



WOODHAVEN FORGING PLANT

Best of the Best

2023

Local Collective Bargaining Agreement

WOODHAVEN FORGING PLANT

UNION REPRESENTATIVES

Chad KellumsPlant Chairman
Frank GiarmoBargaining Committee
Cornell DragosJAC
Jim Guerricagoitia Health & Safety

COMPANY REPRESENTATIVES

Darius RandolphOperations Manager
Mike Cox**Plant Controls Engineer**
Mary Beth Giordano**Manager, Employee Relations**
Jennifer McRae**Manager, Employee Relations**
Danielle PineController

WOODHAVEN FORGING PLANT LOCAL AGREEMENT

This Local Agreement is intended to acquaint you with certain Company policies and terms of the agreement negotiated between the management of the Woodhaven Forging Plant and Local 387 of the UAW. It is anticipated that full understanding of Company policies and terms of negotiated agreements is essential to maintain order, to provide job security and to promote sound Company-employee relations. Your Process Coach, Labor Relations, or Union Representative will be glad to answer your questions.

Both the Company and the Union recognize their respective responsibilities as participants in the program on Equal Employment Opportunity and their responsibilities under federal and state laws relating to fair employment practices. Thus, the Woodhaven Forging Plant is known as an Equal Opportunity Employer.

**2023 WOODHAVEN FORGING PLANT
LOCAL AGREEMENT
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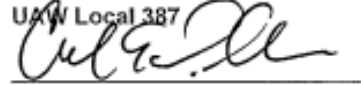
2023 Woodhaven Forging Plant Settlement Agreement

It is mutually agreed between Ford Motor Company, Powertrain Operations, Woodhaven Forging Plant, and the International Union, United Auto Workers, Local 387 that all local negotiations matters are hereby resolved upon ratification by the membership of Local 387.


This agreement shall become effective concurrently with the effective date of (a) any Collective Bargaining Agreement which replaces the nationally negotiated Master Collective Bargaining Agreement of **November 18, 2019** and subsequent modifications and addendums, or (b) any extensions of the **November 18, 2019** and subsequent modifications and addendums (other than an extension of a temporary or indefinite period) and shall remain in effect for the same period as such new or extended Master Collective Bargaining Agreement, except as otherwise expressly stated.

This agreement is subject to the approval of the National Ford Department of the UAW and the Human Resources, Powertrain Labor Affairs staff of the Company.

**International Union
UAW Local 387**

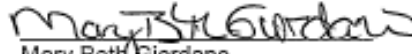


Chad Kellums
Woodhaven Forging Chairperson

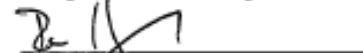


Frank Giarno
Woodhaven Forging, Bargaining Rep

**Ford Motor Company
Dearborn Engine Plant**

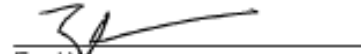


Mary Beth Giordano
Rouge Site HR Manager



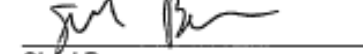
Ray Krieger
Rouge Site Senior Labor Representative

National Ford Department



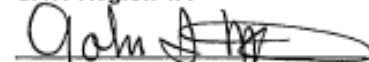
Fred Weems
International Servicing Representative

Powertrain Labor Affairs



Shad Bean
HR Manager, Powertrain Labor Affairs

UAW Region 1A



John Moore
Regional Servicing Representative

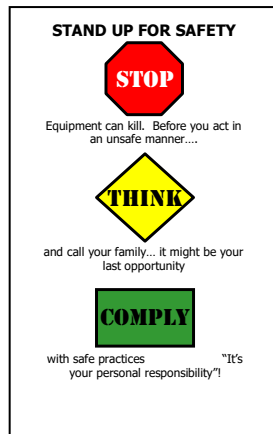
The Union through its duly authorized representative, hereby certifies that the foregoing agreement between the company and the Union was properly ratified by the membership on March 15th, 2024.

SAFETY POLICY WOODHAVEN FORGING PLANT

The Woodhaven Forging Plant is committed to providing and maintaining a safe work environment for all employees. In this regard, we recognize that the safety and health of our employees is paramount. No job is so important or urgent that we compromise established operating practices that safeguard our employees. We also comply with legislative requirements and strive to eliminate hazards that might result in personal injury or illness, fires, security losses and damage to property.

We believe accidents can be prevented through management attention, communications, and engineering analysis and actions in combination with dedicated pro-active employee participation. Accident prevention is the direct responsibility of all. With that in mind, all management functions are expected to comply with Woodhaven Forging Plant's accident prevention requirements as they apply to the design, operation and maintenance of facilities and equipment. All employees are required to perform their jobs properly in accordance with established procedures and adhere to using required personal protective safety equipment.

The Woodhaven Forging Plant is committed to the principle that employees will return home in the same physical condition as when they reported to work. We will strive to implement a safety program that will enhance the work environment for all Woodhaven Forging Plant employees.



QUALITY POLICY WOODHAVEN FORGING PLANT

Woodhaven Forging Plant is dedicated to produce quality forgings at competitive prices that meet or exceed our customer needs and expectations. The implementation of cross-functional teams in both quality planning and in managing for quality is a major strength in achieving these objectives. Our intentions are to continually improve our products and services, including timing and delivery, allowing us to prosper as a business. The underlying philosophy for quality planning is defect prevention. Our foundation for quality management is:

- People are the source of our strength and determine our reputation and vitality.
- Quality is our number one priority in order to achieve customer satisfaction.
- Customers are the focus of everything we do in providing better products and services.
- Continuous improvement is strived for in everything we do, in our products, service, value, competitiveness and our profitability.
- Integrity is never compromised in our conduct, and it must be emphasized for its positive contribution to society.
- Thorough training programs are utilized to ensure the work force has the proper tools to do the job.
- Complete documentation is maintained for all quality practices and procedures.
- A management system is in place, which prevents unauthorized deviation.
- Statistical evidence is available that supports all significant process variables and comprehensive plans for their control.

Woodhaven Forging Plants recognizes and supports Ford Motor Company's Policy Letter #1 *through the development and communication of this Quality Policy and the communication of our Mission Statement; Through Continuous Improvement in all aspects of manufacturing forging we are committed to be the Best of The Best.*"

Woodhaven Forging Plant's commitment to quality reflects Ford Motor Company's and the UAW's operating philosophy of striving for never-ending improvement in meeting its customer needs and expectations.



EMPLOYEE INFORMATION

The following is provided for your information and assistance:

SAFETY GLASSES

It is the policy of the Company that all employees working in the Plant must wear safety glasses with side shields unless otherwise designated. Your process coach will provide replacement lenses or frames as promptly as possible in accordance with established Company policy regarding the issuance of such equipment.

Employees who need corrective lenses should see the plant Safety Engineer for information regarding prescription safety glasses. The Company will continue to provide, at no cost, all 52mm or smaller S-7 shaped lenses and frames as it has in the past.

SAFETY SHOES

All employees must obtain safety shoes in accordance with Company safety policy. Contact either the Plant Safety Engineer or the Union Health and Safety Representative for more information.

POWER LOCKOUT

IT'S YOUR RIGHT – IT'S YOUR LIFE! Protecting the safety and health of all employees is of utmost importance. Any questions regarding the Plant power lockout program should be directed to the Energy Control & Power Lockout (ECPL) instructor, Plant Safety Engineer, or Union Health and Safety Representative.

HOUSEKEEPING

A clean and orderly workplace is a safe workplace. All of us have a responsibility to ourselves and our fellow employees to keep our work areas in a clean and orderly condition. **HELP KEEP OUR PLANT CLEAN!**

YOUR Process Coach

Your process coach is your first contact pertaining to and resolving any work-related situations such as pay shortages, overtime scheduling, safety, etc. If the process coach is unable to assist you, you may ask to have a Union Committee Representative contact you.

CHANGE OF ADDRESS AND PHONE NUMBER

It is important that your personnel record with the Company be accurate at all times. **Employees reporting a personal status change should submit their changes online at www.lifeatford.com. The change generally will be effective within 5-10 business days.**

EMERGENCY CALL IN PROCEDURE

In the event of an emergency, employees may be contacted via telephone at 734-671-7025, while the plant is operating. Callers should state that their concern is of an emergency nature, which will be relayed to the process coach and/or Employee.

ATTENDANCE

Recognizing the importance of presenteeism to meet our mutual goals of product quality, plant efficiency and positive employee morale, the Company and the Union have negotiated a National Attendance Program, contained in Volume IV of the Master Collective Bargaining Agreement, and is controlling where questions arise. The information contained below is meant to be a quick reference and does not replace or supplement what is negotiated at the national level.

Employees are responsible for requesting permission from their supervisors for planned absences from work. If you are unable to give advance notice of an absence or tardiness, the call-in procedure is detailed below:

Employees must report any unscheduled absence or potential tardiness at least 30 minutes prior to your scheduled shift via the Attendance Reporting Tool (ART), at 1-833-278-3673, or with the mobile app to allow time for Management to plan staffing needs. A confirmation number will be provided when you have successfully completed all the information requested.

Note: Medical Leaves of Absence, both initial and extensions, are addressed under the "Medical Leave Procedure" section below.

Tardiness

If an employee is less than 60 minutes late, every attempt will be made to put him/her to work. If the employee is less than 60 minutes late and no work is available, he/she will be coded late for the time period that he/she was late and AWOL for the remainder of the day (for example - 0.4 Late and 7.6 AWOL). If an employee is more than 60 minutes late and if no work is available, then the employee will be marked 8.0 AWOL.

CHARGEABLE ABSENCES

Chargeable absences will include:

- "A" Codes – AWOL
- "T" Codes – Temporary Illness

Chargeable absences coded A **and** T will be counted for full shift absences. Tardiness and partial shift absences will be handled separately for accountability and disciplinary purposes.

External medical documentation will generally not be required for T and ~~unpaid M~~ codes because these are chargeable absences. However, employees may submit acceptable external medical documents for qualifying day T ~~and M~~ absences for the sole purpose of holiday pay eligibility. Such absences will be chargeable for attendance control purposes.

The information contained above is meant to be a quick reference and does not replace or supplement what is negotiated at the national level.

ABSENCE PROGRESSION

<u>Step</u>	<u>Action</u>
1 st Absence	<u>No Penalty</u>
2 nd Absence	<u>No Penalty</u>
3 rd Absence	<u>No Penalty</u>
4 th Absence	<u>R&W</u>
5 th Absence	R&W + 1 Day
6 th Absence	R&W + <u>3 Days</u>
7 th Absence	R&W + 2 Weeks
8 th Absence	<u>Termination</u>

MEDICAL LEAVE PROCEDURE

Employees must contact (877) 475-9652 to request a Medical Leave of Absence for medically related time off of three (3) or more working days. Prior to returning to work from a Medical Leave of Absence of three (3) or more working days, the employee must clear through Plant Medical. Employees are expected to report to the WSP Plant Medical Department on the day prior to the day they are released to return to work. Employees are responsible for ensuring that your physician submits a completed "Attending Physician Report" (5166) to WSP Medical Facility.

Respond immediately to requests **regarding your medical leave.** If you have questions concerning insurance, contact your local UAW Benefits Representative.

If a medical leave extension becomes necessary, a completed 5166 form must be submitted to WSP medical facility, by your physician, before an extension will be issued. Medical leaves will not be extended by telephone unless leave/extension has been justified by your physician. In addition, written justification from your physician must include: (1) diagnosis of illness, (2) statement of why you were unable to work, (3) date seen by physician, (4) length of disability, and (5) signature of physician.

By following the above procedure, you will be assured that proper medical information is furnished and that records reflect the proper amount of leave of absence time. By doing so, you will help assure correct payment of any sick benefits to which you might be entitled.

WORK RELATED INJURIES/ILLNESS

The Company provides diagnosis and treatment of all occupational illnesses and injuries at all times. When injured on the job, please do the following:

- Report the accident to a process coach. Don't leave the Plant until you do!
- Go to the Plant treatment facility. Give them the facts (what happened, location, time, etc.) of your injury and names of any witnesses.
- Report the accident to your Union Representative.
- File a claim – a claim may be filed with the Workers' Compensation Representative for your Plant.
- Don't sign papers you don't understand.
- Remember, if all you say is, "I was hurt in the Plant," chances are your claim will be questioned because you don't describe an unusual event (slip, fall, etc.).

AFTER HOURS MEDICAL PROCEDURE

The Woodhaven Stamping Plant Medical facility hours can be reached at 734-671-7251. For all after hours Plant minor medical emergencies please contact Henry Ford Center for Health Services at 734-671-1370.

PERSONAL LEAVE OF ABSENCE

You may obtain a personal leave for compelling reasons (other than personal illness or injury) for a period up to 180 days (as per Article VIII, Section 29), if you can be spared, by making a request with your process coach. The request must be approved by your process coach in order to be valid. Such leave may be extended upon approval of Labor Relations.

HOSPITAL SURGICAL-MEDICAL, LIFE AND DISABILITY INSURANCE

Complete information about insurance programs may be obtained by calling the ACS at (313) 248-4444 or toll free 1-800-248-4444.

FIVE (5) DAY NOTICES

Article VIII, Section 5 of the Master Agreement describes the reasons for which seniority shall be broken. Subsection (4) describes the form of the five-day notice that that Company must sent to an employee's

last known address according to the Company's records. Therefore, it should be important to you to keep the Company record of your address accurate at all times. Failure to do so may result in a loss of seniority and termination of employment because of a change in address without notifying the Company. A notice that is sent according to the Company's record but is not claimed by the addressee is not considered to meet the test of impossibility to respond to the notice.

Should you receive a five (5) day notice, you have a positive responsibility to communicate with the Company within five (5) working days after the notice is sent (excluding Saturdays, Sundays and Holidays). FAILURE TO RESPOND WILL RESULT IN TERMINATION.

If you receive a 5-Day Notice (registered mail) contact Labor Relations / Hourly Personnel immediately at (313) 322-9021, to provide a satisfactory reason for your absence. This applies even if you are on medical leave of absence and receive the "Notice to Report" letter. You can be terminated as a 10-day quit if you fail to properly respond to the 5-day Notice.

EMPLOYEE SUPPORT SERVICES PLAN (ESSP)

The ESSP Program is designed to offer counseling assistance to employees and family members in a variety of issues such as substance abuse, marital problems, financial concerns, emotional problems, etc. This service is completely **confidential**. If you need assistance or more information, contact the Union ESSP Representative.

UNION MEETINGS

You are reminded that Local Union meetings are normally held on the fourth Sunday of every month pending notification. The Local Union phone number is (734) 782-2771.

GENERAL AGREEMENTS

UAW LOCAL 387

- Break Area Television - Local and select cable channels will be made available for the televisions in the lunchroom.
- Mobile Boom Crane Training - Refresher training will be provided on an “as needed” basis utilizing certified in-house trainers during a mutually agreed upon period.
- Winter Coats and Hats - The Company will continue to maintain the current supply of winter coats for employees exposed to inclement weather due to job assignment. Further, the company shall replace these coats as needed when they become unusable due to wear.
- New Roughing Mill – The Company supports the proposal of a new roughing mill in its die shop department. This roughing mill is to be capable of performing all current and future needs. This support ensures viability and shows commitment to that instrumental part of the business.
- Hot Water Heater – The Company agrees to evaluate the feasibility of purchasing a hot water tank. This tank is to be used to supply hot water in all of the the in-plant cleaning practices. The belief is it will assist in improving the cleanliness of the plant.
- CMM Training – The Company agrees to provide training for all forging line operators to enhance their knowledge of the hot inspection position. The training is to cover aspects of the job that are pertinent to the CMM process, improving employee’s skills and knowledge of the product.
- New cafeteria chairs will be purchased by the company upon agreement with the union.
- The company agrees to provide an adequate number of new radios to be made available for use by employees. Furthermore, the company understands that it will need to ensure these radios are maintained in operational fashion.

OVERTIME EQUALIZATION AGREEMENT

It is mutually agreed between Ford Motor Company, Powertrain Operations, Woodhaven Forging Plant and the International Union, Local 387 that the provisions regarding assignment of overtime work shall be as follows:

1. When in the judgment of Management, overtime is necessary for employees on a given classification; the employees regularly performing the operation involved shall work such overtime (OT) periods.
2. Where such overtime is of a continuing nature. Management, insofar as is practicable, will rotate such overtime among all qualified employees on the job classification within the shift in which the overtime is scheduled.
3. All reasonable means will be employed to equalize overtime among shifts.
4. Any employee hired, reinstated, or transferred, will assume the highest number of overtime hours on the classification in the department or section to which he/she is assigned. An employee who is reclassified within a section will assume the highest number of hours on the new classification within the section.
5. Except in emergencies. Coordinators will rotate and equalize overtime on a common list with their respective journeymen classifications insofar as is practicable.
6. Overtime will be charged on the basis of hours that were paid or would have been paid if the employee had worked the overtime opportunity.
7. An employee will be charged for:
 - a. All premium hours offered to him/her (except when an operation is canceled by the Company).
 - b. The premium hours which were worked by employees in his/her overtime group while he/she was absent from work for any reason (including vacation and leave of absence) and which he/she would have worked if he/she had not been absent.
 - c. All premium hours that the employee would have been scheduled to work except for legal prohibitions.
8. Employees who fail to or are late reporting for an accepted overtime assignment will be charged double for all hours they would have been paid.
9. Overtime shall be considered equalized when the existing spread is 60 hours or less.
10. On January 1 of each year thereafter, all overtime hours charged will revert to zero.
11. Employees transferring in, or being hired into the plant, will not be eligible for displacement of overtime opportunities among existing employees during their first 30 days of work. Upon completion of this initial "breaking in period", these employees will assume high overtime hours for their assigned classification.

In accordance with Article IV, Section 6, of the Master Agreement, this Agreement is signed subject to the approval of the National Ford Department of the International Union and Human Relations Staff of the Company.

INVERSE SENIORITY AGREEMENT

It is mutually agreed between Ford Motor Company, Powertrain Operations, Woodhaven Forging Plant and the International Union, Local 387 that the provisions regarding Inverse Seniority shall be as follows:

1. Management will survey all hourly employees to determine if they elect to work if inverse seniority is requested by the Union. An employee's election to work will remain in effect until the next formal application period.
2. Employees with less than one (1) year's seniority must be laid off from the affected group in accordance with the local occupational group agreement before inverse seniority can take place.
3. The Union will notify Management in writing of their intent to ask for inverse seniority prior to a temporary layoff.
4. The highest seniority employees by classification who express a desire to remain at work will be retained provided they are capable of doing the jobs involved. Inverse seniority will not be applicable to any other employees except those in the group affected by the reduction.
5. If additional employees are required to work, Management will assign employees by classification beginning with the least senior employees in the group affected provided they are capable of doing the work involved.
6. All other employees within the group will then be laid off directly to the street.

In accordance with Article VIII, Section 21 (e) of the Master Agreement pertaining to Inverse Seniority, this Agreement is signed subject to approval of the National Ford Department of the International Union and Labor Relations Staff of the Company.

SHIFT PREFERENCE AGREEMENT

It is mutually agreed between Ford Motor Company, Powertrain Operations, Woodhaven Forging Plant and the International Union Local 387 that the provisions for the exercise of shift preference shall be guided by the terms of this agreement.

1. Seniority employees shall be given consideration in assignment of shifts consistent, however, with recognition of the principle that it is impossible to operate the plant efficiently with all the older seniority employees on one shift and therefore, seniority alone cannot be the sole determining factor.
2. Seniority employees will be given consideration in assignment of shifts annually during the first week of April and the first week of September.
3. At the expiration of each one-week period, shifts will be closed until the following period.
4. Seniority employees desiring to exercise shift preference must make application to the ~~Adviser~~ Union on forms provided by the Company.
5. In exercising shift preference, a seniority employee shall exercise seniority by classification.
6. In the event it becomes necessary to permanently reassign seniority employees to other than the shift they have selected, consideration will be given to the greater seniority employees among those affected, consistent with efficiency of operations.
7. Once a shift bump card has been filled out by an employee, no other actions need to be taken until said employee has changed their mind. This will eliminate the need to fill out a bump card every six months.

In accordance with Article VIII, Section 28 (a), of the Master Agreement, this agreement is signed subject to the approval of the National Ford Department of the International Union and Labor Relations Staff of the Company.

JOB OPENING AGREEMENT

It is mutually agreed between Ford Motor Company, Powertrain Operations, Woodhaven Forging Plant and the International Union, Local 387 that the provisions for the exercise of job openings shall be guided by the terms of this agreement.

1. When a job opening is to be filled in accordance with Article IV, Section 2, supervision shall give the Union Committeeperson on the shift wherein the opening exists a written notice of such openings.
2. Management will post the job openings for three (3) working days on the plant bulletin board.
3. Employees shall have three (3) working days from the date the opening is posted to sign the job posting for the open job.
4. Supervision of the department in which the job opening occurs shall make its selection based on merit, and ability, but where these are equal, the employee having the greater seniority shall receive preference. The Union Committeeperson will be advised of the applicants for the job opening.

Additionally, the name of the employee selected will be placed on the notice of posting. This provision does not in any way limit the right to temporarily loan or place another employee on an opening, which arises in connection with the job posting procedure. It is expressly understood that time spent by an employee on a temporary assignment while the job is posted will not be considered in weighing the applicant's qualifications for the job.

This agreement shall become effective upon receipt of written notice from the Union of ratification and shall remain in effect for the duration of the existing Master Agreement. However, it is subject to termination by either party upon thirty (30) days notice in writing to either party.

SKILLED TRADES OCCUPATIONAL GROUP SENIORITY AGREEMENT

It is mutually agreed between Ford Motor Company, Powertrain Operations, Woodhaven Forging Plant, and the International Union, UAW, Local 387, at Woodhaven, Michigan, that employees on the skilled trades classifications as enumerated herein shall be grouped and shall have seniority rights in accordance with the terms hereof:

1. Any employee who held one of the skilled classifications as enumerated herein shall have his/her seniority on that classification computed from his/her date of hire. Any employee who was hired, promoted or transferred to a skilled classification shall have his/her seniority computed from his/her date of entry on that classification.
2. An employee promoted to a classification in the skilled trades group from a classification in one of the other occupational groups in the Plant shall retain and accumulate seniority in his/her former occupational group. If affected by a reduction in force on his/her skilled classification, he/she shall exhaust his/her seniority in that classification and may then elect to exercise his/her seniority in his/her former classification and occupational group or to accept a layoff. He/She shall, in either event, retain and accumulate seniority in his/her basic skilled classification.

In accordance with Article VIII, Section 14, of the Master Agreement, this Agreement is signed subject to the approval of the National Ford Department of the International Union and Labor Relations Staff of the Company.

SKILLED TRADES OCCUPATIONAL GROUP

WOODHAVEN

<u>Classification</u>	<u>Group & Suffix</u>
Machine Repair.....	99Y
Machine Repair Leader.....	99Y
Machine Repair – Maintenance Planning Coordinator.....	99Y
Maintenance – Electrician.....	99Y
Maintenance – Electrician –Leader	99Y
Maintenance – Electrician – Maintenance Planning Coordinator.....	99Y
Tool & Die Maker	99Y
Tool & Die Maker - Leader.....	99Y
Welder General.....	99Y
Electrician Project Coordinator.....	99Y

**OCCUPATIONAL GROUP SENIORITY
AGREEMENT**

It is mutually agreed between Ford Motor Company, Powertrain Operations, Woodhaven Forging Plant, and the International Union, UAW Local 387, at Woodhaven, Michigan, that the following designated occupational group referred to in Article VIII, Section 7, of the Master Agreement and shall be known as Appendix C.

I. Designated Classifications

- A. Designated job classifications are listed individually in Group1 and are identified by a suffix from A through Z.

- B. Employees holding designated job classifications will exercise their seniority in accordance with the provisions of Article VIII, Section 11 of the Master Agreement. An employee whose classification is grouped in a step-down arrangement and who is affected by a reduction in force shall exercise his/her seniority in the same step-down process as outlined in the example below:

Example:

- 1A can bump 1Z
- 1B can bump 1Z
- 1A cannot bump 1B
- 1B cannot bump 1A

II. The designated classification structure of Woodhaven Forging Plant is shown below:

**WOODHAVEN FORGING PLANT
LABOR POOL**

GROUP 1

<u>Classification</u>	<u>Group & Suffix</u>
Crankshaft Forging Attendant.....	1A
Crankshaft Forging Attendant – Team Leader/Coordinator.....	1A
Crankshaft Finishing Attendant (Crib).....	1B
Crankshaft Finishing Attendant.....	1Z
Crankshaft Finishing Attendant – Team Leader/Coordinator.....	1Z

WOODHAVEN FORGING PLANT OPERATING AGREEMENT

GOALS AND OBJECTIVES

The goal of the Woodhaven Forging Plant is to produce in a safe environment forged steel crankshafts that are Best-In-Class in quality and at a competitive cost.

The employees, leadership of Local 387, and operating management of Woodhaven Forging Plant have historically demonstrated a commitment to operational effectiveness through their efforts to address and meet all Company safety, quality and productivity objectives. Improvements have been achieved through the development of a work environment, which recognizes people as the most important resource and promotes cooperation, teamwork, and communication based on mutual trust and respect.

The parties are committed to further improve that working relationship at Woodhaven and to ensure that the whole organization is dedicated to satisfying our customers.

WORK TEAMS

The parties have agreed that Work Teams have been established to provide a work environment conducive to achieving our world-class quality and efficiency objectives along with providing increased opportunities for employee participation and job satisfaction. Teams are involved in the operation of the business with particular responsibility for five key areas:

- maintaining the highest levels of safety
- assuring the quality of parts produced
- achieving continuous improvement
- meeting production schedules
- achieving operating cost objectives and
- keeping the work area and machines clean

The structure of the teams has been developed by a Steering Committee consisting of Management, Union, and hourly employees.

PRODUCTION CLASSIFICATIONS AND WAGE RATES

The plant utilizes two production classifications for the forged crankshaft work teams. Employees will rotate among job assignments within their work team/department, with the method and frequency of rotation determined in a manner that will assure proper balance between individual and group needs and the quality and efficiency of the operation.

SKILLED TRADES WORK ASSIGNMENTS

The parties have agreed that skilled trades are vital to achieving the overall operational effectiveness needed at Woodhaven and acknowledge that the flexibility and dedication that has been demonstrated at Woodhaven Forge will be vital to the new operation. Concepts like incidental work, overlapping capability and helping hands are key to a successful operation. It was acknowledged that these concepts are consistent with Umpire Opinion B-14 and Exhibit II of the Skilled Trades Supplement Agreement to the Collective Bargaining Agreement and that both parties are committed to implementing them as part of skilled trades work practices at Woodhaven.

CONTROL ROOM

The Control Room will be staffed by Electricians due to extensive electrical and electronic controls, PLC's and diagnostics required for the forged crankshaft process. The Electricians assigned to the Control Room will also perform other electrical maintenance work assignments and will rotate with other Electricians on their shift.

WORLD CLASS MAINTENANCE

The crankshaft program represents our collective efforts towards achieving a Best-In-Class product. We recognize that it is the skills of our employees that will help us achieve this goal. The maintenance employees that are assigned to work on the crankshaft will be given extensive training in both technical and non-technical aspects of the operation, in order to fully utilize their skills and expertise. Production employees will be trained and given responsibility for maintaining their equipment, including preventive maintenance, product changeover, and minor maintenance assignments that do not require core skills of trade persons and can safely be performed by them.

WORK SCHEDULES

All employees assigned to the forged crankshaft operations at Woodhaven will be required to work normal Ford work hours as designated by Management. Production schedules warrant an alternative work schedule, management retains the flexibility to implement such work patterns. It is understood that wage and economic matters will be subject to approval by Labor Affairs and National Ford Department. Woodhaven Forging Plant will continue to monitor production operations to determine which pattern meets production requirements as well as reduces overtime costs.

SKILLED TRADES SUNDAY WORK ASSIGNMENTS

The plant will adhere to the Sunday Work Assignment ("13 day") letter dated October 21, 1967, and existing local agreements and practices governing the administration of overtime.

CONTINUOUS IMPROVEMENT

The parties recognize that continuous improvement efforts are required to maximize the efficiency of the launch and for the plant to become an attractive site for added investment and jobs. Improvement will become a way of life in our day-to-day business with all employees having the opportunity to participate in efforts to increase operational effectiveness, improve quality, and minimize waste. In keeping with the spirit of continuous improvement, both parties recognize that items will surface that should be jointly addressed in a problem solving manner and commit to seek mutually acceptable solutions that recognize the importance of meeting both operational objectives and the legitimate needs of the workforce.

COMMITMENT TO TRAINING

The parties commit to working together in the identification of training needs to support our processes that enable our best-in-class results, including opportunities related to job rotation and continuous improvement efforts.

TEAM COORDINATOR JOB DUTIES

KEY RESPONSIBILITIES

- Accountable for operational and administrative aspects of the team, including progress toward quality and production goals, shift start-up, job rotation, OT and vacation scheduling, record keeping, team training progress, safety and housekeeping. (Not responsible for employee discipline or for authorizing hours of pay.)
- Communication liaison between team members and other internal and external support functions.
- Plan, organize and facilitate team meetings to resolve quality, competitiveness and production-related issues in the spirit of continuous improvement.

REPRESENTATIVE TASKS

1. Plan, schedule and facilitate team meetings.
2. Facilitate communications between shifts and teams.
3. Solve problems using authority delegated.
4. Plan and coordinate team activities, ensure proper job rotation.
5. Plan and provide or arrange for team member training (OJT or classroom).
6. Promote safety, quality and housekeeping.
7. Promote and ensure constant improvement in the team (e.g., quality, cost and efficiency).
8. Obtain materials and supplies for the team.
9. Be knowledgeable of all operations within team, provide coverage for team members who are away from the work area (i.e., absent, relief, emergency, first aid, etc.), and perform other tasks to facilitate meeting team goals.
10. Maintain team records, such as overtime scheduling/equalization, preventative maintenance, attendance, training, etc.
11. Participate in management meetings and communicate the needs of the team.
12. Participate in the evaluation of team members, however, does not have the final word.
13. Responsible for the morale and performance of the team.
14. Schedule vacation of group members.
15. Check on health and welfare of group members.
16. Encourage group to meet responsibilities.
17. Promote suggestion process.
18. Other tasks as determined by the work team.

Work Schedule

DECISIONS	INDIVIDUAL TEAM MEMBER	TEAM (CONSENSUS)	MANUFACTURING ADVISOR	TEAM COORDINATOR	TOOL ROOM ADVISOR	ENGINEERING/TECH SERVICES	CLERK	MFG MANAGER	BLDG. CHAIR/UNION OFFICIALS	PLANT MANAGER	SAFETY	EMPLOYEE RELATIONS	CONTROLLER	QUALITY LIASON
(A) NORMAL START/QUIT/LUNCH/TIME	S	R	S	S	S	S	I	A/V	I	I				
(B) OUT EARLY VOLUNTARY (INDIVIDUALLY)			R	R										
(C) OUT EARLY-SWW	I		R	S	I			A/V	I					
(D) DOWN DAY-SWW	I		R	S	I			A/V	I			I	I	
(E) DOWN SHIFT-TLO	I		S	I	S	I		R	I	A/V		S	I	
(F) DOWN WEEK-TLO	I		S	I	S	I		R	I	A/V		S	I	
(G) LUNCH-EMERGENCY/BREAKDOWN	I		R	S	I			I	I					

Managing Business

	INDIVIDUAL TEAM MEMBER	TEAM (CONSENSUS)	MANUFACTURING ADVISOR	TEAM COORDINATOR	TOOL ROOM ADVISOR	ENGINEERING/TECH SERVICES	CLERK	MFG MANAGER	BLDG. CHAIR/UNION OFFICIALS	PLANT MANAGER	SAFETY	EMPLOYEE RELATIONS	CONTROLLER	QUALITY LIASON
DECISIONS														
(A) REQUISITIONS, TOOLS, SUPPLIES, ETC. (1)	S		R	R	R*		S							
(B) VARIANCE REPORTS (2)	I	S	R	S		R		R		I			S	S
(C) ENGINEERING HELP														
DAILY REQUESTS			R	S										
LONG TERM		S	S	S	S	R	S	R		I				
(D) DROT/TWOS			R	S	R		S							
(E) DISCIPLINE (3)	I		R						R			R		
(F) JOB ROTATION SCHEDULE	S	R	S	S			I							
(G) HOURLY COUNTS	R		R											
(H) HOUSEKEEPING	S		S	S	S	S	S	S	S	R	S	S	S	
(I) CLEANING														

Head Count

	INDIVIDUAL TEAM MEMBER	TEAM (CONSENSUS)	MANUFACTURING ADVISOR	TEAM COORDINATOR	TOOL ROOM ADVISOR	ENGINEERING/TECH SERVICES	CLERK	MFG MANAGER	BLDG. CHAIR/UNION OFFICIALS	PLANT MANAGER	SAFETY	EMPLOYEE RELATIONS	CONTROLLER	QUALITY LIASON
DECISIONS														
(A) DL-DAILY ASSIGNMENTS	S		S	R										
(B) DL/IL-RIF TASK	I		S		S	S		S	I	R		S	S	
(C) DL/IL-RIF VOLUME RELATED	I		S		S	S		S	I	R		S	S	
(D) DL/IL-RIF PROCESS RELATED	I		S		S	S		S	I	R		S	S	
REMARKS														
1 = Individual maintenance person to receive parts														
2 = Manufacturing manager consolidates														
3 = Only affected person is informed														
*Refers to the Tool Room only														

Quality

DECISIONS	INDIVIDUAL TEAM MEMBER	TEAM (CONSENSUS)	MANUFACTURING ADVISOR	TEAM COORDINATOR	TOOL ROOM ADVISOR	ENGINEERING/TECH SERVICES	CLERK	MFG MANAGER	BLDG. CHAIR/UNION OFFICIALS	PLANT MANAGER	SAFETY	EMPLOYEE RELATIONS	CONTROLLER	QUALITY LIASON
(A) RUN/NOT RUN (1)	R		S	S	I	R	I	S						
(B) CONTAINMENT														
INSIDE PLANT	R	I	R	R		R		I						S
OUTSIDE PLANT	I	I	I	I	I	R	I	R	I	I				S
(C) REPAIR YES/NO	R		S	R		S								
(D) SCRAP														
ROOT CAUSE	S	I	R	S	S	R		S						S
CORRECTIVE ACTION	S	I	R		S	R								I

Overtime

DECISIONS	INDIVIDUAL TEAM MEMBER	TEAM (CONSENSUS)	MANUFACTURING ADVISOR	TEAM COORDINATOR	TOOL ROOM ADVISOR	ENGINEERING/TECH SERVICES	CLERK	MFG MANAGER	BLDG. CHAIR/UNION OFFICIALS	PLANT MANAGER	SAFETY	EMPLOYEE RELATIONS	CONTROLLER	QUALITY LIASON
(A) PRODUCTION REQUIRED	S		R	R	I	I	I	A/V	I	I				
(B) SPECIAL EVENTS	S		R	R	I	I	I	A/V	I	I				
(C) TRAINING	S		R	R	I	I	I	A/V	I	I				
(D) PROJECT RELATED	S		R	R	I	I	I	A/V	I	I				
(E) REPAIRS	S		R	R	I	I	I	A/V	I	I				
(F) PAID LUNCH	S		R	R	I	I	I	A/V	I	I				

Production

DECISIONS	INDIVIDUAL TEAM MEMBER	TEAM (CONSENSUS)	MANUFACTURING ADVISOR	TEAM COORDINATOR	TOOL ROOM ADVISOR	ENGINEERING/TECH SERVICES	CLERK	MFG MANAGER	BLDG. CHAIR/UNION OFFICIALS	PLANT MANAGER	SAFETY	EMPLOYEE RELATIONS	CONTROLLER	QUALITY LIASON
(A) EXPECTED	S	S	S	S	I	R		R						
(B) ACTUAL	I	I	R	R				I						
(C) INCREASE		S	S	S	I	I	I	R	I					
(D) PM/TPM-OPERATOR		R	S	S		S								
(E) MAINTENANCE HELP														
DAILY REQUIREMENTS	R		S	S										
LONG TERM		S	S	S		S	S	R						
REMARKS:														
1 = Team member will take immediate action and obtain support														
*PM/TPM ADMINISTRATIVE / SCHEDULE	S		R	S	S	S		R						

Machine Cycle Time

DECISIONS	INDIVIDUAL TEAM MEMBER	TEAM (CONSENSUS)	MANUFACTURING ADVISOR	TEAM COORDINATOR	TOOL ROOM ADVISOR	ENGINEERING/TECH SERVICES	CLERK	MFG MANAGER	BLDG. CHAIR/UNION OFFICIALS	PLANT MANAGER	SAFETY	EMPLOYEE RELATIONS	CONTROLLER	QUALITY LIASON
(A) PURCHASED/100% CYCLE						R		R						
(B) MONITOR/RECORD (1)	S		R			I		I						
(C) MAINTAIN/CORRECT (1)	S		R			S		I						
(D) REDUCE	S		S	S		S		R	I	S		I		
(E) INCREASE	S		S	S		S		R	I	S		I		

Stockhandle

	INDIVIDUAL TEAM MEMBER	TEAM (CONSENSUS)	MANUFACTURING ADVISOR	TEAM COORDINATOR	TOOL ROOM ADVISOR	ENGINEERING/TECH SERVICES	CLERK	MFG MANAGER	BLDG. CHAIR/UNION OFFICIALS	PLANT MANAGER	SAFETY	EMPLOYEE RELATIONS	CONTROLLER	QUALITY LIASON
DECISIONS														
(A) WHEN														
(B) WHO														
(C) WHERE														
(D) HOW LONG														
STOCKHANDLE (SPECIAL CAUSES)														
(A) WHEN														
(B) WHO														
(C) WHERE														
(D) HOW LONG														

Vacation

DECISIONS	INDIVIDUAL TEAM MEMBER	TEAM (CONSENSUS)	MANUFACTURING ADVISOR	TEAM COORDINATOR	TOOL ROOM ADVISOR	ENGINEERING/TECH SERVICES	CLERK	MFG MANAGER	BLDG. CHAIR/UNION OFFICIALS	PLANT MANAGER	SAFETY	EMPLOYEE RELATIONS	CONTROLLER	QUALITY LIASON
(A) SALARY		R	S			S	I	I		I				
(B) HOURLY – Advanced vacation requests/personal days (2)		R	S		S		I	I						
(C) EXTENDED/SPECIAL			R		R*		I	I						

Job Rotation Training

	INDIVIDUAL TEAM MEMBER	TEAM (CONSENSUS)	MANUFACTURING ADVISOR	TEAM COORDINATOR	TOOL ROOM ADVISOR	ENGINEERING/TECH SERVICES	CLERK	MFG MANAGER	BLDG. CHAIR/UNION OFFICIALS	PLANT MANAGER	SAFETY	EMPLOYEE RELATIONS	CONTROLLER	QUALITY LIASON
DECISIONS														
(A) SCHEDULE TRAINING WHO/WHEN (3)	S	S	R	R	R	R	I	A/V	S	S		S		
(B) WHO RECOMMENDS TRAINER-ABILITY RELATED	I		R	R	R	I	I	S	S	S		S		
(C) COMPLETION OF TRAINING	R	S	R	R	R	I	I	I	I	I		I		
(D) BASIC SKILLS TRAINING	R		S	R	S	S		S	S	S		S		
REMARKS:														
1 = Individual team member (maintenance)														
2 = Guidelines for vacation schedule														
3 = All employees must be trained														
*Refers to the Die Room only														

Operational Costs

DECISIONS	INDIVIDUAL TEAM MEMBER	TEAM (CONSENSUS)	MANUFACTURING ADVISOR	TEAM COORDINATOR	TOOL ROOM ADVISOR	ENGINEERING/TECH SERVICES	CLERK	MFG MANAGER	BLDG. CHAIR/UNION OFFICIALS	PLANT MANAGER	SAFETY	EMPLOYEE RELATIONS	CONTROLLER	QUALITY LIASON
(A) HOW TO MEET AND/OR REDUCE COSTS	R		R	R	R	R	R	R	R	R	R	R	R	R

Team Meetings

	INDIVIDUAL TEAM MEMBER	TEAM (CONSENSUS)	MANUFACTURING ADVISOR	TEAM COORDINATOR	TOOL ROOM ADVISOR	ENGINEERING/TECH SERVICES	CLERK	MFG MANAGER	BLDG. CHAIR/UNION OFFICIALS	PLANT MANAGER	SAFETY	EMPLOYEE RELATIONS	CONTROLLER	QUALITY LIASON
DECISIONS														
(A) REGULAR (WEEKLY)	S		R	R	R	S		S	I	S				
(B) SPECIAL	S		R	R	R	R		R	R	R	R	R		
(C) MEETINGS REQUIRING OVERTIME	S		R	R	R	R		A/V	I	I	R	R		

Corporate Operations and Plant Join Programs - Mandatory

DECISIONS	INDIVIDUAL TEAM MEMBER	TEAM (CONSENSUS)	MANUFACTURING ADVISOR	TEAM COORDINATOR	TOOL ROOM ADVISOR	ENGINEERING/TECH SERVICES	CLERK	MFG MANAGER	BLDG. CHAIR/UNION OFFICIALS	PLANT MANAGER	SAFETY	EMPLOYEE RELATIONS	CONTROLLER	QUALITY LIASON
(A) WHEN (WITHIN THE GIVEN WINDOW), HOW			R	R	R	I	I	A/V	S	A/V				

Other Programs (CPR, Food Baskets, UF/Blood Drive)

DECISIONS	INDIVIDUAL TEAM MEMBER	TEAM (CONSENSUS)	MANUFACTURING ADVISOR	TEAM COORDINATOR	TOOL ROOM ADVISOR	ENGINEERING/TECH SERVICES	CLERK	MFG MANAGER	BLDG. CHAIR/UNION OFFICIALS	PLANT MANAGER	SAFETY	EMPLOYEE RELATIONS	CONTROLLER	QUALITY LIASON
(a) WHO, WHEN, HOW				R				S	S	S		I		



Powertrain Operations
Ford Motor Company

3001 Miller Road
Dearborn, Michigan 48121

January 31, 1995

Mr. Bernie Pierce, Chairperson
Bargaining Unit
UAW Local 174
Woodhaven Forging Plant

Subject: Preventive Maintenance

During negotiations, the parties spent a considerable amount of time discussing preventive maintenance. It was indicated by Management that operators will perform minor maintenance that is non skilled by nature, including cleaning and adjusting, lubricating, and inspecting equipment. The following are examples to illustrate those tasks:

- Replace guarding
- Keep machines free of chips and debris
- Clean and touch up equipment
- Change grinding wheels
- Tighten fittings, clamps, hoses such as those found on air, lube and hydraulic lines

It was agreed that these practices would assist in implementing a practice that will help achieve our common objective to secure new business and job security for our employees.

Sincerely,
Benjamin L. Clarke



Powertrain Operations
Ford Motor Company

3001 Miller Road
Dearborn, Michigan 48121

September 21, 2015

To: Mr. Chad Kellums, Chairperson
Bargaining Unit
UAW Local 387

Mr. Kellums

Subject: Seniority Tie Breaker - Skilled Trades

This is to confirm our conversation during recent discussions regarding seniority tiebreaker language for tradespersons.

The following order shall be followed in determining the employee with the greatest seniority. First, classification date of entry (as established in The Letters of Understanding dated October 7, 1990). Second, total Ford seniority, and third, the employee with the highest last four social security number.

Marc Smith
Human Resources Manager



Powertrain Operations
Ford Motor Company

3001 Miller Road
Dearborn, Michigan 48121

October 20, 2003

Mr. Bernie Pierce
Building Chairman
Woodhaven Forging Plant
United Auto Workers, Local 387
Dearborn, Michigan

Subject: Job Rotation within Teams

This is to confirm the parties' agreement reached during the Woodhaven Continuous Improvement Agreement Negotiations regarding job rotation of employees within the team.

Specifically, it was understood that team members will be expected to rotate jobs and that rotation schedules will be determined by the team. The team coordinator will provide the manufacturing advisor with a copy of the daily rotation schedule. In addition, both parties agreed that employees were not to rotate for the sake of rotation, but to rotate to ensure the team members' competency and versatility on all operations. By maintaining the objective, the teams will be able to accomplish the mutual goals for employee safety and diversity as well as product quality.

Sincerely,

Marci L. McCulloch



Powertrain Operations
Ford Motor Company

3001 Miller Road
Dearborn, Michigan 48121

February 6, 1995

Mr. Bernie Pierce
Bargaining Chairperson
UAW Local 174
Woodhaven Forging Plant

Subject: Cleaning of the Woodhaven Facility

Dear Mr. Pierce:

During negotiations, the parties spend a considerable amount of time discussing the cleaning issue. It was indicated by Management during the discussions that the cleaning assignments will be performed by the members of the team.

The existing team members will clean the area in their immediate work area and one person on the team will be given the additional assignment of cleaning the rest of the building. In addition, it was agreed to continue the practice that exists at Vulcan of assigning supplemental cleaning to an outside vendor.

Sincerely,
B. L. Clarke
Employee Relations
Vulcan/Woodhaven Plants



Powertrain Operations
Ford Motor Company

3001 Miller

Road

Dearborn, Michigan 48121

February 10, 1995

Mr. Bernie Pierce
Bargaining Chairperson
UAW Local 174
Woodhaven Forging Plant

Subject: Team Responsibilities – Woodhaven Plant

Dear Mr. Pierce:

The structure of the team will be developed jointly by a Steering Committee consisting of Management, Union, and hourly employees. The attached sheet outlines the general team responsibilities. It is not intended to limit or prevent the team from deciding to pursue other options that may improve the team effectiveness. By maintaining these objectives, the teams will be able to accomplish the mutual goals of providing a quality product in an empowered work environment.

Sincerely,
B. L. Clarke

Attachment I

ATTACHMENT I TEAM RESPONSIBILITIES

Below is a list of work team responsibilities. It is not intended to limit or prevent the team from deciding to pursue other opportunities or concerns that may improve the team's effectiveness or job satisfaction. The team's basic responsibility is to work together to:

- Work safely as per plant safety policy and recognize that safety is everybody's business.
- Assure quality of parts produced using various prevention and control techniques including SPC.
- Meet production schedule/goals.
- Meet plant operating cost goals.
- Finishing team to clean locker rooms and rest rooms (lawn care to be performed by an outside service).
- Resolve repair or scrap problems.
- Complete material handling and other P.C. assignments as required.
- Keep area and machines clean.
- Schedule lunch and relief periods.
- Work with salaried advisor to obtain approvals for any required overtime and assist in scheduling in accordance with the local agreement.
- Preventive maintenance, produce changeover, and other minor maintenance not requiring the core skills of a tradesman.
- Schedule vacation time off.
- Determine training needs and obtain required assistance.
- Decide daily job assignments and rotations.
- Attend quality, cost or scheduling meetings when needed.
- Comply with accepted plant rules/standards of conduct.
- Elect Team Coordinator.
- Acquire the knowledge to operate the equipment purchased for the Woodhaven facility.
- Request assistance from salaried advisor as required.

As teams gain experience, they may choose to assume responsibilities in other areas.



Powertrain Operations
Ford Motor Company

3001 Miller Road
Dearborn, Michigan 48121

September 21, 2015

Mr. Chad Kellums, Chairman
Woodhaven Forging Plant
Ford Local 387, UAW

Subject: Die Shop Computer Aided Design (CAD) Work

During these negotiations, the parties had significant discussion regarding Die Shop Computer Aided Design (CAD) work. Originally, salaried employees from Powertrain staff performed all CAD work. However, the parties recognize that there has since been a mixed practice in this regard, with Die Sinkers more recently performing elements of CAD work for which they have been trained.

The parties agree to continue to work together to ensure that trained and qualified employees, both hourly and salary, perform CAD work at Woodhaven Forging Plant and appropriate processes are followed.

Sincerely,

Marc Smith
Human Resources Manager

Concur: _____
Chad Kellums



Powertrain Operations
Ford Motor Company

3001 Miller Road
Dearborn, Michigan 48121

September 21, 2015

Mr. Chad Kellums, Chairman
Woodhaven Forging Plant
Ford Local 387, UAW

Subject: Effective Use of Die Shop Manpower

During these negotiations, significant discussion occurred regarding assessing how to more fully utilize Die Shop employees. It is mutually agreed that the manner in which Skilled Trades are utilized substantially affects the day-to-day success of our Forging operations. The parties recognize that further review on how to more efficiently operate the Die Shop and to more effectively utilize our skilled trade talents and abilities is required. The parties further recognize that to remain competitive, technological improvements are an inherent aspect of achieving "Best-In-Class" status.

It is further agreed, as partners, it is imperative that we proactively identify ways to increase our competitiveness in every aspect of our business, including the potential insourcing of work by following the appropriate processes as indicated in Appendix P of the Master Agreement.

Sincerely,

Marc A. Smith
Human Resources Manager

Concur:

Chad Kellums



Powertrain Operations
Ford Motor Company

3001 Miller Road
Dearborn, Michigan 48121

October 20, 2003

Mr. Bernie Pierce, Chairman
Woodhaven Forging Plant
Ford Local 387, UAW

Subject: Effective Use of Control Room Manpower

During these negotiations, significant discussion occurred regarding assessing appropriate manpower needs for the Control Room, as a result of the recent technological improvements. It is mutually agreed that the manner in which Skilled Trades are utilized substantially affects the day-to-day success of our Forging and Maintenance activities. The parties recognize that further review on how to more efficiently operate the Control Room and to more effectively utilize our skilled trade talents and abilities is required. As partners, it is imperative that we proactively identify ways to increase our competitiveness in every aspect of our business.

Sincerely,

Marci L. McCulloch
Human Resources Manager

Concur:

Bernie Pierce

October 20, 2003

Commitment to Continuous Improvement

During the most recent local negotiations, the parties had lengthy discussions regarding how to improve the overall competitiveness of our plant on an ongoing basis. These discussions resulted in an understanding that the local parties need to refocus their energy on identifying required areas of continuous improvement as defined in Appendix I of the Collective Bargaining Agreement dated September 29, 2003. The purpose of this letter is to outline key understandings between UAW Local 387 and Woodhaven Forging Plant management that we believe are critical to successfully compete for future business.

The Woodhaven Forging Plant hourly and salaried employees are committed to be the leading forged crankshaft supplier in the world, exceeding our customer expectations. In order to accomplish this objective, it is recognized that continuous improvement in safety, quality, productivity, delivery, cost and employee morale objectives must be accomplished. It is our focus to outline a coordinated and joint strategy for ensuring that all aspects of human resources and union-management relationships are considered to be best-in-class.

The key strategies and commitments that we believe will ensure the creation of an environment that fosters continuous improvement are:

Improving Local Joint Initiatives

- The Union and Management recognize the importance of coming together to discuss mutual interests related to plant competitiveness and future viability.
- The future for both the Union and Management rests on successfully working together to resolve our differences and the means to accomplish this is through constructive and cooperative problem solving.

Achieving Operational Effectiveness Together

- Working together to identify opportunities to increase competitiveness by utilizing skilled trades more efficiently for improved operating effectiveness.
- Continue to achieve Best-in-Class results regarding **Safety**, including zero injuries, zero lost time case rate and zero severity rate.
- Follow identified processes to ensure 100% **Quality** crankshafts are forged for our customers.
- Machine efficiency rates and productivity need to improve on a continual basis to ensure timely **Delivery** of our products to our customers.
- **Costs** need to decrease to a level that is better than our competitors.
- Continue to build relationships between the Union and Management for positive **Morale** on the plant floor.
- Protecting the **Environment** is a priority in all that we do whether directly or indirectly involved with the manufacturing of forged crankshafts.

Full Implementation of Manufacturing Teams and Workgroup Effectiveness

- All team members will participate in efforts to improve safety, increase operational effectiveness, improve quality, reduce costs, minimize waste and foster an environment of mutual respect.
- Teamwork including cooperative problem solving among team coordinators, team members, MA's, Union leadership, Engineering and Management is an essential element for future success.
- Live, learn and support lean manufacturing processes and mindset to move plant forward for future competitiveness.
- All team members need to take personal responsibility and be accountable for our continued success through embracing roles & responsibilities and continuous improvement efforts.
- For effective problem solving and continuous improvement efforts, Skilled Trades from Maintenance and the Die Shop will fully participate in weekly Production Team meetings.

World Class Maintenance & Production

- Best-in-Class skilled trades employees that work to achieve world class maintenance results in Operational Equipment Effectiveness (O.E.E.), Mean Time to Repair (MTTR) and Mean Time Between Failure (MTBF) by striving for flexibility in working under the "helping hand" concept and leveraging our skilled trades knowledge and expertise to improve competitiveness by focusing on the elimination of waste per Appendix I, Exhibit 1 of the 2003 Master Agreement.
- Empowered self-directed work teams with team coordinators that support their shifts to achieve production goals and objectives and strive for continuous improvement in all areas.

The Company and Union recognize that working together is the key to our success.

Bernie Pierce	Marci L. McCulloch
UAW Building Chairman	Human Resources Manager
Woodhaven Forging Plant	Woodhaven Forging Plant

Concur:

Bernie Pierce



Powertrain Operations
Ford Motor Company

3001 Miller Road
Dearborn, Michigan 48121

August 24, 2015

Mr. Chad Kellums, Chairman
Woodhaven Forging Plant
Ford Local 387, UAW

Subject: AWS Crew Patterns

During these negotiations, a significant amount of discussion occurred regarding current alternate work patterns currently in use at the Woodhaven Forging Plant

The parties recognize that further review on how to more efficiently operate the Woodhaven Forging operations and to more effectively utilize our production and skilled trade talents and abilities may be required.

As partners, it is imperative that we proactively identify ways to increase our competitiveness in every aspect of our business, while not disadvantaging our talented and diverse workforce.

Sincerely,

Marc Smith
Human Resource Manager

Concur:

Chad Kellums



Powertrain Operations
Ford Motor Company

September 9, 2015

Mr. Chad Kellums, Chairman
Woodhaven Forging Plant
Ford Local 387, UAW

Subject: AWS Holiday OT Scheduling

During these 2015 negotiations, a fair amount of discussion occurred regarding the AWS holiday OT Scheduling at the Woodhaven Forging Plant.

The parties agreed that work assigned on an AWS pattern during a holiday period shall be established by the overtime equalization list, rather than the employee required work date.

This will be done to keep current the overtime equalization agreement in alignment.

Sincerely,

Marc Smith
Human Resource Manager

Concur:

Chad Kellums



Powertrain Operations
Ford Motor Company

September 9, 2015

Mr. Chad Kellums, Chairman
Woodhaven Forging Plant
Ford Local 387, UAW

Subject: Designated Smoking Areas

During these 2015 negotiations, some areas of discussion occurred regarding designated smoking areas for employees at the Woodhaven Forging Plant.

The parties recognize and agree that smoking is only to occur in designated areas outside.

No smoking will be permitted at any time in the front of the Woodhaven Forging facility.

Sincerely,

Marc Smith
Human Resource Manager

Concur:

Chad Kellums



Powertrain Operations
Ford Motor Company

September 9, 2015

Mr. Chad Kellums, Chairman
Woodhaven Forging Plant
Ford Local 387, UAW

Subject: Employee Parking

During these 2015 negotiations, discussion occurred regarding employee parking at the Woodhaven Forging Plant

The parties recognize and agree that only Ford Family vehicles are to park in the main lot.

All non-Ford Family vehicles are to utilize parking in the north lot. Parking will be monitored and enforced by Woodhaven Forging security. Repeat violators risk having their vehicles tagged and towed at the expense of the owner.

Motorcycle parking is not impacted by this policy and will continue as designated.

Sincerely,

Marc Smith
Human Resource Manager

Concur:

Chad Kellums



Powertrain Operations
3001 Miller Road
Ford Motor Company
Dearborn, Michigan 48121

February 19, 2024

Mr. Chad Kellums, Chairman
Woodhaven Forging Plant
Ford Local 387, UAW

Subject: Plant Viability

During the course of these local negotiations the union and Company discussed our mutual desire to ensure that the Woodhaven Forging Plant become the global plant of choice for the new business opportunities. To enhance plant viability, we recognize that we must work together to efficiently implement improvement in the spirit of One Manufacturing – Best in the World.

To support this, the parties commit to review floor space and remove outdated and non-value machinery and items to ensure possible revitalization and reusage opportunities to generate additional opportunities.

During our regular analysis, we will aggressively pursue avenues to further advance plant viability through the reduction of waste enhancement of efficiencies and employee empowerment to enable our continuous improvement. Working together as one team will position us to meet the challenges we face as we strive to grow our business and become a forging facility of choice.

Sincerely,

Dave Cantagallo
Human Resources Director



Powertrain Operations
3001 Miller Road
Ford Motor Company
Dearborn, Michigan 48121

February 19, 2024

To: Mr. Chad Kellums, Chairperson
Bargaining Unit
UAW Local 387

Mr. Kellums

Subject: Heat and Air Quality

After several meetings, it was mutually decided in the interests of the employees to ensure that there are annual heat stress and periodic industrial hygiene air quality testing done throughout the life of the agreement. The results of which will be discussed with the union Chair.

David Cantagallo
Human Resources Director

**UAW LOCAL 387
EXECUTIVE BOARD**

Tony Pascarell

Jerry Thomas

Kirk Yancey

Chad Kellums

Traci Gray

Mark Petrlich

Caleb Baker

Constance Adamcheski

Chuck Gonzalez

Wally Vaugh

Gary Schack

Local 387 President

Vice President

WSP Chairman

WFP Chairman

Recording Secretary

Financial Secretary

Trustee Chair

Trustee

Trustee

Sergeant At Arms

Guide

Main Office

24250 Telegraph

Flat Rock, MI 48134

Telephone Numbers In Plant

Plant Chairman

Chad Kellums.....734-671-7221

Bargaining Committeeperson

Frank Giarmo.....734-652-9357

Human Resources

Mary Beth Giordano.....~~313-323-6382~~ **621-2842**

TELEPHONE NUMBERS

National Employee Service Center.....	800-248-4444
Absence Reporting Tool (ART).....	833-278-3673
AXZ Plan Website.....	axz.ford.com
AXZ Plan Pin Number.....	800-348-7709
Blue Care Network.....	800-691-1099
Blue Cross/Blue Shield (Blue Preferred).....	800-482-5146
Blue Cross/Blue Shield (Ohio).....	800-367-5893
F.E.R.A. (Emp. Recreation Ass'n).....	313-322-4155
Ford Motor Credit.....	800-727-7000
Ford-UAW Retirement Board.....	800-829-8833
Health Alliance Plan (HAP).....	313-872-8100
Health Care changes.....	800-333-7444
International Union, UAW.....	313-926-5000
National Ford Department, UAW.....	313-926-5391
Paramount (MVP).....	800-462-3589
Region 1A.....	313-291-2750
SVS Vision.....	800-225-3095
Unicare (John Hancock Disability Claim).....	800-572-1581
Workers Comp.....	734-671-7172
Woodhaven Stamping Plant Medical Office.....	313- 671-7252

WEBSITE ADDRESSES

AXZ Plan Website.....	www.axz.ford.com
Benefit Companion.....	www.webmdhealth.com/fmcpuaw/main/login.aspx
Blue Care Network.....	www.mibcn.com
Blue Cross/Blue Shield.....	www.bcbs.com
Employee Network.....	http://employees.ford.com
F.E.R.A. (Emp. Recreation Assn.).....	https://web.vee.fod.com/fera
Ford Motor Credit.....	www.fordcredit.com
Health Alliance Plan (HAP).....	www.hap.org
International Union, UAW.....	www.uawford.com
Legal Services, UAW-Ford.....	www.uawfsp.com
National Ford Department, UAW.....	www.uawford.com
SVS Vision.....	www.svsvision.com