

THE ECPL RULE

“Whenever a worker has a need to place any part of his/her body in a position on or near machines or equipment where unexpected movement, release of stored energy, energizing of electrical systems, or the flow of gases, fluids or other materials could have potential to injure the worker, then the worker has the RESPONSIBILITY and the AUTHORITY to correctly apply ECPL procedures and shall be held ACCOUNTABLE for that correct application.”

GOAL

THE UNITED AUTO WORKERS FORD DEPARTMENT and FORD MOTOR COMPANY are committed to providing an effective training program on the subject of lockout procedures for all employees having a need to lock out that will:

- “Ensure that everything humanly possible has been done by both the UNITED AUTO WORKERS FORD DEPARTMENT AND FORD MOTOR COMPANY to provide all employees having a need to lock out with the knowledge and practices necessary to ensure their safety while working on equipment, and,
- Ensure that all employees having a need to lock out are fully aware of the consequences of failing to follow established lockout procedures.”

ABSENCE CODING

To ensure that employees are properly coded for absence hours, an employee will be coded in the following situations:

- Employee reports late for work and there is no work available resulting in the employee being sent home for lack of work. The hours the employee is sent home for should be coded "P".
- At the beginning of the shift, a department discovers they have more employees than are required. Due to this situation, some employees request to be excused from their shift. Those employees authorized to leave the plant should be coded "G" for that day.
- When an employee has been reported "AWOL" and it is subsequently determined that an alternate code would be more appropriate, the attendance record should be adjusted accordingly.

ABSENCE DUE TO ILLNESS

It is recognized that a doctor's letter is not always required to cover an employee's absence due to illness for a period of one (1) or two days. If there is a complaint that good judgment is not being exercised in request for these letters, the individual cases will be reviewed directly by Labor Relations.

AGV DOLLIES

During 1999 Local Negotiations, the Union expressed concerns about the Company's plan to repair AGV dollies. The cost effectiveness of completing this repair work in-house has been firmly established. Therefore, the Company will perform this work with the appropriate WSP personnel, as the need arises.

AIR CONDITIONERS

A program of inspection and maintenance of the break area and cafeteria air conditioners are currently in effect and will be continued to assure that such units are in good operating conditions by April 1.

Arrangements will be made to assure that replacement parts for the break area air conditioners will be readily available.

AISLES SCRUBBING SHIFT CHANGE

During the course of 1990 local negotiations, the Union raised the issue of floor scrubbing in C and L aisles at shift change. The Union suggested that floor scrubbing of these aisles at shift change could create a slipping hazard.

Management shares your concern on this matter and I have reviewed this subject with the appropriate personnel and can assure you that it is not our policy to scrub these aisles at shift change. Obviously, if there was a hazardous condition which required immediate correction an exception to this policy would be necessary.

AISLEWAYS

The Company reaffirms its intention to eliminate congestion in the plant and to maintain adequate access to and from workstations. Plant aisleways will be maintained in such a manner as not to constitute a safety hazard.

To further aid in alleviating aisle congestion following negotiations, main aisleways will be surveyed and missing markers replaced so that these aisleway widths are clearly identifiable. Floor stripes will also be surveyed and repainted as appropriate. Also, following any major rearrange of operations which significantly affects normal traffic routes, new stripes will be painted and/or new markers installed to clearly identify the new aisleways affected or created.

When it becomes necessary to perform production operations in an aisle, provisions will be made to assure the safety of employees working the area.

Complaints that prompt attention is not being given to valid employee requests that aisle congestion be cleared should be directed to the Safety Engineer for evaluation and corrective action.

AMBULANCE SERVICE

The Company assures the employees, on all shifts, that ambulance service when required for emergency medical treatment shall be prompt, efficient and expeditious.

ASSIGNMENTS OF BALER OPERATIONS

This will confirm our discussion during 1970 local negotiations that when there is a need for no more than two (2) employees to operate the Baler, those two (2) employees would both be classified Baler Operator.

ATTENDANCE AND DISCIPLINARY RECORDS

Requests from individual employees to review their attendance and/or disciplinary records will be honored on a timely basis, recognizing, however, that such a review will not always be possible on an immediate basis.

ATTENDANCE REVIEW

During the course of the 2003 negotiations, the Union expressed their concerns regarding employees being sent to Labor Relations for hearings relative to their attendance. The Union expressed their concerns relative to employees with good attendance records being sent to the Labor Relations Office.

The Company understands the Unions concerns, and it is not the intentions of the Company to send employees to Labor Relations in those instances when the employee has a good attendance record.

Attendance records are first reviewed after a Company report H-126 is run. This report summarizes the previous twelve months attendance of those employees who missed work or were late on the prior day.

The Labor Relations Department will review the attendance of those employees who were absent or late, and will only request those employees whose attendance records warrants further investigation and disposition.

Complaints that good judgment is not being exercised relative to issues of absenteeism will be reviewed by the Labor Relations Supervisor.

BASEMENT - HOUSEKEEPING

It is the intent of the Company to maintain the basement in such a manner as to assure safe working conditions. Additional drip pans, sumps, or other facility changes will be undertaken to alleviate the problem, if necessary.

BASEMENT QUAD HUT

During 1999 Local Negotiations, it was agreed that a Quad Hut would be installed in the basement.

BATTERY CHANGING STATION - LIFT TRUCKS

Under the present operational system, rotational assignments for those employees assigned to the Lift Truck Battery Changing Station have been reviewed with Plant Engineering Department Supervision. Consideration of individual requests as well as the practicality of regular rotation has been reviewed. The Company recognizes that at the present time the system specifically discussed in Local Negotiations is operational on at least one shift.

BATTERY STATION

During the 2003 Negotiations, the Union complained that the battery storage area was not being cleaned on a regular basis. The Company agrees to maintain the cleanliness of the battery station weekly.

BENCHES

Two benches will be maintained outside the hourly lobby.

BENEFITS / TOLL-FREE NUMBER

During 1999 Local Negotiations, it was agreed that the Company would provide a toll-free phone number for the workforce, both active and retirees, to contact the UAW Benefits Representative (1-800-367-3998).

BICYCLE PARKING

During the 2003 Local Negotiations, it was agreed that the Company will provide bicycle parking for the convenience of the employees who ride bicycles to work.

BIDS - PROMOTIONAL AND NON-PROMOTIONAL
NONSKILLED

It is mutually agreed between Ford Motor Company, Vehicle Operations, Woodhaven Stamping Plant, and the International Union, UAW, Local 387 on September 29, 2003, at Woodhaven, Michigan, that the following provisions will govern the exercise of bids—promotional and non-promotional, non-skilled.

1. When an hourly rated job, except for 1Z, is to be filled, management shall notify the Union immediately on Form 3466, “Notice of Hourly Employee Opening”. The notice shall be posted on the bulletin boards provided for that purpose. Postings for hourly classifications will be posted on Thursday at 11:30 am where it shall remain for three (3) working days.
 - a. Should additional openings exist on a classification one (1) week after it has been posted, the opening will be re-posted.
 - b. Temporary openings are defined as those existing for a period of time not to exceed ninety (90) days.
2. The notice shall contain the following: classification, rate of pay, number of openings, department and shift and any training requirements.
 - a. Notices for temporary openings will stipulate, in addition to the above, the expected length of time for which the temporary assignment is intended and the reason for such temporary need.
3. Application for the posted opening shall be made on a form provided for that purpose and must be submitted to the Company Employment Office within the three (3) day period set forth in paragraph #1 above. A time and date stamp will be available in the Employment Office for employees filing applications. Employees will time stamp their application, retain the employee copy, and deposit the remaining copies in the container provided for this purpose.
4. Following the three (3) day period, the Union will be supplied a copy of the applications received for the opening. These applications will be discussed with the District Committeeperson on the shift by the supervisor.
5. The candidate selected shall be moved to the opening no later than the Monday following the date the selection is made. If management can not make the move to the posted job within the prescribed time limits, the employee will be compensated for all monies lost after the fifth (5th) working day following the selection unless the posting has been canceled.

6. When an employee has been placed on a job for which applied and is thereafter disqualified within 30 days of reclassification, or files a written request for removal from the classification with the Employment Office within 30 days of reclassification, said employee shall return to the last classification held prior to the promotion in line with seniority.
7. Where an employee requests to be removed as provided in 6 above, said employee shall not be eligible to submit an application for a job for a period of two (2) months.
8. Employees who wish to make application for non-promotional transfer in accordance with this Agreement must apply for the job during the posting period and check the non-promotional box on the application.
 - a. When openings occur in the Material Control Checker / I.L.T.O classifications, those employees classified as Material Control Checker / I.L.T.O will be given first consideration based upon non-promotional transfer requests on file at the time of the opening. Non-promotional transfers of this type are limited to once in a six-month period to maintain the stability of operations. Openings for which no transfer requests are on file will be filled by recall or job posting as appropriate.
 - b. During the course of negotiations, the parties discussed the circumstances relative to the problem of ATMPL and ATWL to be transferred to jobs of a non-promotional basis of equal or lesser pay. In the past, such openings were filled through non-promotional transfers or promotional bids, based on such pay category. This resulted in the ATMPL/ATWL classifications to be disjoined from such job opportunities.
 - c. To better facilitate and broaden the opportunity for the ATMPL/ATWL classifications to be placed into openings which they consider to be more desirable or promotional, based on their preference, the company agrees to change the procedure for filling job openings. Effective with ratification of the agreement, the ATMPL/ATWL classifications will be afforded the opportunity to make bids for either promotional or non-promotional job opening. The applicants will have to make a proper bid, based on the type of posting or opening which is available. They will be considered for these openings, in conjunction with other bids which are made for the same openings. Non-promotional requests between ATMPL and ATWL will be filled when there is a request in both classifications.
 - d. When openings occur for AGV tenders, those employees classified as Industrial Tow Tractor Drivers will be given first consideration based upon non-promotional requests on file at the time of the opening. Openings for which no transfer requests are on file will be filled by promotional job postings.
9. Applicants will be given thorough consideration, but this agreement does not in part or total modify the Company's right under the Master Agreement, nor does it preclude the use of the established grievance procedure to protest Management's judgment in promotions.
10. Nothing in this agreement is intended to change any other portion of the non-skilled posting agreement.

This agreement shall become effective concurrently with the effective date of (a) any new Collective Bargaining Agreement which replaces the October 9, 1999 Collective Bargaining Agreement or (b) any extension of the October 9, 1999 Collective Bargaining Agreement (other than an extension for a temporary or indefinite period) and shall remain in effect for the same period as such new or extended Collective Bargaining Agreement, except as otherwise expressly provided herein.

In accordance with Article IV, Section 2 of the Master Agreement, pertaining to local Bids–promotional and non-promotional, non-skilled agreements, this agreement is signed subject to the approval of the National Ford Department of the UAW and the Union Affairs Staff of the Company.

**FORD MOTOR COMPANY
WOODHAVEN STAMPING PLANT**

**INTERNATIONAL UNION, UAW
LOCAL 387**

Bonnie Wojewoda, HR Manager

Robert Humphrey, Plant Chairman

Keith Tafelski, LR Supervisor

Carlos R. Perez, Bargaining Committeeperson

Trudy Cagle, HR Associate

Cass M. Simpson, Skilled Trades Bargaining Committeeperson

Pamela A. Siegwald, HR Associate

Joseph Noble, UAW Sourcing Rep

Bob Ermak, Risk Team Leader

John Laird, UAW H&S Representative

Rick Whittemore, PE Manager

Jim Andres, UAW H&S Representative

Ray Ritchie, Tool & Die Manager

Kevin Madigan, UAW 387

Larry Thompson, Area Manager

Mike Spence, UAW Skilled Trades Committeeperson

**DIVISION REPRESENTATIVE
BUSINESS STAMPING UNIT**

REGION 1-A REPRESENTATIVE

U. S. UNION RELATIONS MGR

NATIONAL FORD DEPARTMENT

_____ Date _____

_____ Date _____

**BIDS - PROMOTIONAL AND NON PROMOTIONAL
SKILLED**

It is mutually agreed between Ford Motor Company, Vehicle Operations, Woodhaven Stamping Plant, and the International Union, UAW, Local 387 on September 29, 2003, at Woodhaven, Michigan, that the following provisions will govern the exercise of bids—promotional and non-promotional, skilled.

1. When a skilled hourly rated job is to be filled, Management shall notify the Union immediately on Form 3466, “Notice of Hourly Employee Opening”. The notice shall be posted on the bulletin boards provided for that purpose. Postings for skilled classifications will be posted on Thursday at 11:30 am where it shall remain for three (3) working days.
 - a. Should additional openings exist on a skilled classification one (1) week after it has been posted, the opening will be re-posted.
 - b. Temporary openings are defined as those existing for a period of time not to exceed ninety (90) days.
2. The notice shall contain the following: classification, rate of pay, number of openings, department and shift and any training requirements.
 - a. Notices for temporary openings will stipulate, in addition to the above, the expected length of time for which the temporary assignment is intended and the reason for such temporary need.
3. Application for the posted opening shall be made on a form provided for that purpose and must be submitted to the Company Employment Office within the three (3) day period set forth in paragraph #1 above. A time and date stamp will be available in the Employment Office for employees filing applications. Employees will time stamp their application, retain the employee copy, and deposit the remaining copies in the container provided for this purpose.
4. Following the three (3) day period, the Union will be supplied a copy of the applications received for the opening. These applications will be discussed with the District Committeeperson on the shift by the supervisor.
5. The candidate selected shall be moved to the opening no later than the Monday following the date the selection is made. If Management cannot make the move to the posted job within the prescribed time limits, the employee will be compensated for all monies lost after the fifth (5th) working day following the selection unless the posting has been canceled.
6. When an employee has been placed on a job for which applied and is thereafter disqualified within 30 days of

reclassification, or files a written request for removal from the classification with the Employment Office within 30 days of reclassification, said employee shall return to the last classification held prior to the promotion in line with seniority.

7. Where an employee requests to be removed as provided in 6 above, said employee shall not be eligible to submit an application for a job for a period of two (2) months.
8. Applicants will be given thorough consideration, but this agreement does not in part or total modify the Company's right under the Master Agreement, nor does it preclude the use of the established grievance procedure, to protest Management's judgment in promotions.
9. If more than one opening is being filled on a single posting that involved date of entry seniority, all employees selected will receive the same date of entry.
10. Employees who wish to make application for non-promotional transfer in accordance with this agreement must apply for the job during the posting period and check the non-promotional box on the application.

This agreement shall become effective concurrently with the effective date of (a) any new Collective Bargaining Agreement which replaces the October 9, 1999 Collective Bargaining Agreement or (b) any extension of the October 9, 1999 Collective Bargaining Agreement (other than an extension for a temporary or indefinite period) and shall remain in effect for the same period as such new or extended Collective Bargaining Agreement, except as otherwise expressly provided herein.

In accordance with Article IV, Section 2 of the Master Agreement, pertaining to local bids—promotional and non-promotional, skilled agreement, this agreement is signed subject to the approval of the National Ford Department of the UAW and the Union Affairs Staff of the Company.

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WOODHAVEN STAMPING PLANT**

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BUSINESS STAMPING UNIT**

REGION 1-A REPRESENTATIVE

U.S. UNION RELATIONS MGR

NATIONAL FORD DEPARTMENT

_____ Date _____

_____ Date _____

**APPLICATION FOR NON-PROMOTIONAL TRANSFER (TO AN EQUAL
OR LOWER RATED POSITION OF A DIFFERENT CLASSIFICATION)**

In accordance with Article IV, Section 2(b) of the Master Agreement, I hereby apply for a non-promotional transfer to the Classification of _____ in department _____.

I understand that the Company retains the right to hire and promote to fill vacancies and that this Application does not limit those rights.

I understand that if I am selected due to this application and accept the job, that I must accept it on the shift where the opening occurs, and that I cannot exercise my seniority for shift preference until the next regular shift adjustment season or shift manpower realignment.

I understand that if I am selected due to this application or if the job is offered to me and I do not accept it that I may not apply for another non-promotional job transfer for a period of six months from the date of my selection. This does not preclude me from applying for promotional posting and that this non-promotional application expires after six months if I am not selected. I also understand this application will only be considered for openings after the date of this application.

If copy is desired, complete in duplicate.

Employee's Signature _____

Last Name First Seniority Social Security No. Current Date

BLOCKHOUSE

As a result of the discussions during 1979 Local Negotiations, the Company agrees to modify the auxiliary cafeteria (blockhouse) to facilitate the back half being used as a break area on the second and third shifts for assembly area employees.

BREAK AREAS

CLEANING SCHEDULES

The Plant Engineering Department maintains a regular schedule for cleaning of the plant break areas. The Union Health and Safety Representative may review this schedule with the management of the Plant Engineering Department to confirm the existence and continuity of the schedule. The cleaning schedules for the break areas will be posted on the break area doors. The posted cleaning schedules will be regularly maintained.

EXITS

All designated break areas will be equipped with two (2) entrances/exits.

IMPROVEMENT

During 2003 Local Negotiations, it was agreed that the following break area improvements will be maintained:

- Twelve refrigerators
- Nine ice machines

NON-SMOKING

During 2003 Local Negotiations, the Company and Union reaffirmed that break area number five (5) will be a designated non-smoking area. The Company agreed to provide two (2) picnic tables outside break area number five (#5) which could be used as a smoking area.

PAINTING

Future repainting of break areas will be scheduled as necessary. The Union may bring those facilities to the attention of management where it is felt that the repainting schedule requires improvement.

SMOKING/NON SMOKING DOORS

It has been agreed by the parties during the 1993 Local Negotiations that those break areas that presently have defined smoking and non-smoking areas will have doors installed to keep the areas separate.

WATER PURIFIERS

During the 2003 Local negotiations, the Company and the Union agreed to install purified water systems in each break area. These units will service coffee machines; ice machines and water fountains within all break areas.

BREAKDOWNS - LUNCH/RELIEF

October 10, 1990

Mr. J. Hall, Acting President

Local 387 - U.A.W.

24250 Telegraph Road

Flat Rock, MI 48134

Dear Mr. Hall:

During the course of Local negotiations the Union raised the issue of the Company policy relative to sending employees to lunch or relief due to breakdowns. The Union suggested that those employees directly affected by the breakdown be those sent to lunch or relief.

I have reviewed this subject with operating management and have been assured that our practice, under normal operating conditions, has been what you have requested. Restated, the employees affected by the breakdown are normally the employees sent to lunch or on break. Recognizing that plant operating patterns require flexibility in order to achieve maximum efficiency, this practice may vary on occasions due to isolated circumstances.

In the event a district committee person believes that operating personnel are excessively deviating from the above, I will be available to meet with you and the appropriate superintendent involved to discuss this subject.

Yours truly,

D.M. Zochowski, Supervisor Hourly

Personnel, Labor Relations, and Medical Dept.

CAFETERIA COMMITTEE

The Cafeteria Committee shall meet upon the request of either party. The Cafeteria Committee will consist of three (3) designated Union representatives and three (3) designated Company representatives. If a designated representative for the Union is not otherwise a full-time Union Representative, the lost time will be borne by the Union. The Committee will meet to discuss cafeteria issues, including prices, menus, cleaning and service to the extent provided by law.

CAFETERIA SERVICE

Employee utilization of the cafeteria services will be reviewed by the Human Resources Manager following the conclusion of 2003 Local Negotiations. It is anticipated that full cafeteria services shall be provided on shifts where the general population is at least 600 employees. With the changes that are contemplated regarding upgrading and modernization of the cafeteria facilities, the cafeteria vendor has stated willingness to provide services on shifts with lower general population to determine if those operations may be undertaken in an economic and profitable manner based upon the support of the employees assigned to the shift.

In the event that employee utilization and/or shift personnel levels make this arrangement uneconomic, the Company will meet with the Cafeteria Committee to discuss alternate methods of providing food service or discontinuance of operations on particular shifts.

BREAKFAST

Following the conclusion of 1993 Local Negotiations, the cafeteria vendor has agreed to pilot an experimental breakfast service prior to the start of the #2 shift. This breakfast service will continue if it has sufficient economic support from the employees assigned to the day shift and provided that it does not result in a personnel control situation involving the midnight or the day shift. The Cafeteria Committee will be advised of the reasons for discontinuance of the experiment and will be provided an opportunity to rectify shortcomings in the program by encouragement of the fullest possible utilization of the experimental facility by the day shift employees. Improper utilization of the experimental facility by employees assigned to either the midnight or the day shift will result in termination of the experiment regardless of economic support.

HOT FOOD SERVICE

Weekend production schedules will be reviewed by the Human Resources Department to ascertain the need for hot food lines in the mezzanine cafeteria. When 150 or more hourly employees per shift are scheduled, a hot snack line will be provided. Should this arrangement not prove satisfactory, it will be reviewed with the Cafeteria Committee.

SNACK LINE - MAIN

The present snack line will be continued in the main cafeteria. Hot dogs and hamburgers will be added to the service available on the snack line.

WEEKEND SCHEDULE

Following the conclusion of 1993 Local Negotiations, the Cafeteria services for weekend production schedules will be reviewed by Human Resources to ascertain the need for hot food lines in the mezzanine cafeteria. It is contemplated that hot food service for weekend and other overtime periods will be provided on shifts where there are at least 250 employees scheduled for the overtime period in question. With the changes that are contemplated regarding upgrading and modernization of the cafeteria facilities, the cafeteria vendor has stated that willingness to provide services on shifts with lower employee schedules, following the upgrading and modernization, to determine if those operations may be undertaken in an economic and profitable manner based upon the support of the employees for the overtime periods on specific shifts.

In the event that employee utilization and/or shift personnel levels make these arrangements uneconomical, the Company will meet with the Cafeteria Committee to discuss alternate methods of providing food service for overtime periods.

BLOCKHOUSE

Employee utilization of the cafeteria services provided in the Blockhouse has been exceptionally low for quite some time, due in part to the reduction in personnel experienced over the years. As a result of these changes, cafeteria service in the Blockhouse was discontinued on the afternoon shift. Since then, main cafeteria facilities and services, and hours of operation, have been more than adequate to service the needs of all employees. During prior Local negotiations, however, the Union has continued to assert that added service is now needed in the Blockhouse due to the growth of the afternoon shift. In response to your assertions, we have discussed your requests with Canteen Corporation, the provider of our cafeteria and vending service. They have stated that they are willing to provide cafeteria service in the Blockhouse on the afternoon shift to see if it can be operated profitably in view of the number of people recently added to that shift. They expressed a concern, however, that opening the Blockhouse on the afternoon shift would cause a decrease in employee patronage in the main cafeteria, with the result being that overall, providing cafeteria services on the afternoon shift would become uneconomic for them. Even with these concerns, Canteen is willing to provide the service if we can assure them that both the Company and the Union will encourage the fullest possible use of these services by our employees and your members. Therefore, following the conclusion of Local negotiations, Cafeteria service will be provided in the Blockhouse on the basis that employee participation is expected to be significant enough to economically support continuance of service in this facility on the afternoon shift, and provided that the employment level on that shift does not fall below 650.

During 2003 Local negotiations, the Union has continued to assert that service is needed in the Blockhouse. Cafeteria service will be provided in the Blockhouse on the basis that employee participation is expected to be significant enough to economically support continuance of service in this facility.

MIDNIGHT SHIFT (#1 SHIFT)

The Union has also asserted that food service is needed on the midnight shift. The employment level on that shift (now about 300) makes it likely that providing cafeteria service would be very uneconomic. However, in view of the fact that the main cafeteria is not utilized on this shift, Canteen is willing to attempt this service, if we will encourage employees to use it to the fullest extent possible. If it is clear that it is not economic to provide this service, or if employment levels on the shift fall below 200, this service would be discontinued.

In the event that employee utilization and/or shift personnel levels make either of these arrangements uneconomic, the Company will meet with the Cafeteria Committee to discuss alternate methods of providing food service where appropriate.

CHAIN OF AUTHORITY

The Company agrees to continue the principle that the Chain of Authority or Command running from top to bottom must be observed and will insist that this principle be properly applied. The Chain of Authority is defined as the channeling of instructions to employees from Superintendent through the immediate Supervisor. On occasion, it may be necessary for the Supervisor to ask an hourly employee to relay a message to another hourly employee. However, this employee is not to direct the work force or give a direct order. Management, in adhering to this principle, will advise an employee when a change in supervision occurs. The Company agrees to investigate and correct any abuse of this understanding.

CLEANERS- MOP TANKS AND CLEANER CABINETS

During the 1993 Local Negotiations the Union indicated that there was an insufficient number of mop tanks and storage facilities to secure the existing mop tanks.

The Company has agreed that at least seven mop tanks and appropriate storage facilities to secure them. These tanks and cabinets will be properly identified to indicate their customary location.

CLEANER WEEKEND SCHEDULES

In determining the need for scheduling cleaners for the weekend work, it is recognized that both the nature of the work to be performed as well as the number of employees scheduled are factors to be considered. The Company reiterates its policy to properly maintain a reasonable degree of cleanliness throughout the plant. During the weekend work periods, when the work force is reduced, rest rooms and break areas which are designated based upon the weekend schedule, will be cleaned of debris generated during the weekend.

To promote good housekeeping practices and maintain high standards of cleanliness, rest rooms and break areas will be cleaned as required of debris generated during the weekend prior to the beginning of the day shift on Monday.

Complaints related to this subject may be taken directly to the Plant Engineering Manager and/or the Labor Relations Supervisor for resolution.

Upon request to the Labor Relations Office, weekend cleaner schedules will be reviewed with an appropriate Union representative.

CLEANER - WINDOW WASHING

In confirmation of our discussion during Local negotiations, it is understood that employees of Ford Motor Company will be utilized to wash the windows of the following shop offices: Production Office, Committee Room, Receiving Dock, Shipping Dock.

COMPUTERS

During 2003 Local Negotiations, it was agreed that six (6) laptop computers will be maintained for use as tool crib items to be made available for Skilled Trades Classifications to use in the course of their duties. These computers should be returned to the crib at the end of each shift.

COMPUTER CONTROLLED VENTILATION SYSTEM

If a decision is made by the Company to install a computer controlled ventilation system in the future, the Company agrees to consider utilization, to the extent possible, within the project specifications, the Company will utilize its seniority employees in the skilled trades in the performance of maintenance and construction work required in the installation of this computerized system.

CONGESTION

Management in the Material Control Department reaffirms its commitment to give its special attention where legitimate complaints of congestion are evident. Continuing and repeated complaints regarding a particular congested problem will be reviewed by the Company Safety Department and Material Control Department for positive corrective action.

COVERALLS

During 1999 Local Negotiations the parties agreed that a Coverall Committee will meet as required at the request of either party at mutually agreeable times for the sole purpose of discussing employee complaints related to the condition and availability of coveralls.

The existing 2-piece green coveralls will continue to be available. Additionally, a specific number of flame-retardant coveralls will be provided to the Welder-Generals who typically work in the yard. Additional insulated coveralls will be

provided as agreed.

Supervision will make the necessary arrangements for a temporary pair of coveralls for those employees whose clothing becomes drenched in the performance of their job.

CRANE INSPECTION PROGRAM

A crane inspection program has been in effect and will be continued as a part of the Company's regular preventive maintenance program.

DEFINITION OF DEPARTMENTS 9070 AND 9090

This will acknowledge our intention to continue the practice of considering for Shift Preference and Overtime Equalization purpose 9072 and 9076 as one department, and 9092 and 9096 as one department.

DEPARTMENTAL CHANGES – TRANSFER SHEET

Prior to any adjustments posted on the weekly Transfer Sheet, the Company and the Union will meet concerning the effect of such realignments upon the rights of the affected hourly employees under the Local Shift Preference and Overtime Agreements. All such changes will be posted by noon on Thursday preceding such change. Any changes following the posting will take place a week from the following Monday. The parties also agree that any exceptions to this process would be reviewed with the Labor Relations Supervisor and the appropriate Bargaining Representative from the Union.

DIE HOOKS

A program has been established to place hooks on dies that do not have sliding bolsters.

DIE CLEANING

DRAW DIES AND ADJOINING CONVEYORS

The Company assures the Union that it will continue its program of steam cleaning draw dies when they are removed. Further, an improved program for steam cleaning dies, press bolster-plates, transfers, turnovers and production aids will be instituted to assure that they are cleaned as needed, so that they are maintained free of excessive draw compound, oil and grease, consistent with the plant general housekeeping program.

Past model service dies that are heavily greased for storage are normally steam-cleaned prior to being set. Other dies may require steam-cleaning dependent upon the nature of the die and the operation which it performs.

DIE ROOM DIE REPAIR

In confirmation of our discussion during Local negotiations regarding the subject of cleaning production dies

entering the die room for repair, the Union contends that die maker-die tryout employees have been required to work on dirty dies. Although the Company is not aware of any specific instances of this nature involving dies containing excessive draw compound, oil and grease, slugs, etc., if this problem is encountered in the future, the Company will promptly address that problem to assure they are cleaned as needed.

Complaints that supervision are not adhering to these standards of cleanliness may be taken directly to the Labor Relations Supervisor.

DIE STORAGE

It is the Company's intention to observe the applicable corporate standards involved in die storage areas. The applicable standards will be reviewed with the Union Health and Safety Representative. It is recognized that some areas present unique problems in compliance, however, die storage must be maintained in a manner providing proper safety for the personnel assigned to those areas.

Following the conclusion of 1979 Local Negotiations, supervision will be instructed that the following practice will govern the storage of dies. Draw dies and dies scheduled for revision and/or repair are retained in the plant. When conditions permit, other dies are removed from the plant for outside storage. OBB and small parts dies are presently stored in die storage racks. Blanker dies are not normally stored outside due to production cycles.

DIE TRYOUT ASSIGNMENTS

Those employees assigned outside of the Tool and Die Room will be classified as Die Tryout. Promotions to the Die Tryout classification will be in accordance with the present Promotional Procedure Agreement. When an insufficient number bid on the promotional opening, the Company will assign and reclassify the least senior Die maker to the Die Tryout classification. The Union will be advised of this reclassification and Die Tryout rate will be for a minimum of thirty (30) calendar days. This would not preclude management from assigning Die Tryout personnel transferred under this assignment to work in the Tool & Die bays during the above-mentioned thirty (30) calendar days.

Under a reduction in force, or when an opening exists in the Diemaker classification, those employees involuntarily transferred and assigned to the Die Tryout classification will be returned to the Die maker classification in order of their seniority, the most senior first and so on. Requests to remain in as Die Tryout, which have been made known to the Hourly Personnel Office in advance by these employees, will be granted, unless otherwise affected by a reduction in force. This request would receive priority consideration over other classified Diemakers. When further reductions are required, the Skilled Occupational Group Agreement will be followed.

Tool and Die Apprentices upon graduating, that are classified as Diemakers, may be replaced by a more senior employee who has been involuntarily transferred and assigned to the Die Tryout classification.

Employees involuntarily transferred and assigned to the Die Tryout classification shall be transferred and reclassified to the Diemaker classification before any non-promotional requests are granted.

DISCIPLINARY ACTION - FORM 4600

Supervision will be instructed to provide the Union with a legible copy of the disciplinary action reports.

DISCIPLINE - DISQUALIFICATION WARNING

Except in cases involving unusual circumstances that warrant such action (e.g. safety, critical job, etc.) employees being subjected to discipline will not be formally warned in writing on the #4600 (Disciplinary Action Report) that they may be disqualified..." until the normal progression of penalty imposed is significant.

DOCK PLATE REPAIR

The Company will establish a program to facilitate the repair of damaged dock plates.

DOLLY REPAIR AND INSPECTION

During 1999 Local Negotiations, the Union expressed its interest to repair all dollies. The Union also expressed their feelings that the work could be done efficiently and competitively in house. Therefore the Company has agreed to implement a cost analysis during the first year of this agreement to determine the cost effectiveness and feasibility of performing this work in house. The Company will continue to make every effort to perform this work in house, when feasible and cost-effective.

Dollies and other material handling containers in need of repair will be removed from service and repaired. Material Handling Department personnel have been assigned the responsibility to remove unsafe dollies on a continuing basis.

Dollies and other material handling containers tagged out for repair must be approved by the Material Handling Department before going back into service.

Following the conclusion of Local negotiations, all Industrial Tow Tractor Drivers will be given a safety talk by supervision on the proper procedure for initiating repair to dollies with broken/missing latches on hooks and eyes. Employees will be instructed not to pull dollies with hooks or eyes that are unsafe.

DRAW DIE SPRAY - CONTROL

During the 1979 Local Negotiations, the Union and Company discussed the problems which develop when draw die sprays are not contained within the die cavity.

Efforts directed at reducing this problem have met with favorable results. The Company recognizes, however, that control of draw die spray is essential to the maintenance of good housekeeping in the plant.

To this end, the Company agrees that efforts to contain draw die spray within the die cavity will be continued.

DRINKING FOUNTAINS

All drinking fountains will be inspected and cleaned daily to ensure sanitary conditions of such facilities.

DUMPSTER AREA

The area in and around the dumpster will be cleaned and deodorized on a regular basis.

DUNNAGE CONTROL

Sufficient numbers of finger racks will be provided in the production areas so that excess dunnage will be properly placed in them rather than be placed elsewhere. Also, line feeders affected will be reinstructed in regards to the proper storage of dunnage, and the importance of using the finger rack facilities.

ELECTRICAL PANEL DOORS

Current safe practices require that the electrical control panels on presses be kept closed. Electrical control panels on presses will be resurveyed to determine to what extent and for what reasons some panels may have been left open, and panel doors that cannot be secured due to damage or missing closure devices will be repaired to assure compliance with safe operating practices.

Furthermore, supervisory personnel will be reinstructed as to the importance of keeping these panels secured and clear of obstacles so as to prevent unauthorized and/or unqualified persons from entering them; it being understood that this message will be forwarded by them to all employees under their jurisdiction.

EMERGENCY CALLS

To be considered an emergency call, the following procedure must be followed:

- (1) Call Plant Security at Telephone Number: 734-671-7131.
- (2) Identify the employee being called and the person calling.
- (3) State the employee's badge, department number, and Supervisor.

- (4) Briefly state the nature of the emergency.
- (5) Upon receipt of the emergency call, Plant Security will immediately be responsible for relaying the message directly to the employee's Supervisor and the message will not be considered completed until delivered to the employee. Security will be responsible for maintaining a log of such calls with the following information: date, time call received, name of caller, phone number of caller, type of emergency, employee's name and badge number, employee's Supervisor's name, time message is relayed to employee, name of Plant Security representative who handled the call.
- (6) The Supervisor will immediately inform the employee of the emergency and direct the employee to contact the Plant Security Office.
- (7) In the event an employee receiving an emergency call does not contact Plant Security within ten (10) minutes, the Plant Security Shift Supervisor will be notified of the delay and will contact the employee's Supervisor again. If the employee still does not report to Plant Security within ten (10) minutes after the second contact is made with the employee's Supervisor, the Plant Security Shift Supervisor will contact the Superintendent.

EMERGENCY RESPONSE TEAM

During 2003 Local Negotiations, the Company and the Union acknowledged the continued need for a trained and certified Emergency Response Team (ERT) to ensure the health and safety of the employees at Woodhaven Stamping Plant.

The ERT Steering Committee will continue to meet for the purpose of developing local guidelines for the administration and function of Woodhaven Stamping Plant's ERT.

In addition to ERT UAW team leaders, Committee Members will consist of Company and Union representatives, to be designated, by each party.

The Committee will consider such items as, but not limited to:

- ERT membership criteria
- number of ERT members required per shift
- local emergency action policy and procedures (including annual evacuation drills)
- training requirements
- certification requirements
- recognition system

An ERT member may be required to execute administrative duties for the benefit of the team from time to time and will be asked to do so when the Human Resources Manager and the Plant Chairperson determine it is necessary.

EMPLOYEE LOANS

Every effort will be made to assure that the higher seniority employees reduced from designated classifications are utilized to fill temporary loans to their last classification within the shift.

EMPLOYEE ORIENTATION

The Company will provide the Union with sufficient time during the Company's new employee orientation program for Union affairs. This will be accomplished by use of videotape presentation, pretaped by a designated representative of the Union and approved by the Company.

The current orientation for new employees includes many areas of safety awareness and is conducted jointly by the Company and Union. In order to assure greater emphasis to our new employees in the use of JSA's job safety analysis and the safe and proper method of loading and unloading a press/welding press, sufficient time will be dedicated to these items and the GRASP Basic Ergonomics Video will be shown and reviewed by the instructor with the new employees.

A Unit Committeeperson may be present during the orientation process as indicated above.

EMPLOYEE REASSIGNMENTS

During 1999 Local Negotiations, it was agreed that the following process would be used to assign work to employees, in Non-Skilled classifications, whose jobs do NOT start at the beginning of their shifts:

- Employees reporting to the same Supervisor, in the same area, in the same classification, will be assigned to work in the area by seniority (irrespective of what DROT the employee is assigned to).
- Line Feeders shall displace employees loaned to Line Feeder assignments within their department before being assigned to available work. For this purpose, Assembly shall be considered one department and Press shall be considered one department. Line Feeders whose jobs go down during the shift shall displace employees loaned to Line Feeder assignments within their basic sub-department (9072 & 9076 for Press; 9092 & 9096 for Assembly) before being assigned to available work outside the sub-department.
- Employees who cannot be placed in accordance with this process will be loaned in accordance with Article VIII, Section 22 of the Master Agreement.

It is understood that the Company and the Union may mutually agree to deviate from this process to address unique situations.

EMPLOYEE RELIEF

Production employees will be permitted to obtain a drink of water and/or light a cigarette at such times their operations are down for a short period of time. This does not relieve the employees of their responsibility to be at their work station to resume production at start-up.

Production employees will be permitted to take a beverage (e.g., pop, coffee, juice, etc.) purchased in the break area during relief periods back to their assigned work area to complete its consumption, taking proper precautions to insure cleanliness and good housekeeping.

This does not in any way change the Company policy and established practice that food and beverages, clothing and other personal property and paraphernalia (e.g., newspapers, magazines, books, storage containers, etc.) is prohibited in the work areas for any reason. Likewise, the preparation of or sale of food or drink on Company premises is also a prohibited activity.

Naturally the parties recognize that it is the responsibility of the individual involved to properly discard their beverage containers. (e.g., cups, cans) into trash containers as soon as possible and practical following the consumption of its contents.

Assurance has been given by the Union that the extension of this privilege to production employees will not require additional personnel (cleaners) or extensive administrative controls based on the mutually agreed to presumption and demonstrated experience that the overwhelming majority of our employees are trustworthy, responsible and have demonstrated that they possess great concern for their jobs and a unique pride in their work place.

Abuse of this privilege by employees in any department to the extent that general housekeeping and/or health and safety conditions are adversely affected would constitute proper cause for discipline and could result in this policy and practice being rescinded.

EMPLOYEE RELIEF ACTIVITIES

During the course of 1987 Local negotiations, the Union voiced concern that in some instances employees complained of harassment during periods they were authorized to be on the mezzanine, in the locker rooms and front offices. Not foregoing the Company's right to make reasonable rules and regulations, the following portion of Article IV, Section 4, of the Master Agreement is reiterated.

An employee shall not be subject to discipline for his/her activities during his/her relief period so long as he/she does not interfere in any way with production, the work of his/her fellow employees and order in the plant, and does not violate plant rules.

EMPLOYEE TRAVEL EXPENSE

Employees who are leaving the plant on authorized trips where reimbursement for travel expenses will be involved shall be issued a letter explaining the travel expense reimbursement policies applicable to their travel. Employees are expected to file their travel expense report (TER) promptly following the completion of their trip.

EMPLOYEE WORK ASSIGNMENTS

It is the responsibility of supervision to review individual job assignments; and, when in their judgment, in the interest of safety, two (2) employees are required to work together, they will make assignments in this manner.

EQUIPMENT REPAIRS

During the course of 2003 Local Negotiations, the Union raised the concern that equipment in the plant was not being adequately repaired. The Company reaffirms its commitment to make repairs, on a timely basis, to ensure that pertinent equipment such as the Shear, Buffalo, saws, drill presses, rolling stock etc. are kept in good working condition.

ERGONOMICS

The Company and Union agree that job rotation helps to reduce or eliminate potential ergonomic injuries to employees and will continue to rotate employees.

Ergonomic matting will be provided for those workstations, which require it, as determined by the Process Modification Procedure (7207).

Following the conclusion of 1993 Local Negotiations a review of hand held air powered grinders will be conducted to determine if future grinder replacement purchases can benefit from ergonomic design and application of ergonomic studies. The Local Ergonomic committee and the Union Health & Safety Representative will be leading the study and shall be providing valuable input in this matter.

FANS

As discussed during the 1996 local negotiations, the Union expressed a need for additional high volume fans to be utilized for out-of-line conditions. The Company agrees to add thirty (30) additional high volume fans to facilitate alleviating air flow problems when these conditions exist: Production out-of line conditions, weld check booths, all P/E shops.

EXHAUST

During the 1979 Local Negotiations discussions, the Union expressed concern that, at times, certain roof exhausters were not in operating condition.

It is the Company's intent to continue to maintain roof exhausters in proper operating condition. Complaints that exhausters are not operating will be investigated promptly and appropriate corrective action will be initiated.

MAINTENANCE

A program of inspection, cleaning and maintenance of fans is in effect and will be continued to assure that they are in good operating condition by March 1 of each year.

MATRIX

During the course of the 1996 local negotiations, concerns were raised by the Union relative to the service and repair of the roof exhaust fans. Discussion was held to find a viable method of tracking the condition of the fans on a regular basis. As a result of these discussions, the Company will have a matrix schedule available to be reviewed in the power service utility building. It is the intention of the Company to keep the matrix updated on a regular basis.

RELOCATION

The personnel-cooling fans presently installed were strategically located to provide maximum effect; however, should any major plant rearrangement be made, those fans associated with the rearrange will be relocated, as long as the overall air movement is not affected. Such relocations will be reviewed in advance with the Union Health and Safety Representative by the Safety Department, and the Union Health and Safety Representative will survey the locations of the existing fans to determine those fans which are now in obsolete locations due to plant rearrangements. Those fans will be relocated to locations which have been reviewed by the Safety Department and the Union Health and Safety Representative.

SALVAGE REPAIR

During 1999 Local Negotiations, it was agreed that fans will be installed on each of the salvage repair work tables for a total of thirty-two (32).

ZONE VENTILATION

Eleven (11) portable, mounting air circulating fans and four (4) yellow 24" fans will be purchased for placement into areas deemed necessary to increase the available air movement, without adversely affecting the overall air movement or decreasing the effectiveness of exhaust systems. With the Q.A. gauge areas, weld check booths and employee cooling areas in mind, the proposed location of these fans will be reviewed by the Union Health and Safety Representative for selection.

In addition, five (5) portable fans utilized on dollies will be readily available for movement to areas that require additional air circulation.

FITNESS CENTER

Following the conclusion of 1993 negotiations the propriety of opening the Fitness Center on Saturdays will be reviewed. If approval for opening the center can be secured for specific trial period the Union will be advised. Usage for the trial period will be audited to determine if a further request for continued Saturday opening of the Fitness Center is warranted.

FIVE-DAY NOTICE

During 2003 Local Negotiations, the Union requested the that Five-Day Notice procedure from the Master Agreement, Appendix B, be included in the Local Agreement.

Our records show that is has been five or more working days since you last worked. If you do not, within 5 working days, (excluding Saturdays, Sundays and Holidays) from the above date, either report to the Employment Office for work or give a satisfactory reason for your absence to the Employment Office in writing or by telephone*, your employment will be terminated and you will lose your seniority (unless it is impossible for you to comply with the above). If you are unable to work because of illness or injury, and so report to the Employment Office within the time stated above, you will be granted a sick leave of absence to cover the period of your disability upon presenting satisfactory evidence thereof.

To telephone, call _____ Ext. _____

* Request call-in code number.

FLOOR BLOCK REPAIR

In keeping with the plant's policy of safety, a program will be developed to assure that floor block repairs are conducted in a timely manner and/or are properly identified until this work is performed.

During 1999 Local Negotiations, it was agreed that J-Block floors would be scarfed on an as-needed basis.

The Company will intensify its efforts to reduce these areas to a minimum throughout the plant so as to assure safe working conditions. Complaints will be immediately investigated and prioritized so that prompt action can be taken to eliminate the areas of greatest concern first. An area requiring repair because an imminent danger exists will be immediately reported to supervision and the Senior Safety Engineer, and the area will be blocked off from vehicle/employee traffic upon approval of the Safety Department.

In addition, the Safety Engineer and the Union Health & Safety Representative will conduct periodic surveys of the plant to audit the current condition of floor block repair.

FOREIGN VEHICLE PARKING

The area comprising the southwest corners of the hourly parking lot will be designated as the foreign vehicle parking area. The following definitions will apply to this parking policy.

1. Any car or truck bearing a Ford nameplate is exempt from this policy regardless of place of assembly.
2. A foreign vehicle is defined as any car or truck which carries a non-Ford nameplate and which has been assembled outside of the United States or Canada (excluding General Motors or Chrysler vehicles assembled in the United States or Canada). A foreign nameplate is defined as the parent company manufacturing the car or truck, i.e. Honda, Toyota, Volkswagen, Alfa-Romeo, etc.
3. Vehicles which are assembled in the United States by UAW personnel, e.g. Mazda, or are assembled in the United States by Ford-UAW personnel, e.g. Nissan Quest will also be exempt from this policy.
4. Motorcycle parking will be unchanged from the current practices and defined parking areas.
5. Snow accumulation during the winter months will serve to redefine the area for this policy, however, it shall continue to be the southwest corners of the hourly parking lot.
6. Sixty (60) days after ratification of the Local Agreement any employee parking a vehicle not in compliance with this policy will be jointly counseled by Labor Relations and the Local Union. If the employee continues to violate the policy following the counseling session he/she will be subject to disciplinary action including termination from employment.

GLOVES

MARSHALLING AREA

Containers will be provided in the Marshalling Area for the purpose of facilitating glove issuance and disposal. Arrangements will be made to issue gloves at the beginning of the shift under the direction of Material Handling Supervision.

DISPOSAL

Containers will be provided for employees to dispose of their gloves at the end of their shifts. Containers will be placed at designated locations near the data collector.

GRAFFITI

Woodhaven management believes that all employees should be treated with dignity and mutual respect. Management is aware of its responsibility to safeguard its employees from being exposed to materials which are offensive and degrading in nature. However, the employees of the Woodhaven Stamping Plant have a mutual responsibility to ensure that the plant is not defaced with improper pictures or words. Such conditions can create a hostile atmosphere that is not conducive to the smooth operation of the plant. Accordingly, as a result of the talks during negotiations, the Company will take steps to eliminate pictures or writings which are improper and offensive. These areas will include the rest rooms and locker rooms. Complaints will be given immediate attention, and assignments will be made to remove the graffiti. The full cooperation of both Management and the Union are necessary to eliminate this problem.

GRIEVANCE PAYMENTS – LIST

A list weekly will be provided to the Union showing the grievance payments made during the preceding week.

HEATER MAINTENANCE

A program of inspection and maintenance of heaters is in effect and will be continued to assure that they are in good operating condition by September 15 of each year.

HIGH RISE STEEL STORAGE BRIDGE CRANE WARNING DEVICE

Following the conclusion of 1993 Local Negotiations a review of warning lights suitable for providing employee warning in this area shall be made. An appropriate device will be secured and installation shall be made as soon as practicable.

HOUSEKEEPING

GENERAL

The main plant, including all aisles and basement will be maintained in accordance with clean and safe housekeeping practices.

RESPONSIBILITIES

Part of the supervisor's daily housekeeping responsibilities are to ensure that hoses (air, water, electrical and hydraulic, etc.) are maintained in such a manner as to preclude tripping hazards and to promote good housekeeping principles. In keeping with this plant policy and the discussions during 1979 Local Negotiations, a program will be developed to eliminate tripping hazards. A joint survey will be conducted by the Safety Engineer and the Union Health and Safety Representative to identify locations in which hoses and wires present tripping hazards. The results of the survey will be forwarded to the Plant Engineering Department. Plant Engineering will conduct the program and effect the necessary modifications to correct these problems. It is the Company's intent that plant forces be utilized to perform the work required.

In addition, emphasis will be placed on the installation of hooks, brackets, etc., on new installations and in conjunction with plant rearrangements to reduce the potential of this problem recurring. To ensure compliance with these objectives, the Safety Engineer will audit the production areas and progress on the program will be communicated to the Health and Safety Representative.

INDUSTRIAL LIFT TRUCK AND TRACTOR REPAIR - DEPARTMENT TOOLS

The present practice of providing tools for the Industrial Lift Truck and Tow Tractor Repair Department will be continued. The Company will repair or replace, as appropriate, tools damaged on Company premises from causes beyond the employees' control.

INDUSTRIAL VEHICLES

Twice daily, industrial vehicles are checked for operational defects (i.e., horns, windshield wipers, lights, seats, brakes, etc.) by their assigned operators, when they are assigned out at the beginning of the shift and when they are returned to the marshalling area at the end of the shift. Any operational defects which are detected are reported to the appropriate supervisor at these times.

Also, at any time during the course of the day that an industrial vehicle operator detects a mechanical or safety defect in the vehicle, the employee should report this immediately to the supervisor for review of the condition. If this review is not satisfactory, the operator may request evaluation by the safety engineer.

Industrial vehicles, which have defects making them unsafe to drive are taken out of service and repaired. Vehicles in the truck repair shop which have been tagged out by the Safety Unit, will only be released by the Safety Unit. Industrial vehicles in for repairs, for which a safety repair order has been issued, will only be released by a supervisor having responsibility for truck repair.

Arrangements have been made to clean the vehicle marshalling area on a daily basis during the week.

Steel cabs, heaters, and defrosters will be installed on vehicles normally assigned to outside operations and tow trucks normally assigned to the shipping island by October 1st. Should weather conditions in September be exceptionally adverse, the Company will give consideration to the request of the Union to complete winterization at an earlier date.

When a cab-equipped industrial vehicle normally used outside is removed from service, its replacement will also be cab-equipped unless weather conditions do not warrant. Where side panels are missing, they will be replaced.

AIR-CONDITIONING

All 9026 Dept. yard Hi-Los, Tows and Revelator will be equipped with Air Conditioning units.

DISQUALIFICATION

Vehicle operators who voluntarily disqualify themselves must complete a form 28 in hourly personnel. Upon completion of the form 28, the employee will surrender his/her license to the hourly personnel representative. The license will not be re-issued, until such time as the employee is reclassified to a position requiring such license, or in those instances that plant requirements necessitate the employee being utilized to cover production activities.

VERTICAL EXHAUSTS

Vertical exhausts will be installed on tow tractors with enclosed cabs. All other industrial vehicles will be surveyed to ensure that the exhaust extends into the counterweight opening or other openings designed for vehicle exhaust. Corrective action will be taken as noted in the above survey.

GOVERNORS

Industrial vehicle governors will be maintained within the range of seven (7) miles per hour. Attempts by the Company and Union to discover a "tamper proof" vehicle governor that is practical and applicable to our operations will be continued.

Management will direct supervision to reinstruct all vehicle operators to drive safely within the prescribed speed limits.

INSECT/PEST CONTROL

The Company will review the Union's complaints with the exterminating service vendor to assure correction of any deficiencies in the current insect and pest control procedures. In addition to the semi-monthly exterminating service which is presently provided, special attention will be given to the Break Areas and the Cafeteria.

Should the above action not prove to be adequate, the request that a specific break area be fumigated will be carried out at a time when it can be properly vacated and secured without interrupting normal operations.

OUTSIDE

Following the conclusion of 1979 Local Negotiations, the Company will institute an insect control procedure. This will include spraying of outside areas adjacent to the plant, including the powerhouse area, during the summer months when conditions permit. Complaints regarding this subject will be promptly investigated by Safety and appropriate action taken.

RESTROOMS

Plant rest rooms receive regular attention from the insect and pest control service. All plant rest rooms are sprayed for pest control as needed.

JIG BORER AND JIG GRINDER

In confirmation of our discussions during local negotiations, it is understood that operation of the Jig Borer and Jig Grinder is assigned to the All Around Heavy Machine Operator classification.

JOINT HEALTH AND SAFETY MEETINGS

In a continuing effort to resolve Health and Safety complaints, two (2) Company Representatives, one of whom will be an appropriate member of management, will be available upon request to meet with the Union Health and Safety Representative and one other full-time Union Representative. The Union Representative will submit an agenda of the complaints to be discussed forty-eight (48) hours prior to the meeting. The Company agrees to provide the Union Health and Safety Representative with written disposition of the complaints discussed.

It being understood that, in the event that, on occasion, the Union has a specific reason for an additional Union Representative to be in attendance, such request for deviation will be honored.

During 1999 Local Negotiations, it was agreed that the Company and Union will establish a cross-shift, joint safety awareness committee. The committee will develop and sponsor monthly safety awareness promotional events.

LADDERS

During 1979 Local Negotiation discussions, the Union expressed concern that an insufficient number of ladders were available and/or ladders were not being returned to the appropriate ladder stations.

To ensure that an adequate number of ladders are available and to facilitate the return of ladders to the appropriate ladder station, the Company agrees that:

- (1) A joint survey of ladders will be conducted and ladders will be provided at each designated ladder station.
- (2) Ladders will be stenciled to identify the ladder station that they should be returned to after use.

LEADERS WORKING - DIEMAKER AND DIE TRYOUT

It is mutually agreed between Ford Motor Company, Woodhaven Stamping Plant, and the International Union, UAW, Local 387, on September 29, 2003, at Woodhaven, Michigan, that the following provisions will govern the application of the Leader classification.

- (1) The number of Leaders to journeypeople in the Die maker and Die Tryout classifications on a shift shall be maintained in such a manner that there shall not be more than six (6) nor less than four (4) journeypeople to one (1) leader.
- (2) Only journeypeople can be promoted to Leader. Leaders shall carry their full skilled seniority in the classification to the Leader classification.
- (3) No journeypeople shall work in the capacity of a Leader unless so classified. This does not prevent journeypeople from working together on the same job, nor does this prevent journeypeople from training apprentices. Employees classified as Leaders will continue to perform the normal duties of their basic trade where time permits.

This agreement shall become effective concurrently with the effective date of (a) any new Collective Bargaining Agreement which replaces the October 9, 1999 Collective Bargaining Agreement or (b) any extension of the October 9, 1999 Collective Bargaining Agreement (other than an extension for a temporary or indefinite period) and shall remain in effect for the same period as such new or extended Collective Bargaining Agreement, except as otherwise expressly provided herein.

This agreement is signed subject to the approval of the National Ford Department of the UAW and the Union Affairs Staff of the Company.

**FORD MOTOR COMPANY
WOODHAVEN STAMPING PLANT**

**INTERNATIONAL UNION, UAW
LOCAL 387**

Bonnie Wojewoda, HR Manager

Robert Humphrey, Plant Chairman

Keith Tafelski, LR Supervisor

Carlos R. Perez, Bargaining Committeeperson

Trudy Cagle, HR Associate

Cass M. Simpson, Skilled Trades Bargaining Committeeperson

Pamela A. Siegwald, HR Associate

Joseph Noble, UAW Sourcing Rep

Bob Ermak, Risk Team Leader

John Laird, UAW H&S Representative

Rick Whittemore, PE Manager

Jim Andres, UAW H&S Representative

Ray Ritchie, Tool & Die Manager

Kevin Madigan, UAW 387

Larry Thompson, Area Manager

Mike Spence, UAW Skilled Trades Committeeperson

**DIVISION REPRESENTATIVE
BUSINESS STAMPING UNIT**

REGION 1-A REPRESENTATIVE

U.S. UNION RELATIONS MGR

NATIONAL FORD DEPARTMENT

_____ Date _____

_____ Date _____

LEADERS WORKING - PLANT ENGINEERING

It is mutually agreed between Ford Motor Company, Vehicle Operations, Woodhaven Stamping Plant and the International Union, UAW, Local 387, on September 29, 2003 at Woodhaven, Michigan, that the following provisions will govern the application of the Working Leader classification with the exception of the Die maker and Die Tryout Leader.

1. Those trades that are populated with 40 or more will be eligible for the Working Leader classification
 - i. The number of Working Leaders to journeypeople will be one (1) leader to every ten (10) journeypeople
 - ii. The ratio of Working Leaders to journeypeople will be as close as possible on the shift for classifications with forty (40) or more.
2. In trades that have less than forty (40), there must be at least ten (10) on a respective shift to qualify for one (1) Working Leader within that trade.
 - ii. For trades that have less than ten (10) on a respective shift, there will be temporary bids for working leaders when the occasion arises.
3. Only journeypeople can be promoted to Working Leaders. Working Leaders shall carry their full skilled seniority in the classification to the Working Leader classification.
4. No journeypeople shall work in the capacity of a Working Leader unless so classified. This does not prevent journeypeople from working together on the same job, nor does this prevent journeypeople from training apprentices. Employees classified as Working Leaders will continue to perform the normal duties of their basic trade where time permits.
5. In addition to the normal tasks assigned to their trade, Working Leaders will perform such duties as, but not limited to; determine part requirements for upcoming jobs and/or preventive maintenance of equipment; give line-ups to journeypeople and apprentices; maintain daily line-up book. In addition, Working Leaders will enter data in the computer system (this task is not limited to the Working leader).
6. During weekend or holiday overtime, when a Working Leader is required, the highest seniority Working Leader scheduled to work, will act as the Working Leader.
7. Any trade desiring to eliminate the Working Leader classification, should present a petition to the Unit Skilled Trades Committeeperson indicating the collective desire of the majority of employees in the trade. Upon presentation of such a petition, the Company and Union will negotiate the effective date of the elimination (not to exceed sixty (60) days from the presentation date),
8. Classifications who have chosen to eliminate the leader program may petition after a six month period to reinstate the

Working leader program at a one over fifty percent number in said trade.

- 9. Working leaders will be expected to attend mandatory meetings in their areas of responsibility.

This agreement shall become effective concurrently with the effective date of (a) any new Collective Bargaining Agreement which replaces the October 9, 1999 Collective Bargaining Agreement or (b) any extension of the October 9, 1999 Collective Bargaining Agreement (other than an extension for a temporary or indefinite period) and shall remain in effect for the same period as such new or extended Collective Bargaining Agreement, except as otherwise expressly provided herein.

**FORD MOTOR COMPANY
WOODHAVEN STAMPING PLANT**

**INTERNATIONAL UNION, UAW
LOCAL 387**

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**DIVISION REPRESENTATIVE
BUSINESS STAMPING UNIT**

REGION 1-A REPRESENTATIVE

U.S. UNION RELATIONS MGR

NATIONAL FORD DEPARTMENT

_____ Date _____

_____ Date _____

LINE FEEDER CLASSIFICATION

The duties of this classification shall include the operation of the Hilo B in addition to the responsibilities previously assigned to the classification of Parts and Material Handler - Extra Heavy.

This classification shall be added to the negotiated Production Occupational Group Seniority Agreement in Occupational Group 2 - Nonproduction. It shall be bracketed as C-2 with the Industrial Lift Truck Operator replacing the Industrial Tow Tractor Operator.

LOCKERS

ELECTRICAL PPE

During the 2003 Local Negotiations, the Company and the Union agreed to supply Personnel Protective Equipment lockers for all Electricians to house gloves and facemasks.

LCL DOCK

The Company agrees to maintain a coat locker in the vicinity of the LCL Dock.

NORTH END

A sufficient number of lockers will be provided at the north end of the plant in the vicinity of X-35 which may be used by employees assigned to the back yard, or are intermittently required to work outside for short periods, to store coats and hats and other foul weather type gear.

SHIPPING DOCK

It is understood that the Company will maintain a large standard double door storage locker on the Shipping Dock which may be used by Shipping Dock employees, who are intermittently required to work outside for short periods, to store their coats and hats.

LOCKER ROOMS

ADDITIONAL SPACE

In response to the Union's position that some employees desire additional locker space, some existing lockers in a mezzanine locker room will be made available to accommodate them.

When required and upon request, where an employee can demonstrate a need for extra locker space for personal clothing, it will be provided.

Should the need arise to utilize the locker room involved, advance notice will be given to those affected of the need

to vacate their extra locker space.

FUMIGATION

The Company will fumigate locker rooms twice per year.

LOCKER ROOMS AND LAVATORIES-MAINTENANCE

Locker rooms and lavatories will be maintained in a state of cleanliness consistent with manufacturing operations. To ensure this state, particular emphasis will be placed on the following areas on a Monday through Friday basis.

- Checking and filling of paper towels, toilet paper and hand soap.
- Removal of used towels from waste containers and picking up towels off the floor.
- Cleaning and disinfecting of toilet bowls, urinals and fixtures.
- Cleaning of wash basins, circular and semi-circular wash facilities.
- Sweeping and mopping of floors.
- Cleaning of walls, partitions and mirrors.

AUDIT

In recent weeks, the Company has begun a periodic audit of these facilities to assist in meeting the above criteria. This audit has proven quite successful; it is the Company's intent to continue auditing these facilities in some manner to maintain the proper status of these facilities.

VENTILATION

During the 1996 local negotiations, the Union raised its concerns relative to ventilation in the locker rooms. The Union stated that there was an air circulation problem, and indicated their desires that corrections be made. Routine and normal maintenance should assure that the ventilation system is brought up to and maintained at a fully operational condition.

LOCKOUT PROCEDURE

All required safety equipment, including provisions for lockout must be on the equipment before skilled trades are required to work on such equipment if the start of the equipment either by him/her or another person would cause injury.

Instances where a particular machine requires "lockout" at more than one (1) location will be so identified as "multiple lockout required".

LOW-MAST HI-LO

During the 1987 Local negotiations, the Union complained that a low masted hi-lo was required with an electric magnet for the purpose of picking up scrap in the basement. The Company agrees to provide a hi-lo capable of performing the work in question.

LUNCH PERIOD - NO. 1 SHIFT

During 1979 Local Negotiations, discussions concerning lunch period schedules on the No. 1 shift were conducted. It has been established that one (1) lunch period is satisfactory, however, where an employee is required to work into or through the normal lunch period on the No. 1 shift, supervision will have the responsibility to notify cafeteria services regarding employees who will be reporting late for the lunch period so as to insure that appropriate food service will be available for the employees affected by the late lunch.

LUNCH TIME - SIGN OUT

Mr. James E. Hall

Local 387 - U.A.W.

24250 Telegraph Road

Flat Rock, Michigan 48134

Dear Mr. Hall:

During the course of recent discussions, the Union requested that the Company eliminate the requirement that employees leaving the plant at lunch time have a pass, or sign out at the Security Office. In support of this request the Union explained that the parties had made considerable progress in the development of an atmosphere which has promoted mutual respect and trust. The Union further stressed that the maturity of the work force, employee dedication to their employment and the recognized responsibility to remain on their jobs until their lunch period, and further, to be back on their jobs at the end of their lunch period was accepted and well understood by all employees.

Management recognizes the considerable progress achieved in the development of the atmosphere promoting trust and respect between the parties and employees. It is unfortunate that at times restrictions have to be utilized which affect all employees which are necessary to control the behavior of those few employees which at times have difficulty accepting the responsibilities of employment and need strict rules and regulations to control their behavior.

Management also promotes change which in the end will result in a cooperative achievement of fewer controls being required. Employee integrity, self control, and acceptance of responsibility are key factors which could enable the Company to eliminate the sign out requirement during lunch periods only. However, the Union is reminded that under certain conditions

controls are necessary to effectuate appropriate employee conduct. The Company is willing however, to lift the requirement with the following understanding.

Effective with the ratification of the local agreement the requirement that employees have a pass, or sign out at the Security Office when leaving the plant for lunch will be eliminated. It is understood, however, that employee abuse will not be tolerated. In the event that Management determines that employee abuse of this privilege lend this arrangement undesirable, the parties will meet to determine those measures required to continue this arrangement. However, should employee abuse continue, this privilege will be suspended until such time as the parties can determine any mutually acceptable arrangement which could again result in the privilege being reinstated. Employees, however, will continue to be required to properly identify themselves when entering or exiting the plant and sign out when leaving the plant for other circumstances as is currently expected.

L.F. Neuman
Employee Relations Manager

MAGNIFICATION LENSES FOR BURNING GOGGLES

Eight magnifying lenses will be provided to Tool and Die and Plant Engineering and will be available for us on specialized burning jobs upon the request of the Welder when authorized by his/her supervisor. These goggles will be of the single lens variety.

MAINTENANCE OF BALER HOUSE

In recent weeks, the Company has begun a periodic audit of a number of specific plant facilities to assist in the proper maintenance and housekeeping status of those facilities. The present baler house will be included in this audit process.

MATERIAL HANDLER OVERTIME COORDINATOR

To facilitate the coordination of the proper scheduling and charging of overtime opportunities in the Material Handler classification, in accordance with the provisions of the Non-Skilled Overtime Agreement, the Company will assign this coordination to one (1) member of management per shift.

MATERIAL HANDLING CONTAINERS

Following the conclusion of Local negotiations, instructions shall be issued to all appropriate supervisors concerning repair procedures for material handling containers.

Repair tags will be made available to material handling supervision to tag defective material handling containers. In addition, a communication will be sent to all appropriate supervision instructing them not to remove properly affixed repair tags.

MATERIAL HANDLING - SNOW SEASON

During 1999 Local Negotiations, it was agreed that during the snow season (December 1st through March 15th), management will evaluate the need to realign an appropriate number of Line Feeders to the first shift, in department 9026.

MEDICAL CLEARANCE NO. 1 SHIFT EMPLOYEES

Employees returning to work following a period of medical leave requiring a physical examination must do so during the day shift prior to their return to work. In those cases involving medical restrictions, the medical clearance must be performed by the Plant Physician prior to the employee returning to work.

First (1) shift employees returning from medical leave on Sunday night for their Monday work day or on a Holiday night for the work day following the Holiday, may be cleared for work by the Medical Department if they have been released by their personal physician for work without restrictions, and the nature of their absence does not require a physical examination. Completion of the medical leave procedure would be accomplished at the conclusion of the employees' first (1st) shift of work.

MEDICAL INTERVIEWS

No one other than authorized medical personnel will be permitted to interview an injured employee while he/she is being treated by the plant Medical Section, unless such interview is required to determine the specific cause, nature and/or extent of the injury, to remove an imminent danger or to aid in treatment of the injured employee and is authorized by the appropriate medical personnel.

All other requests to interview an injured or ill employee will be conducted only after the employee has been treated, and would not adversely affect the employee's welfare.

MEDICAL NURSE AVAILABILITY

Under current arrangements, when the required work force on each shift is significantly less than normal, occasionally a nurse has been scheduled to work on weekends because of our concern for the health and welfare of our employees. This practice of providing the services of a nurse during such occasions will be continued to assure that adequate emergency medical coverage is provided. Complaints relative to the services provided may be taken up directly with the Labor Relations Supervisor.

MEDICAL PASSES (FORM 5152)

Employees who claim to be unable to continue working because of the minor illness, including heat stress, will be issued a pass (Form 5152) at their request after being examined by Medical Department personnel. Only those employees who in Medical's judgment require additional personal treatment will be required to submit satisfactory medical evidence (Form 5166) that they are able to return to work before being allowed to return.

Complaints that prompt attention is not being given to employee requests will be reviewed by the Employee Relations Department and corrective action will be taken.

MEDICAL PLANT DOCTOR'S HOURS

At the current time, the Plant Physician is maintaining the following in-plant office hours:

Monday	6:00 am - 11:00 am, 1:00 pm – 6:00 pm
Tuesday	8:00am - 10:00 am, 1:00 pm – 4:00 pm
Wednesday	8:00 am - 11:00 am, 1:00 pm – 4:00 pm
Thursday	6:00 am - 10:00 am, 1:00 pm – 4:00 pm

(Times Subject To Change)

MEDICAL TREATMENT OF INDUSTRIAL INJURIES

Treatment of plant injuries will be made in accordance with Article IX, Section 15 of the Master Agreement. The medical facility will designate hours which the doctor is available for consultation or treatment for personnel on all shifts.

**MEMORANDUM
OF UNDERSTANDING
(SPECIAL ALLOWANCE)**

This will confirm the understanding reached during 1979 Local Negotiations with respect to the special allowance for direct labor employees (i.e., those employees assigned to production departments on manual operations which are continuing and cannot be left unattended and for which tag relief or its equivalent is furnished, Linefeeders assigned to Department 9029). This special allowance is provided in consideration of our discussions relative to the historical application of Article V, Section 1 of the Master Agreement.

Eligible employees will be permitted to stop work five (5) minutes before the beginning of their lunch period without loss of pay. Such employees will be provided an additional five (5) minutes of pay at their straight time rate of pay providing they work after their lunch period to their scheduled quitting time. This allowance is on the basis that such time will be paid "outside the bell" and shall not be considered as time worked.

This memorandum shall become effective the date the Company received written notice of ratifications of the provisions agreed to during the 1979 Local Negotiations.

Ford Motor Company	International Union,
Woodhaven Stamping Plant	UAW - Local 387
J. Grotz	Al Suemnick
R. M. Sopher	Arnie Acosta
Dave Zochowski	Ron Lagerman
Frank Doyle	Jim Hall
James Dean	Joe DeBrito

MESH SCREENING - TOW TRUCK GUARDS

A program will be instituted to provide overhead guards on tow trucks purchased for replacement of the existing fleet. Wire mesh screening will be provided in the back area of these guards.

MICROWAVE OVENS

A microwave oven will be maintained in each break area where sandwiches are being vended. Included in the available selection of sandwiches, will be sandwiches properly prepared for use in these ovens. Management will maintain the ovens consistent with accepted standards of cleanliness. The Company and the Union recognize and acknowledge that all employees have a responsibility to properly utilize these ovens and that only items properly prepared for these ovens are to be heated in them. This cooperation is necessary for the health and safety of all employees and to insure that the ovens are available in good working order.

As a result of the understanding reached in the 2003 Local Negotiations, the Company agrees to maintain one (1) back up Microwave oven to be available as a replacement. Locations agreed to: Break Area #1, #2, #3, #4, #5, #6, Block House Break Area, Main Cafeteria

MIRRORS

Following any major rearrange of operations, which significantly affects normal traffic routes, a joint safety survey will be conducted to ascertain the need for intersection mirrors.

MISSED TAG RELIEF

Continued efforts will be made assuring that eligible employees are given their proper tag relief as provided for in the Master Agreement on a timely basis, including those employees working overtime.

Complaints that employees have not been afforded proper relief will be promptly investigated by Labor Relations.

MOTORIZED SCOOTER - UNION USAGE

The present Safety Cart will be redesignated for use by the Union Committee when it is replaced with a new unit.

NEWSPAPER STANDS

Newspaper dispensing machines will be located at the south end of the Security Building. These machines are available to employees only before or after their respective shifts or during their lunch periods.

NEW MODEL TOOLING WARRANTY – BUYOFF

During the 2003 Local Negotiations, it was agreed that when New Model Tooling Warranty buyoff work is required, that the Skilled Trades Bargaining Committeeperson will be notified and a discussion will be held to determine and mutually agree if Woodhaven Stamping Plant Die Tryout will be required to follow or review tooling at the receiving location.

NEW TECHNOLOGY: LOCAL TRAINING AND DEVELOPMENT COMMITTEE

During negotiations, the Local Union expressed its concerns regarding the rapid advancement of new and changing technology and especially the need to train and/or retrain all of our employees to effectively meet this challenge.

In view of the parties interest in affording maximum opportunity for employees to progress with advancing technology, management is receptive to the idea that appropriate specialized training programs should be identified and implemented as soon as practicable so that our employees will be fully prepared to handle the responsibilities these new challenges will create.

In addition, the parties mutually agreed that following the conclusion of these negotiations, the Local Training Committee comprised of Company and Union personnel will meet periodically to effectuate the implementation of required training programs.

Recognizing the Company's express rights under Article IV, Section 1, and other provisions of the Agreement, the parties mutually agree that employee appeals may be directed to the Unit Chairman and Labor Relations Supervisor for review.

NOISE ABATEMENT

In a accordance with the Company letter to Mr. Ken Bannon dated October 4, 1979: Management will review with the unit health and safety representative in sufficient detail, the noise abatement programs currently in effect and those it is planning to undertake. Management will supply this information to the unit health and safety representative in writing, with the understanding that the representative will have ample opportunity to discuss the noise abatement program with management and make recommendations designed to improve upon it.

Noise is recognized as an issue by the Union and the Company. It is proposed to incorporate the noise abatement challenge with the current Woodhaven Stamping Plant Ergonomics Committee to give it ample consideration and provide the parties of this committee the opportunity to discuss the noise abatement issues and make recommendations designed to improve upon it. This means will afford top visibility to the noise issues by all levels of Management and Union leadership.

NON-PRODUCTION STORES

This is to confirm our conversation of Monday, December 20, 1965, relative to Non-Production Stores as follows:

The classification of "Checker-Receiving" will not be utilized in Non-Production Stores Department and the duties of that classification will be performed by employees classified as "Crib Attendant - Head Tool".

NORTH-SOUTH STEEL STORAGE AISLE

The north-south aisle adjacent to the railroad track in the steel storage area will be maintained in such a manner as to assure safe footing.

NOTICES - COMMITTEE ROOM BULLETIN BOARD

As the parties agreed during the 1996 negotiations, a bulletin board will be installed outside the committee room in an area to be identified by the Union. This Bulletin Board will be used for all current flyers and Union activities.

OIL AND AIR LEAKS - PROGRAM

The Company will intensify its efforts to reduce oil and air leaks to a minimum throughout the plant so as to assure safe working conditions. In this regard employees will be regularly assigned to make repairs and keep the area safe and clean. Repair of oil and air leaks records and the names of Hourly Personnel assigned to this program will be maintained in the Plant Engineering Office. These records will be available for review upon request to the Union Health and Safety Representative. The program of inspection and maintenance currently in effect will also be continued and rigidly enforced with particular emphasis on oil conditions in the plant basement. Complaints will be promptly investigated, and where necessary, corrective action will be taken promptly. Upon request the Company Safety Engineer will conduct a tour of inspection with the Union Health and Safety representative to determine the current status of oil and air leaks in the plant.

OUTSIDE CONTRACTING ISSUES

During the 1996 Local Negotiations, the issue of outside contracting notification was discussed at length. In an effort to ensure all relevant considerations have been reviewed by the parties, the advance notification and clearance procedure will be utilized as a planning tool. The parties acknowledge that failure to comply with the provisions of the Collective Bargaining Agreement with the respect to outside contracting could result in a grievance, protesting the contemplated outside contract, including a possible strikeable issue grievance.

The company is keenly aware of the concerns of the Union relative to disputes arising from outside contractors performing work in the plant. Moreover, those instances when proper notification is not given when contractors are being brought into the plant, also this creates a negative impact on the work force. Therefore, concurrent with this agreement, the company will provide and give immediate attention to those circumstances when contractors are working without a proper clearance. Each case will be dealt with based on the circumstances and work involved.

OUTSIDE VEHICLES - CABS

When a cab equipped industrial vehicle normally used outside is removed from service, its replacement will also be cab equipment unless weather conditions do not warrant.

OVERTIME - APPRENTICE

It is mutually agreed between Ford Motor Company, Vehicle Operations, Woodhaven Stamping Plant, and the International Union, UAW, Local 387, on September 29, 2003, at Woodhaven, Michigan that the following provision will govern the overtime apprentice agreement.

- (1) In the event weekend and holiday overtime is scheduled in the skilled classifications, every eleventh employee scheduled in that classification and department and shift shall be an apprentice from that classification, department and shift. If ten journeypeople or less are scheduled for weekend and holiday overtime, no apprentice shall be brought in except as provided herein.
- (2) In those skilled classifications where there are less than ten journeypeople on a shift and there is an apprentice on course, the apprentice may be offered the weekend and holiday overtime opportunity when all journeypeople on the classification and shift have been offered the weekend and holiday overtime opportunity.
- (3) When all journeypeople by classification in the department on a shift have been scheduled for weekend and holiday overtime, apprentices may be scheduled in excess of the provisions of paragraph 1 above. Apprentices may be offered cross shift overtime opportunities on weekends and holidays only after all journeypeople in the classification have been offered the opportunity to work.
- (4) Apprentices shall not be considered for weekend and Holiday overtime opportunities until they have completed 300 hours on course. When eligible, they shall be charged the number of overtime hours equal to that held by the apprentices with the highest number of overtime hours on the classification, department and shift where they were working. Apprentices shall assume the number of overtime hours equal to that held by the apprentices with the highest number of overtime hours on the classification, department and new shift when transferring from one shift to another.
- (5) The local J.A.C. shall notify the department when an apprentice accumulates 300 hours on course and is eligible for weekend and holiday overtime.
- (6) If, for any reason, apprentices are not scheduled as outlined above, additional apprentices may be scheduled in excess of one (1) apprentice to each ten (10) journeypeople on the following weekend the journeypeople are scheduled.
- (7) With respect to daily overtime, apprentices may be scheduled when all journeypeople in the classification,

department and shift are scheduled for daily overtime. Apprentices may not, however, be scheduled to work overtime in excess of the overtime scheduled for the journeypeople. Apprentices may be excused from daily overtime on their school days upon specific request by the apprentice.

- (8) The maximum overtime opportunity to be scheduled and charged to any apprentice on any day will not exceed a twelve hour shift. Apprentices voluntarily accepting opportunities in excess of a twelve hour shift will be charged for all hours worked.

- (9) For the purposes of this agreement, the classifications of Die maker and Die Tryout shall be considered a single classification. Apprentices will not be assigned to tool machines unless all Tool Machine Operators have been scheduled. Apprentices will not be assigned to all around heavy machines unless all of the All Around Heavy Machine Operators have been scheduled.

This agreement shall become effective concurrently with the effective date of (a) any new Collective Bargaining Agreement which replaces the October 9, 1999 Collective Bargaining Agreement or (b) any extension of the October 9, 1999 Collective Bargaining Agreement (other than an extension for a temporary or indefinite period) and shall remain in effect for the same period as such new or extended Collective Bargaining Agreement, except as otherwise expressly provided herein.

This agreement is signed subject to the approval of the National Ford Department of the UAW and the Union Affairs Staff of the Company.

**FORD MOTOR COMPANY
WOODHAVEN STAMPING PLANT**

**INTERNATIONAL UNION, UAW
LOCAL 387**

Bonnie Wojewoda, HR Manager

Robert Humphrey, Plant Chairman

Keith Tafelski, LR Supervisor

Carlos R. Perez, Bargaining Committeeperson

Trudy Cagle, HR Associate

Cass M. Simpson, Skilled Trades Bargaining Committeeperson

Pamela A. Siegwald, HR Associate

Joseph Noble, UAW Sourcing Rep

Bob Ermak, Risk Team Leader

John Laird, UAW H&S Representative

Rick Whittemore, PE Manager

Jim Andres, UAW H&S Representative

Ray Ritchie, Tool & Die Manager

Kevin Madigan, UAW 387

Larry Thompson, Area Manager

Mike Spence, UAW Skilled Trades Committeeperson

**DIVISION REPRESENTATIVE
BUSINESS STAMPING UNIT**

REGION 1-A REPRESENTATIVE

U.S. UNION RELATIONS MGR

NATIONAL FORD DEPARTMENT

_____ Date _____

_____ Date _____

OVERTIME NON-SKILLED

During the course of 2003 Local Negotiations, it was mutually agreed between Ford Motor Company, Vehicle Operations, Woodhaven Stamping Plant, and the International Union, UAW, Local 387, on September 29, 2003, at Woodhaven, Michigan, that the following provisions will govern the Non-Skilled Overtime Agreement.

1. Overtime will be equalized within a department by classification and shift, and scheduled in such a manner that the spread of overtime hours between employees within their classification, department and shift will not exceed thirty-six (36) hours.
2. All reasonable means will be employed to equalize overtime between shifts in line with this agreement. In this regard to avoid extraordinary imbalances of overtime hours between shifts, the Union may bring to the attention of the Company when overtime hours of one shift are inordinately higher than the hours of another shift. The Company will make efforts to assign additional overtime to the low shift. These Company efforts will include shifting daily overtime from one shift to another, scheduling unequal amounts of daily overtime on the shifts, and working the low shift on weekend overtime and not the high shift, if schedules and requirements of plant operations permit.
3. In attempting to achieve equalization of overtime opportunities, Management agrees to the principle of scheduling the employee with the lowest number of accumulated overtime hours. In implementing procedures to accomplish this principle, scheduling will be accomplished as follows:

In keeping with the 36 hour spread referred to in paragraph 1, employees lowest in overtime hours in the classification on the shift will be scheduled to work daily overtime. In keeping with the 36-hour spread referred to in paragraph 1, employees lowest in overtime hours in the classification on the shift will be scheduled to work weekend overtime. When scheduling daily or weekend overtime, employees with the lowest overtime hours on Saturday of each week will be scheduled for all overtime hours to be worked through Friday of the next week. These hours are determined by the regular IBM Overtime Equalization Report issued on Tuesday preceding the start of the schedule period.

It is recognized that in the case of daily overtime some instances may occur where another low houred employee will be scheduled. Complaints that good judgment is not being exercised in this regard will be reviewed by the Labor Relations Supervisor

The maximum overtime opportunity to be scheduled and charged to any employee on any day will not exceed a twelve hour shift. Employees voluntarily accepting opportunities in excess of a twelve hour shift will be charged for

all hours worked.

4. A record of all overtime charges will be maintained and shall be posted on bulletin boards provided on the plant wall of the Administration Building, no later than 12 noon Wednesday of each workweek. The Union will be supplied with two (2) copies of this overtime report. Any protest by an employee concerning the accuracy of this record must be made within one week of its posting.
5. New hires, rehires and reinstatements shall be charged a number of hours equal to those possessed by the employee with the highest number of hours on the same classification and shift within his/her department.
6. For the Christmas - New Year's Holiday, Thanksgiving Holiday, and Easter Holiday periods, employees with the lowest hours in an equalization group will be afforded all overtime opportunities during the holiday period.
7. All overtime opportunities will be charged at the applicable premium. An employee who is not at work for any reason, and who otherwise would have been scheduled to work will be charged for the lost time overtime opportunities at the applicable premium except as provided below:
 - a) An employee will not be charged for daily overtime refusal if the Overtime was offered in the last one (1) hour of the shift.
 - b)
 1. Those employees who are scheduled and accept weekend and holiday overtime work, but fail to report for such overtime shall be charged at twice the applicable rate for such opportunity but no more than the highest accumulated hour. Double charges shall not be made where 100% schedules are in effect.
 2. Those employees who decline daily overtime in the first four (4) hours of the shift, will be charged at the applicable premium, while those employees who are scheduled for daily overtime work, but fail to report for such overtime (unless excused by their supervisor) shall be charged at twice the applicable rate for such opportunity, but no more than the highest accumulated hour. Double charges shall not be made when 100% schedules are in effect.
 - c) Employees scheduled for Saturday and Sunday, who have a option to refuse, will be charged for both Saturday and Sunday. Employees scheduled for Saturday only, and who have an option to refuse, will be charged for all overtime opportunities for that day not to exceed 12 hours worked. The employee will not be charged for Sunday if scheduled on Saturday.
 - d) An employee shall not be charged overtime hours for days while on approved short term military duty.
 - e) Daily overtime for days on which the employee is:
 1. Receiving Bereavement Pay.
 2. Serving on Jury Duty.
 - f) Daily or weekend overtime for temporary layoff as defined in Article VIII, Section 21, of the Master Agreement provided the layoff is not longer than one (1) week in duration.

- g) Employees transferred for a period of three (3) weeks or less as a result of a temporary layoff, as defined in Article VIII, Section 21, of the Master Agreement shall not be charged for lost overtime opportunities in their previous department and/or classification. In the event an employee returns to the same overtime equalization group at the conclusion of the layoff period the employee shall revert to the same overtime hours held prior to the transfer.
 - h) A weekend which occurs in the three-day period as defined in Article IV, Section 19, of the Master Agreement (Bereavement Pay).
 - i) The current practice within the Material Department of allowing drivers to be excused from weekend overtime so long as available drivers from other departments volunteer to work as replacements will be continued. It being understood that this arrangement is not intended to expand any of the requirements of the overtime equalization agreement.
 - j) In the event an occasion arrives when the Union feels this procedure is not being observed, Labor Relations Section will discuss this arrangement with the appropriate departmental personnel.
 - k) When developing weekend overtime for Line Feeders to service production, the present procedure of giving consideration to the higher seniority employee to work such overtime within his/her normally assigned work area (sub-section) will be continued. Late schedule changes may need to be effected without regard to the respective seniority of the employees.
8. Loaned employees shall be charged with overtime on their own overtime list.
9. a) Employees placed on light duty assignment by the Medical Department will be charged for overtime opportunities lost due to such medical restrictions.
- b) If it is known in advance that overtime work will be available, employees with medical restrictions due to industrial injury, will be scheduled to work, in accordance with this agreement, when a 100% schedule is in effect.
10. Weekend overtime schedules will be posted in a prominent location in the plant by lunchtime of each respective shift on Thursday of each week. Any additions or deletions to the weekend overtime schedule made during the last four (4) hours of the day prior to the overtime day will be accomplished by personal notification to the employees affected. In the absence of such personal notification to those employees added to the schedule, the employees will not be charged. Daily overtime schedules for the following week will be posted in a prominent location in the plant by lunchtime on Friday for each respective shift.
- a) The Company will maintain a copy of all daily and weekend postings in a separate folder in the clerk's office by shift. All original and additional postings will be maintained and provided to the Union upon request.
 - b) The Union expressed great concern regarding the issue of employees who have left the plant following their shift of work on Friday are being notified at home that the weekend overtime schedule has been revised and

their particular schedule has been canceled. This is to assure that all reasonable efforts are exerted to secure proper overtime scheduling and with the exception of unforeseen circumstances or incidents, phoning employees at home to cancel weekend overtime, should not be required. Complaints that good judgment is not being exercised in this regard may be reviewed by the Skilled Trades Unit Committee person with the Human Resources Manager.

- c) Except in emergencies or breakdowns, an employee shall be notified of required overtime work not later than the completion of his/her last hour of work on the day preceding such overtime.
- d) The notice provisions in this section shall also apply to the resumption of overtime work whenever there is a break in the overtime schedule.
- e) Employee(s) on a daily overtime schedule who are sent home by management without working overtime, will be considered as having their overtime schedule broken. As a consequence of the interruption in the overtime schedule, these employees so affected must be renotified of future overtime schedule requirements.

11. Sunday work force shall be made up of employees working Saturday, before additions are made to the Sunday schedule.

12. When scheduling daily and weekend overtime, if less than 100% of the employees on a classification in a department on a shift are scheduled and as long as a replacement can be secured, employees will be excused. Should no qualified replacement be found, the lowest houred employee in the classification in the department on the shift must work.

- a. When there is advance knowledge of planned absence, the Company will make every effort to schedule daily overtime by Saturday of the prior week.

13. There will be no crossing of shifts for the purposes of overtime equalization.

- a. The Company will make every effort not to circumvent an entire shift through overtime scheduling on Saturday, Sunday or holidays. However, this may be necessary in some cases for equalization of overtime purposes.
- b. During periods of 100% daily and weekend overtime, employees from the ATWL and ATMPL classifications will be surveyed to provide relief for employees requesting to be excused. Employees who work in the opposite classification on their respective shift in these situations, will not be charged for the overtime hours worked or refused. When adding Sunday work, from the Saturday workforce, Management will canvass the volunteers starting with the lowest hour employees.

14. The Union will be furnished copies of all overtime schedules, and revisions thereto prior to such overtime being worked. The IBM Overtime Equalization Report will be copied and used to schedule overtime.

15. Employees classified as Utility will equalize overtime opportunities with the classification over which they are utility.
16. Employees forced to work on two (2) or more consecutive weekends may opt to assume high hours on the shift. Such requests must be made to the overtime administrator on Monday for the adjusted hours to appear on the IBM Overtime Equalization Report issued on Tuesday.
 - a. When scheduling a forced Saturday, and the department discovers they have more employees than required at the beginning of the shift, those employees who were forced to work shall be excused in the reverse order of the force. In these cases departments 92 and 96 shall be considered one (1) department and departments 72 and 76 shall be considered one (1) department.
 - b. The Company agrees to make every effort to avoid scheduling 100% forced overtime situations in conjunction with Monday or Friday holidays.
 - c. Management will make every effort not to force a Saturday or Sunday for employees who have a full eight (8) hour paid vacation or paid excused absence day for Friday or Monday.
17. An employee who is reclassified, transferred to another department, or another shift will assume the highest hours on the classification on the shift to which assigned.
 - a) Employees will be charged for all overtime opportunities while away from the plant on company business. If the out of plant assignment is greater than two (2) weeks in length, they will be transferred to an administrative department report and will be treated as a new transfer upon their return to the plant.
18. Effective with this agreement overtime equalization hours will revert to relative '0' hours effective the first pay period of January each year of this agreement.
19. All overtime hours paid through the grievance procedure will be charged at the applicable premium.
20. Overtime schedules will be posted on clean locked glass (or similar material) enclosed boards and will reflect the date and time posted.
21. Daily overtime may be scheduled in advance (i.e. solicit for an entire week), but it is understood, that an employee can decline a daily overtime assignment in the first four (4) hours of the shift preceding the assignment, unless a 100% schedule is in effect.

This agreement shall become effective concurrently with the effective date of (a) any new Collective Bargaining Agreement which replaces the October 9, 1999 Collective Bargaining Agreement or (b) any extension of the October 9, 1999, Collective Bargaining Agreement (other than an extension for a temporary or indefinite period) and shall remain in effect for the same period as such new or extended Collective Bargaining Agreement, except as otherwise expressly provided herein.

In accordance with Article IV, Section 6, of the Master Agreement, pertaining to overtime, this agreement is signed subject to the approval of the National Ford Department of the UAW and the Union Affairs Staff of the Company.

**FORD MOTOR COMPANY
WOODHAVEN STAMPING PLANT**

**INTERNATIONAL UNION, UAW
LOCAL 387**

Bonnie Wojewoda, HR Manager

Robert Humphrey, Plant Chairman

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Mike Spence, UAW Skilled Trades Committeeperson

**DIVISION REPRESENTATIVE
BUSINESS STAMPING UNIT**

REGION 1-A REPRESENTATIVE

U.S. UNION RELATIONS MGR

NATIONAL FORD DEPARTMENT

_____ Date _____

_____ Date _____

OVERTIME - SKILLED

It is mutually agreed between Ford Motor Company, Vehicle Operations, Woodhaven Stamping Plant, and the International Union, UAW, Local 387, on September 23, 2003, at Woodhaven, Michigan, that the following provisions will govern the Local Skilled Overtime Agreement.

1. Daily and weekend overtime shall be equalized by classification and shift and scheduled in such a manner that the spread of overtime hours between employees within their classification and shift will not exceed thirty-six (36) hours.
 - a. In attempting to achieve equalization of overtime opportunities, Management agrees to the principle of scheduling the employee with the lowest number of accumulated overtime hours. In the implementing procedures to accomplish this principle, scheduling will be accomplished as follows:
 - b. In keeping with the 36 hour spread referred in paragraph 1, employees lowest in overtime hours in the classification on the shift will be scheduled to work daily, weekend, and holiday overtime. When scheduling overtime, employees with the lowest overtime hours will be scheduled for all overtime hours to be worked. These hours are determined by regular IBM Overtime Equalization Report issued each week. The machine prepared record issued on Tuesday shall be used to schedule overtime commencing with the following Saturday through Friday period. It is recognized that some instances may occur where another low houred employee will be scheduled for purposes of job continuity. Complaints that good Judgment is not being exercised in this regard will be reviewed by the Labor Relations Supervisor.
 - c. The maximum overtime opportunity to be scheduled and charged to any employee on any day will not exceed a twelve-hour shift. Employees voluntarily accepting opportunities in excess of a twelve-hour shift will be charged for all hours worked.

2. All reasonable means will be employed to equalize overtime hours between shifts in line with this agreement. Company efforts will include shifting daily overtime from one shift to another or scheduling unequal daily overtime from one shift to another or scheduling unequal amounts of weekend overtime where schedules and requirements of plant operations permit.
 - a) When such efforts fail to maintain the overtime hours at a spread 52 hours or less between the shifts, shift crossing procedures as outlined in paragraph 3 below will become effective for purposes of overtime equalization. These procedures would be discontinued upon reaching a spread of 52 hours or less. The spread is determined by the high hours of the respective shifts.
 - b) The Company will make every effort not to circumvent an entire shift through overtime scheduling on Saturday, Sunday or holidays. However, this may be necessary in some cases for equalization of overtime purposes.

3. When shift crossing is required, the lists for each of the three shifts for a classification will be combined for purposes of scheduling weekend and/or Holiday overtime. Lowest houred employees will be scheduled for their assigned shift while

higher houred employees will be scheduled to cross shifts. There will be double crossing of shifts for the purpose of overtime equalization. Employees opting to cross shifts must comply with paragraph 11 below.

4. A record of all overtime charges will be maintained and shall be posted on bulletin boards provided on the plant wall of the Administration Building, no later than Noon Wednesday of each workweek. The Union will be supplied with two (2) copies of this overtime record. Any protest by an employee concerning the accuracy of this record must be made within one (1) week of its posting.
5. New hires, rehires, and reinstatements shall be charged a number of hours equal to those possessed by the employee with the highest number of hours on the same classification and shift. (Employee will assume high hours, but not higher than the highest houred person on the shift they go to.)
6. An employee reclassified and/or transferred will assume a number of hours equal to those possessed by the employee with the highest number of overtime hours in the classification and shift.
 - a. Overtime groups that continue to cross shift for overtime equalization will have adjustments made to maintain their hours following transfers for shift changes. (Accumulated hours go with employee.)
 - b. This provision shall not be applicable to those employees reclassified or transferred for a period of three (3) weeks or less. They shall revert to the same hours held prior to the reclassification, or transfer.
 - c. Employees will be charged for all overtime opportunities while away from the plant on company business. If the out of plant assignment is greater than two (2) weeks in length they will be transferred to an administrative department report and will be treated as a new transfer upon their return to the plant.
7. Overtime opportunities will be charged at the applicable premium.
8. An employee who is not at work for any reason, including Vacation and temporary layoff, as defined in Article VIII, Section 21, of the Master Agreement, and who otherwise would have been scheduled to work will be charged for the lost overtime opportunities at the applicable premium except as provided below:
 - a. An employee shall not be charged overtime hours for days while on approved short-term active military duty, such as annual summer encampments, training cruises and mandatory weekends.
 - b. An employee will not be charged with daily overtime refusal if the overtime was offered in the last one (1) hour of the shift.
 - c. Employees scheduled for Saturday and Sunday, who have an option to refuse, will be charged for both Saturday and Sunday. Employees scheduled for Saturday only, and who have an option to refuse, will be charged for the Saturday, but will not be charged for the Sunday, if scheduled on Saturday. (Includes employees on Vacation.)
 - d. Daily overtime for days on which the employee is:
 1. Receiving Bereavement Pay
 2. Serving on Jury Duty
 - e. A weekend which occurs in the three-day period as defined in Article IX, Section 19, of the Master Agreement (Bereavement Pay).
 - f. Those employees who are scheduled and accept weekend and Holiday overtime work, but fail to report for such overtime, shall be charged at twice the applicable rate for such opportunity, but no more than the

highest accumulated hours on the shift. (Double charges shall not be made where 100% schedules are in effect.)

9. All overtime hours paid through the grievance procedure will be charged at the applicable premium.
10. Employees placed on light duty assignment by the Medical Department will be charged for overtime opportunities lost due to such medical restrictions.
11. An employee whose medical restriction is due to an industrial injury and who is on the schedule to work overtime will be permitted to work daily and weekend overtime unless on a (40) hour restriction or such assignment would exceed the medical restriction.
12. Initial overtime schedules will be posted in a prominent location in the plant on the administration wall and in the vicinity of the production office by 2:00 p.m., Wednesday. Management will make every effort to post #1 shift weekend overtime within the last hour of their shift Wednesday. There will be no changes to the overtime schedule after Thursday. Employee requests to be excused for the weekend will be made by the end of their shift on Thursday.
13. In the event circumstances necessitate changes to the schedule following Thursday, those employees added will be given personal notification. Employees scheduled after Thursday, who request to be excused from the overtime will not be charged for such refusal.
 - a. Notice of holiday work schedules will be posted, two (2) working days in advance of a holiday, when possible.
 - b. In the event that a holiday falls on Friday, the overtime posting date and refusal date will move back accordingly.
 - c. The Company will maintain a copy of all daily and weekend postings in a separate folder in the clerk's office by shift. All original and additional postings will be maintained and provided to the Union upon request.
14. Overtime schedules will be posted on clean locked glass (or similar material) enclosed boards and will reflect the date and time posted.
15. When scheduling daily and weekend overtime, if less than 100% of the employees in an equalization group are scheduled and as long as a replacement can be secured, employees will be excused. Should no qualified replacement be found, the lowest houred employees in the equalization group must work. Paragraph 11 above provides specific requirements concerning weekend schedules.
16. Employees forced to work on two (2) or more consecutive weekends may opt to assume high hours on the shift. Such requests must be made to the overtime administrator on the Monday for the adjusted hours to appear on the IBM Overtime Equalization Report issued on Tuesday.
17. In the event that a holiday is attached to the weekend (Thursday, Friday, Monday or Tuesday), if any portion of the overtime package is cancelled, employees originally scheduled to work shall notify management if they desire to refuse the remaining overtime. (Reference 13a).
18. Management will make every effort not to force a Saturday or Sunday for employees who have a full eight (8) hour paid vacation or paid excused absence day approved for Friday or Monday.
 - a) The Union will be furnished copies of all overtime schedules, and revisions thereto, prior to such overtime

being worked. The IBM Overtime Equalization Report will be copied and used to schedule overtime as provided in paragraphs 1, 2 and 3.

- b) Leaders and journeypeople by skilled classification shall be placed on the same list for purposes of equalization of overtime opportunity.
- c) Any classification desiring to eliminate the shift crossing procedures will be responsible for presentation of a petition to the Unit Skilled Trades Committeeperson indicating the collective desire of the majority of the employees on a classification. Upon presentation of such a petition, the Company and Union will negotiate the effective date of elimination.
- d) During plant vacation shutdowns, weekend overtime schedules will be developed in the following manner. Employees lowest in overtime hours on the classification will be scheduled during the shutdown period.
- e) The present practice of scheduling employees with the lowest hours in the classification for all overtime opportunities during the Christmas - New Year's Holiday, Thanksgiving Holiday, and Easter Holiday periods will be continued. The foregoing notwithstanding, the Bargaining Committee and Labor Relations may review a specific Holiday schedule with a view toward scheduling by shift for that specific period.
- f) In the event an employee(s) transfer(s) to a shift which does not have an incumbent employee in the same equalization group, the employee(s) transferring will assume hours equal to the average hours of the highest houred employees on the other shifts in the same equalization group.
- g) While it's not the Company's policy to cancel Sunday work on Saturday, there may be reasonable or unforeseen circumstances or incidents when this may occur. Complaints that good judgment is not being exercised in this regard may be reviewed by the Skilled Trades Unit Commiteeperson with the Labor Relations Supervisor.
- h) Effective with this agreement overtime equalization hours will revert to relative (0) hours effective the first pay period of January each year of this agreement in each classification, department.
- i) The Union expressed great concern regarding the issue of employees who have left the plant following their shift of work on Friday are being notified at home that the weekend overtime schedule has been revised and their particular schedule has been canceled. This is to assure that all reasonable efforts are exerted to secure proper overtime scheduling and with the exception of unforeseen circumstances or incidents, phoning employees at home to cancel weekend overtime, should not be required. Complaints that good judgment is not being exercised in this regard may be reviewed by the Skilled Trades Unit Committeeperson with the Labor Relations Supervisor.
- j) Except in emergencies or breakdowns, an employee shall be notified of required overtime work not later than the completion of his/her last hour of work on the day preceding such overtime.

The notice provisions in this section shall also apply to the resumption of overtime work whenever there is a break in the overtime schedule. Employee(s) on a daily overtime schedule who are sent home by management without working overtime, will be considered as having their overtime schedule broken. As a consequence of the interruption in the overtime schedule, these employees so affected must be re-notified of future overtime schedule requirements.

This agreement shall become effective concurrently with effective date of (a) any new Collective Bargaining Agreement which replaced the October 9, 1999, Collective Bargaining Agreement or (b) any extension of the October 9, 1999, Collective Bargaining Agreement (other than an extension for a temporary or indefinite period) and shall remain in effect for the same period as such new or extended Collective Bargaining Agreement, except as otherwise expressly provided herein.

In accordance with Article IV, Section 6 of the Master Agreement, pertaining to overtime, this agreement is signed subject to the approval of the National Ford Department of the UAW and the Union Affairs of the Company.

FORD MOTOR COMPANY
WOODHAVEN STAMPING PLANT

INTERNATIONAL UNION, UAW
LOCAL 387

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REGION 1-A REPRESENTATIVE

U.S. UNION RELATIONS MGR
_____ **Date** _____

NATIONAL FORD DEPARTMENT
_____ **Date** _____

OVERTIME SPREAD

During 1999 Local Negotiations, it was agreed that a joint committee would be established to review the overtime spread between the shifts.

PARKING

HANDICAPPED PARKING PERMIT

During 1999 Local Negotiations, it was agreed to have picture identification parking permits for handicapped parking. Permits will be issued by Security and must be prominently displayed in the vehicle.

MEDICAL PARKING PASSES

Requests for parking passes from occupationally injured employees with current medical restrictions will be considered in the following manner.

Upon review and approval of the request by the plant physician the pass may be granted for a maximum period equal to the term of the current restriction. The parking pass will expire at the same time as the restriction.

PERSONAL VEHICLES

During 2003 Local Negotiations, the Company and Union reaffirmed that in order to reduce traffic around the plant, NO personal vehicles, including outside contractors, will be permitted to park along side of the main building or any other building at WSP. It is understood by the parties that this parking policy will not apply to service vehicles. The WSP Labor Clearance Procedure will include notice of any vendor truck or trailer that may be required to perform a job.

PARKING LOT

Parking repairs in the hourly parking lot will be rearranged to improve the location of, and provide additional spaces for employees with medical/reserved parking privileges.

The parking lot will be cleaned and repaired as required and necessary arrangements will be made to prevent large accumulations of glass. Also, to assist in the elimination of debris, large rubbish containers will be provided. During the winter months, the Company will make appropriate arrangements for the expeditious removal of snow from roadways and parking areas. However, the parties recognize and acknowledge that all employees have a basic responsibility to conduct themselves in a manner conducive to good housekeeping and cleanliness when using the parking lot, and that without their full cooperation, the daily conditions desired by WSP employees cannot be attained.

The parking lot sweeping and cleaning currently being performed by included personnel will continue to be performed by included personnel. Nothing in this understanding will change the existing practices.

The Company and the Union recognize that employees have a responsibility to assist the Company in maintaining the parking lot. In this regard, trash containers have been placed in the parking lot. These containers will be emptied on a weekly basis.

A television scanner will be provided in an effort to maximize parking lot security.

The parking lot drains will be cleaned and maintained in order to provide proper drainage for the parking lot.

A booster battery and cables will be available on a Security vehicle to assist hourly employees start their car. However, it will be the responsibility of the hourly employee to make the necessary connections.

CLEANING SCHEDULE

With respect to cleaning the parking lot, the Company will review the present cleaning schedule. Efforts will be made to utilize the yard sweeper in cleaning the parking lot, when the plant schedule and parking lot availability exists. This will be done on a monthly basis (weather permitting), or as agreed upon by the parties. It must be understood, however, that the total efforts of all employees must be demonstrated, in order to keep the parking lot in a condition which is satisfactory to all concerned.

IMPROVEMENTS

A designated walkway will be striped along the west side of the guard posts along the main drive into the hourly parking lot. This walkway will be fifteen feet wide and parking in the walkway will not be tolerated. In addition the parking lot will be re-striped and the parking spaces will be widened.

LIGHTS

During the 1999 Local Negotiations, it was agreed that two additional lights will be installed in the hourly parking lot.

NORTH DRAIN

The North end drain system will be cleaned and repaired as required in order to provide proper drainage for the parking lot. To assist in the elimination of debris which causes the drain to plug up, the rubbish containers must be utilized. Both parties recognize and acknowledge that all employees have a basic responsibility to conduct themselves in a manner conducive to good housekeeping and cleanliness when using the parking lot.

PAVEMENT REPAIRS

On a continuing basis, temporary repairs of chuckholes will be made during the winter season utilizing a cold patch mixture. Permanent repairs are effected following the winter season.

PAY CHECK PROCEDURE

Pursuant to discussions during the 1990 Local Negotiations, the following procedure will be adopted following the conclusion of Local negotiations.

Paychecks for active hourly employees which were not distributed on their regular payday will be available at the Plant Security Office from Friday 1:00 PM until 11:AM Monday.

In addition, the Union expressed concern that due to our current operating pattern, it is inconvenient for certain employees working on the #1 shift, who have a quitting time of 7:00 a.m., to obtain paychecks which were not distributed on their regular payday. To resolve this issue the Company will make arrangements to have these checks available for pick up at 7:00 a.m., Monday and Friday of each regular workweek. Changes in quitting times for #1 shift employees could result in the elimination of this service.

PAY CHECK RELEASE

Employees will receive their paychecks prior to their regular lunch period on payday unless circumstances prevent their release at that time.

The Company will pay employees on Wednesday, when a holiday falls on a Thursday or Friday unless directed to take other action by the central staff office.

PAY SHORTAGES

All shortages of six (6) hours pay or more (converted straight time hours) will be adjusted by special check on Friday, upon request of the employee, providing such request is made prior to 2:00 p.m. on Friday and that the validity of such shortages can be determined. Under present operating conditions shortages for #1 shift employees will be processed for payment on Friday mornings as follows:

Payroll personnel will be available to write shortage checks starting at 6:30 A.M. If such shortages from the #1 shift have been verified by Supervision and are presented to payroll by 6:30 A.M., payroll personnel will be available to write shortage checks as expeditiously as possible with availability for the employee by 7:00 A.M. unless circumstances prevent their availability. Special checks for shortages for less than six (6) hours pay (converted straight time hours) will be issued as outlined above when such bonafide shortages are not corrected on the succeeding payday after proper notification.

PERSONAL CLOTHING AND PRESCRIPTION GLASSES

The Company will continue its present practice of repair, replacement or reimbursement as appropriate for required personal clothing (including prescription safety glasses and/or frames) damaged on Company premises, beyond the employee's control, while in performance of his/her assigned duties.

PHONES ON MEZZANINE, BREAK AREAS & BALER HOUSE

During 1999 Local Negotiations, it was agreed to have three (3) pay telephones installed on the mezzanine adjacent to the cafeteria. Additionally, the Company will make an equal number of pay phones available in both smoking and non-smoking break areas where applicable. Also, the Company agreed to maintain the Baler House telecommunications system in proper working order.

PICNIC AREA

During 1999 Local Negotiations, it was agreed that an outside picnic area will be designed and equipped with picnic tables, landscaping and patio blocks.

PLANT ENTRANCES AND EXITS

Plant Rule and Regulation No. 41 states, "Entering or leaving building by unauthorized entrances or exits," is prohibited. This is to advise that there are two authorized entrances and/or exits to the plant.

1. The Security entrance via the escalator to the mezzanine.
2. The Hourly Employment lobby located beneath the bridge.

All other entrances and exits are unauthorized, except in cases of extreme emergency. Employees using these unauthorized entrances and/or exits may be subject to disciplinary action.

PLANT RULE NO. 25

Reference is made to Plant Rule No. 25 of the Woodhaven Stamping Plant, which reads as follows:

"Absence without reasonable cause (including failure to call in)."

This is to advise that the portion of the above rules concerning "failure to call in" is interpreted to mean repeated or habitual failure to call in.

PORTABLE MAGNET FOR BASEMENT CLEAN-UP

During the current negotiations the Union voiced concern that employee complaints have increased regarding the portable magnet intended to aid in the clean-up of the basement. The Company has reviewed these concerns with Plant Engineering

Management and has determined that an appropriate magnet for the contemplated tasks has been reviewed by employees involved in these tasks and will be provided. It is understood that a low masted lift truck or other appropriate vehicle is to be utilized with the portable magnet.

PORTABLE STEAM JENNYS

Three (3) additional portable type steam jennys will be provided for properly authorized employees to use as required. These steam jenny's will be assigned to each of the manufacturing areas (A, B and C).

POWER SERVICE EMPLOYEE REPLACEMENT

Except in cases of emergency, regular five (5) day operators will not be used as replacements for seven (7) day operators. This in no way obligates the Company to replace seven (7) day operators who may be absent.

POW-MIA FLAG

The subject flag has been proudly displayed in the Woodhaven Stamping Plant in full recognition of the issues of American servicemen missing in action or held as prisoners of war since the end of the Vietnam War. Following the conclusion of local negotiations the issue will be fully researched again with a view toward the display of the POW-MIA flag on the flag poles at the front of the building until full resolution of the issues surrounding the flag have been resolved. This display must recognize that the authorization for display will be reviewed and accordingly may result in a premature cessation of the display of the POW/MIA flag prior to conclusion and resolution of the issues which have prompted the banner and involve our joint concern.

PREFERENCE OF STARTING TIMES

A seniority employee, upon request to his/her supervisor and provided there are no abuses, will be given consideration for his/her preferences of starting time in his/her department, shift, and classification, if there is more than one starting time. When it is necessary to deny the employee's request, the committeeperson will be notified, and given the reason for the denial. If there is a complaint that Supervision is not exercising good judgment in their decisions, the individual cases will be reviewed with the Labor Relations Supervisor.

PREFERENTIAL PLACEMENT-RECALL TO DESIGNATED CLASSIFICATIONS

Recall rights to designated classifications shall be restored for employees who have been transferred to other Company locations under the Preferential Placement procedures.

PROCESS MODIFICATION PROCEDURE (7207)

During 1999 Local Negotiations, the Union expressed concerns regarding Management's adherence to the 7207 process. This is to confirm Management's commitment to properly schedule and perform a 7207 when new or modified processes are installed. All efforts will be made to give the Union notice the day prior to the review.

- A safety review will be performed prior to start up to identify and correct safety items that would prohibit any operator from performing the function without injury.
- A preliminary 7207 will be performed sometime during the initial start up shift of production to identify corrections required to make the process production worthy.
- A formal 7207 will be performed sometime during the first week of production.

The objective of this program is to provide production worthy tools capable of safely making quality parts in a timely manner.

PROPANE TANKS

As in the past, management will insist that propane tanks be stored in a safe manner. At this time, it is intended that such tanks will not be stored in the plant.

PROTECTIVE EQUIPMENT AGREEMENT

It is mutually agreed between Ford Motor Company, Vehicle Operations, Woodhaven Stamping Plant, and the International Union, UAW, Local 387, on September 29, 2003, at Woodhaven, Michigan, that the following provisions will govern the exercise of protective equipment.

The Company will maintain a sufficient quantity and variety of sizes of clean coats, gloves, coveralls, boots and aprons in the Production Stores Crib to meet daily requirements. These clothing articles will be laundered before being issued to employees.

- (1) Terry cloth five finger gloves or terry cloth hand pads will be available to all employees as required by job.
- (2) Leather arc welding gloves will be made available to all welders using hand held arc welding equipment.
- (3) Rubber or plastic gloves will be made available for those jobs, which require the employee to immerse his/her hands in corrosive or irritant liquids. Upon proper supervisory authorization, waterproof gloves will be made available to employees who are assigned outside.
- (4) Rubber footwear will be furnished on those jobs, which require the employee to work in wet areas on a continuous or emergency basis. The Company agrees to review the sizes of footwear currently maintained; additional footwear and sizes will be added as required.
- (5) Die makers and Apprentices assigned to the die room will be furnished a bib-type apron or coveralls, with issue limited to one article a week.
- (6) Salvage Repair and Floor Inspectors may request bib-type aprons with issue limited to one article a week. Salvage Repair employees opting for the apron issue will not be eligible for issuance of coveralls.
- (7) Carpenter type aprons will be available for issue to carpenters.
- (8) Skull caps will be available in general stores for all employees.
- (9) Coveralls or uniforms will be made available to each employee, and they will be permitted to exchange said garment for a clean one on the designated days. The coverall committee will continue in effect. Should the coverall committee be unable to resolve any disputes, the Human Resources Manager will review the disputes.
- (10) Tank tops may only be worn in the main die room, the backyard, in vehicles with enclosed cabs, and on jobs in the non-production crib, specifically authorized by the Safety Department. Tank tops are prohibited in all other areas.
- (11) Employees who are normally assigned outside will be issued clip-on tinted glasses to wear over their safety glasses upon the proper authorization of their supervisor.

This agreement shall become effective concurrently with the effective date of (a) any new Collective Bargaining Agreement which replaces the October 9, 1999 Collective Bargaining Agreement or (b) any extension of the October 9, 1999 Collective Bargaining Agreement (other than an extension for a temporary or indefinite period) and shall remain in effect for the same period as such new or extended Collective Bargaining Agreement, except as otherwise expressly provided herein.

In accordance with Article X, Section 4 of the Master Agreement, pertaining to local protective equipment agreements, this agreement is signed subject to the approval of the National Ford Department of the UAW and the Union Affairs of the Company.

**FORD MOTOR COMPANY
WOODHAVEN STAMPING PLANT**

**INTERNATIONAL UNION, UAW
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**DIVISION REPRESENTATIVE
BUSINESS STAMPING UNIT**

REGION 1-A REPRESENTATIVE

U.S. UNION RELATIONS MGR

NATIONAL FORD DEPARTMENT

_____ Date _____

_____ Date _____

PUMP CRIB

During the 2003 Local Negotiations, the Company and the Union recognized the necessity of the pump crib for plant operations. Therefore, it will be expanded to accommodate clutches, pumps and valve repairs and will be relocated to the Machine Repair bullpen.

QUAD HUT - REPAIR TEAM

During 1999 Local Negotiations, it was agreed that a Quad Hut would be provided for the Rack Repair Team.

QUALITY ASSURANCE - AUDITING SECTION

In accordance with the understanding reached during the 1990 Local Negotiations, it is understood that permanent openings requiring additions to this section will be filled by transfer from employees classified as inspection floor at the time such opening(s) occur. The employee(s) to be transferred will be the senior employee(s) currently on the classification that have been adequately trained in the quality assurance auditing section functional requirements.

In the event it becomes necessary to decrease the number of employees assigned to this section, the employee(s) transferred will be the least senior employee(s) regardless of the length of time assigned to the Quality Assurance Auditing Section.

QUALITY ASSURANCE - AUDITING TEAM

In accordance with the understanding reached during the 1993 Local Negotiations, it is agreed that those employees currently working in the Quality Systems Auditing Section, will comprise a group specifically separate for the purposes of overtime and shift preference. They shall continue to be on a common list with other Floor Inspectors for purposes of inverse layoff or permanent reductions in force. Employees assigned to the Quality Systems Auditing Section may request to be transferred to other areas of the Quality Systems Department provided there is a fully qualified replacement available, or following a reasonable period of time for management to secure and initiate appropriate training for a replacement.

It is also understood that permanent openings requiring additions to this section will be filled by transfer from employees classified as Inspector Floor at the time such opening(s) occur. The employee(s) to be transferred will be the senior employee(s) currently on the classification that have been adequately trained in the quality systems auditing section functional requirements.

In the event it becomes necessary to decrease the number of employees assigned to this section, the employee(s) transferred will be the least senior employee(s) regardless of the length of time assigned to the Quality System Auditing Section. Employees who have left the section through reduction in force from the Audit Team will be afforded the opportunity to return prior to the selection of new candidates. The responsible supervisor and the Production Unit Committeeperson shall consult when there are openings to be filled in this department.

QUALITY CONTROL PAINTING

The painting of Quality Control equipment and facilities will be performed by Plant Engineering Personnel. Painting associated with inspection functions will continue to be performed by Quality Control Personnel.

QUALITY CONTROL - SATELLITE ROOM

The satellite Quality Control Facility presently located at columns P-17 to P-18 has been designated a non-smoking area.

RACK MAINTENANCE PROGRAM

During the course of 1999 Local Negotiations, the Company and Union agreed that since 1993, the Rack Team has proven its potential for cost savings to Woodhaven Stamping Plant. Due to this proven record, the Rack Team will be given the opportunity to bid on all rack modifications, repairs, and teardowns. Where the team can meet or beat the outside vendors bid, and also meet the time constraints, the Rack Team will be given the work.

The established joint committee will:

- identify and obtain any additional data that the team requires,
- share this information with team members to ensure their understanding,
- outline a bid process for consideration of new work,
- provide feedback and coaching to team members.

A self-directed work team has been established, consisting of Line Feeders and an Industrial Lift Truck Operator, as determined by the joint committee mentioned above. Equipment requiring minimal investment, such as air hammers, wrenches, hammers, screwdrivers, a bar straightener, and burning tools, etc. will be provided to the team; major investments in tools and equipment must be cost-justified.

The Rack Repair team can be operated independently, as a strategic business unit. The Company is committed to providing them with updated information that they need to make good business decisions, and to assign to them all rack work that they can competitively perform, within the existing team constraints, on a total cost basis.

Work techniques that may be employed by the members of the self-directed work team would include, with proper training, burning such items as latches, frozen channels, nuts and bolts.

The joint committee will meet at least bi-weekly, or with greater or lesser frequency upon the concurrence of both parties.

The intent of the Rack Repair team is to repair racks (not act as a labor pool). Any concerns about this process will be directed to the Labor Relations Supervisor for prompt resolution.

RACK MAKE-UP AREA

Sanitary toilet facilities and a drinking fountain will be provided in the vicinity of the rack make-up area.

The Company reaffirms the commitment made to the Union during 1979 Local Negotiations that heaters in the rack make-up building will be maintained in satisfactory operating condition. Maintenance, when required, will be handled on a priority basis.

The opening in the north wall of the rack make-up shed will be provided with a windbreak to eliminate the drafting conditions complained of during the winter months.

RACK PREPARATION

The Company recognizes that it would be advantageous for efficient operations if all incoming racks were completely prepared before entering the plant. However, the exigencies of production and variations in rack return arrivals from assembly plants will on occasion preclude a 100% outside rack preparation program.

The plant will intensify its efforts to have the assembly plants return the racks to Woodhaven Stamping Plant with bars, racks and screens in a more orderly fashion so that should it be necessary for racks to go directly to production lines from rail cars or to enter the plant without outside preparation, inside preparation will be held to a minimum.

Under normal conditions, the repair of latches and screens and the removal of excessive dunnage will be performed outside. However, on occasions when it is necessary for these functions to be performed in the plant, they will be performed in such a manner so as not to create a hazardous condition.

When it is required that racks be prepared inside, it will be accomplished in such a manner so as to avoid aisle congestion conditions. Should abnormal conditions arise that cannot be corrected by Production supervision, Production management will receive assistance from the Material Handling Department to resolve the problem.

RACK REPAIR

OUTSOURCING

To assure that racks requiring only minor repair work which have been performed at this location by our employees is not inadvertently outsourced with racks requiring extensive and/or major repairs, they will be inspected for this purpose in a designated holding area prior to any racks being shipped out.

WELDING

The Union expressed its interest in having the General Welders perform required welding for rack repair. The Union also expressed their feelings as to the capabilities of the General Welders to perform necessary welding in an

efficient and competitive manner. Therefore, at the successful conclusion of negotiations, the Company will implement a pilot program for a defined period of time, to allow the Welder Generals to perform certain welding functions. It must be understood that this work will be performed for a definite period of time, and the success of this program will be reviewed at its conclusion for further disposition. The parties will discuss the time for which the pilot program will last.

RACK WHEEL LUBRICATION

An appropriate preventive maintenance program will be instituted to insure that rack wheels are adequately lubricated on a regular basis.

RECAP SHEETS/GREEN SHEET

During 2003 Local Negotiations, the Company reaffirmed that when new process changes affecting rates or staffing are to be installed, the Union will be informed of the change along with the expected engineered running capacity prior to installation. It was further agreed that recap sheets would be updated, with a copy provided to the Union, within one (1) week following the final 7207.

RELATIVES - MANAGEMENT

During the course of negotiations, the Union expressed their concerns about the issue of members of management supervising relatives who are employed at Woodhaven. The Union indicated that they felt it is improper for management to supervise their relatives, and requested the Company's stated position on this issue.

The Company has a longstanding policy that relatives of employees should not be supervised directly by a relative. It is understood that when such circumstances arise, the morale of other employees can be adversely affected. Instances where transfers or placements, result in an employee being supervised by a member of their immediate family, should be brought to the attention of hourly personnel for disposition.

REMOTE DOOR OPENERS

During 1999 Local Negotiations, it was agreed that twenty-five (25) remote control devices will be installed on outside vehicles and six (6) infrared door openers will be installed on outside doors.

REPLACEMENT OF LIGHTS

Procedures will be incorporated to facilitate the replacement of burned out lights on a weekly basis.

REST ROOM MAINTENANCE

Rest room maintenance is a normal and continuing obligation. Re-painting and other maintenance activities are scheduled as necessary. The Union may bring specific facilities to the attention of management where it is felt that the maintenance schedule could use some adjustment or other improvement.

All locker rooms and adjoining washroom and toilet facilities are surveyed regularly on a weekly basis and a report of this audit is forwarded to the Plant Engineering Department and the Personnel Services Office. This procedure has proven very effective in bringing about prompt corrective action particularly where it is discovered that these facilities have been damaged beyond repair or have been removed (i.e., seats, paper holder, soap dispensers, sink and urinal fixtures, soap and towel dispensers, Bradley basins, etc.).

In an effort to improve conditions, reduce employee complaints and protect these facilities from damage, the Company will continue its locker and washroom observations. Pipefitters will be assigned to the required repairs.

Deodorizers will be installed in each of the hourly rest rooms, and they will be regularly maintained so as to effectively perform their designated purpose.

ROLLAWAY CARTS

Carts or framework equipped with wheels to accommodate personal toolboxes will be made available to employees on skilled classifications.

In addition, requests for carts of the type described above will be based upon the individual job requirements for employees classified as Set-Up, Inspector Floor and Repair Salvage.

A supply of five (5) carts will be maintained in the general stores crib for issuance to employees.

ROOF LEAKS

The Company reaffirms that complaints of roof leaks will be investigated promptly and necessary corrections completed in a timely manner.

ROOF WALKWAY

During the 1996 local negotiations, the parties discussed the issue of the roof walkway. The Union expressed their desires to have a roof maintenance program. As a result of these talks, the Company agrees to have a survey conducted by April 15 of each year, to determine the condition and the repairs which need to be effectuated. Upon the conclusion of the survey, appropriate repairs will be scheduled.

SAFETY BLOCKS

The correct size of safety blocks will be provided for all presses with attached wedges. They are required to be used when working in dies. Periodic audits of safety blocks and safety wedges will be conducted. Arrangements have been made to replace safety blocks as necessary.

SAFETY – RACK HEIGHTS

In the interest of pedestrian safety, the Company and Union agree to maintain a reasonable stock rack height along aisles and production workstations.

SAFETY SHOE

PAYROLL DEDUCTIONS

Deductions for safety shoes purchased at the safety shoe truck may be divided into two equal deductions over two pay periods when the total purchase exceeds \$80.00.

USAGE AND AWARENESS

In the recent 1996 local negotiations the parties discussed their concern for greater safety awareness by employees to wear safety shoes on the job. In the next twelve months Management with the support of the Union will strive to bring about a meaningful safety shoe campaign with the involvement of our safety shoe supplier, Michigan Industrial Shoe Company.

SAFETY SHOE STORE-MOBILE UNIT

Under the current operating conditions, the safety shoe mobile unit will be stationed on Company property on Wednesday every other week and will be open between the hours of 7:00 A.M. to 4:30 P.M.

Special orders of Company approved shoes will be taken. Pay authorizations will be signed at the time of order and will be submitted when the shoes arrive and the employee is notified.

The first date of the new system will be Wednesday, November 16, 1983.

SAFETY SURVEYS

The Safety Engineer and the Union Health and Safety Representative conduct daily safety surveys of specific areas of the plant.

Management of the Woodhaven Stamping Plant reaffirms its position to cooperatively participate with the Union on these matters, and as requested, welcomes the opportunity to conduct a joint Company-Union safety survey of this plant following the conclusion of the negotiations. As in the past, safety items requiring attention will be prioritized and prompt action will be taken first on the more serious items of concern.

SAFETY TALKS

The Company will continue its present Safety Talk program. The Supervisor or other Company Representative will make presentations to employees on Safety and related matters periodically, but not less than monthly. The supervisor's presentations will be given orally to the employees involved with an opportunity for employees to present reasonable questions on the subject matter in order to gain a fuller understanding of the subject to be covered in the safety talk. To assure compliance with these procedures and format of presentation, the Safety Engineer will conduct periodic audits of these activities.

SALVAGE REPAIR OVERTIME COORDINATOR

To facilitate the coordination of the proper scheduling and charging of overtime opportunities in the Salvage Repair Classification, in accordance with the provisions of the Non-Skilled Overtime Agreement, the Company will assign this coordination to one (1) member of management per shift.

SCHULER PRESS

Upon the installation of the Schuler press, the parties will meet to discuss team processes and assignments.

SCRAP CHUTE COVERS

Following the conclusion of Local negotiations, a joint Company/Union survey will be conducted to identify which scrap chute covers require a non-skid type surface.

Upon conclusion of the survey, a program will be initiated to provide the non-skid surface to the scrap chute covers identified. Priority will be given to covers which in addition to requiring a non-skid surface require other repairs.

SECURITY TOURS

In an effort to improve conditions, reduce employee complaints and protect these facilities from damage and pilferage, the Company will continue its locker and washroom observations. At the present time, these observations are made by Security personnel on an irregular schedule at least twice per shift. These observations are not limited to the toilet facilities.

SENIORITY – INVERSE

It is mutually agreed between Ford Motor Company, Vehicle Operations, Woodhaven Stamping Plant, and the International Union, UAW, Local 387 on September 29, 2003, at Woodhaven, Michigan, that the following will govern the inverse seniority provisions outlined in Article VIII, Section 21(e) of the Agreements Between the Parties.

Local Management recognizes that to make inverse seniority applications feasible, it is desirable to provide advance notice of layoffs to which inverse seniority may be applicable. Based on the prior layoff experience at the Woodhaven Stamping Plant, local Management normally can provide reasonable advance notice of such layoffs and such reasonable notice will be provided to the Union, where possible, except where layoffs are occasioned by labor disputes, breakdowns, or any other conditions beyond the control of local Management.

When Management determines that layoffs are required, the length and nature of the layoff period will be designated when possible by Management based on its judgment as affected by the circumstances existing at the time it occurs. The nature, cause and length of such layoff shall be communicated to the Union consistent with the above paragraph.

Employees desiring to work during periods of layoff covered by the Inverse Seniority provisions above will execute an appropriate application card to be provided by the Company. Such application shall remain in effect unless an employee serves written notice to cancel or change in which case the application shall not take effect until the second Monday following the date of cancellation or change.

It is further agreed that where Inverse Seniority is applicable, the individual groups shall be by classification and department, except for the following classifications which shall be combined as indicated and regarded as separate groups:

- (a) Cleaner-General Group #2, Cleaner-General Group #3, and Garage Attendant and Car Washer
- (b) Die Tryout, Die Tryout Leader, Die maker and Die maker Leader
- (c) Industrial Lift Truck Operators
- (d) Industrial Tow Truck Operators

It is further agreed that the following procedure will be utilized to develop schedules during periods of inverse seniority layoff.

(1) Employees who have filed a card indicating a preference for working during periods of Inverse Seniority are scheduled first. These employees are noted on the seniority lists with an W in the VOL column. To the extent possible, these employees are scheduled to work on their assigned shift with the lower seniority employees being assigned to other shifts from their assigned shift.

(2) Employees who have not filed a current preference to work card will be scheduled to work in inverse seniority order. Employees scheduled in inverse seniority order will be utilized on their assigned shift or on other shifts where vacancies in the schedule exist. This schedule is subordinate to the scheduling of employees with preference to work cards.

(3) When a work schedule for an Inverse Seniority period is developed sufficiently in advance, paragraphs one and two above will be combined. The lower seniority employees not required on their assigned shift will be utilized on other shifts where vacancies in the schedule exist irrespective of the procedures specified in paragraphs one and two above. Late changes to the schedule will be performed under the procedures of paragraphs one and two above.

(4) Shift preference cards are not considered under Inverse Seniority scheduling procedures.

This agreement shall become effective concurrently with the effective date of any (a) new Collective Bargaining Agreement which replaces the October 9, 1999 Collective Bargaining Agreement or (b) any extension of the October 9, 1999 Collective Bargaining Agreement (other than an extension for a temporary or indefinite period) and shall remain in effect for the same period as such new or extended Collective Bargaining Agreement, except as otherwise expressly provided herein.

In accordance with Article VIII, Section 21 (e) of the Master Agreement, pertaining to inverse seniority, this agreement is signed subject to the approval of the National Ford Department of the UAW and the Union Affairs Staff of the Company.

**FORD MOTOR COMPANY
WOODHAVEN STAMPING PLANT**

**INTERNATIONAL UNION, UAW
LOCAL 387**

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**DIVISION REPRESENTATIVE
BUSINESS STAMPING UNIT**

REGION 1-A REPRESENTATIVE

U.S. UNION RELATIONS

NATIONAL FORD DEPARTMENT

_____ Date _____

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SENIORITY

PRODUCTION OCCUPATIONAL GROUP

It is mutually agreed between Ford Motor Company, Vehicle Operations, Woodhaven Stamping Plant, and the International Union, UAW, Local 387, on September 29, 2003, at Woodhaven, Michigan, that the following provisions will govern the Production Occupational Group Seniority Agreement.

DESIGNATED CLASSIFICATIONS:

1. In the Designated Job Classification list, employees in such designated classifications shall have seniority by their Job classifications within the designated group.
 - a. If there are two or more job classifications in the same group and perform similar work that are distinguished as A-1, A-2, etc., A-1 will have the right to bump A-2, etc.
 - b. If there are two or more designated job classifications in the same group that are interchangeable and bracketed together, the employee with the least seniority in the interchangeable job shall be laid off first.
2. An employee in a designated job classification may not exercise his/her seniority against any other designated job classification in his/her occupational group except as specified in No. 1 above.
3. An employee in a designated job classification, if he/she is subject to a layoff, after having exhausted his/her seniority on his/her designated job classification, shall then exercise his/her seniority status and rate of pay, in Group 1 in the Labor Pool. The employee with the least seniority in the rate bracket in the Group I affected shall then exercise his/her seniority against the employee with the least seniority in Group I.
4. **LABOR POOL:** Employees in Group I, in the event of a reduction in force, shall exercise their seniority within their classification, within their department, and then exercise their seniority against the employee in Group 1 with the least seniority.
5. Employees in Labor Pool (1Z) job classifications in an occupational group shall not have the right to exercise their seniority against any employee in a designated job classification within the Occupational Groups 2Y or 3Y.
6. **RECALL:** It is agreed that in the event of a cut in production, necessitating a reduction in force, the Company, upon an increase in production schedule, shall have the right to recall employees demoted from designated jobs rather than promote an employee with greater seniority.
7. **TRANSFERS:** When a seniority employee is transferred from one occupational seniority group to another within a plant, he/she shall carry his/her full accumulated seniority to the new group and shall retain no seniority in his/her old group.
8. **UTILITY:** An employee holding a Utility classification, in the event of a reduction in force, shall in the first instance exercise his/her seniority in the same classification that he/she holds. If he/she does not possess sufficient seniority to retain his/her Utility status, he/she will then exercise his/her seniority against the least seniority employee on the classification which established his/her Utility rate. If he/she does not possess sufficient seniority, he/she shall exercise

his/her seniority in the same manner as any other employee being reduced from that classification.

9. **RECALL:** Recall will be in reverse order as provided in Article VIII, Section 18 of the National Agreement.
10. **INTERPRETATION:** It is further agreed that in the event of a dispute as to the interpretation of any of the provisions of the 'Occupational Group' causes of this agreement, either party shall have the right to refer the dispute forthwith to the impartial Umpire.

GROUP 1Z - LABOR POOL

Automation Tender - Major Press Lines
Automation Tender - Welding Lines
Body Deadener Spray Machine Operator
Baler Helper - Steel
Car & Truck Loader
Hooker - Crane
Laborer
Cleaner - General No. 1
Power Sweeper

GROUP 2 - NON-PRODUCTION

DESIGNATED (2Y):
Baler Operator - Steel
Bracer - Crater
Parts & Material Handler - Extra Heavy
A-1 Inspector Floor
A-2 Inspector Receiving
B-1 Checker- Material Control
B-2 Stock Control
C-1 Industrial Lift Truck Operator
C-2 Linefeeder
D-1 Checker- Receiving
D-2Checker- Shipping
Crib Attendant - Head Tool
Driver - Truck
E-1 Industrial Tow Tractor Operator (AGV Tender)
E-2 Industrial Tow Tractor Operator
(Cleaner- General No. 3)
(Cleaner- General No.2)
(Garage Attendant & Car Washer)

GROUP 3 - PRODUCTION

DESIGNATED (3Y):

A-1 Crane Operator (Manitowac)

A-2 Driver - Truck – Semitrailer

A-3 Set Up

A-4 Crane Operator - Radio Controls

B-1 Automatic Blanking Press Operator & Set Up & Control

B-2 Press Operator

B-3 Rolling Machine Operator

B-4 Production Worker

C-1 Special Panel Build-up and Modify

C-2 Repair Salvage

Welder-Arc, Acetylene & Gas

Draw Compound Mixer

Oiler

Shear Operator - Power

Shear Operator - Automatic & Set-up (Slitter)

Automation Tender - Major Press Lines Utility

Automation Tender - Welding Lines Utility

This agreement shall become effective concurrently with the effective date of (a) any new Collective Bargaining Agreement which replaces the October 9, 1999 Collective Bargaining Agreement or (b) any extension of the October 9, 1999 Collective Bargaining Agreement (other than an extension for a temporary or indefinite period) and shall remain in effect for the same period as such new or extended Collective Bargaining Agreement, except as otherwise expressly provided herein.

In accordance with Article VIII, Section 14 of the Master Agreement, pertaining to local production occupational group seniority agreements, this agreement is signed subject to the approval of the National Ford Department of the UAW and the Union Affairs Staff of the Company.

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REGION 1-A REPRESENTATIVE

U.S. UNION RELATIONS MGR

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_____ Date _____

_____ Date _____

SENIORITY - SKILLED OCCUPATIONAL GROUP

It is mutually agreed between Ford Motor Company, Vehicle Operations, Woodhaven Stamping Plant, and the International Union, UAW, Local 387, on September 29, 2003, at Woodhaven, Michigan, that the following provisions will govern the exercise of the Skilled Occupational Group Seniority Agreement.

SKILLED SENIORITY

Employees in classifications contained in Group I through III below shall have seniority by classification except where bracketed.

BRACKETED CLASSIFICATIONS

Employees in the bracketed classifications will be designated as A-1, A-2. A-1 will have the right to bump A-2; but A-2 will not have the right to bump A-1. The same bumping arrangement applies to B-1, B-2.

GROUP I

TOOL & DIE DEPARTMENT

Die Tryout

Die maker

B-1 Cutter Grinder

B-2 Cutter Grinder - New

Hardener - Tool & Die

Welder- Tool & Die

All Around Heavy Machine Operator

Tool Machine Operator

GROUP II

PLANT ENGINEERING DEPARTMENT

Carpenter, Floor Repair, Cement Repair, Window Repair, Painter & Glazier

Electrician

Garage Service Repair

Industrial Lift Truck & Tow Tractor Repair

Machine Repair

Millwright

Plumber- Pipefitter

Power Service - Heat, Steam, Air & Water

Welder- General

Welding Machine & Welding Fixture Repair

GROUP III

QUALITY ASSURANCE DEPARTMENT

Inspector - Tool & Layout

Inspector - Tool & Layout - New

The agreement dated July 21, 1975, consolidated previous skilled inspection classifications into one new classification entitled 'Inspector- Tooling & Layout' and also established the training classification of 'Inspector Tool & Layout -New'.

DIEMAKER - DIE TRYOUT

Employees entering either the Die Tryout and or Die maker classifications will carry their basic Die maker or Die Tryout date of entry seniority to the new classification.

In the event of a reduction in force involving the Die maker classification, a Die maker will not be laid off while a lesser seniority employee classified as Die Tryout remains working on the Die Tryout classification. The classifications of Die maker and Die Tryout are considered as one classification for the purpose of reduction in force and recall.

LEADER CLASSIFICATION:

Employees holding the classification of Leader shall maintain their journeypeople seniority date. In the event of a reduction in force, they shall exercise seniority first within their Leader Classifications and then in accordance with the Skilled Seniority Agreement.

LAYOFFS:

In the event of a layoff from the skilled classifications, an employee in the skilled classifications contained in this agreement shall:

1. Elect to take a layoff and accumulate seniority as outlined in the Master Agreement, or
2. An employee may elect to fill an open requisition, provided however that an employee must return at the first opportunity to his/her skilled classification. Failing to do so after notification by management, an employee shall forfeit all claim to recall to his/her former skilled classification.
3. In the event an employee with Appendix "C" seniority is reduced from a skilled classification, an employee may, at the time of the reduction exercise his/her Appendix "C" seniority on the last classification held immediately prior to his/her promotion or last recall to the skilled classification.

An employee with basic seniority in any occupational group of this agreement who subsequently transfers to more than one date of entry classification in the same or into another occupational group shall have recall rights on their basic classification.

This agreement shall become effective concurrently with the effective date of (a) any new Collective Bargaining Agreement which replaces the October 9, 1999, Collective Bargaining Agreement or (b) any extension of the October 9, 1999, Collective Bargaining Agreement (other than an extension for a temporary or indefinite period) and shall remain in effect for the same period as such new or extended Collective Bargaining Agreement, except as otherwise expressly provided herein.

In accordance with Article VIII, Section 14 of the Master Agreement pertaining to local skilled group seniority agreements, this agreement is signed subject to the approval of the National Ford Department of the UAW and the Union Affairs Staff of the Company.

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SENIORITY TIES

It is mutually agreed between Ford Motor Company, Vehicle Operations, Woodhaven Stamping Plant, and the International Union, UAW, Local 387, on September 29, 2003, at Woodhaven, Michigan, that the following provisions will govern the Seniority Ties Agreement.

1. For this purpose, the last four (4) digits of the employees Social Security number will be used. The employee with the highest such digits will be considered to have the greater seniority: i.e., the employee whose last four digits are 1119 would be considered to have greater seniority than the employee whose last four digits are 1118.
2. In the event the last four digits of two or more employees with the same plant seniority date are identical, the last five digits will be used, or the last six, if necessary.
3. 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 plant seniority. If plant seniority fails to break the tie, then it will be broken by the use of Social Security numbers as outlined in paragraphs 1 and 2.
4. The relative seniority among those receiving the July 1, 1965 date of entry plant seniority, by virtue of the Union Recognition Agreement dated July 1, 1965, shall be determined on the basis of their Company service.

This agreement shall become effective concurrently with the effective date of (a) any new Collective Bargaining Agreement which replaces the October 9, 1999 Collective Bargaining Agreement or (b) any extension of the October 9, 1999 Collective Bargaining Agreement (other than an extension for a temporary or indefinite period) and shall remain in effect for the same period as such new or extended Collective Bargaining Agreement, except as otherwise expressly provided herein.

This agreement is signed subject to the approval of the National Ford Department of the UAW and the Union Affairs Staff of the Company.

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_____ Date _____

SET-UP

It is mutually agreed between Ford Motor Company, Vehicle Operations, Woodhaven Stamping Plant, and the International Union, UAW, Local 387, on September 29, 2003, at Woodhaven, Michigan, that the following provisions will govern the Set-Up Agreement.

1. Employees classified as Set-Up will continue to perform die setting duties and related functions.
2. On the Major Press Lines, Set-Up personnel will adjust conveyors, and move conveyors and other equipment in and out of the bay in which they are working and in the adjacent bays to perform their die set. (For purposes of this agreement, the blanking area will be considered a single bay). Where the equipment requires the use of a crane, the movement will be performed by Set-Up personnel, attached and specially adapted automation equipment between presses on the press lines will continue to be installed and removed by employees of the Plant Engineering Department.
3. In the small press area, Set-Up personnel will move conveyors and such related equipment, including die guards, in and out of a press and from one press to another. Where cranes are needed to move this equipment, Set-Up personnel will be used.
4. Conveyors which are in need of repair and are being moved to the repair shop or those conveyors being resumed after being repaired in the shop will be moved by Millwrights.
5. Set-Up personnel will continue to move dies, to and from regular storage areas, wash rack and repair area, to and from the die room and to and from the press lines.
6. Set-Up personnel will be assigned to the opening and closing and turning of dies outside of the Tool & Die room with the exception of the Small Press areas, where Die Tryout will continue to perform this function.
7. Set-Up personnel will move scrap chutes in the press lines involved in die setting. Plant Engineering will move and replace scrap chutes when necessary for repair.
8. Set-Up personnel will remove all die guards involved in the set-up of Small Presses, OBB's and Major Presses. Tool and Die personnel will remove and replace die guards when working on dies or securing O.K. panels.
9. In the pressroom and small press area, Set-Up personnel will continue to make trial runs after set-up to prove out the set-up, and in conjunction with Tool and Die Department obtain approval from Quality Control of O.K. panels.
10. Die Set personnel will be assigned to the removal and installation of stationary bolster plates.

This agreement shall become effective concurrently with the effective date of (a) any new Collective Bargaining Agreement which replaces the October 9, 1999 Collective Bargaining Agreement or (b) any extension of the October 9, 1999 Collective Bargaining Agreement (other than an extension for a temporary or indefinite period) and shall remain in effect for the same period as such new or extended Collective Bargaining Agreement, except as otherwise expressly provided herein.

This agreement is signed subject to the approval of the National Ford Department of the UAW and the Union Affairs Staff of the Company.

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_____ Date _____

_____ Date _____

SENIORITY LISTS

The Union will be provided with two (2) copies of the seniority list each month. The Company will post one (1) copy of the seniority list monthly.

SERIOUS INJURY NOTIFICATION

The Company Safety Engineer will promptly notify the Union Health and Safety Representative or his/her acting replacement of serious injuries. In cases where the above mentioned Union representative cannot be contacted, the Company will make appropriate efforts to promptly inform the Local Union Chairman, or in his/her absence, the designated replacement.

SHIFT PREFERENCE

It is mutually agreed between Ford Motor Company, Vehicle Operations, Woodhaven Stamping Plant, and the International Union, UAW, Local 387, on September 29, 2003, at Woodhaven, Michigan, that the following provisions will govern the exercise of shift preference.

The Company agrees to the principle that senior employees should be given consideration in the assignment of shifts. However, it is recognized that it is impossible to operate the plant efficiently with all higher seniority employees on any one shift and, therefore, seniority alone cannot be the sole determining factor in applying the above principle.

For the purpose of permitting senior employees to exercise preference in choice of shifts it is agreed that the following rules will apply:

1. Effective the first Monday in February, the first Monday in May, the first Monday in August, and the first Monday in November, and continuing for two (2) consecutive weeks in each instance, seniority employees desiring to change their current shift preference shall be given the opportunity of making their shift preference known by filing their application with the Hourly Personnel Office. A copy of the application so filed will be made available to the employee and the Union. Any employee who does not turn in a shift preference application card during the prescribed period and who has a bump card on file in the Hourly Personnel Office will be considered as desiring no change in his/her preference of shifts. Employees who do not have a shift preference application card on file in the Hourly Personnel Office will be considered as having no preference of shifts. A notice of the application period shall be posted on the plant bulletin board.
2. Employees shall exercise shift preference by classification and department.
3. All shift changes resulting from paragraph I above shall take place the first work day of the fifth week.
4. An employee may be hired, rehired, or reinstated for two (2) weeks on any shift and then will be replaced by the senior employee desiring that shift who has an application as provided above. Such bump shall be effective no later than the first Monday following the two (2) week period.
5. Employees who are unable to file an application for shift change in accordance with paragraph 1 above due to absence from the plant on official leave of absence, vacation, and/or layoff due to a reduction in force or apprentices upon graduation, will be permitted to file an application for shift transfer within the first full week following their return to work.
6. In the event of a reduction in force, shift adjustments will be made for those employees affected by the reduction in force, in accordance with their shift preference of record. In the event an employee is displaced for any reason beyond his/her control, his/her shift preference of record will be honored within two (2) weeks provided he/she so requests within a week and he/she has sufficient seniority.
7. An employee transferred in accordance with the existing Promotional procedure may be bumped by a more senior employee on his/her classification or may bump a junior employee on his/her classification no later than two (2) weeks after the transfer. Such bump shall be effective no later than the first Monday following the two (2) week period. The

senior employee's second choice will be honored after exhausting his/her first shift preference choice. This provision is also applicable to a graduating apprentice.

8. An employee transferred in accordance with the Non-Promotional procedure shall not exercise seniority for shift preference until the next regular shift adjustment season or shift personnel realignment.
9. The seniority date to be utilized in applying the provisions of this Agreement is to be plant seniority for the non-skilled classifications and the skilled date of entry seniority as set forth in the Skilled Occupational Group Seniority Agreement.
10. Deviation from this Agreement may be made by mutual agreement between the Unit Bargaining Committee and Plant Labor Relations.
11. It is further agreed that the Union will notify Plant Labor Relations immediately of any complaints that supervision has not exercised reasonableness in shift adjustments and Labor Relations will be given the following week to make adjustments before the Union resorts to the grievance procedure.
12. No apprentice shall displace a journeypeople on a shift.

This agreement shall become effective concurrently with the effective date of (a) any new Collective Bargaining Agreement which replaces October 9, 1999, Collective Bargaining Agreement or (b) any extension of the October 9, 1999, Collective Bargaining Agreement (other than an extension for a temporary or indefinite period) and shall remain in effect for the same period as such new or extended Collective Bargaining Agreement, except as otherwise expressly provided herein.

In accordance with Article VIII, Section 28(a) of the Master Agreement, pertaining to local shift preference agreements, this agreement is signed subject to the approval of the National Ford Department of the UAW and the Union Affairs Staff of the Company.

**FORD MOTOR COMPANY
WOODHAVEN STAMPING PLANT**

**INTERNATIONAL UNION, UAW
LOCAL 387**

Bonnie Wojewoda, HR Manager

Robert Humphrey, Plant Chairman

Keith Tafelski, LR Supervisor

Carlos R. Perez, Bargaining Committeeperson

Trudy Cagle, HR Associate

Cass M. Simpson, Skilled Trades Bargaining Committeeperson

Pamela A. Siegwald, HR Associate

Joseph Noble, UAW Sourcing Rep

Bob Ermak, Risk Team Leader

John Laird, UAW H&S Representative

Rick Whittemore, PE Manager

Jim Andres, UAW H&S Representative

Ray Ritchie, Tool & Die Manager

Kevin Madigan, UAW 387

Larry Thompson, Area Manager

Mike Spence, UAW Skilled Trades Committeeperson

**DIVISION REPRESENTATIVE
BUSINESS STAMPING UNIT**

REGION 1-A

U.S. UNION RELATIONS MGR

NATIONAL FORD DEPARTMENT

_____ Date _____

_____ Date _____

SHIPPING DOCK - APRONS

It is acknowledged that during the course of the 1996 agreement some serious issues were raised concerning storage practices and other housekeeping issues involving the Shipping Dock Aprons. This is to assure that it is the Company's intent to provide safe working conditions for all employees on the Shipping Dock. This is especially true for Industrial Lift Truck Operators who are charged with the responsibility for moving racks into and out of boxcars and the storage areas. It is intended that appropriate space be allocated for ingress and egress for the Industrial Lift Truck Operators to permit them to perform their assigned tasks in a safe and proper manner. On the loading side of the boxcar a trial process will be developed with alternating storage and work areas as discussed during the 1996 local negotiations. To ensure good judgment is being exercised in this area the floor will be striped to identify storage areas.

SIGHT SAVERS

Sight saver tissue dispensers will be maintained in the satisfactory manner and serviced as necessary.

SKILLED TRADES - CLEAN-UP SKILLS

In confirmation of our discussion during Local negotiations, it is agreed that Skilled Tradesmen will not be required to perform general clean-up duties. Employees on skilled classifications are expected to clean up the debris which they generate in the normal performance of their duties.

SKILLED TRADES - HIRING

THIS IS A COPY OF THE LANGUAGE FROM THE MASTER AGREEMENT TO CONFIRM MANAGERMENTS COMPLIANCE WHEN HIRING SKILLED TRADES, SO AS TO MAINTAIN THE QUALITY STANDARD OF OUR TRADES.

- A journeyman being considered for hiring must generally satisfy one of the following criteria:
- Completion of a bonafide apprenticeship program, with standards equivalent to the UAW-Ford Apprenticeship standards or eight (8) years of experience in the trade.
- Experience and training equivalent to that required in a bonafide apprenticeship program having standards equivalent to those under UAW-Ford program.
- Local agreements having journeyman definitions will remain in effect, subject to the understanding that such local agreements shall not provide for experience requirements greater than eight (8) years for a journeyman.

SNOW REMOVAL

During the winter months, the Company will make appropriate arrangements for the expeditious removal of snow from roadways and parking areas. Similarly suitable efforts for the removal of snow from the employee entrances will be effected with appropriate equipment. A snow blower was purchased during 1993 and is available for the cleaning of sidewalks at the employee entrances by Security, the administration building, the main plant lobby, the ambulance entrance near the Medical Department as well as the sidewalk in front of the administration building.

START TIMES – NON SKILLED

STRAIGHT EIGHT WORKING AGREEMENT

(does not apply to Skilled Trade Employees)

	1 ST SHIFT	2 ND SHIFT	3 RD SHIFT
START TIME	11:00 PM	7:00 AM	3:00 PM
1 ST BREAK	1:00 AM or 1:24 AM	9:00 AM or 9:24 AM	5:00 PM or 5:24 PM
2 ND BREAK	4:00 AM OR 4:30 AM	12:00 PM or 12:30 PM	8:00 PM or 8:30 PM
QUIT TIME	7:00 AM	3:00 PM	11:00 PM

No change to break times.

START TIMES – SKILLED TRADES

During the 1990 Local negotiations the Union suggested that the Company provide a different start time for skilled trades employees so as to alleviate congestion in the locker rooms and parking lots. It was noted by the Company that in addition to the necessity for proper and efficient utilization of our manpower and facilities, start times are predicated primarily upon the interdependent and sequential nature of the various manufacturing, assembly and supportive operations at this location.

It is also important to note that the Company, where beneficial to operations, supports overlap of employee start times for the express purpose of providing communication between individuals and shift operations.

Cognizant of the Union’s expressed concern regarding this subject matter, management is receptive to adjusting the regular start time of the skilled employees by at least two tenths, (e.g., 12 minutes) of an hour (or longer as management may determine) from the respective shift start of the production employees.

Management anticipates that a positive effect will result from this change, as not only is it more convenient for employees, but also it will assist in the communication process between the shifts. Employees whose start times are changed as a result of this understanding will be notified of their new start times by their supervisor.

Nothing herein limits the Company's sole right to determine or change starting or quitting times as expressly provided in Article IV, Section I of the Master Agreement, or extends any rights or special privileges to the employees involved.

STEAM BOOTH EXHAUST

The existing exhaust stack at the Tool and Die Department steam booth will be vented through the roof, following receipt of the appropriate governmental approvals and authorizations.

STOCK TABLES

Supervision will be re-instructed that they shall inform the employees who are responsible for hand stacking blanks on stock tables that such blanks should not be stacked in excess of twelve (12") inches high. Material Handling procedures regarding palletized blanks shall be observed and protective posts shall be installed on intermediate and other lines as needed.

STOOLS

Upon request, stools will be provided in the layout crib machine shop, and the fixture area (Bay L/3) where the use of such stools will not interfere with efficiency or create a safety hazard.

STOP SIGNS

A joint survey will be conducted to determine the intersections where stop signs are necessary. They shall be of the conventional octagon shape with red background and white letters. Following any major rearrange of operations which significantly affects normal traffic routes, a joint safety survey will be conducted to ascertain the need for stop signs.

TARDINESS

If an employee is being coded late, the Supervisor will notify the employee on the same day and advise the employee the amount of time the employee is being docked.

TELEPHONES - BASEMENT

The Union expressed concern during the 1993 Local Negotiations that the phone service supplied in the basement was not adequate owing to the noise levels experienced in that location. The company will consider utilization of a "press to talk" type phone in the present basement areas in an effort to improve communications from those areas as well as the use of some bi-wing booths, similar to the pay phone booth on the LCL dock, in an effort to shield the phones from some of the ambient noise.

TELEVISION SYSTEM

During 1999 Local Negotiations, it was agreed that the Company would provide access to one Local News Station, and the following cable stations: CNN Headline News, ESPN, The History Channel, and The Discovery Channel.

TEMPORARY CLASSIFICATIONS

In the course of 1979 Local Negotiations, the Union raised questions concerning the scheduling of employees on Temporary classifications for overtime work assignments.

The following procedure is now established for those employees who are assigned to temporary classifications.

Employees assigned to temporary classifications will be reclassified and moved to the overtime list of the classifications. They will assume the highest accumulated overtime hours on the classification on the shift to which assigned. Upon completion of the temporary assignment, the employee will be reclassified and returned to the permanent classification overtime list where he/she will again assume the highest hours on the shift to which assigned.

Those employees who are temporarily classified and have been on the temporary classification for a 30 (thirty) day period or have been previously assigned to the same temporary classification for a 30 (thirty) day period will be replaced by a senior employee desiring that shift who has an application on file, provided that the senior employee is permanently classified or, if temporarily classified, has been so classified for greater than a 30 (thirty) day period. Such bump shall be effective no later than the first (1st) Monday following the above noted thirty (30) day periods.

The Hourly Employment Office has established a follow-up procedure on all temporary reclassifications. This procedure provides for a reminder notice at the conclusion of the temporary assignments, at which time the Wage Administrator follows up to determine the status of the temporarily reclassified employee and takes appropriate action.

TEMPORARY VEHICLE AND CRANE PERMITS

Temporary operating permits for cranes or vehicles will only be issued by the Safety Unit.

TOBACCO VENDING

The vending machine company has been instructed that when tobacco products are to be vended from any machine, that machine will be restricted solely to the vending of tobacco products.

TOOLS - SET-UP, MATERIAL CONTROL CHECKER, STOCK CONTROL AND INSPECTOR

FLOOR

When tools and other equipment are necessary to perform job assignments, they will be provided to the employees upon request.

TOOLBOX OR TOOL DAMAGE

The Company will continue its present practice of repair, replacement or reimbursements as appropriate for required personal toolboxes and tools damaged on Company premises from causes beyond the employee's control.

When it is determined that a valid claim exists, such claim will be settled within sixty (60) days. In the event this time is exceeded, the Human Resources Manager will have thirty (30) days to resolve the issue.

TOOLBOX REMOVAL - IDENTIFICATION PROGRAM

A two-part card system will be developed to properly identify the owner of personal toolboxes being removed from the plant. After being sealed by the Non-Production Stores Crib, a numbered card will be affixed to the toolbox and a similarly numbered card will be given to the employee. Upon exiting the plant, the employee will be required to sign and surrender his/her card to Security. Security will verify the card number with the card number on the toolbox permitting the employee to remove the box. Security will retain the card for three (3) months at which time it will be destroyed.

TOOL CABINETS - MACHINE SHOP

During the 1990 Local Negotiations the Union made the Company aware of the fact that Skilled Trades employees working in the machine shop have inadequate and obsolete storage facilities to safely secure large Company provided (commercial type) tools, operational aids, and equipment which they regularly use on a daily basis in the normal performance of their respective jobs.

In an effort to alleviate congestion in this area, effectuate the efficient distribution of large work tools, and to provide proper and secure storage for them, the Company will purchase two (2) heavy duty Lista International (Model # MA07146) cabinets, or two of similar construction as replacements for this purpose.

TOW DRIVER - NORTH YARD

During 1979 Local Negotiations, the discussion of the classification normally assigned to roadway clean-up (not operation of the street sweeper) debris pick-up, screen and bar recovery, tractor mounted broom, and general sweep up duties in the North yard, indicated that vehicle operations was a fairly frequent aspect of the work assignment. At the Union's request, the classification of Industrial Tow Driver will be assigned to the duties as discussed. The foregoing, notwithstanding a Linefeeder, may be assigned to supplement the efforts of the tow driver normally assigned to these duties.

TRAINING ASSIGNMENTS - SHIFT PREMIUM

A review of applicable shift premium payments will be made for specific training assignments by the Human Resource Manager at the request of the Unit Skilled Trades Committeeperson.

TRAINING – ATMPL

During the course of the 2003 Local Negotiations, the Company and the Union discussed to need for expanded training within the ATMPL classification. Specifically, the parties identified the de-stacker unit on #9 press line and overall automation of remaining press lines as areas requiring expanded training.

As a result of these negotiations, the parties jointly agree to refer these concerns to the Joint Training Steering Committee for suggestions on how to resolve such matters. Through this process, the parties seek to use the area versatility matrix process to provide training to employees who display an interest in such training.

TRAINING - EQUIPMENT

New and inexperienced employees of the Crane Operator-Radio Controls, Industrial Tow Tractor Driver, Industrial Lift Truck Operator, and Salvage Repair classifications shall be given basic familiarization with their equipment and the controls for their equipment as well as applicable safe practices as the initial phase of their on-the-job training. This indoctrination and training will be provided by qualified personnel.

TRAINING – QUALITY

During the course of the 2003 Local Negotiations, the Union expressed a series of concerns regarding the amount of training that is given to employees in the Inspector Floor classification. As a result of these negotiations, the parties jointly agree to allow employees who are new to the Inspector Floor classification ample training that will aid them understanding their responsibilities. Training may include, but will not be limited to, areas such as FPA (Ford Production Audit) Evaluation, SPC (Statistical Process Control), Weld Quality Systems, Proper Use of Tools, and Weld Checks. Such training will involve a combination traditional classroom settings as well as on-the-job-training.

TRAINING - SAFETY

This will confirm our discussion during 2003 Local Negotiations that the safety of all employees is important to the Company and Union. A review of employee safety training records will be conducted within sixty (60) days of ratification of this Agreement.

UNION LEAVE - OVERTIME CHARGES

During 1999 Local Negotiations, it was agreed that employees excused from their regular duties for purposes of approved leave of absence for Union business will not be charged for daily or weekend overtime opportunities lost as a consequence of such leave of absence (from the starting date of such leave).

The parties also agreed that employees will not be charged for such overtime opportunities provided that the leave of absence is not for full time union office.

UTILITY - ATMPL - ATWL

In accordance with the understanding reached during 1979 Local Negotiations, the Company agrees to apply the Utility designation to the ATMPL and ATWL classifications as provided below:

- (1) A survey of plant operations on which the ATMPL and ATWL classifications are utilized will be conducted following ratification of the agreements. Employees who are determined to be performing utility and/or relief functions will be so identified.
- (2) Appropriate job posting procedures will be followed to fill the openings identified.
- (3) Periodic audits will be conducted by the Hourly Personnel Section to insure that an appropriate number of employees classified ATMPL and ATWL -Utility is maintained.

VACATION SCHEDULING - MIDWEEK

In confirmation of our discussions during Local negotiations, it is understood that employees may request 40-hour vacations with increments in adjoining weeks.

In confirmation of our discussions during 1987 Local negotiations, it is understood that employees may request midweek vacations of 20 or more hours.

VACATION SCHEDULE NOTIFICATION

In accordance with the provisions outlined in Article IX, Section 25 of the Master Agreement, vacation slips (Form 2611) will be made available to all employees. Employees will be given written disposition (Form 2611) of their application for vacation within three (3) days. Such notification will be thirty (30) days in advance of the vacation starting date.

Nothing in the foregoing is intended to change or modify the agreements and understanding between the parties as set forth in the Master Agreement and Letters of Understanding.

VACATION SHUTDOWN – ELECTION CARDS

Employees electing to work during a scheduled shutdown, as defined in the Master Agreement, will fill out a “Shutdown Election Card” stating the weeks and shift they are willing to work. All shutdown election cards will be available by February 1st of each year. All cards must be date stamped and turned in to Labor Relations by March 1st of each year. There will be NO changes to the cards permitted by employees after March 1st. An employee with no card on file will be considered a refusal. If the Company has failed to provide a schedule by April 1, all shutdown election cards will be null and void.

VENDING MACHINES

During 1999 Local Negotiations, it was agreed that twelve (12) additional vending machines (6 pop, 6 coffee) would be added in the following departments:

- | | |
|--------------------|---------------------|
| 1) 9072 department | 4) 9096 department |
| 2) 9076 department | 5) 9060 department |
| 3) 9092 department | 6) Maintenance shop |

The parties understand that the coffee machines will be monitored for usage, and if the vending company determines that usage is insufficient, Labor Relations will give advance notice to the Union prior to a machine being removed.

VENDING MACHINES - SERVICE

Arrangements have been made with the vendor to ensure that vending machines needing service will be given prompt service. Each break area will be serviced at least once a shift.

VENTILATION

The Union and Company Health and Safety Representatives have monitoring equipment available to check the operational efficiency of ventilations systems. Complaints of inadequate ventilation will be checked by the Health and Safety Representatives and appropriate measures will be taken to ensure proper operation of the plant ventilation systems.

As a result of the discussions on this subject the parties have agreed to have an audit of air supply and exhaust systems conducted following the conclusion of the 1987 negotiations. The survey will be scheduled to be performed at such time as the weather conditions permit the opportunity for the most accurate and meaningful measurements. Deficiencies will be corrected in a timely manner. In addition, surveys will also be conducted in conjunction with plant re-arrangements which could have an adverse effect on ventilation systems. Appropriate adjustments will be made as determined necessary by the survey results.

A program of inspection and maintenance of air exhaust and intake equipment is currently in effect and will be continued to assure that such units are in good operating condition prior to the seasonal needs.

The company will review the cleaning schedules for the main basement ventilation intake fans following the conclusion of 1993 Local Negotiations. The basement exhaust fans will also be included in the review. The purpose of the review will be to determine the establishment of an appropriate cleaning schedule for the subject equipment. Establishment of the cleaning schedule will be followed by appropriate determination and installation into the ABC Maintenance system. A recent inspection of this equipment indicates that two of the boots on the basement exhausts are in need of repair and the louvers are in need of cleaning. The deficiencies noted in the recent inspection will be corrected promptly.

VESTIBULE DOOR HEATERS

Vestibule door heaters will be inspected periodically to insure that they are maintained in operating condition to meet seasonal needs. Necessary repairs will be made expeditiously.

VESTIBULE OVERHEAD DOORS - MAINTENANCE

A program of inspection and maintenance of vestibule overhead (vehicle exit and entrance) doors is currently being conducted by the Plant Engineering department and will be continued to assure that doorways remain readily accessible and in good operating condition to meet the seasonal needs. Also, vehicle operators will be reinstructed of their responsibility and obligation to keep these doors closed after use.

VESTIBULE VEHICLE DOORS

During the 1979 Local Negotiations, the Union expressed concern regarding vestibule vehicle door maintenance, heating and utilization.

WAGE RATES FOR WOODHAVEN STAMPING PLANT
RATES EFFECTIVE SEPTEMBER 29, 2003
UNSKILLED CLASSIFICATIONS

Occ Code	Classification	Sen Group	Maximum Rate
0500150	Checker Material Control	2Y	25.930
0500260	Checker Receiving	2Y	25.695
0500300	Checker Shipping	2Y	25.695
0500890	Inspector Floor	2Y	25.930
1200170	Crib Attendant Head Tool	2Y	25.695
2100070	Crane Operator Radio	3Y	26.040
2170130	Crane Manitowac	3Y	28.880
2300090	Cleaner Group #3	2Y	25.695
2501760	Oiler	3Y	25.830
2700220	Linefeeder	2Y	25.655
2801610	Repair Salvage	3Y	25.930
5200360	Industrial Lift Truck Operator	2Y	25.655
5200370	Industrial Tow Truck Operator	2Y	25.405
5800030	Production Worker	3Y	25.370
8100190	Auto Tender Major Press Line-ATMPL	1Z	25.830
8100199	Auto Tender Major Press Line UT	3Y	25.930
8100250	Auto Tender Weld Line	1Z	25.830
8100259	Auto Tender Weld Line UT	3Y	25.930
8100200	Setup	3Y	26.340
8805900	ABP&SU (Blanker Opr)	3Y	25.930
8400350	Compound Mixer	3Y	25.695
5800470	Special Build	3Y	26.205

WAGE RATES FOR WOODHAVEN STAMPING PLANT
RATES EFFECTIVE SEPTEMBER 29, 2003
SKILLED CLASSIFICATIONS

Occ Code	Classification	Sen Group	Maximum Rate
0670300	Inspector Tool & Layout	95Y	29.810 - 30.010
2570770	Electrician	97Y	29.810 - 30.010
2570770	Electrician Leader	97^	30.440-30.640
2571200	Industrial Truck Repair	97Y	27.450 – 29.650
2571207	Industrial Truck Repair Leader	97Y	30.080 – 30.280
2571370	Machine Repair	97Y	29.810 - 30.010
2571377	Machine Repair Leader	97Y	30.440 – 30.640
2571470	Carpenter	97Y	29.335- 29.535
2571477	Carpenter Leader	97Y	29.965 – 30.165
2571660	Millwright	97Y	27.450 – 29.650
2571667	Millwright Leader	97Y	30.080 – 30.280
2572340	Pipefitter	97Y	27.450 – 29.650
2572347	Pipefitter Leader	97Y	30.080 – 30.280
2573030	Welder Repair	97Y	29.810 - 30.010
2573037	Welder Repair Leader	97Y	30.440 – 30.640
5070100	AA Heavy Machine	90Y	29.810 - 30.110
5070340	Diemaker	90Y	29.810 - 30.010
5070347	Diemaker Leader	90Y	30.440 - 30.640
5070430	Die Tryout	90Y	30.075 - 30.275
5070437	Die Tryout Leader	90Y	30.610 – 30.810
5072060	Tool Machine Operator	90Y	29.550 – 29.750
5570420	Welder Tool & Die	90Y	29.810 - 30.010
5570430	Welder General	97Y	29.550 – 29.750
5570437	Welder General Leader	97Y	30.180 – 30.880
3570820	Refrigeration, Maint & Install	97Y	29.810 - 30.010

WELDER MAGNIFYING LENSES TOOL & DIE AND WELDER GENERAL

Five magnifying lens plates will be provided to Tool & Die and Plant Engineering and will be available for use on special jobs upon the request of a Welder, when authorized by his/her supervisor.

WORK-SOURCING

During the 2003 Local Negotiations, the parties discussed the necessity for proper communication in the event that work is being sent out of the building. The Company recognizes the importance of notification and agrees to continue to follow the guidelines set forth by the Master Agreement.

WORK STANDARDS

The right of the Company to establish and enforce the expected amount of production is recognized. Such expected amount of production shall be fair and equitable and shall be set on the basis of normal working conditions, the quality of workmanship, and the normal working capacities of normal experienced operators, with due consideration to fatigue and the need for "personal" time.

WORK STANDARD - LETTERS

If an employee or his/her Committeeperson requests from his/her supervisor the expected amount of production for an eight (8) hour period, and such a figure has been determined by the Industrial Engineering Department, the employee or his/her Committeeperson will be advised of such figures. If such figures have not been determined, the Industrial Engineering Department will be requested to establish the expected amount of production as soon as possible. This expected amount of production will remain unchanged unless the conditions upon which the original amount of production was established changes.

When a study is to be made for the purpose of establishing a standard, the employee on such job shall be notified at the time the study is to be made. If the employee requests his/her committeeperson, the supervisor will call the committeeperson. When a study is made for purposes other than establishing a standard, the purpose of the study will be made known to a Union representative upon his/her request. Work Standard recap sheets are maintained in the Production Office and are available to the supervisor and Union. At the Bargaining Committee's request, a review of the elemental breakdown will be provided by an Industrial Engineer to a designated Union Representative.

At the request of the Bargaining Committee person, representatives of the Industrial Engineering Office and the Labor Relations Office will be made available to meet and discuss specific work standards complaints.

In addition, when management contemplates discipline for failure to follow instructions, failure to perform, or restricting production, as it relates to the above paragraph, and the Union demonstrates to management that a temporary suspension of action for the purpose of further clarification of the facts is warranted, a suspension for a period of twenty-four (24) hours will be granted.

YARD SWEEPER

During 1999 Local Negotiations, the Union expressed concern about dust in the back yard. The Company is committed to maintaining the area involved and agreed that the yard sweeper would be operated on two shifts, until the issue is adequately addressed.

Complaints, which may arise on occasion, should be directed to the Labor Relations Supervisor for resolution.

YARD SERVICE AND STORAGE AREAS

In accordance with the understanding reached during 1990 Local negotiations, the Company has stated it will continue to maintain work areas in the yard used for service and/or storage.

Deficiencies will be corrected in a timely manner. Complaints of poor maintenance will be checked by the Union Health & Safety representative and the Company Safety engineer.

RE-AFFIRM D-2 COMMITMENT

1. Proper storage of oxygen tanks on the manufacturing floor will be accomplished by securing the tanks to a stationary object or by positioning the tank in a holder. Oxygen tanks will not be transported in a horizontal position on forks, and will be transported to and from work locations in an appropriate carrier. Propane tanks to be stored outside in a safe manner.
2. Arrangements have been made to clean the vehicle marshaling area on a daily basis during the week.
3. Plant aisleways will be maintained in such a manner as not to constitute a safety hazard. Continued emphasis will be given to the proper placement of racks, dollies and containers. Immediate attention will be directed toward "C" and "V" aisles.
4. The Company reiterates its intention to eliminate congestion in the plant and to maintain adequate access to and from workstations. Excessive oil and water on the floor will be promptly mopped up so as not to create a hazard. Slugs and scrap will not be allowed to accumulate to the degree of becoming unsafe. Drip pans in the Metal Assembly Area will be cleaned on a regular basis. Complaints will be promptly investigated and where necessary, corrective action will be taken.
5. All Supervision have been reinstructed regarding safety practices and their obligations under the Master Agreement.
6. Employees are provided gloves which are in good repair and which provide ample protection.
7. Employees are not required to wear gloves worn by others unless first laundered. This will be reemphasized with all supervision.
8. Employees are not required to load railroad cars without a dock plate in position.
9. It is supervision's responsibility to check the Medical Section if a question arises concerning an employee's medical restrictions.
10. All Supervision have been reminded of Company policy related to employee relations. They are aware of their obligations in the treatment of hourly employees.
11. Eyeglass cleaning stations are serviced daily during the week. They will be maintained in such a manner as to offer employees cleaning tissues.
12. Experience has indicated that the pulling of dolly trains down the north-south shipping dock aisles in excess of three (3) is not unsafe. Dolly trains are limited to three (3) in the manufacturing area and appropriate supervision and hourly employees will be reinstructed accordingly.
13. Employees handling side bars on door assembly racks will be instructed by supervision at the beginning of the shift to stand clear when welding repairs are being made.
14. Employees will not be required to work under or in scrap chutes when scrap is being generated.
15. Quality Control Standard panels will not be hung over electrical panel doors so as to obstruct access to the electrical panel door latch.
16. On temporary production grinding operations, shields will be provided as necessary.
17. Supervision will be instructed that excessive water at workstations will be mopped up promptly and cardboard is not to be used to cover or soak up water.

18. The Company provides necessary safety equipment on operations requiring such equipment. All supervision will be reinstructed to assure that the prescribed safety equipment is on the job. Employees will not be required to run the operation without the equipment the Safety Unit determines is necessary.
19. Industrial vehicles, which have defects making them unsafe to drive are taken out of service and repaired. Vehicles in the Truck Repair Shop which have been tagged out by the Safety Unit will only be released by Safety. Industrial vehicles in for repair, for which a repair order has been issued, will only be released by a member of the Plant-Engineering Department having responsibility for truck repair.
20. Employees required to hand load or unload presses will be provided with press control, except where a barrier precludes the possibility of placing their hands, fingers or any part of the body in the crush points of the press.
21. The recent understanding that tubs or baskets are not to be stored in the row immediately next to the crib above the crib wall is being adhered to.
22. Complaints that presses which are claimed to be drifting over the top an excessive amount, will be checked by the Safety Unit. Any found by the Safety Unit to be in need of adjustment will be tagged out immediately and repaired.
23. Complaints that welding machines are double cycling will be promptly reported to the Safety Unit. Production will not be run through such equipment until Safety approves the operation.
24. To prevent water and oil from accumulating on the floor on the Truck Floor Pan Assembly Line, trenching and a pit was built. Drip pans in the Metal Assembly Area will be cleaned weekly, if required. Floor conditions at the Horse Collar Assembly Line will be kept free of odor.
25. Only qualified employees will be assigned to work in automation equipment and are required to observe the safety lockout procedure. All supervision has been informed of this requirement.
26. The Supplemental Cafeteria is swept once each shift and will be mopped on a daily basis during the week. The drinking fountains will be maintained and kept in proper working condition. Vending personnel shall be reinstructed on proper cleaning procedures. Tables will be cleaned after the serving period, and chairs will be cleaned as needed.
27. Four (4) portable platform ladders for use in the High Bay and five (5) portable platform ladders for use in the Low Bay. Additional step and extension ladders have been received and ladders will be stationed in the basement. Employees are not required to use a ladder having a defect which makes it unsafe. Ladder stations will also be established in the manufacturing areas.
28. Complaints that temporary electrical wiring has existed for unreasonable length of time or creates an unsafe condition will be reviewed by the Safety Department; where necessary, corrective action will be taken. The blanker area will be maintained in a satisfactory degree of housekeeping. Oil will be mopped up and slugs will be picked up. Containers were provided in the area for disposing of banding steel and debris.
29. Personnel stands and palm button stands will be maintained in accord with good housekeeping practices.
30. When grip tows are not available, and the movement of racks cannot be safely performed by one person, supervision will secure additional manpower.
31. For the duration of this agreement, one Committeeperson will be allowed over and above the number provided for under Article IV, Section 4 of the Master Agreement. Such Committeeperson will be a qualified person appointed by the Regional Office and the National Ford Department, whose duties will consist of handling health and safety matters.

32. To confirm our discussion regarding the D-2 settlement, of the medical pass issue, the following procedure will be used to implement the language.
33. Employees with serious injuries and/or illnesses shall be issued a medical pass immediately.
34. Employees having minor illnesses shall be issued a medical pass as soon as a replacement is available (i.e., employee is to be relieved in the next turn and if a relief person is not available, other arrangements will be made to release the employee). At no time should the time exceed reasonable limits.
35. Employees who claim to be unable to continue working because of minor illnesses will be issued a pass (Form 5152) at their request after being examined by Medical personnel. Only those employees who in Medical's judgment require additional personal treatment will be required to submit satisfactory medical evidence (Form 5166) that they are able to return to work before being allowed to return.
36. Complaints that prompt attention is not being given to employee requests will be reviewed by the Labor Relations Office and corrective action will be taken.
37. It is the direct responsibility of the supervisor to ascertain expiration date of Vehicle Permits of employees under his/her supervision, and to make the necessary arrangements with the Medical Department to have persons with expired permits re-examined. After the employee has been examined by Medical Department and found to be physically qualified, he/she will be issued a Form 5150 which he/she will take to the Safety Department where his/her new permit will be issued.



Ford Motor Company

**Woodhaven Stamping Plant
20900 West Road
Woodhaven, MI 48183 USA**

September 23, 2003

Mr. Robert Humphrey
Chairman, Local 387

Dear Mr. Humphrey:

Subject: Quality - Issue Resolution

During the course of 2003 Local Negotiations, the Union raised a concern about the resolution of quality issues. The Company stated that on occasion, a decision may be made to produce a part with a potential quality issue, when that issue does not impact customer satisfaction. It is in the interests of both parties to ensure that employees involved in producing these parts understand the rationale supporting the decision. Therefore, the key member of operating management who makes such a decision, will, upon request, provide to the inspector in the area, a written notice of that decision in the form of an AVO (Avoid Verbal Orders).

In some instances, operating management may need to discuss with employees conditions that necessitate the need to produce parts that contain a quality concern.

The Local Joint Quality Committee will continue to review internal processes, provide a forum that allows employees to raise product quality concerns, and make process corrections, if necessary. The Local Joint Quality Committee will continue to take actions that support the WSP Quality Policy; Provide Our Customers with Products that Continually Meet or Exceed their Expectations.

Sincerely,

Bonnie Wojewoda
Human Resources Manager

Concur: _____
Robert Humphrey
Chairman, Local 387



Ford Motor Company

**Woodhaven Stamping Plant
20900 West Road
Woodhaven, MI 48183 USA**

September 23, 2003

Mr. R. E. Humphrey
Chairman, Local 387

Dear Mr. Humphrey:

Subject: Zero Tolerance for Harassment

During the 2003 Local Negotiations, the Company and Union discussed their long-standing and shared commitment to ensure a work place free from discrimination, harassment, and violence. Threatening, disrespectful language or inappropriate behavior will not be overlooked nor condoned. The standard of zero tolerance for harassment of any type is understood, communicated and enforced. Breaches of this standard are considered serious misconduct and are handled accordingly.

Woodhaven Stamping Plant must have a culture of inclusion, where employees interact with dignity and mutual respect. We value the differences in employees' backgrounds, and maximize the benefits derived from a diverse workforce.

Woodhaven Stamping Plant is a world-class facility with a workforce that is second to none. We work jointly to ensure that employees feel proud to work here.

Sincerely,

Bonnie Wojewoda
Human Resources Manager

Concur: _____
R. E. Humphrey
Chairman, Local 387

Ford Motor Company



Woodhaven Stamping Plant
20900 West Road
Woodhaven, MI 48183 USA

September 23, 2003

To: Robert Humphrey
Chairman, Local 387

Subject: Quality Training

During the course of the 2003 Local Negotiations, the Union expressed a series of concerns regarding the amount of training that is given to employees in the Inspector Floor classification. As a result of these negotiations, the parties jointly agree to allow employees who are new to the Inspector Floor classification ample training that will aid them understanding their responsibilities. Training may include, but will not be limited to, areas such as FPA (Ford Production Audit) Evaluation, SPC (Statistical Process Control), Weld Quality Systems, Proper Use of Tools, and Weld Checks. Such training will involve a combination traditional classroom settings as well as on-the-job-training.

Respectfully,

Bonnie Wojewoda
Human Resource Manager

Concur: _____
Robert Humphrey,
Chairman, Local 387



Ford Motor Company

**Woodhaven Stamping Plant
20900 West Road
Woodhaven, MI 48183 USA**

September 23, 2003

To: Robert Humphrey
Chairman, Local 387

Subject: Wage Rates and Classifications

Date: September 17, 2003

This is to confirm that new wage rates and classifications are national issues and not subject to local negotiations. The parties agree that issues of this nature will be referred to the national parties for resolution. At the close of negotiations at Woodhaven Stamping Plant, the following issues will be reviewed and, where appropriate, forwarded to the national parties:

- New classification, Carpenter Leader.
- New classification, Industrial Lift Truck Mechanic Leader.
- New classification, Welder General Leader
- Leader / Temporary Leader (Various skilled classifications with less than 10 employees per shift).

Respectfully,

Bonnie Wojewoda
Human Resource Manager

Concur: _____
Robert Humphrey,
Chairman, Local 387



Ford Motor Company

Woodhaven Stamping Plant
20900 West Road
Woodhaven, MI 48183 USA

September 23, 2003

Mr. Robert Humphrey
Chairman, Local 387

Subject: Woodhaven Stamping Plant 40th Anniversary

During the 2003 Local Negotiations, the Company and Union discussed the significance of the 40th anniversary of the Woodhaven Stamping Plant in 2005. This milestone event represents the long-standing commitment by employees, the UAW and Ford Motor Company to work together to create products and a workplace that is world class.

Both parties agree that a joint 40th Anniversary Celebration Committee will be established in 2004 to design an event to celebrate this landmark occasion.

Sincerely,

Bonnie Wojewoda
Human Resources Manager

Concur: _____
Robert Humphrey,
Chairman, Local 387

Ford Motor Company



Woodhaven Stamping Plant
20900 West Road
Woodhaven, MI 48183 USA

September 23, 2003

Mr. Robert Humphrey
Chairman, Local 387

Subject: Cafeteria Food Service

This will confirm the understanding reached during the present negotiations that the Company and Union will establish a joint Cafeteria Food Service Committee following the ratification of this Agreement. The purpose of this Committee will be to evaluate food service suppliers and determine the feasibility of selecting a food service company that will provide quality food, dependable service, and competitive pricing to Woodhaven Stamping Plant employees.

Sincerely,

Bonnie Wojewoda
Human Resources Manager

Concur: _____
Robert Humphrey,
Chairman, Local 387



Ford Motor Company

Woodhaven Stamping Plant
20900 West Road
Woodhaven, MI 48183 USA

September 23, 2003

Mr. Robert Humphrey
Chairman, Local 387

Dear Mr. Humphrey,

During the recent Local Negotiations, The Union and Company expressed a desire to recognize employees who exhibit excellent attendance. To aid in developing methods by which to recognize such employees, both parties agreed to establish a joint Attendance Recognition Committee. This committee will meet periodically to discuss ways to recognize employees who maintain an excellent attendance record and to develop an Attendance Recognition Program that will encourage employees to maintain excellent attendance.

The Attendance Recognition Committee will also be asked to participate in developing a program that will be aimed at addressing employees who exhibit poor attendance. Both parties recognize the harmful impact that absenteeism has on quality, cost control, plant efficiency, and the morale of employees whose regular job assignments may be disrupted as a consequence of the absenteeism of other employees.

Sincerely,

Bonnie Wojewoda
Human Resource Manager

Concur: _____
Robert Humphrey,
Chairman, Local 387



Body and Assembly
Ford Motor Company

Woodhaven Stamping Plant
20900 West Road
Woodhaven, Michigan 48183

September 23, 1996

Jim Hall, President
Local 387, UAW

Subject: "Best-In-Class" Quality Program

Dear Mr. Hall:

During the current negotiations the Company and the Local Union reaffirmed their joint commitment to the principles and objectives of continuous improvement in all of the operations of the Woodhaven Stamping Plant.

A very meaningful dialogue was established regarding these commitments in the area of Quality. This dialogue has served to expand the knowledge of both parties as it relates to the "Best-In-Class" Quality Program that was established in 1987. The national parties agreed that this program would not expire with the collective bargaining agreements. These particular issues are of sufficient impact that the Quality Program has become a "living document" permitting the parties to continuously improve, support and expand the UAW-Ford "Best-In-Class" Quality Program outside the collective bargaining agreement.

This dialogue has proven most satisfactory in achievement of a real comprehension between the parties for development of appropriate avenues of communication and realization of the factors which promote perception of the circumstances that will aid in the implementation of appropriate Quality Objectives as a significant and most important aspect of our operations.

Yours truly,

F.T. Drabek

F. T. Drabek,
Manager Human Resources

July 15, 1974

FORD MOTOR COMPANY

Metal Stamping Division

Woodhaven Stamping Plant

Mr. J. T. Gregory, President

Local 387 - UAW

24250 Telegraph Road

Flat Rock, Michigan 48134

In the course of recent discussions, the Union raised questions concerning the indiscriminate reassignment of an employee to another job within his/her classification. Although we are not aware of any actual case in which such reassignment occurred, this is to advise you that it is not Company policy to indiscriminately reassign an employee within his/her classification.

In the event it is necessary to loan employees from one classification to another classification, the employee will be loaned in accordance with the terms of the Local Agreement and the provisions of Article VIII, Section 22, of the Master Agreement.

The Company will schedule meetings with all operating floor supervision for the purpose of explaining the Company's obligation with regard to reassignments and loans.

Complaints that supervision have not acted in accordance with this letter may be referred to reassignments and loans.

Complaints that supervision have not acted in accordance with this letter may be referred directly to the Plant Industrial Manager for review.

J.G. Grotz, Manager

Industrial Relations Department



Ford Motor Company

**Woodhaven Stamping Plant
20900 West Road
Woodhaven, MI 48183 USA**

October 12, 1999

Mr. J.E. Hall
President/Chairman, Local 387

Dear Mr. Hall:

The Company and Union have individually supported community efforts for decades. The Company has established corporate citizenship as one of the key operating strategies to ensure global competitiveness. A cornerstone to the Union movement has historically been strong support for community service activities.

During the course of 1999 Local Negotiations, the Company and Union discussed ways to further our shared goals in this arena. We agreed that we will explore joint opportunities to enhance our role in the Downriver community.

Sincerely,

C.A. Cirbes
Human Resources Manager

Concur: _____
J.E. Hall, President
Local 387, UAW



Inter Office

Body and Assembly Operations

Woodhaven, Stamping Plant

September 23, 1993

To: Mr. J. Hall, President
Local 387, UAW

From: E. C. Galinis

Subject: Cooperation and Cooperative Efforts

The Company and the Union acknowledge that at both the National and Local Union levels the parties have engaged in a variety of improvements, promotions, and recognitions which have served our common interests.

Working together for a number of years and especially during the term of the 1990 agreements, Woodhaven employees have displayed a spirit of teamwork, cooperation and mutual interest to produce substantial results. In this regard the local parties agree that such activities need to be continued and pursued.

The validity and necessity of cooperative efforts has been examined by the parties during the 1993 Local Negotiations. Cooperation in all of its variables, needs to be considered as a natural adjunct of teamwork and self-directed work groups and among employees (skilled or non-skilled) working together to accomplish a common project or task.

Gene Galinis

E.C. Galinis

Plant Manager

Woodhaven Stamping Plant

Concur: J. Hall, President
Local 387, UAW



Ford Motor Company

**Woodhaven Stamping Plant
20900 West Road
Woodhaven, MI 48183 USA**

October 12, 1999

Mr. J.E. Hall
President/Chairman, Local 387

Dear Mr. Hall:

During the course of 1999 Local Negotiations, the Union raised concerns about assignments of Die Tryout personnel to work that is normally done by production employees. This letter reaffirms the Company's expressed commitment to properly utilize Die Tryout personnel. Once the required changes are made, Die Tryout personnel are expected to run a sufficient number of panels that ensures quality parts. The exact number required is predicated on the extent and nature of the changes that were made. Generally, that should be up to fifty (50) parts that meet all quality specifications.

The Company reaffirms its commitment to use Production employees to perform regular production runs.

Sincerely,

C.A. Cirbes
Human Resources Manager

Concur: _____
J.E. Hall, President
Local 387, UAW

Body and Assembly
Ford Motor Company

Woodhaven Stamping Plant
20900 West Road
Woodhaven, Michigan
Mailing Address
P O. Box 327
Trenton, Michigan 48183

To: All Employees

It is the policy of the Company and the Union to support all areas outlined in the Master Agreement to fully utilize the work force and to be dedicated to productivity and quality improvements.

The common goal of both parties is to actively support current programs and to search for and create new methods, training programs and other improvements that enhance our competitive position. Our top priority is customer satisfaction.

Woodhaven Stamping Plant will continue to demonstrate corporate leadership in the quality of our operations. Continued improvements in our products, quality productivity and people will enable us to maintain the highest standards of competitiveness.

We unquestionably realize that our productivity and operational effectiveness can only be accomplished through employee cooperation and the full utilization of the abilities and knowledge of our entire work force.

Management reaffirms its confidence and continuing commitment to sponsor and provide to the fullest all of our ongoing National and Local programs such as, Employee Involvement, New Technology Training, Best-In-Class Quality, Employee Assistance, Job Security-GEN, Educational Training and Assistance and the Mutual Growth Forum, etc.

Both parties recognize the need for and the potential benefits of positive change which involves the introduction of area work groups, and highly recommends that everyone promote this concept and fully participate in these activities.

Likewise, we all agree that employee safety, welfare and the dignity of the individual demands a priority position in all of our daily endeavors.

Finally, nothing in the aforementioned is intended to supersede, modify or amend any National or Local Agreements.

A.E. Suemnick

A. E. Suemnick
President
UAW - Local 387

E.C. Galinis

E.C. Galinis
Plant Manager



Ford Motor Company

Woodhaven Stamping Plant
20900 West Road
Woodhaven, MI 48183 USA

October 12, 1999

Mr. J.E. Hall
President/Chairman, Local 387

Dear Mr. Hall:

During the course of 1999 Local Negotiations, the Company raised concerns about operating efficiencies, and our ability to improve our competitive position on a worldwide basis, in the highly competitive stamping business. The Company and Union agreed that we would work together to continuously improve in this regard.

Employees are the source of our strength and will be trained, trusted, and given an ever-increasing role in making decisions in the workplace. Data about our competitive standing will be shared with them, and they will be jointly encouraged to take the necessary actions to "move the needle" on our competitive position. We look forward to this new and more empowered and collaborative approach.

Sincerely,

C.A. Cirbes
Human Resources Manager

Concur: _____
J.E. Hall, President
Local 387, UAW



Body and Assembly
Ford Motor Company

Woodhaven Stamping Plant
20900 West Road
Woodhaven, Michigan
Mailing Address
P O. Box 327
Trenton, Michigan 40183
September 23, 1993

Mr. James E. Hall, Acting President
Local 387 - U.A.W.
24250 Telegraph Road
Flat Rock, MI 48134

Dear Mr. Hall:

With the introduction of new technologies, which includes programs such as ABC Maintenance, the parties recognize that additional training and responsibilities is imminent.

New programs, such as ABC Maintenance, rely upon the input and tracking of data for these programs to operate effectively.

Management will meet with the appropriate Union Representatives to discuss the training and employees who will be participating in these programs. Recognizing that both parties support these concepts, the combined efforts and mutual concern of the parties involved will enhance the cooperation required of the participating employees.

Yours truly,

L.F. Neuman

Louis F. Neuman, Manager
Employee Relations Department



Inter Office

Body and Assembly Operations
Woodhaven Stamping Plant

September 23, 1993

To: Mr. J. Hall, President
Local 387, UAW

From: L.F. Neuman

Subject: Electronic Banking Machine (ATM)

In recent years electronic banking arrangements have become fairly common and widespread, prompting your request to make such a service available to all employees of the Woodhaven Stamping Plant.

We have started an investigation to provide such a service to the employees of the Woodhaven Stamping Plant. We have found that there are a number of factors that must be considered before an Automated Teller Machine can be installed, including approval by the Ford Motor Banking Department, as well as finding a Bank that wishes to establish such a machine on our premises, and is willing to sign a licensing agreement with Ford. It is also significant that the location must have at least 1500 employees, and a substantial number of those employees must have accounts with the financial institution.

Obviously, setting up such an arrangement will take some time, and there is no final assurance that it can be accomplished, though it is our intent to find a way to do so. The Union will be advised periodically of our progress in the accomplishment of this goal.

L.F. Neuman

L.F. Neuman, Manager
Industrial Relations



Inter Office

Body and Assembly Operations
Woodhaven Stamping Plant
September 23, 1993

To: Mr. J. Hall, President
Local 387, UAW

From: L.F. Neuman

Subject: Annual Company and Union Picnic

Recognizing the cooperative spirit that exists at the Woodhaven Stamping Plant, the Company and Union, in an effort to foster and continue positive employee relations, are agreeable to review the feasibility of sponsoring an annual picnic for both Hourly and Salaried employees at a site to be later agreed upon. Our exploration of this subject will include the feasibility of financing this event from joint funds.

L.F. Neuman

L.F. Neuman, Manager
Industrial Relations

Concur: J. Hall, President
Local 387, UAW



Inter Office

Body and Assembly Operations
Woodhaven Stamping Plant

September 21, 1993

Mr. W. P. Norfleet
Production Bargaining Committeeman
UAW, Local 387

Recently, it was brought to the attention of Management that the Union was encountering a problem with several of the employees that had been selected by Management to function as SPC coordinators. Specifically, while the employees in question were well-qualified, it was the Union's position that because they were of extremely low seniority, other employees who were equally qualified and had greater seniority were very dissatisfied with Management's actions. You also pointed out to Management that these employees represented a liability to Management as well, since, if there were any layoffs, these employees would likely be the first to be laid off.

As you know, Management acted promptly to help resolve this problem, by setting up a joint procedure in which both Company and Union representatives would have an equal voice in selecting well-qualified employees as SPC coordinators who also had significant seniority. Subsequently, a Management and a Union representative interviewed numerous employees to determine their interest and qualifications with regard to SPC, and many of these employees were selected and are now being trained.

The purpose of this letter is to advise that Management was well satisfied with the manner in which this process worked, and is appreciative of the Union's assistance in bringing us both to a solution of this problem. Additionally, the same process which served so well for the SPC selections will be utilized in the selection process for the Quadrant Coordinators.

L.F. Neuman

L.F. Neuman, Manager
Employee Relations



Ford Motor Company

Woodhaven Stamping Plant
20900 West Road
Woodhaven, MI 48183 USA

October 12, 1999

Mr. J.E. Hall
President/Chairman, Local 387

Dear Mr. Hall:

During the course of 1999 Local Negotiations, the Company and the Union discussed their mutual support for Woodhaven Stamping Plant's Welder Repair Training Program.

The program is overseen by a joint Management / Union committee which conducts all business related to the program. The committee does from time to time, make changes to the program to ensure that employees in the program are afforded best in class training opportunities.

This letter affirms our joint commitment to post changes to the program so that all WSP employees will be made aware of current program requirements.

Sincerely,

C.A. Cirbes
Human Resources Manager

Concur: _____
J.E. Hall, President
Local 387, UAW



Inter Office

Body and Assembly Operations
Woodhaven Stamping Plant

September 23, 1993

To: Mr. J. Hall, President
Local 387, UAW
From: L.F. Neuman

Subject: Uniform Review Committee

Following the conclusion of 1993 local negotiations, the Company and Union will establish a joint Uniform Review Committee. The purpose of this committee will be to review the feasibility of making uniforms available to employees who are willing to launder them as an alternative to coveralls.

Committee members will consist of equal numbers of Management and Union representatives, to be designated, respectively, by each party.

The committee will consider such items as, but not limited to:

- Cost of uniforms
- Cost savings resulting from employees laundering and caring for their own uniforms
- Number of uniforms that may be issued to an employee
- A survey to determine employee interest
- Other items as determined by the committee

After a thorough examination of these and other factors that may be introduced by Committee members, a proposal will be prepared for submission to the Plant Manager, citing the results of that investigation, and providing cost data as appropriate to the submission.

The Plant Manager will carefully review this proposal; provided the various cost and other factors as presented by the Committee illustrate that furnishing uniforms for employees can be cost justified, a favorable decision will be made.

L.F. Neuman

L.F. Neuman, Manager
Industrial Relations

Concur: J. Hall, President
Local 387, UAW

Settlement Agreement

It is mutually agreed between Ford Motor Company, Vehicle Operations, Woodhaven Stamping Plant, and the International Union, UAW Local 387, on September 29, 2003, that all local negotiation matters are hereby resolved by the parties.

**FORD MOTOR COMPANY
WOODHAVEN STAMPING PLANT**

Bonnie Wojewoda, HR Manager

Keith Tafelski, LR Supervisor

Trudy Cagle, HR Associate

Pamela A. Siegwald, HR Associate

Bob Ermak, Risk Team Leader

Rick Whittemore, PE Manager

Ray Ritchie, Tool & Die Manager

Larry Thompson, Area Manager

**DIVISION REPRESENTATIVE
BUSINESS STAMPING UNIT**

U.S. UNION RELATIONS MGR

_____ Date _____

**INTERNATIONAL UNION, UAW
LOCAL 387**

Robert Humphrey, Plant Chairman

Carlos R. Perez, Bargaining Committeeperson

Cass M. Simpson, Skilled Trades Bargaining Committeeperson

Joseph Noble, UAW Sourcing Rep

John Laird, UAW H&S Representative

Jim Andres, UAW H&S Representative

Kevin Madigan, UAW 387

Mike Spence, UAW Skilled Trades Committeeperson

REGION 1-A

NATIONAL FORD DEPARTMENT

_____ Date _____

SKILLED TRADES

WORK ASSIGNMENTS

GUIDELINES



**LOCAL AGREEMENT
SKILLED TRADES WORK ASSIGNMENT
GUIDELINES**

The following definitions of skilled trades work assignment practices have been agreed upon by representatives of Local 387, U.A.W. and the Ford Motor Company, Woodhaven Stamping Plant, pursuant to paragraph 6 of the Skilled Trades Supplemental Agreement. These definitions do not include all work assignments performed by the trade involved. It is understood that these definitions are subject to the provisions of paragraph 5 and 6, and Exhibit II of the Skilled Trades Supplemental Agreement and the Company letters to the Union, dated December 7, 1970, Subject, Skilled Trades Work Assignments, and October 4, 1979, concerning application of the foregoing to certain non-apprenticeable Appendix F, [Skilled Trade] classifications.

This agreement shall not prejudice either party with respect to work assignments which were discussed but which did not result in agreement upon definition of past practices. The parties also reserve the right in the future to include practices that have not been discussed at this time.

**EXHIBIT II
SKILLED TRADES WORK ASSIGNMENTS**

It is the policy of the Company to assign work between Skilled Tradespersons in conformity with the principles set forth by the Ford-UAW Umpires in Opinion A-223, A-278, B-14, and other umpire memoranda. This statement is intended as a reaffirmation of these principles. In making job assignments, management intends to respect the importance and prestige of its tradespersons. But, without "multiple hair-splitting refinements and cumbersome and unreal distinction." Indeed, the efficient operation of the Company's plants demand the full utilization of the talents of each trade.

FACTORS TO BE CONSIDERED IN MAKING JOB ASSIGNMENTS

Central Skills

Tasks, which require the unique and central skills of one particular trade, are assigned to that trade (unless such tasks are incidental to a principle job being performed by other tradespersons as discussed below).

Overlapping Capabilities

To determine whether a particular skilled assignment falls within the scope of two or more trades and thus, properly assignable to of any one of these trades, several criteria must be considered, no one of which by itself is controlling.

- Level of skill involved
- Type of apprenticeship training
- Tools required
- Nature of the material being worked on
- Generally accepted notions of the trade
- Other criteria (e.g., composition and size of the skilled work force)
- Past practices in a plant relating to skilled tasks (invariable, certain and unchallenged over such a long period that an agreement is assumed)

The first six of these criteria will be considered in making the determination of whether a skilled task falls within the scope of two or more trades or only one. Past practice is a limiting factor and is binding in ordinary situations if by clear and convincing proof it can be shown to exist as a fact by the party relying on it.

INCIDENTAL WORK

Incidental work is a comparatively minor task that is complementary to a principle job. In determining whether a task is incidental and thus properly assignable to the tradespersons performing the principle job, the following points must be considered (past practice or normal scope of the trade has no significance in incidental work):

- Time involved in relation to the principle job. A minor task or series of minor tasks performed sporadically over the duration of the principle job are incidental even though the cumulative time may be fairly large.
- Whether the task is within the capabilities of the principle tradespersons.
- Whether the task can safely be performed by the principle tradespersons. Incidental tasks are not limited to those arising in the course of the principle job, but may occur also at the beginning or end of the job.

EMERGENCIES

In the event of breakdowns and other unforeseen incidents that interrupt the flow of production as well as fires, accidents and the like, assignments may be made without regard to trade lines although trade lines are not to be disregarded where the time within which the repairs are to be made and the availability of the appropriate tradespersons permit their observance.

CARPENTERS

1. Perform rough and finish carpentry, repair and construct wooden structures, concrete forms, platforms, flooring, wooden benches, tables, scaffolding, counters, and display boards.
2. Repair or install ceiling tile, floor tile, Plexiglas and roofing.
3. Replace wood floor blocks (J-block).
4. Repair and/or modify pecan floor block. (Pecan floor blocks can be removed and replaced by trade involved in the course of their work assignments unless more than three full blocks are to be removed).
5. Move, replace and repair Hauserman partitions, including glass replacement.
6. Finish cement and/or concrete, including laying block and brick, new or old.
7. Glazing, window repair and/or replacement, with glass or plastic substitute, excluding installation on industrial vehicles. [Reference Industrial Truck Repair # 9]
8. Repair or replace doors, door closures, latches, door locks, and broken panels on wooden doors.
9. Perform crating and bracing on machine parts and equipment.
10. Perform ceramic tile and plaster wall patch repair.
11. Paint building, signs, resource dies and equipment (except welding fixtures and new construction dies). The painting of Quality Control equipment and facilities will continue to be performed by Plant Engineering personnel. Painting associated with inspection functions will continue to be performed by Quality Control personnel. [Reference Electrician #35]
12. Engrave signs and name plates. [Reference Electrician #35]
13. Paint aisle ways, walkways, and storage area floor identification lines.
14. Hang all signs and nameplates in offices, mezzanine, garage and garage pad. [Reference Millwright #63]
15. Hang all flags and banners unless special clips or cables are to be used. (When special clips or cables are required, Millwrights will hang them).
16. Initial installation, path changes, replacement and repair of magnets for A.G.V. System in and plant wide.

DIEMAKER

1. Construct, repair, and improve dies or details.
2. Construct Quality Control checking fixtures and hand applies (models) required by process.
3. Construct Tool and Die related tools, dies, jigs, and fixture stand tooling aids including use of rubber, plastic or synthetic materials.
4. Make engineering changes and repair tools, dies, jigs, and fixtures.
5. Make coordination changes, tool and die corrections and improvements.
6. Construct and repair bolster plates, except mechanical portions.
7. Set up and operate Electrical Discharge Machine (ELOX)
8. Install, including fittings, all details shown in die designs during construction. [Reference Electrician #8]
9. Drill, tap and build-up dies for press adaptation, including punch plate and bullring.
10. Installation of "Dutchmen" and replacement of broken heel blocks where machining is required.
11. Reboring and rebushing of bolster plates in die room.
12. Construct, clinch or pre-clinch dies, punch plates, bullrings, parallels and risers.
13. Perform machining only if drilling and tapping three (3) or more sections are required.

DIE TRYOUT

1. Try out dies, including spotting in-metal clearance, when dies are released by the Die Room.
2. Maintain, repair and replace details; improve dies, including rubber, plastic or synthetic materials.
3. Maintain and repair tooling, jigs, and fixtures of the type constructed by Diemakers, (except Quality Control fixtures).
4. Make coordination changes, engineering changes, tool corrections and die improvements.
5. Maintain, repair, replace and improve scrap chutes, lubricating systems, locating gauges, die automation, such as lifters, kickers, brackets, guide rails, and production aids attached to the die, except for electrical wiring. [Reference Electrician #5 & #7]
6. Fabricate and install replacement scrap chutes attached to the die.
7. Install, adjust and repair air blow offs for dies.
8. Remove, replace and recharge air and nitrogen charged cylinders, which are connected to the die.
9. Locate cylinders in air ram adapters.
10. Drill and tap holes into dies and fabricate brackets required to mount safety guards, scrap chutes, production aids, etc., to the die.
11. Obtain Quality Control standard, (OK panel) in pressroom, Small Parts, Blanker, and Assembly Areas where die related.
12. Install sub dies.
13. Maintain, repair and replace nutter heads, impact dies or anvils when integral part of the die.
14. Install and remove parallels and risers.
15. Troubleshoot dies while in production.
16. Adjust press rams and binders in conjunction with die tryout (except those now manually adjusted with large hex wrench).
17. Finalize gauge layout on dies.
18. Maintain punch and binder pressure on draw dies.
19. Remove and replace cylinders in air ram adapter in need of repair.
20. Construct, maintain, repair, replace, locate and mount the fingers on the rails of transfer unit (Livernois Transfer). [Reference Machine Repair #3]
21. Maintain, repair, and replace locating pins, punches, buttons, gauges, locators, lifters, die sections, cams, cam slides and nutter heads on hydraulic and air piercing units.
22. Fabricate and maintain guards when secured to the die in production areas.
23. Install, remove and adjust extractors or transfers when part of the die.
24. Try out, maintain and repair, clinch and or pre-clinch 45 degree and hem dies.

25. Sharpen Shear knife blade(s). [Reference Machine Repair #30]

26. Remove and replace cut-off dies. (Die Setters install and remove dies that can be removed.)

ELECTRICIAN

1. Install, maintain, troubleshoot, wire and revise wiring of main control, auxiliary, brake, automation control, kicker, heat induction welding systems and timer panels (excluding maintenance and troubleshooting of brain units on welding timer panels). [Reference Welder Repair #15].
2. Install and maintain sequence lighting (except on welding fixtures).
3. Install, maintain, repair, and revise electrical equipment on air and hydraulic power units. Electricians wire up to base of valve on hydraulic power pack units. [Reference Welder Repair #4].
4. Install and maintain safety disconnects on panels including timer panels.
5. Install and maintain electrical receptacles and plugs (except on welding fixtures). [Reference Welder Repair #5].
6. Connect and disconnect wires from source to welding to fixture junction boxes (except plug ins), including ground wire from hanging welding gun transformers to building ground. (Reference Welder Repair #6).
7. Install and maintain limit switches (except on welding fixtures), including the wiring and maintenance of limit switches in dies.
8. Initially install, wire and maintain limit and proximity switches on new construction dies when the brackets are provided by Plant Engineering.
9. Initial electrical installation of shielded arc gas welding equipment.
10. Maintain and repair shielded arc gas welding power units.
11. Install and repair electrical components on electric hoist, including the installation and adjustment of disc brakes.
12. Install, grease, maintain, repair, connect or disconnect wiring on electric motors, generators, clutches, and brakes, including automation equipment, conveyors and turnovers. [Ref.; Millwright # 18, Machine Repair # 21].
13. Maintain and clean electrical portion of Eddy Current and Dynamatic Clutches, including slip rings and coils. [Reference Machine Repair # 25].
14. Troubleshoot and cycle with Welder Repair new installations of welding machines, welding fixtures and guns with necessary corrections for proper sequence before releasing said equipment to Welder Repair for production. [Reference Welder Repair # 12].
15. Install electrical conduit, ductwork, raceways and cable racks (except on welding fixtures). [Reference Millwright #38 & #49].
16. Wire and maintain battery chargers.
17. Repair Arc welding machines.
18. Fabricate mounting brackets for electrical panels, cabinets, conduit, junction boxes, and limit switches, (except in dies and welding fixtures). [Reference Welder Repair #5, Electrician # 8].
19. Install, maintain and adjust electrical press automation controls.

20. Maintain and repair electrical automation equipment.
21. Initially install and replace electrical components on heating equipment, refrigerators, and air conditioning, except for minor repairs.
22. Repair A.C. circuits and chargers on plant personnel carriers.
23. Install and maintain, clean and repair light fixtures
24. Perform initial installation of automation wiring for drop stop plugs and kickers where such are external to a welding fixture. [Reference Welder Repair #2].
25. Remove and replace personnel cooling fans as needed to perform maintenance and repairs normally performed Electricians. [Reference Millwright # 28]
26. Maintain and repair electric motors, emergency stop, cycle hold buttons, run receptacle control stations, annunciator or trouble display panels raceways for wiring and the "Tool Control Center" on index or "whirly bird" machines (except minor adjustments made by Welder Repair in the performance of their own work).
27. Install, re-time, or readjust rotary cams on transfer devices, electric cams, and associated MSDIC controls.
28. Repair hand held pendants for robots.
29. Make electrical repairs to electric drill motors.
30. Clean motors and other electrical equipment when primary voltage is on.
31. Install electrical components. and maintain CO2 welder up to and including wire feed motor.
32. Install, repair, replace and maintain solid state units: sequence timers, weld timers, cam limits, controllers, etc. [Reference Welder Repair #5. Pipefitter #21].
33. Install, replace, and maintain the whips from the primary of the weld timers to the cam lock receptacles.
34. Install, maintain the main power supply conductors from the base duct to the line main disconnect switch for welding robots.
35. Paint sub-stations, and stencil for identification purposes, welding and building power busses, swing plugs and high voltage panels and cubicles. [Reference Carpenter #11]
36. Anchor electrical panels to the floor. [Reference Millwright #46]
37. Repair and maintain electrical and electronic systems of robots. [Reference Welder Repair #16, Machine Repair #27].
38. Install, maintain and trouble shoot safety barriers, cycle buttons, stop buttons, start-stop control panels. [Reference Welder Repair #2].
39. Install, remove and maintain LPD drive motors and knee drive motors. [Reference Electrician #26 and Machine Repair #21]
40. Transport and repair main drive press motors. [Reference Machine Repair #21]
41. Repair the vision system checking device [Reference Welder Repair #18]

INDUSTRIAL TRUCK REPAIR

1. Perform mechanical, electrical, and hydraulic repairs to industrial related vehicles and equipment operated by gasoline, liquid petroleum gas and D.C. electricity.
2. Repair and rebuild parts for industrial vehicles such as starters, generators, engines, transmissions, differential gearboxes, power takeoffs, and winches.
3. Repair and rebuild hydraulic parts for vehicles such as hydraulic cylinders, pumps, valves, steering units and hydraulic lines and hoses.
4. Change tires on industrial vehicles, including solid type tires using hydraulic press.
5. Service and change batteries for battery operated hilos (e.g. Hilo Battery Service Station).
6. Repair battery cable ends in the battery charging area.
7. Repair and rebuild battery-operated material handling vehicles, (grip tows, transporters etc.). Millwrights fabricate such items as battery boxes and grip tow frames; Welder General performs required welding. [Reference Millwright #26].
8. Operates special armature lathe to perform rebuilding of vehicle starters and generators.
9. Remove and replace pre-cut glass and plastic windows on industrial vehicles.
10. Remove and replace sheet metal on vehicles such as cabs and panels and installation of doors.
11. Install grip tow hydraulic tank guards (Welder General will perform any necessary welding). [Reference Millwright #26]
12. Maintain Manitowoc crane, except cables and sheaves. [Reference Millwright #22 and Machine Repair 12].
13. Install new canvas doors on industrial vehicles. (Any fabrication of sheet metal to be done by the Millwrights.) [Reference Millwright #4]
14. Perform all repairs of air conditioners in hilos and tow trucks, evacuate refrigerant and recharge units after repairs are complete.
15. Remove and install safety bars for batteries on industrial vehicles. (Reference Millwrights #65).
16. Replace, maintain and install chains, sprockets, hydraulic cylinders and motors, shafts, bearings, hoses, control valves, D.C. relays, D.C. wiring and lift carriages on battery changing carts.
17. Repair and maintain all D. C. Generators, cable and magnet assemblies mounted on an industrial vehicle or made to be carried by an industrial vehicle.
18. Repair and maintain all pedal powered vehicles, e.g., bicycle and tricycles, including mounted safety devices.

INSPECTORS TOOLING AND LAYOUT

1. Set production standards for production runs in press and assembly areas.
2. Layout and inspect Q.C. Bull's Eyes. Make up and submit all inspection sheets and drawings and enter all information for ISO process control plans pertaining to floor Bulls Eyes and master standards into the ISO system directly to ensure corrections and Ford Standards are achieved.
3. Layout and inspect engineering changes incorporated in Die Tryout and vendor production parts.
4. Layout and inspect new parts and model fixtures, hand applies and templates used in checking production parts.
5. Certify checking fixtures, including the removal of details for subsequent repair or correction by the Tool & Die activity.
6. Check and draw up description of Tool Correction Orders and coordination changes.
7. Construct body build-ups to check mating parts and simulate actual body in white builds.
8. Gauge check and sticker code material.
9. Place three axis body lines and read outs, both flush and margin, for builds and for coded material.
10. Reject or approve S.T.I.R. (Special Tool Inspection Report) on new or engineering changed inspection tooling or production parts.
11. Identify checking points on checking fixtures, layout if necessary, prepare inspection data sheet, and P.I.S.T. (Points Inside Specified Tolerances) on parts to assure part meets capabilities.
12. All CMM (Coordinate Measuring Machine) three-axis measuring machine related work, check of parts and fixtures (repetitive), all set up and programming.
13. Layout and inspection for special build, layout of holes, slots, and form location, prototype work, and utilize available machines in the creation of templates involved in their assignments.
14. Perform all CMM 3-axis measuring machine-related work. Check all parts and fixtures (repetitive). Perform all setup and programming, to include running all programs and operations involving the CMM checking part standards and engineering changes, trim changes, margin and flushness to include all CMM gauge alignments, recertification and EI changes. Requalify CMM heads and handle fixtures while readying them to be checked.

MACHINE REPAIR.

1. Maintain, repair, and rebuild machines, presses, and small air tools, such as drills, and grinders. [Reference Electrician #29].
2. Maintain, repair, and rebuild hydraulic systems and their components, such as pumps, valves, hydraulic drives for conveyors, machines and presses, except hydraulic systems on industrial vehicles and welding fixtures. [Reference Industrial Truck Repair #3, Welder Repair #4].
3. Fabricate, repair and maintain locating flutes and drives for index and transfer units including conveyors. [Reference Die Tryout #20].
4. Maintain, repair, and rebuild mechanical devices including extractors and kickers, which are air operated and electrically controlled for removing parts from presses. [Reference Die Tryout #19].
5. Repair and rebuild lubricating systems and their components (such as pumps and valves, oil and grease distribution blocks, copper and steel tubing, nylon and teflon lines) except on or in dies, overhead cranes and conveyors.
6. Build, rebuild, and maintain tip-ups, turnovers, prebend machines and loaders, including maintenance of drive sprockets for tip-ups and turnovers, except framework. [Reference Millwrights #7 & #25].
7. Maintain and replace nutters, air clutch, gearbox and all oil and lubrication lines for index or “Whirlybird” machines.
8. Install shock absorbers or cushions for automation rails.
9. Maintain and repair steel coil feeder units on Blankers.
10. Dismantle and assemble presses for installation and relocation, except press bed by Millwrights. [Reference Millwrights #34]
11. Drilling and tapping of holes in C-Frame angle support.
12. Install nutter tracks attached to hoppers.
13. Remove and replace drive belts on production machines and presses.
14. Remove and reinstall “crash compactors” counter balance safety absorbers, in conjunction with press repair. [Reference Millwright #45].
15. Remove lift station cylinders for repair and reinstall when not part of die or welding fixture.
16. Remove, replace, maintain and repair gears, cylinders, gearbox, slides, and rails on hydro and air powered piercing unit (Pressroom). [Reference Die Tryout #17]
17. Unloading, loading and moving press parts from outside trucks in conjunction with on-going repairs or installations. [Reference Millwright #33 & 60].
18. Secure four-poster Welding Press Crown. [Reference Millwright #61].

19. Major repair and maintenance of ISI unit and hydraulic drives. [Reference Welder Repair #121.
20. Maintain ram of Hydraulic Welding Presses.
21. Install press main drive and large compressor motors in utility (power house) building. [Reference Electrician #12]
22. Major repair and maintenance of the fork lift adjustments hydraulic system of high-rise crane. [Reference Millwright #22]
23. Install, maintain and repair pressroom transfer press automation rails.
24. Check and level press rams.
25. Install dynamic clutch slip ring assembly. [Reference Electrician #13].
26. Maintain, repair and rebuild hydraulic systems and their components including hydraulic presses.
27. Performs mechanical repairs and maintenance to robots, such as belts, pulleys, clutches, and bearings. [Reference Welder Repair #17, Electrician #37].
28. Remove or replace skirts on low profile device LPDs and C-frame knees on work being performed.
29. Maintain, repair and rebuild hydraulic systems and their components, such as pumps, valves and cylinder devices for track well drawbridges. (Reference Millwright #64).
30. Remove and reinstall knife blades(s) from the Shear. If sharpening is required, the knife blade will be given to Tool & Die to sharpen. (Reference Die Tryout #25).
31. Repair, maintain and adjust clamps, including contour blocks and suction cups, and the arms that hold them, on any automation that moves a part into or out of a welding fixture.
32. Maintain, replace or adjust the nutter track or piercing unit assembly including hopper and track up to the die or welding fixture. (Reference Tool & Die #17).
33. Adjust and maintain cast iron idle stations after released for production.
34. Machine repair classification will install and remove doppin bridges where the doppin moves from side to side on the bridge. This would include the tapping plates. (Welder General will perform welding on and burning off of the plates.) Machine Repair will install Doppin if not attached. (Reference Millwright #70)
35. Machine Repair classification will install cross bars and the moveable unit from press to press. (Reference Millwright #71)

MILLWRIGHT

1. Fabricate, install and repair monorails, beams, A-frames, structural steel, cranes, crane hoist rails, heat ducts, cribbing, lockers, stationary scaffolds, reinforcing steel, portable elevators, fences, fire extinguisher hangers, hose-reel brackets, hoods, exhaust stacks, gates, suction and blower ducts, personnel-cooling fans, man-hole covers, steel stock pins, steel personnel stands, conveyor carriers (hooks), duct hangers, floor pit frames, grating and palm button stands.
2. Fabricate, install and repair mechanical safety stops (crane rails) and floor stops.
3. Fabricate and repair sheet metal siding (building).
4. Fabricate and repair sheet metal on industrial vehicles. Minor repairs performed by Industrial Truck Repair. [Reference Industrial Truck Repair #10 and #13].
5. Fabricate, repair and make initial installation of apron deflectors, and scrap chutes not attached to die, except installation during die set.
6. Fabricate and repair conveyor mounting tie-ins in low bay.
7. Fabricate and repair framework for turnovers, loaders, turn tables, transfer tables, pre-benders, skate rollers, speed rollers, conveyors, etc. [Reference Machine Repair #6].
8. Fabricate, install and repair push-through rails.
9. Fabricate, and repair air operated pushers for racks, including removal and replacement of push cylinders.
10. Fabricate, install (excluding die sets) and repair conveyors, including replacement and adjustment of V-belts on drive units (belt, V-belt, chain, roller slat, monorail, scrap) except repair of air and electric clutches on conveyors. [Reference Machine Repair #3, Electrician #12]
11. Install floor chain and monorail conveyors.
12. Fabricate and repair frames for holding fixtures, including welding bucks. Fabrication and repair of framework attached to or part of Quality Control checking fixtures and shown in the design is performed by Diemakers. [Reference Diemaker #4].
13. Initial installation and repair basic framework of rack turn around. [Reference Pipefitters #20].
14. Transport and set into position sub-bases for Quality Control checking fixtures which require leveling.
15. Fabricate, install and repair external feed rolls, such as the ones used on the flex roll machines or discharge of blanks.
16. Install cranes, non-production machines, such as pedestal grinders, drill presses, die room and machine shop machines, blowers, fans, and roof heaters. Move presses from one crane bay to another.
17. Install overhead doors and plant fire doors, including panels, rails and drive units. Wooden door panels are repaired and replaced by Carpenters. [Reference Carpenters #8].
18. Initially mount and align electric clutch on conveyors. [Reference Electrician #12].
19. Fabricate and repair steel tanks. such as washer tank for Blankers.
20. Operate mobile crane (cherry picker), cat tractor and power winches as tools of the trade to perform Millwright work.
21. Mount air and hydraulic power packs to welding presses, C-frames, or balcony, but not to welding fixture. [Reference Welder Repair #4].
22. Repair and maintain mechanical portion of cranes and hoists including the replacement of cables and sheaves on winches, including Manitowoc crane. Machine Repair repair air-operated hoist motor, including replacement of cables in crib. [Reference Machine Repair #22]
23. Renovate conveyors, install shafts, bearings, sprockets, chains, etc., including the removal, replacement. and repair of gearboxes and maintenance of sprockets on V-belt conveyors.
24. Clear plugged press scrap chutes when necessary to work from the basement.
25. Perform initial installation of turnover devices. Perform initial construction as required of added framework for existing turnovers and/or loaders. [Reference Machine Repair #6].

26. Initially construct and mount guards or replacement guards which are to be mounted or secured to a press and fabricate guards as required for grip tow hydraulic tank. (Welder General will perform welding as required)
27. Perform initial set up and tryout of new production aids for new jobs.
28. Remove, move and reinstall personnel cooling fans when only movement or relocation of the fan is involved. This does not affect movement performed by other trades in connection with the performance of their own work. [Reference Electricians #25].
29. Install or remove as required channels or rails that form the foundation upon which presses or "C" frames may be set.
30. Replacement of (conveyor type) broken belts on Blanker dies and Pressroom D-Stackers.
31. Moving conveyors in need of repair and not being moved in association with a die set.
32. Moving and hauling conveyors (Example: hauling conveyors from line to repair shop).
33. Movement of large press parts entering or leaving the plant, and deliver to site or storage and from storage to site, or from storage to storage. [Reference Welder Repair #11, Machine Repair #17].
34. All floor layout, installation, setting, removal, alignment and leveling of New Equipment, press beds and "C" frames.
35. Replacement of (conveyor type) broken "V" belts on draw die turnovers.
36. Unloading and transport of knee presses.
37. Fabricate, erect, install and remove inspection booths, pre-fabricated huts, plant break area (sound proof) walls, including insulation and H.V.A.C. systems and duct work. [Reference Carpenters #5]
38. Fabricate (channel iron type) duct raceways for laying electrical wiring in plant floor. [Reference Electrician #15]
39. Repair, not including electrical, ventilation and heating fans such as belts, bearing shafts, blades and scrolls.
40. Major repairs to scrap tubs, dollies, hooks and eyes.
41. Install and maintain scrap baler conveyors, dumping hoppers and turnovers involving scrap systems.
42. Fabricate, install, and maintain steel ladders, platforms, balconies, stairways, guard rails and catwalks.
43. Install and repair rails, cables, counter balances, gear-boxes and steel structured framework on overhead doors.
44. Install fixed upper and lower angle supports on "C" frame welding presses.
45. Remove, replace, fabricate and repair, crash compactors, counterbalance safety absorbers. [Reference Machine Repair #14].
46. Anchor machinery to floors. [Reference Electrician #36].
47. Install brake shoes on remote control cranes.
48. Fabricate frames for bridge extractor on presses.
49. Fabricate duct raceways for electrical wiring. [Reference Electrician #15].
50. Initial installation and/or modification of outriggers, idle stations. and rail supports not attached to the welding fixture. [Reference Welder Repair #2].
51. Fabricate frame on I.S.I. Units and attached to "C" Frame. [Reference Welder Repair #8].
52. Initial installation of power packs on presses and hydro pierce.
53. Mounting safety lock cylinders.
54. Replacement of (conveyor type) broken belts on Blanker dies and Pressroom D-Stackers.
55. Fabricate, install and repair risers and/or framework for welding wire feed motors.
56. Dismantle machinery being scrapped in the yard.

57. Initial installation (mounting) of robots to floor base plates.
58. Revamping and installation of rollers on sandwich station.
59. Basic construction and major repair to framework of freestanding skate rollers. [Reference Machine Repair #6]
60. Load and unload equipment, including loaders and turnovers, also, one truck to another.
61. Attach the crown on Four Post Welding Press on a temporary basis for movement of press. [Reference Machine Repair #18]
62. Maintain, repair, remove and replace wheels, and repack bearings on Die Haul Trailer. [Industrial Truck Repair will remove and replace rubber tires on rims.]
63. Hang all traffic, location, information and line number signs outside the plant and on the plant floor. [Reference Carpenter #14].
64. Repair drawbridges, including removal and replacement of hydraulic cylinders on the drawbridges. Drawbridges have long and slim cylinders that are easily removed by quick release pins. [Reference Machine Repair #29]
65. Fabricate safety bars for battery bar arms on all industrial vehicles. [Reference Industrial Truck Repair #15]
66. Fabricate and repair battery changing stations and cart framework cam rollers, rails and guide rails.
67. Load, unload and move all checking fixtures coming into and going out of WSP. [Reference Welder Repair #14]
68. Fabricate, install repair swing-away die block arms.
69. Fabricate, install, replace and repair all bolster rails and floor rails (floor tracks) outside of press beds only, including building up and grinding.
70. Millwright classification will install and remove doppin bridges on units that stay in a fixed position. (Doppin does not move side to side.) This would include the tapping plates. (Welder General will perform welding on and burning off of the plates.) Machine Repair will install doppin if not attached. [Reference Machine Repair #34]
71. Millwright classification will install and shoot from press to press the tapping plates of the Hess Unit. (Welder General will perform welding on and burning off of the plates.) Once plates are in position, Machine Repair classification will install cross bars and the moveable unit from press to press. [Reference Machine Repair #35]

PIPEFITTERS

1. Install, maintain, repair and replace piping for main feed lines and building utilities.
2. Initially install new piping on presses and automation equipment.
3. Install, maintain, repair and replace piping on “C” Frame and Four Post Welding Press.
4. Fabricate hoses for initial installations. Also fabricate new hoses for replacement stock.
5. Initially install tubing on mastic, zinc, and deadener installations, including spray systems.
6. Install, maintain and repair pumps in conjunction with building utilities.
7. Initially install air valves on presses, automation equipment, and welding machines (except table top, portable and special welders).
8. Fabricate, maintain and install hoses and piping for push through actuating cylinders and floor hoist.
9. Fabricate, and install brackets and supports for piping installed by pipefitters.
10. Clean strainers on process water lines.
11. Repair and replace piping and equipment on lawn sprinkling system. Install, repair and replace plumbing fixtures and related piping.
12. Initially install new supply piping for power packs on pre-tack machines, “C” frames, and Four Post Welding Presses, and build-up new pneumatic power packs as required.
13. Rebuild piping and hoses as required on prebenders, loaders and pre-clinchers when such machines are being brought into the shop for rebuilding.
14. Initially install directional valves, piping and hosing as required on shock absorbers for transfer units.
15. Install, maintain and repair air and water source and supply piping for index or “whirly bird” machines, including water lines for cooling control panel. Install original index welder air and hydraulic piping from fixture to directional valve.
16. Relocate and/or replace source or supply piping as required when presses are being relocated.
17. Install, lubricate and replace gas valves and burners on building gas heaters.
18. Install, replace and maintain water heat exchangers and steam trap on coil (utility building, baler house, hydraulic drives).
19. Install, replace and maintain plant system plumbing and drain lines.
20. Install, replace and repair air details and air bags for rack turnaround and airlift tables, including ergonomic air lift tables.
21. Initially install, maintain, make major repairs and replace process water manifolds in electrical panels, such as W.C.C. panels.
22. Install piping and repair steam cleaners.
23. Initially install main line service, water, hydraulic, and air supply for welding robots.

POWER SERVICE/REFRIGERATION

1. Operate air compressors
2. Check and maintain air compressor oil levels, cooling water and intake air filters
3. Maintain and make minor repairs to all compressors in Utility building and plant [Reference Machine Repair #21, Electrician 12]
4. Operate and maintain process water pumps and screens (i.e. grease bearings)
5. Maintain and control proper process water, compressed air pressures and temperatures
6. Clean screens and maintain plant process water filtration systems in the utility building
7. Change temperature and pressure gauges
8. Analyze and treat process water
9. Operate Air Dryer
10. Make gas and air adjustments
11. Maintain and control oily waste separation still [Reference Pipefitters #6 & 10]
12. Grease pumps
13. Operate roof heaters and exhaust and ventilation fans
14. Change air filters and gauges on roof units
15. Grease and adjust roof units
16. Clean and brush heat exchange tubes on indirect fired heater units
17. Maintain burner units on direct fired heaters (i.e. remove and drilling port)
18. Operate office, mezzanine and basement fans
19. Lubricate fan units
20. Change air filters
21. Maintain and replace pneumatic controls
22. Operate all boilers
23. Maintain proper water levels and steam pressure in all boilers
24. Maintain chemical treatment to boiler water
25. Blow down boilers and clean tubes
26. Lubricate pumps, air blower and steam valves
27. Operate and maintain air-conditioning and refrigeration units [Reference Industrial Truck Repair #14]
28. Adjust packing on water pumps
29. Charge refrigeration units to ensure proper storage and disposal of all refrigerants [Reference Industrial Truck Repair #14]
30. Maintain and repair refrigeration units including electrical and soldering repairs within the unit
31. Change filters and gauges on air conditioners

32. Wipe down and clean equipment in Power Service department

WELDER GENERAL

Performs welding, burning, brazing, silver soldering (by arc or torch) as required in the work assignments of general maintenance trades (Electricians, Pipefitter, Machine Repair, Industrial Truck Repair, Millwrights, and Carpenters).

WELDER TOOL & DIE

Performs welding, burning, brazing, silver soldering (by arc or torch) as required in the fabrication, repair and maintenance of dies and aids attached to dies, (such as lifters, kickers, chutes) fixtures, jigs and gauges in the Die Room (including fixtures and machine shop areas) and in Die Tryout.

WELDER REPAIR

1. Construct, maintain, try out, and repair welding fixtures (including original, reconstruction, modification, and engineering changes) used for production purposes (i.e. resistance, CO₂ (MIG) and arc welding processes). Such equipment shall include, holding, C-frame, press table top, piano, single point, over and under, and special fixtures. The foregoing processes will include fabrication of all fixture details, by any welding process available.
2. Construct, maintain, tryout and repair automation, (drop stops, transfer rails, kickers, extractors, ejectors, lifters, strippers, outriggers, idle stations, etc.) when the primary base mounting is to the welding fixture "C" frame platen or welding press platen. [Reference Millwright #50 and Electrician #38].
3. Install, and/or remove welding fixtures, production aids, automation, conveyors, roller racks, and related equipment to facilitate change over of welding lines, utilizing required vehicles to accomplish equipment movement. Cycles and tryout the welding lines to secure Quality Control approval of parts.
4. Constructs and maintains hydraulic power unit on provided framework. Maintains air packs. (Pipefitters initially install air valves on automation that is part of the stationary framework). [Reference Electrician #3, Millwright #21].
5. Installs, repairs, and maintains sequential welding timers, brain units, back panels, probe control panels, and electrical components such as wiring limit switches within the welding fixture, including removal and replacement of whips connected to hydraulic and air valves outside the fixture but control the welding process. Repairs, maintains and adjusts welding timer panels and trouble shoots through auxiliary panels.
6. Constructs, assembles and attaches Portable Welding Gun Accessory Trays (skirts or shrouds) to transformer housing. (Hang and try out completed unit on rail). Maintain portable welding gun installations. (Electricians connect and disconnect wires from power source to portable welding gun transformers, junction boxes, and install ground wire from the hanging welding gun transformers to building ground on new installations). [Reference Electricians #6].
7. Performs preventive maintenance, weld checks for OK panels, trouble shoots, analyzes, checks and maintains hydraulic fluid levels on welding operations.
8. Install, remove, and make adjustments on I.S.I. extractors or transfers when in the welding fixture.
9. Replace valves on power packs.
10. Maintain and repair all equipment on index or "whirly bird" machines used for welding, locating, and unloading parts (examples: air cylinders, air probes, limit switches, and replacement of solenoid valves). Make necessary adjustments in Tool Control Center panel as necessary for weld schedule. [Reference Electrician #26].
11. Load and unload welding fixtures entering and leaving the plant.
12. Trouble shooting new installation of welding fixture and guns with necessary corrections and cycling out for proper sequence with Electrician before equipment is released to Welder Repair for production. [Reference Electrician #14].
13. Hang portable gun transformers.
14. Construct, maintain, tryout and repair production processing checking fixtures.
15. Adjust, replace and changeover induction welders and welding coils. [Reference Electrician #1].
16. Perform welding related maintenance and repair to weld tool head mounted on robot, and make necessary "weld point" corrections. [Reference Electrician #37]
17. Perform related maintenance and repair to weld tool head mounted on robot, and make necessary "weld point" corrections (moving parts or welding guns) by manually stepping robot through the program. [Reference Electrician #14, #27 and Machine Repair #27]
18. Aim Vision systems in process checking fixtures. [Reference Electrician #41]



NOTES