee will be provided a copy for their records.
  - c) It should be noted that an employee should only sign up for classifications for which they are eligible and qualified.
  - d) The Tool & Die Unit Bargaining Committee will compile a list of eligible employees by classification and department from the completed non-promotional and lateral transfer/mutual trade cards. Rouge Labor Relations will have copies of lists.
5. It will be necessary for employees to submit new card(s) during every bid period.
6. Employees who are offered a move in line with their desires as indicated on the promotional, non-promotional, or lateral transfer/mutual trade card will have 24 hours to respond in writing on the card upon notification of the opening.
  - a) If the employee does not respond, they will be by-passed.
  - b) Additionally, employees on medical leave will be by-passed for any promotional, non-promotional, and lateral transfer/mutual trade job openings.
7. When an employee accepts a promotional, non-promotional, or lateral transfer/mutual trade they will be ineligible to sign up to move for any reason for the next two (2) full sign-up periods. Once any opportunity is accepted the decision is irrevocable.
8. When an employee refuses any promotional, non-promotional, or lateral transfer/mutual trade opportunity, they will be removed from the applicable list for that effective bid period. These employees will be eligible to submit a new card during the next bid period. It is important that employees select only those options for which they sincerely want to be considered.

Handwritten initials: JGC, NS, and other scribbles.

Handwritten initials: AB, HS, and other scribbles.

## PROMOTIONAL JOB OPENING PROCEDURE

Upon notification from Site Wide Labor Relations of a Promotional job opening, the following procedure will be followed to fill that opening in accordance with Article IV, Section 2, of the Master Agreement:

1. Site-wide labor relations will notify the Tool & Die Unit bargaining committee of the promotional job opening in order to begin canvass of eligible candidates from the list of promotional bidders.
2. Canvass and selection of employees to fill openings in the classifications and departments indicated will be made from the list of bidders.
3. When an employee accepts the promotional job offer, Rouge Labor Relations office will handle the transfer.
4. Employees holding a promotional classification listed in section one (1) of this agreement will be permitted to bid for a promotional job in the other classifications providing they meet the basic job requirements of the subject job opening. Such employees, if selected for the job openings, waive their seniority rights on their previous promotional classification.
5. Employees with seniority on one promotional classification who are permanently reduced during a layoff can bid for, and be placed, on a second promotional classification without waiving recall rights to the original promotional classification.
6. An employee can retain recall rights to the last promotional classification from which they were laid off, but shall not retain recall rights to any intermediate promotional classifications he may have held.
7. All reasonable efforts will be made to accomplish release for promotion within two (2) weeks from the date of promotional selection. In any case, if additional promotional moves are generated by a first promotion, the Company shall have an additional two week period to accomplish the foregoing for each promotion involved.
8. Promotions to Machining Specialist Leader and Inspector - Tooling & Layout Leader should be made from existing classifications in that department.

## NON-PROMOTIONAL JOB OPENING PROCEDURE

Upon notification from Site Wide Labor Relations of a Non-Promotional job opening, the following procedure will be followed to fill that opening in accordance with Article IV, Section 2, of the Master Agreement:

1. Selection of employees to fill openings in the classifications and departments indicated on the approved requisition will be made from the lists of candidates in the order indicated below:
  - a) Employees on ILO within the unit will be called to work to fill openings;
  - b) Canvass of employees that have signed the non-promotional and lateral transfer/mutual trade card in combined by trade seniority order;
  - ~~c) Canvass of employees that have signed the lateral transfer/mutual trade card by seniority;~~
  - ~~d) c) Backfill openings created from steps b) and c) above through the Promotional opening process if applicable;~~
  - ~~e) d) Any additional openings remaining after step c) of the process above will be filled~~

through the preferential placement process as set forth in Appendix N of the UAW-Ford National Agreement.

2. All reasonable efforts will be made to accomplish release of employees selected to fill open positions within two (2) weeks from the date of the selection. In any case, if additional moves are generated by a first move, the Company shall have an additional two week period to accomplish the foregoing for each move involved.

a) Secondary openings are not subject to be filled by lateral process.

3. A maximum of four (4) employees Site Wide will be considered to fill open positions on a lateral basis per sign-up period.

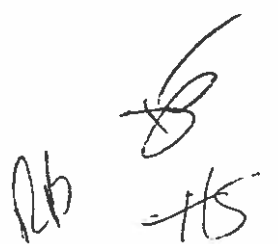
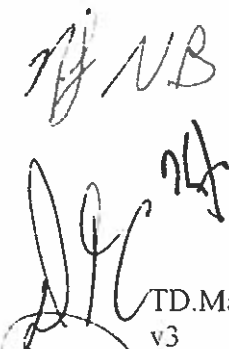
### MUTUAL TRADE PROCEDURE

It will be the policy of this office to continue to cooperate as in the past in effecting "mutual trades" for Tool and Die Unit. Rouge Plant management has been assured that no trade will be allowed without approval of the designated level of management in each affected plant.

The parties have agreed to the following Mutual Trade process:

1. The trade must involve two (2) employees of the same classification at the time of the trade.
2. Once the trade is agreed to by both employees, the decision is irrevocable by the employees. Employees signed up for mutual trades will be canvassed by the new list within the first two weeks of May and the first two weeks of November.
3. If multiple employees sign up for the same mutual trade, the selection order is as follows:
  - a) Trade Seniority;
  - b) Total Ford Seniority;
  - c) The highest last four (4) Social Security Number
4. Moves can be made outside of seniority. This is a non-grieveable issue.

Any deviations from the processes outlined herein will be discussed by the joint parties.



**Promotional Bid Card**

*(Tool & Die Unit)*

Date: \_\_\_\_\_

**Employee Name** \_\_\_\_\_ **Global I.D.** \_\_\_\_\_ **Classification** \_\_\_\_\_ **Dept.** \_\_\_\_\_

I wish to be considered for promotion to the following classification(s) in the plant(s) indicated only.  
 (Indicate choice by a mark (X) in the appropriate box)

*\*Only Check the box you are qualified for*

Classification	T&D	DSP	DDMP	DEP	CL	DTPF	DTPB	DTPP
1 Leader - Tool & Diemaker	-	-	-	-	-	-	-	-
2 Leader - Machine Repair	-	-	-	-	-	-	-	-
3 Machining Specialist	-	-	-	-	-	-	-	-
4 Inspector - Tooling & Layout	-	-	-	-	-	-	-	-

Basic Trade: (e.g. Tool & Die, Machine Repair, etc.) \_\_\_\_\_

Basic Trade Seniority \_\_\_\_\_

Employee Signature \_\_\_\_\_

Total Ford Seniority \_\_\_\_\_

Employee Phone Number \_\_\_\_\_

Signature and Date of Receipt: Labor Relations \_\_\_\_\_

*Handwritten signatures and initials:*  
 NS  
 JPC  
 v3

*Handwritten signatures and initials:*  
 RB  
 TB



**Non-Promotional  
Job Application**

*(Tool & Die Unit)*

Date: \_\_\_\_\_

\_\_\_\_\_  
Employee Name Global ID

\_\_\_\_\_  
Present Promotional Classification Last 4 SSN

\_\_\_\_\_  
Present Department

I wish to be considered for the following non-promotional job transfer(s) according to the provisions of Article IV, Section 2(b):

(Indicate choice by a mark (X) in the appropriate box)

Classification	T&D	DSP	DDMP	DEP	DTPF	DTPB	DTPP
1 Tool & Diemaker	-	-	-	-	-	-	-
2 Machine Repair	-	-	-	-	-	-	-
3 Machinist	-	-	-	-	-	-	-

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Employee Phone Number

\_\_\_\_\_  
Signature and Date of Receipt:  
T&D Unit Committee

\_\_\_\_\_  
Basic Trade Seniority

\_\_\_\_\_  
Total Ford Seniority

*Handwritten initials: MB, H, DFC*

*Handwritten initials: H, H5*

**Mutual Trade and Lateral Transfer Application**

(Tool & Die Unit)

Date: \_\_\_\_\_

Employee Name \_\_\_\_\_

Global ID \_\_\_\_\_

Last 4 SSN \_\_\_\_\_

Present Classification \_\_\_\_\_

Trade Seniority \_\_\_\_\_

Ford Seniority \_\_\_\_\_

Present Department \_\_\_\_\_

Current Shift \_\_\_\_\_

I wish to be considered for the following Mutual Trade or Lateral Transfer:  
(Indicate choice by a mark (X) in the appropriate box)

Classification	T&D	DSP	DDMP	DEP	CL	DTRF	DTPB	DTRP
1 Tool & Diemaker	-	-	-	-	-	-	-	-
2 Tool & Diemaker Leader	-	-	-	-	-	-	-	-
3 Machine Repair	-	-	-	-	-	-	-	-
4 Machine Repair Leader	-	-	-	-	-	-	-	-
5 Machining Specialist	-	-	-	-	-	-	-	-
6 Machinist	-	-	-	-	-	-	-	-
7 Inspector Tooling & Layout	-	-	-	-	-	-	-	-

Employee Signature \_\_\_\_\_

Date \_\_\_\_\_

Employee Phone Number \_\_\_\_\_

Signature and Date of Receipt:  
T&D Unit Committee

Releasing Manager (Mutual Trade Only) \_\_\_\_\_

Accepting Manager (Mutual Trade Only) \_\_\_\_\_

*Handwritten initials: T&D NB, JFC, etc.*

*Handwritten initials: RB, TB, etc.*

## PROMOTIONAL CLASSIFICATIONS

Inspector -Tooling and Layout  
Machining Specialist  
Tool and Diemaker Leader  
Machine Repair Leader

Employees transferring to any of the promotional classifications as listed above shall be granted total Tool and Die Unit seniority on the said classification immediately. (This does not include the classification Inspector - Tooling and Layout which receive date of entry).

At the Company's discretion, employees filling openings on any of these promotional classifications as a vacation replacement or as a replacement for an employee on a leave of absence of not more than ninety (90) days, will not accumulate seniority on the classification, and upon layoff will not retain recall rights.

An employee may retain and accumulate seniority only on their basic classification and the last promotional classification on which the employee established seniority, except that: Employees with seniority on one promotional classification who are permanently reduced during a layoff on that classification can bid for and be placed on a second promotional classification without waiving recall rights to the original promotional classification. An employee can retain recall rights to the last promotional classification from which they were laid off and the original promotion classification from which the employee was laid off but shall not retain recall rights to any intermediate promotional classifications they may have held.

An employee on any of the above promotional classifications shall exercise their seniority, in the first instance by classification, Site-wide or as otherwise established by local agreement. Upon permanent reduction or layoff from such classification, and after exhausting seniority rights on their original promotional classification, the employee shall revert to and exercise seniority on their basic trade classification.

October 16, 2015 ~~xxxx xx,xxxx~~

Mr. Robert Brezovsky, Chairman  
Tool & Die Unit  
UAW Local 600

Subject: Temporary Shift Changes

Dear Mr. Brezovsky,

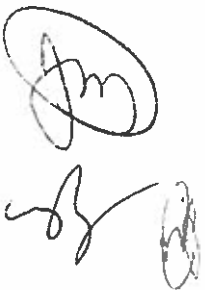
During these current negotiations, the Union expressed concern regarding the changing of an employee's shift at the Company's request during periods of shutdowns, temporary layoffs, special projects, and other such temporary circumstances outside of the parameters of the shift change agreement.

As indicated during these discussions, shift changes outside of the prescribed shift change agreement are occasionally required in order to address a variety of business needs and/or special circumstances including, but not limited to, those indicated above.

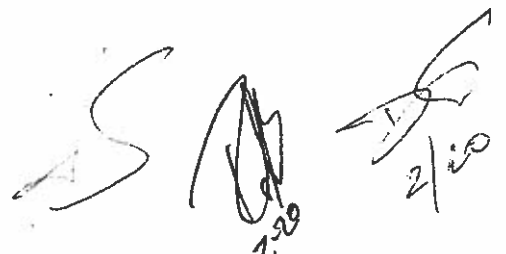
With the exception of emergency breakdowns, or other situations of an emergent nature, the Company will make all reasonable efforts to provide a two-week notice of temporary changes in an employee's shift. Affected employees will be assigned to open shifts, there will be no double moves. Additionally, when it becomes necessary to schedule a temporary shift change, the circumstances will be discussed with the union.

Sincerely,

~~Donna M. Rawlings~~ Jennifer McRae  
Human Resources Manager  
~~Dearborn Tool & Die Plant~~ Rouge Site



Temporary Shift Changes  
v1



## OVERTIME SUPPLEMENTATION POOL PROCEDURE TOOL AND DIE UNIT

In accordance with the understanding reached with Tool and Die Unit concerning the Overtime Supplementation Pool, the following procedures will be implemented:

An overtime supplementation pool of all skilled classifications represented by the Tool and Die Unit will be established in each plant by classification and shift. The pool is to be established for each six week shift change period. The pool will be the source for personnel needed to replace employees in other plants who wish to option off a weekend overtime assignment. After all of the Rouge pool sources have been exhausted, employees who had previously indicated a desire to be excused from weekend overtime may be scheduled on the basis of low overtime hours.

Prior to each shift change period, but no later than the end of the shift of the first day of that period, an employee who wishes to participate in pool assignments for the period must fill out and sign an overtime supplementation pool card and return it to the Bargaining Committee until such time an electronic signup is implemented. Each plant should submit the name and phone number of the designated plant pool coordinator to Rouge Labor Relations. When all cards have been submitted, a listing of all department pool employees by classification and shift will be prepared. A copy of that listing will be given to the district committee man and a copy forwarded to the Rouge Labor Relations Office no later than the Wednesday following the shift change. The original lists and cards are to be retained in the pool employees' departments.

In scheduling weekend overtime, the existing departmental procedures will be followed first. After those procedures have been exhausted and additional manpower is needed, the plant pool coordinator will contact the Rouge Labor Relations Office to make the necessary arrangements for supplementation. At the written request of management, the Rouge Labor Relations Office will provide notice of the opportunity(s) to the pool employees ~~check other plants to determine the availability of pool employees and so notify the borrowing plant pool coordinator.~~ Specific loan transaction information, i.e., names, start times, reporting locations, etc., will then be arranged between the plants involved. The Rouge Labor Relations Office ~~leasing department~~ will notify the pool employee of his their pool assignment upon their response.

An employee's first overtime obligation is in his home department. Should he accept a pool assignment and it is subsequently determined he is needed in his home department, the pool assignment must be cancelled. An employee does not have an option to work either in his home department or in the pool.

A sincere effort must be made to determine weekend manpower needs as far in advance as possible so that pool needs and pool availability can be established in time to notify all parties concerned. Requests for pool employees received after Wednesday will be difficult to fulfill unless it is known at that time which pool employees are available.

~~Pool overtime opportunities will be charged in the employee's home department in accordance with the Unit Overtime Agreement.~~ An employee who refuses a pool assignment or accepts a pool assignment and is absent from that assignment will be removed from the pool for the remainder of that period.

Employees that are scheduled for mandatory overtime without use of the supplementation pool and do not work the mandatory overtime opportunity will only be charged for the original voluntary overtime canvas and will not be coded AWOL.

Complaints about the operation of this agreement may be discussed with the company, but are not subject to the grievance procedure provided for in Volume I, Article VII of the Master Agreement between Ford and the UAW.



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Rouge Labor Relations Office

~~ROUGE AREA OVERTIME SUPPLEMENTATION POOL~~

~~TOOL AND DIE UNIT~~

Name \_\_\_\_\_ GID \_\_\_\_\_

Base Classification \_\_\_\_\_ Current Classification \_\_\_\_\_

Dept. \_\_\_\_\_

Plant/Building \_\_\_\_\_ Crew \_\_\_\_\_ Shift \_\_\_\_\_

I wish to be a member of the overtime supplemental pool on the \_\_\_\_\_ shift for the shift change period beginning \_\_\_\_\_.

Employee's: \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_

Phone # \_\_\_\_\_


~~October 16, 2015~~ XXXX XX, XXXX

Robert Brezovsky, Chairman  
Tool and Die Unit  
Local 600, UAW

In accordance with the election made by those skilled employees of the Tool and Die Unit eligible to have their weekend over-time assignments governed by Appendix H, Part B, Option 2 - Overtime Bypass and Exhibit 1, this letter is to set forth the procedures that will be followed to implement arrangements pursuant to that option:



- a. Within each plant in the Rouge Area, employees will be afforded weekend overtime opportunities in accordance with the Tool and Die Unit Overtime Equalization Agreement.
- b. As provided in Option 2, when less than a full complement is required on a trade within the Rouge Plant to work an over-time period, employees who would normally be assigned to work such overtime may elect to be by-passed if they so state at the time they are notified of the overtime opportunity, provided a sufficient number of employees on the equalization group within the plant or on the same classification group within the plant or on the same classification and shift in the Supplementation Pool are available to perform the scheduled overtime work.
- c. The Supplementation Pool will consist of employees who indicate their desire to work weekend overtime on their present classification and lacking an opening in that classification within their applicable basic trades of Machine Repair, Tool and Die and on their own shift at the Company's discretion in other Rouge plants when not previously scheduled in the location to which they are regularly assigned when such opportunities are offered by the Company. Employees may indicate their desire to be included in the Pool by submitting a form provided by the Company.
- d. Forms must be submitted at each six week shift change period. An employee submitting such a form will be considered a member of the Pool until he declines a supplemental overtime opportunity or accepts such an opportunity and is absent. It is understood that such employee may re-enter the Pool at the next shift change period.
- ~~e. Employees accepting supplemental assignments will be charged on their departmental overtime equalization list.~~
- ~~f. e.~~ e. As provided in Option 2; in the event there is an insufficient number of employees within an equalization group in a plant and an insufficient number of ascertainable replacements from the Supplementation Pool accepting weekend overtime assignments, the Company may schedule necessary manpower by requiring employees on the required classification and shift in the plant involved to work on the basis of low overtime hours.

Sincerely,

  
Donna M. Rawlings David Cantagallo  
Human Resources Manager Director  
Dearborn Tool & Die Plant Rouge Site



Mr. E.T. Maklebust  
Division L. R. Representative



ETM

T&D.Overtime Appendix H Option  
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## OVERTIME AGREEMENT

It is mutually agreed between Ford Motor Company and the International Union, UAW, Local 600, Tool & Die Unit, on ~~January 14, 2020~~ XXXX XX, XXXX at Dearborn, Michigan, that provisions regarding overtime pursuant to Article IV, Section 6 of the Master Agreement for this unit are as follows:

The below agreement is applicable to employees on both Traditional 5x8 and Alternative Work Schedules (AWS). Overtime language unique to a specified work schedule is identified where appropriate.

### GENERAL ADMINISTRATION

1. Overtime scheduling, charging, and general administration will be handled by a dedicated individual for the employees in the unit.
2. Overtime will be equalized among all employees within a classification in a department. The following exceptions require a common overtime equalization list with journeypersons:
  - Machine Repair Leader
  - Tool & Die Leader (DEFTP & DTP only)
3. Project Coordinators
  - Will be maintained on a separate overtime list within their department.
  - They will bring their overtime hours with them when they enter as Project Coordinator, and will carry their hours with them when they return to their base classification.
  - They will be able to work in their last held classification or base classification in the department overtime after all journeypersons/apprentices in that department have been canvassed.
4. Apprentices
  - All new Tool & Die Unit apprentices shall not be canvassed for overtime work until they successfully complete the Core Skills Training.
  - Upon successful completion of the Core Skills Training, the Tool & Die apprentices shall be credited with the median hours possessed by apprentices on the classification.
  - Apprentices will be scheduled after all journeypersons are offered overtime
  - Apprentices that are placed on probation or are out of ratio for tasks to hours worked can be excluded from overtime opportunities. This probation would be at the discretion of the LJAC and could be rescinded as the apprentice is removed from probation and / or achieves the proper task to hours worked ratio.
5. The intent of the Company is to afford overtime opportunities first to the journeypersons with the least number of overtime hours, and where these are equal, follow the seniority ties language.
6. Those employees who are scheduled to cross shift lines for the purpose of equalizing overtime shall revert to their regular shift at the beginning of the new work week without incurring back-pay for the first day of such work week.
7. Employees entering a department (i.e. hires, rehires, reinstates, newly graduated apprentices, employees transferred from one classification to another, employees transferred from one department to another, employees returning from medical leave of 90 days or longer), will be

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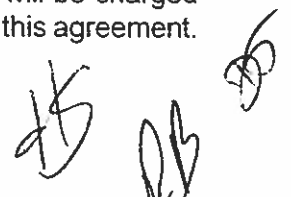
JK RB 2/20

credited with the median hours possessed by all employees on the classification in the department to which they are assigned.

8. Employees returning from a permanent salaried position will assume high overtime hours plus one within their overtime equalization group. Employees on a temporary salaried position will be charged in the same manner as employees on an inverse seniority temporary layoff.
9. Machining Specialists who voluntarily disqualify themselves from the promotional position, within the first two (2) weeks from entering the position, will return to their base trade with the overtime hours held at the time their classification was changed due to the promotional opportunity.
10. Employees assigned altered start times during the normal work week will work the overtime hours in line with the department start and quit times.
11. Loaned Employees
  - Employees loaned from one department to another will be given the opportunity to work overtime in the loaned department only after all journeypersons on the classification to which they are loaned have been given the opportunity to work such overtime.
  - Employees loaned voluntarily who are offered these overtime opportunities will be charged in their home department.
  - Employees who are forced to work in another classification and are offered overtime opportunities in the loaned department, will be charged only those overtime hours worked back in their home department.
  - Loaned employees who are not offered the opportunity to work overtime in the loaned department will be given the opportunity to work overtime in their home department in accordance with existing agreements.

#### 12. Crossing Shift Lines

- The crossing of shift lines for the purpose of overtime equalization shall be optional with the individual employees.
- Employees will be required to sign a posting sheet three Fridays before shift change and a copy will be given to the union as notice of such election.
- Employees entering a department, other than at shift change time, who desire to cross shift lines for the purpose of overtime equalization, shall notify their respective process coach of this fact.
- Employees on restricted duty shift assignments will not be allowed to jump shifts for overtime purposes.
- Shift jumping procedure
  - a) Employees will be required to work their shift first;
  - b) Fill available vacancies;
  - c) A journeyperson will be scheduled over an apprentice;
  - d) Bump employee with the highest overtime hours.
- Employees voluntarily accepting will be charged for all hours scheduled.
- Employees electing not to cross shift lines for overtime equalization will not be charged for overtime opportunities missed on other shifts because of this election.
- Employees who do elect to cross shift lines for overtime equalization will be charged accordingly for such overtime opportunities missed in accordance with this agreement.



- Once employees have exercised their option for shift jumping, their election shall remain in effect for the entire period until the next shift change period.
13. The Company recognizes it has the responsibility for maintaining shift and overtime records in each plant. Employees' overtime records will be maintained weekly based on hours scheduled.
  14. For the purposes of scheduling the Christmas unbroken holiday period overtime, the ~~previous~~ week's overtime hourslist from the second (2<sup>nd</sup>) Monday of December will be used for overtime opportunities.
  15. Daily overtime will be treated in the same manner as weekend overtime for Journey person to Leader ratio as denoted by the *Leader to Journey person ratio for weekend overtime* chart in Appendix C-8.
  16. For job continuation overtime communication to the Union must occur prior to having anyone stay over for job continuation overtime opportunity.
  17. This agreement will be used as a guideline for those employees on both traditional 5x8 and alternative work schedules. Specific overtime provisions for those employees working 5X8 and alternate work schedules are jointly agreed upon at the individual locations.
  18. When forced to an off-shift for training, you will take your hours with you for daily OT purposes. For weekend OT/RDO scheduling, you will revert back to your original shift.
  19. When forced to another shift due to temporary assignments caused by circumstances beyond the employees control, the forced employee will be assigned to that shift for the entire week(s).
  20. When employee accepts a holiday opportunity and does not accept hours beyond the base schedule, the missed hours will be charged at the normal premium.

#### TRADITIONAL 5X8 WORK SCHEDULE

4. Sundays and holidays will be recorded as double-time for all hours scheduled.
5. Saturdays and daily overtime will be recorded as time and one-half for all hours scheduled.
6. For purposes of overtime equalization, an employee shall work only one shift on Saturday and one shift on Sunday.
7. Scheduling
  - Employees will sign up for the current weekend and the following week daily overtime opportunities on a list made available by the Company.
  - Employees will sign up for overtime before the end of their shift on Tuesday of each week. Employees will indicate their desire to work either early or late overtime for daily opportunities.
  - Employees pre-scheduled for vacation/personal time/unpaid time ~~of at least twenty-four (24) hours during a given week,~~ who desire to work weekend or daily overtime opportunities, must indicate their desire to work overtime by signing the overtime list

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before their vacation/personal time/unpaid time begins. These employees are responsible for contacting their process coach or designated employee to find out if they are scheduled to work the overtime for which they have signed up.

- Employees who incorrectly sign-up/fail to make their availability to work known on the sign-up sheet by the end of their shift Tuesday will be charged as though they have refused the opportunity if they would have been scheduled.
- Holiday Scheduling will be accomplished through the normal sign up process for overtime. There will be no charge for those employees who refuse holiday work.
- When holiday falls on the posting day, the sign up and schedule posting deadlines will be moved up one day.
- For the Christmas Holiday period if you refuse All overtime opportunities you will not be charged the weekend overtime.

#### 8. Notification

- The schedule for weekend and following week daily overtime will be posted on ~~Thursdays~~ no later than approximately one (1) hour prior to the end of the each respective Thursday shift (~~#1, #2, #3~~) ~~on the #2 shift for the #2 and #3 shifts and posting will be posted before the start of the #1 shift Wednesday.~~
- It is the responsibility of employees who sign up for overtime to check the overtime posting.
- Management or designated employees will ~~make every reasonable effort to notify employees who are forced or added or deleted from the original posted overtime posting schedule after it has been posted on Thursday for the #2 and #3 shift and Wednesday for the #1 shift.~~
- Management or a designated employee will make an effort to notify employees of changes in overtime opportunities. These efforts to notify the affected employees of changes will be recorded.
- It is the employees' responsibility to maintain current phone numbers with the Labor Relations Office.

#### ALTERNATIVE WORK SCHEDULE

1. The 3<sup>rd</sup> and 4<sup>th</sup> RDOS will be recorded as double-time for all hours scheduled; Sundays are always recorded as double-time.
2. The 1<sup>st</sup> and 2<sup>nd</sup> RDOs and daily overtime will be recorded as time and one-half for all hours scheduled.
3. Scheduling
  - ~~Employees will sign up for RDO overtime before the end of their shift on Tuesday of each week.~~
  - In order to accommodate the various AWS patterns, the Union and the Company agree to adjust the timing for sign-up and posting deadlines for each schedule in the affected overtime group.
  - Employees will indicate their desire to work either early or late overtime for daily opportunities.
  - Employees pre-scheduled for vacation /personal time/unpaid time who desire to work RDOs the following week must indicate their desire to work overtime by signing the overtime list before their vacation/personal time/unpaid time begins. These employees are responsible for contacting their process coach or designated

employee to find out if they are scheduled to work the overtime for which they have signed up.

- Employees who fail to make their availability to work known on the sign-up sheet by the end of their shift on the agreed upon deadline Tuesday will be charged as though they have refused the opportunity if they would have been scheduled.
- Holiday Scheduling will be accomplished through a sign up process. It is the employee's responsibility to sign up or not, but only those employees who sign up to work a holiday will be scheduled. There will be no charge for those employees who refuse holiday work. Order of scheduling will be as follows:
  - a) RDWs Journeypersons on the crew, who signed up to work;
  - b) RDWs Journeypersons shift jumpers on the off crew who signed up to work, ~~when only one shift is scheduled~~ shift jumpers first and non-shift jumpers second
  - c) Low hour RDOs Journeypersons and including shift jumpers, who sign up to work.
  - d) RDW apprentices then RDO apprentices will be scheduled in the same manner as Journeypersons.
- When holiday falls on the posting day, the sign up and schedule posting deadlines will be moved up one day.

#### 4. Notification

- The schedule for RDO and daily overtime will be posted ~~on Wednesday~~ no later than approximately one (1) hour before the end of **each respective Wednesday** the shift (#1, #2, #3) ~~on the #2 shift for the #2 and #3 shifts. RDO and daily overtime for the #1 shift will be posted on Tuesday.~~
- It is the responsibility of the employees who sign up for overtime to check the overtime posting.
- Management will ~~make every reasonable effort to~~ notify employees who are added or deleted or forced when applicable from the original posted overtime posting schedule ~~after it has been posted on Wednesday for the #2 and #3 shift, and before the start of the #1 shift on Wednesday for the #1 shift.~~
- Management or a designated employee will make an effort to notify employee of changes in overtime opportunities. These efforts to notify the affected employees of changes will be recorded.
- It is the employee's responsibility to maintain current phone numbers with the Labor Relations Office.

#### 5. Holiday Charging

- All RDOs/RDWs that work on a holiday will be paid and charged at double time.
- For the Christmas Holiday period if you refuse all overtime opportunities you will not be charged the weekends.

### GENERAL CHARGING RULES

1. In compliance with items 1 – 3 under General Administration, employees WILL BE CHARGED the appropriate number of overtime hours under any of the following circumstances:
  - Unauthorized leaves of absence;
  - Authorized personal leave;

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- Disciplinary layoff, unless subsequently reversed;
- Overtime opportunities refused if notice of said opportunities is given at least twenty-four hours in advance of the overtime;
- Overtime hours won through the grievance procedure will be charged as if worked;
- Opportunities missed while on inverse seniority layoff;
- When an employee is scheduled for an overtime opportunity and fails to give at least a thirty two (32) hour notice from the start of the scheduled overtime opportunity of their inability to work the scheduled overtime, they will be charged at double the applicable premium rate. Employees who give at least thirty two (32) hours notice will incur a single charge as overtime refusal;
- While on medical leave (personal) of less than 90-days (excludes Worker's Compensation);
- Family Medical Leave Act (FMLA) – double charge will not apply on RDWs if overtime is accepted by the employee and the employee subsequently does not work the overtime due to justified FMLA absence.
- A no call no show will result in triple charge

2. Employees WILL NOT BE CHARGED the appropriate number of overtime hours under any of the following circumstances for overtime opportunities missed:

- On a traditional 5x8 schedule on the weekend immediately prior to or following a scheduled 40-hour vacation;
- On an Alternative Work Schedule if employee refuses All RDOs the same week you are covering your fully scheduled work hours with vacation or personal time (compensated time).
- On a traditional 5x8 schedule on pre-scheduled vacation or eligible bereavement (16-hour minimum) surrounding a weekend (i.e. Thursday and Friday as vacation or eligible bereavement, or Friday and Monday as vacation or eligible bereavement, as long as you do not work either the Saturday or the Sunday;
- While on qualified bereavement;
- ~~e)~~ f) While on military reserve duty as long as the orders are on record in the Labor Relations Office;
- ~~d)~~ e) On an AWS Due to two (2) or more eligible bereavement pay days that run into RDOs within same pay ending;
- While attending an off-site/out of plant training program;
- While on daily paid leave which was requested a minimum of twenty-four (24) hours in advance of the leave;
- While on Worker's Compensation;
- While on forced TLO;
- For refused Holiday overtime opportunities;
- If notice of said opportunities is not given at least twenty-four (24) hours in advance of the overtime opportunity;
- While on jury duty.

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Leader to Journeyperson Ratio for Overtime

4:01		5:01		6:01		7:01		8:01		9:01		10:01		11:01		12:01	
J	L	J	L	J	L	J	L	J	L	J	L	J	L	J	L	J	L
1	0	1	0	1	0	1	0	1	0	1	0	1	0	1	0	1	0
2	1	2	0	2	0	2	0	2	0	2	0	2	0	2	0	2	0
3	1	3	1	3	1	3	1	3	0	3	0	3	0	3	0	3	0
4	1	4	1	4	1	4	1	4	1	4	1	4	0	4	0	4	0
5	1	5	1	5	1	5	1	5	1	5	1	5	1	5	1	5	0
6	1	6	1	6	1	6	1	6	1	6	1	6	1	6	1	6	1
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8	2	8	1	8	1	8	1	8	1	8	1	8	1	8	1	8	1
9	2	9	2	9	1	9	1	9	1	9	1	9	1	9	1	9	1
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11	3	11	2	11	2	11	2	11	1	11	1	11	1	11	1	11	1
12	3	12	2	12	2	12	2	12	1	12	1	12	1	12	1	12	1
13	3	13	2	13	2	13	2	13	2	13	1	13	1	13	1	13	1
14	3	14	3	14	2	14	2	14	2	14	2	14	1	14	1	14	1
15	4	15	3	15	2	15	2	15	2	15	2	15	1	15	1	15	1
16	4	16	3	16	3	16	2	16	2	16	2	16	2	16	1	16	1
17	4	17	3	17	3	17	2	17	2	17	2	17	2	17	2	17	1
18	4	18	3	18	3	18	3	18	2	18	2	18	2	18	2	18	1
19	5	19	4	19	3	19	3	19	2	19	2	19	2	19	2	19	2
20	5	20	4	20	3	20	3	20	2	20	2	20	2	20	2	20	2

Leader to Journeyperson Ratio for Overtime

4:01		5:01		6:01		7:01		8:01		9:01		10:01		11:01		12:01	
J	L	J	L	J	L	J	L	J	L	J	L	J	L	J	L	J	L
21	4	21	4	21	3	21	3	21	3	21	2	21	2	21	2	21	2
22	4	22	4	22	4	22	3	22	3	22	2	22	2	22	2	22	2
23	5	23	4	23	4	23	3	23	3	23	3	23	2	23	2	23	2
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26	5	26	5	26	4	26	4	26	3	26	3	26	3	26	2	26	2
27	6	27	5	27	4	27	4	27	3	27	3	27	3	27	2	27	2
28	6	28	5	28	4	28	4	28	3	28	3	28	3	28	3	28	2
29	6	29	6	29	4	29	4	29	4	29	3	29	3	29	3	29	2
30	6	30	6	30	4	30	4	30	4	30	3	30	3	30	3	30	2
31	7	31	6	31	4	31	4	31	4	31	3	31	3	31	3	31	3
32	7	32	6	32	5	32	4	32	4	32	4	32	3	32	3	32	3
33	7	33	6	33	5	33	5	33	4	33	4	33	3	33	3	33	3
34	7	34	7	34	6	34	5	34	4	34	4	34	3	34	3	34	3
35	8	35	7	35	6	35	5	35	4	35	4	35	3	35	3	35	3
36	8	36	7	36	6	36	5	36	4	36	4	36	4	36	3	36	3
37	8	37	7	37	6	37	5	37	5	37	4	37	4	37	3	37	3
38	8	38	7	38	6	38	5	38	5	38	4	38	4	38	3	38	3
39	9	39	8	39	6	39	5	39	5	39	4	39	4	39	4	39	3
40	9	40	8	40	6	40	6	40	5	40	4	40	4	40	4	40	3

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## SHIFT CHANGE ASSIGNMENT

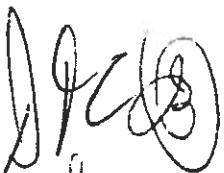
It is mutually agreed between the Ford Motor Company, and the International Union, UAW, Local #600, Tool and Die Unit, on ~~January 14, 2020~~ XXXX XX, XXXX at Dearborn, Michigan, that provisions regarding the exercise of shift change pursuant to Volume I, Article VIII, Section 28 of the Master Agreement, for this unit are as follows:

This agreement will be used as a guideline for those employees on all work schedules. Specific shift change provisions for those employees working alternate work schedules are jointly agreed upon at the individual locations.

- A. The company agrees to the principle that the preference of employees should be given consideration in the assignment of shifts. If it becomes necessary to reassign employees to other shifts during a period when shifts are not open for adjustment, such department reapportionment will be, first, volunteers by total Ford seniority and then assignment of the least seniority employees (Applicable only to employees on the #1 or #3 shifts. For the #2 shift, see B.3c below). If there are incumbents with less than three (3) weeks tenure on the #1 or #3 shift and a reduction in assigned personnel occurs on the #1 or #3 shift and there are no volunteers, employees with less than three (3) weeks on that shift will be removed first. If the total number of employees with less than three (3) weeks on the #1 or #3 shifts exceeds the number to be removed from the shift and there are no volunteers, the employees with the least total Ford seniority will be removed first.
- B. For the purpose of permitting employees to exercise preference in the choice of shifts, it is agreed the following will apply:
  1. Shifts will be adjusted every six weeks with Monday designated as the day on which the adjustment is to be effective. Employees who elect to change shifts in accordance with this agreement must inform their immediate process coach/sign-up no later than the end of the third Friday of their regular work shift prior to shift change. As a result of the shift change, the company shall not be subject to backup time liability.
  2. Shift change results will be posted one hour before the end of the #2 shift on the Tuesday two weeks before the effective date of shift change.
  3. Shift change will be accomplished by classification within an individual department as follows:
    - a. The #2 shift employees cannot change to the #1 or #3 shift, unless they are displaced at shift change time by a #1 or #3 shift employee. The above is subject to the right of all employees to volunteer on available openings on any shift at shift change time. Volunteers will be selected on the basis of total Ford seniority.

-Only the No. 1 and No. 3 shift employees can change to the No. 2 shift. The No. 2 shift employees cannot change to the No. 1 or No. 3 shift unless they are displaced by a No. 1 or No. 3 shift employee.

-Openings At Anytime (Other than those Displaced by No. 1 or No. 3 shift Employees) Employees on all shifts are eligible to seek such openings and will be selected on the basis of their total Ford seniority.

  
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Shift Change Assignment

  
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-Graduating Apprentice

A No. 1 or No. 3 shift apprentice, upon graduation is considered an opening and may be displaced on either of the two shifts in accordance with the paragraph above.

- b. When an opening occurs on the #1 or #3 shifts, an individual on a premium shift can volunteer for that shift. Volunteers will be selected on the basis of total Ford Seniority.
- c. Employees assigned to the #1 and #3 shifts, who elect to change shifts at shift change time, will replace #2 shift employees in the following order:

FIRST: Those employees who volunteer to leave the #2 shift.

SECOND: Those employees assigned to the #2 shift that have the greatest number of consecutive turns on the #2 shift immediately prior to and including the instant shift change period.

THIRD: If two or more employees have the same number of consecutive turns on the #2 shift immediately prior to and including the instant shift change period, the employee, or employees, to be rotated shall be selected on the basis of accumulated and consecutive turns.

FOURTH: Whenever the accumulated and consecutive turns are equal, the employee with the least total Ford seniority shall be rotated.

- d. Provided, however, that in any case no employee may get two turns on the #2 shift until all employees on the same classification in the department have had the opportunity to get one turn, and no employee may get three turns on the #2 shift until all employees on the same classification in the department have had the opportunity to get two turns. In order to facilitate this provision, a designated employee will furnish Supervision in each Tool and Die area with an accumulative record of each employee and showing the number of periods each employee has been on each shift.
- C. The total #2 shift employees to be rotated will, by total Ford seniority, have their choice of the available openings.
- D. Employees who wish to remain on the #1 or #3 shift at shift change time will be permitted to do so.
- 1. Whenever it is necessary for an employee to remain on an extra turn on the #1 or #3 shift, the selection of the employee shall be on the basis of the lowest accumulated and consecutive turns on the shift from which he is transferred. In case of a tie, the lowest seniority employee shall be required to remain on his shift. In no case will an employee be required to remain two turns on the "off" shifts (#1 or #3) until all employees on that classification in that department have had at least one turn, and no employees on that classification in that department have had two turns, etc.
  - 2. Whenever an employee returns to the #2 shift after being on the #1 or #3 shift for three or more turns, he shall be given the average #2 shift accumulated and consecutive turns of employees in the rotating group in his department.

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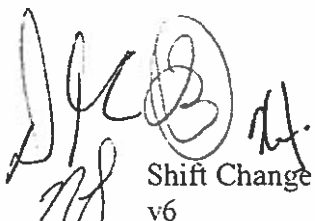
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- E. Employees with thirty-five or more years of seniority; two appointed athletic directors; and the following elected Tool and Die Unit officers; Vice President, Financial Secretary, Recording Secretary, Sergeant-At-Arms, Guide and Trustees, will be permitted to remain on the shift of their choice or rotate assignments as they desire insofar as practical. However, if there are not a sufficient number of employees on the #2 shift within the seniority group to allow all #1 or #3 shift employees, who desire to change shifts, to affect the change, then the employees in the mentioned group on the #2 shift will be required to rotate in continuing order based on total Ford seniority with the least seniority employees in the group rotated in the first instance.
- F. Hires, rehires, reinstated employees, newly graduated apprentices, employees returning from a personal or medical leave of absence in excess of ninety days, employees transferred between departments, and employees transferred to a new classification will be credited with the average number of accumulated and consecutive turns on the #2 shift of all the employees in the rotating group in the department. Probationary employees, except apprentices, will not have the right to select shifts. Employees loaned between departments will carry their consecutive shift turns with them to the borrowing department.
- G. Employees volunteering for inverse seniority layoffs will be charged with the #2 shift in accordance with the Shift preference Agreement.
- H. Employees returning from short-term medical leave, voluntary inverse seniority layoff, or forced temporary lay-off (TLO) will return to the shift from which they left. If returning on or before a designated shift change period day, the employee will make their selection known according to guidelines in this agreement.
- I. Employees mentioned in Paragraph (E) above, as well as employees frozen on the #2 shift because of medical restrictions, will be discounted in computing the above-mentioned average.
- J. When an employee from the #1 or #3 shift requests assignment to the #2 shift, or an employee from the #2 shift requests assignment to the #1 or #3 shift, other than at the regular shift change time, and they are so assigned, they will be credited as being on the #2 shift for the entire shift change period, and be subject to shift change from the #2 shift at the next shift change period in accordance with B.3c above.
- K. When an employee volunteers at the request of management or is forced on another shift other than at the regular shift change time, they will be credited as being on the #1 or #3 shift for the entire shift change period if an employee receives qualified earnings as outlined in Article IX, Sec 18, 19, 20, 22, or 23 of the Master Agreement for they spend half or more of the base scheduled days during the shift change period on the # 1 or #3 shift, and thus eligible to bid for the #2 shift at the next shift change time. Provided, however, that an employee, who did work at least one full week on either the # 1 or #3 shift, will be permitted to force another employee off the #2 shift at shift change time.
- L. Loaned employees will be credited in the department from which they are loaned with time they spend on the various shifts in the department to which they are loaned.

Shift Change Assignment
   
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- M. Deviations from this agreement may only be made by mutual agreement between the Bargaining Committee and the employee's local plant Labor Relations office.
- N. For employees on an AWS:
1. When changing shifts, at shift change, crew openings will be filled by request by total Ford Seniority.
  2. When it becomes necessary for an individual to change from the #3 shift to the #2 shift on the same crew at the time of shift change, their schedule can be adjusted to work Tuesday through Friday as their normal work week or work Tuesday through Thursday with the option of paid or unpaid time for Friday at the discretion of the employee.
- O. The Company recognizes it has the responsibility for maintaining shift and overtime records in each Plant.
- P. When the Company transitions operating patterns within a given department, both consecutive and accumulated turn counts will reset to zero and shift/crew assignments will be based on Total Ford Seniority.
- Q. When implementing more than one operating pattern in a department, employees will be canvassed then assigned by trade seniority. Shift/crew assignments will then be based on Total Ford Seniority.

  
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